Women's Economic Empowerment:

building evidence for better Investments

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Methodology

Publish What You Fund launched the *Women's Economic Empowerment: building evidence for better investments* **project in October 2020. This document outlines:**

- The project's proposed research method and activities
- The definitions and frameworks for its four focus elements; women's economic empowerment, women's financial inclusion, women's empowerment collectives

We have consulted on this methodology with over 40 key stakeholders and subject matter experts in an iterative process to fine-tune and contextualise our project's approach to each country context.

Acronyms

- Civil society organisations (CSOs)

- Consultative Group to Assist the Poor (CGAP)

- Gender-based violence (GBV)

- Gender integration (GI)

- Gender-responsive budgeting (GRB)

- International Center for Research on Women (ICRW)

- International Aid Transparency Initiative (IATI)

- Key informant interviews (KIIs)

- OECD-DAC Creditor Reporting System (CRS)

- Foundation Directory Online (Candid)

- International non-governmental organisation (INGO)

- Official development assistance (ODA)

- Organisation for Economic Co-operation and Development (OECD)

- OECD's Development Assistance Committee (OECD–DAC)

- OECD-DAC's Network on Gender Equality (GenderNet)

- Rotating savings and credit association (ROSCA)

- Sustainable Development Goal (SDG)

- Village savings and loan association (VSLA)

- Women's economic empowerment (WEE)

- Unpaid care work (UCW)

- Women's financial inclusion (WFI)

- Women's empowerment collectives (WECs)

Executive summary

Publish What You Fund launched the *Women's Economic Empowerment: building evidence for better investments* project in October 2020. This project will contribute to a country-level and global understanding of funding towards women's economic empowerment (WEE), women's financial inclusion (WFI) and women's empowerment collectives (WECs), and assess how international funders apply gender integration (GI). We are tracking national and international funding to WEE, WFI, and WECs as well as assessing which funders have a GI approach. We have six focus countries for this work: Kenya, Nigeria, Ethiopia, Uganda, Bangladesh, and Pakistan.

This project will use a mixed methods approach of desk-based research, surveys, and key informant interview (KIIs). We will map funding from international development funders including bilateral, multilateral, DFIs and foundations, as well as the national and sub-national budgets of each of our focus countries.

The research questions outlined in this document allow us to explore the funding landscape for WEE, WFI, and WECs in the focus countries, looking at aid modalities, intervention types, trends over time, focus areas and gaps, as well as identifying how funding aligns with interventions that are seen to be catalytic. Data will be used both for historical research (looking at funding between 2015 and 2019) and ongoing tracking and monitoring of aid (looking at funding from 2020 to the most recently published). In examining current funding, we will seek to understand the impact of Covid-19 where data is available and will unpack through qualitative research how the funding we map aligns with policy approaches.

We aim to provide funders, implementers, and advocates of WEE with robust evidence and recommendations as well as tools for the improved reporting and publication of funding and programmatic information relating to WEE. This will allow funders to address funding gaps and improve coordination and efficiency at this crucial time when COVID-19 and its economic fallout threatens the progress of WEE and, in many cases, has caused progress to reverse.

This methodology has four sections:

- o Research methodology: This section outlines the background and rationale of the project. It spells out the research goal and objectives, research questions and the research methods that will be used to address these questions.
- o WEE, WFI and WEC conceptualisation and method to tracking funding: This section dives deeper into our conceptualisation of; WEE, WFI, and WECs, providing definitions and our method for tracking funding to each element. The methodology for each element uses a common approach of identification, classification, and measurement with element-specific variations to maximise our efforts to map the universe of funding towards WEE, WFI, and WECs.
- o GI This section provides our definition of GI and outlines our approach for assessing it within organisations and their projects.

    o   <u>Annexes:</u> The annexes have further details on the methodology of our research, how it has been developed, and how it will be implemented.

We have shared this document with 45 key stakeholders and subject matter experts, engaging in an iterative process, to fine-tune and contextualise our project's approach to each country's context.

Research methodology

Rationale

Women's economic empowerment (WEE), and its key parts including women's financial inclusion (WFI) and women's empowerment collectives (WECs), is essential to the realisation of women's rights and their full participation in society and the world of work, helping both to reduce poverty for all people and achieve gender equality.

WEE is a transformative process whereby women engage in and benefit from the economy using and gaining skills, resources, and opportunities. Strategic investments in economic and productive sectors are key to achieving WEE and enable women to have:

- o Equal participation in markets
- o Access to and control over productive sectors
- o Access to decent work
- o Equal pay for equal work
- o Control over their time, lives, and bodies
- o Increased agency, voice, and meaningful participation in economic decision-making at the household and institutional level

Further enablers of WEE are inclusive financial systems and social resource provisioning systems that are built around the needs and constraints of women and address social norms that limit women's participation.

Investing in WEE is not only key to achieving gender equality, but has numerous spill-over and positive feedback effects for development goals more broadly. WEE is a goal in itself as well as an essential catalyst for improving the lives of marginalised groups and ensuring universal human rights. Furthermore, with the global pandemic and economic crisis putting women's rights and economic empowerment at great risk, there is a clear need to track funding and understand funding gaps to WEE. Strategic and targeted investments in WEE are key to reaching development goals such as the 2030 Agenda for Sustainable Development Goal (SDG) 5: Achieve gender equality and empower all women and girls.

Approach

During the inception phase of this project, we conducted stakeholder mapping and a literature review of previous efforts to track funding for gender equality and WEE which informed the intersectional feminist approach outlined in this research methodology.

There have been some notable efforts to track funding flows for WEE by the Organisation for Economic Co-operation's and Development (OECD) Development Assistance Committee's (DAC) GenderNet, Donor Tracker and Oxfam. The data used in these studies is data from the Organisation for Economic Co-operation and Development (OECD)'s Creditor Reporting System (CRS). Projects within this dataset can be marked using the OECD-DAC's Gender Equality Policy Marker, which we refer to as the OECD-DAC gender marker, and lists of sector and purpose codes,[1] which previous studies have used to track funding to core sectors of WEE that are gender-targeted.

Other related studies are conducted by Friends of Publish What You Fund and ourselves, ONE, and Development Initiatives. As part of our Gender Financing Project, we use the OECD-DAC gender marker to track international funding towards gender equality in Kenya, Nepal, and Guatemala. Looking at the global level, the ONE Campaign tracks the OECD Development Assistance Committee (DAC) members' reported gender financing between 2012 and 2018 by mapping their use of the OECD-DAC gender marker and searching for gender-related keywords. Similarly, Development Initiatives assesses the use of the OECD's 'disability inclusion and empowerment' marker and applies a keyword approach to estimate how much of reported official development assistance (ODA) to the CRS between 2014 and 2018 targets disability inclusion.

The following observations from previous studies have informed the alternative approach presented in this methodology:

> 1) Previous efforts to track WEE funding have focused on core economic and productive sectors.[2] We aim to build on this work by including additional sector focuses in our work which encompasses the full range of components critical to WEE.
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> 2) We will also assess the use of the OECD-DAC gender equality policy marker in each of our focus countries given that this is the most replicable way to currently track funding to gender equality among international funders. Our research on tracking funding to gender equality and aforementioned

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[1] In the CRS, data on the sector of destination are recorded using a 5-digit purpose codes. A purpose code is used for recording information on the purpose (sector of destination or other purpose – cf. Sector Classification) of individual aid activities. Purpose codes identify the specific area of the recipient's economic or social structure the transfer is intended to foster. See list of purpose codes. The first three digits of the code refer to the corresponding DAC sector or category.
[2] The core economic and productive sectors are: Agriculture and rural development; banking and business; communication; employment policy; energy; industry; mining, construction and tourism; public finance management; trade; transportation and storage; and urban development.
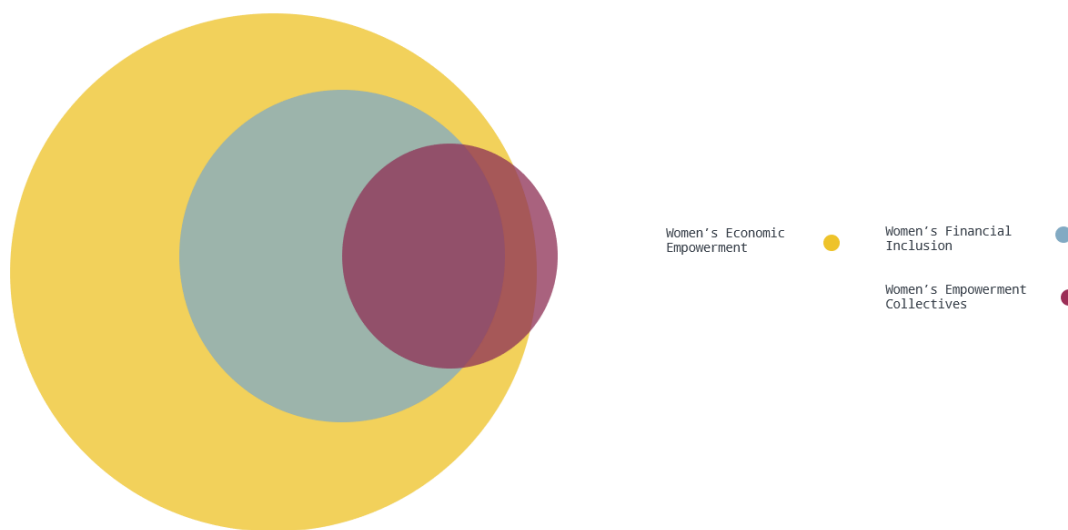
studies, such as by [Oxfam](link), have found that the OECD-DAC gender marker is often applied inconsistently among funders. This has encouraged us to consider using key search terms as an alternative approach in this piece of work, while assessing the gender marker throughout with the aim of understanding how the use of the gender marker can be strengthened long term.

3) Previous efforts to track funding to WEE have focused primarily on ODA and the OECD-DAC members. We draw inspiration from the Association for Women's Rights in Development's (AWID) conceptualisation of a [feminist funding ecosystem](link) which recognises the interconnected relationship between diverse actors and funding sources working to drive social change. We aim to add to the discourse by also focusing on other funding flows and funders in this research.

This project will contribute to a country-level and global understanding of funding towards WEE by adopting a holistic definition of WEE, broadening the sector focus, and mapping a wide range of funding flows (i.e. bilateral, multilateral, philanthropic and national government organisations) to produce granular data on the diverse areas and ways in which WEE is funded.

We aim to provide funders with robust evidence and recommendations as well as tools for the improved reporting and publication of information relating to WEE. It is worth noting that poor reporting of results/impact data is a common issue beyond WEC/WEE/WFI project reporting. We use secondary literature to help contextualise the findings given limitations around impact data and do not make assessments on the effectiveness of interventions in this study. Nevertheless, implementing recommendations for more transparent data is expected to lead to better information, which ultimately will allow funders to address funding gaps and improve coordination and efficiency at this crucial time when COVID-19 and its economic fallout threatens the progress of WEE and, in many cases, has caused progress to reverse.

In addition to tracking funding to WEE, we will track funding to women's financial inclusion (WFI). WFI is a key component of WEE and is critical in ensuring meaningful access to, use of and control over financial services that create economic and social benefits for women. We will also focus on women's empowerment collectives (WECs) which have been identified as potential key mechanisms for accelerating WEE. WECs help build women's human, financial and/or social capital through programming and training. Understanding funding to these groups may open up new opportunities for catalysing progress towards WEE and other development outcomes. An additional component of our project will seek to understand how international funders adopt and operationalise gender integration (GI) within their WEE/WFI/WECs programs. This is why we will explore different funders' use of the OECD-DAC gender marker and assess the gender intentionality of projects.

Visual representation of the relationship between WEE, WFI and WECs. Visual not to scale.

We will focus our international funding analyses on three countries: Kenya, Nigeria, and Bangladesh. We will do a national funding analysis for all six of our focus countries. These countries represent some of the largest economies in their regions and are home to promising efforts focused on WEE. This work is funded by the Bill & Melinda Gates Foundation (BMGF) and is conducted in collaboration with the International Center for Research on Women (ICRW) and various other key stakeholders.

Research goal & objectives

The goal of this research is to increase the salience of WEE, WFI, WECs and GI among international development and national funders. We will do this by providing robust information about and recommendations for the improved reporting and publication of information on funding to these areas.

Our main objectives include:

1. Conceptualising new approaches and developing tools to track funding to WEE, WFI, and WECs, and assess GI, through multi-stakeholder consultations
2. Producing robust evidence and recommendations for the improved reporting and publication of information on funders' GI policies and funding towards WEE, WFI, and WECs
3. Using our findings and tested tools to advocate for more effective investments in WEE at the country and global level through targeted engagement with key funders and policy-makers
4. Gathering insight into how funding supports COVID-19 responses and how much of this is gender-integrated

Research Questions

The table below breaks down our research questions into the types of funders we intend to include and the sub-questions and the mixed-methods research approach we will use to answer them for our focus countries:

Question 1: How can international development funders and priority country governments collaborate to close gender funding gaps to WEE, WFI, and WECs?		
Target group(s):	**Sub–questions:**	**Research methods:**
Foundations, bilateral and multilateral organisations, development finance institutions (DFIs), women's funds, and movements' autonomous resourcing	a. Who funds WEE, WFI, and WECs? How much do they commit and disburse?	International funding analysis (data), funder survey, KIIs
	b. What are the main instruments/finance types used for funding WEE, WFI, and WECs?	International funding analysis (data), funder survey, KIIs
	c. Which thematic areas and sectors within WEE, WFI, and WECs does funding go to? Which thematic areas and sectors receive the most funding and where are there gaps?	International funding analysis (data), funder survey, KIIs
	d. Which groups of women does this funding (commitments and disbursements) intend to benefit?	International funding analysis (data), funder survey, KIIs
	e. How much international funding is allocated to national government? How much of this is reflected in the national budget?	International funding analysis and national budget analysis
	f. Do funders use a gender-integrated approach to their investments? If so, how do funders report progress against this strategy and measure impact?	GI policy landscape, international funding analysis (data), GI survey, KIIs
Local and national governments	g. How much does local and national government commit and disburse to WEE, WFI, and WECs? Are these supported/mandated by local policies or regulations?	National budget and policy analysis, funder survey, KIIs, desk review (policy analysis)
	h. Which thematic areas and sectors within WEE, WFI, and WECs does funding go to? Which thematic areas and sectors receive the most funding and where are there gaps?	National budget and policy analysis, funder survey, KIIs
	i. Where information is available, which groups of women is this funding (commitments and disbursements) intending to support?	National budget and policy analysis, funder survey, KIIs
All funders (Bilateral, multilateral, DFI, foundations, women's funds,	j. Why does funding to WEE, WFI, and WECs look the way it does? Do these observations reflect a policy stance such as government commitments to certain agendas and targets, and if not, why?	Desk review (policy analysis), KIIs

national and sub-national governments)	k. How does funding to WEE, WFI, and WECs compare to the total funding allocated to economic empowerment in our priority countries?	International funding and national budget analysis (data), KIIs
	l. Where data is available, how much of COVID-19 response funding supports WEE, WFI, and WECs?	International funding and national budget analysis (data), funder survey, KIIs
	m. How does overall funding align with approaches widely perceived to be catalytic and effective for WEE, WFI, and WECs?[3]	International funding and national budget analysis (data), literature review of the evidence of widely perceived catalytic approaches to WEE within a country context, funder survey, KIIs
	n. What significant gaps and opportunities exist in the coordination and funding to WEE, WFI, and WECs? How could this help stakeholders to advance development outcomes?	Answers to previous questions
	o. Has funding to support WEE, WFI, and WECs changed between the period of 2015 to 2020? If so, how, and why?	International funding and national budget analysis (data & policy), funder survey, KIIs

Question 2: What mechanisms exist for tracking funding to WEE and how can these be strengthened? What new tools or approaches could enhance the salience of and track funding to WEE, WFI, and WECs?		
Target group(s):	Sub–questions:	Research methods:
All funders, partners (e.g. ICRW), data stakeholders (e.g. IATI, OECD GenderNet, UN Women, CGAP), WEE advocates	a. What existing mechanisms are there for tracking funding to WEE, WFI, and WECs at both a global and country level? What are their strengths and weaknesses?	Literature review & research scoping, KIIs, surveys and consultations with global and country level multi-stakeholder groups
	b. In collaboration with other partners and stakeholders, what would positive changes to existing reporting mechanisms to track WEE funding look like? What new reporting mechanisms to track WEE funding could be developed?	
	c. How could these mechanisms be used to increase and coordinate funding?	
	d. What resources/partnerships would be required to implement such mechanisms?	

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[3] Poor reporting of results/impact data is a common issue beyond WEC/WEE/WFI project reporting. Whilst we are unable to make assessments on the impact of projects and what is catalytic for WEE, where possible we will use secondary literature to help contextualise the findings. Our recommendations will focus on providing robust information and recommendations for the improved collection and publication of information on funding to these areas including the need for impact data.

Project Approach

The sequential design of this project involves four phases outlined below.

Phase One- Inception and Assessment	- Conduct multi-stakeholder consultations to determine the research methodology, definitions, and scope - Develop tools to collect data on funding to WEE, WFI, and WECs
Phase Two- Research and Advocacy Phase Three- Research and Advocacy	In phases two and three we will conduct country-based research and advocacy. Phase two will focus on Kenya, Nigeria, and Bangladesh. In this phase, we will mobilise national teams (comprising of national consultants, Publish What You Fund team members and a country advisory committee) to: - Conduct desk research and stakeholder mapping[4] to identify funding to and policy commitments on WEE, WFI, and WECs - Analyse national budgets and gender-responsive budgeting practices - Carry out KIIs with government officials, funders, implementers, women's rights organisations and academics - Implement a country survey of funding received or generated by organisations working towards WEE, WFI, and WECs - Collaborate with national stakeholders and networks to contextualise research and advocacy to build upon their existing knowledge and support ongoing efforts to promote WEE - Target advocacy around findings and policy recommendations at key funders Phase three will focus on conducting in-country analysis of national funding to WEE, WFI, and WECs in Ethiopia, Uganda, and Pakistan together with national budget experts.
Phase four, Global Transparency Report and Global Advocacy	- Synthesise findings from our focus countries to produce a Global Transparency Report with evidence-based recommendations for funders to improve their reporting and publication of related data and information - Conduct targeted engagement with key stakeholders and advocacy activities to disseminate the findings and seek commitments for change - Consult with stakeholders to agree on the long–term housing of tested WEE and WFI funding tracking tools

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[4] The stakeholder mapping aims to also identify stakeholders working specifically for the COVID-19 response, and government ministries and other units that are engaged in the promotion of WEE, WFI and WECs. In mapping government stakeholders, the mapping exercise will endeavor to identify the appropriate platforms and levels for engaging in advocacy.

Research methods
Developing the methodology to track funding

The main goal of our inception phase was to establish the definitions, scope, and methodologies for tracking funding to WEE, WFI, and WECs. This process included:

1. Mapping of key stakeholders (thought leaders, implementers, funders, and advocates) for WEE, WFI, and WECs

2. Using stakeholder mapping to understand previous efforts and methodologies for tracking funding to gender equality and WEE

3. Defining WEE, WFI, WECs and GI through consultation with thought leaders, implementers, and advocates

4. Developing a draft methodology for tracking funding to WEE, WFI, and WECs, including the key search terms and typologies that would be used to identify and classify funding to these areas

The methodology developed for tracking funding to WEE, WFI, and WECs outlined below was built with both standardisation and flexibility in mind. The methodologies and typologies outlined below encompass a comprehensive and inclusive approach to WEE, WFI, and WECs that includes a wide range of drivers and enablers of WEE and the diverse ways in which different groups of women may participate in WEE as both a process and an outcome. This is particularly useful in considering the aim of this project to develop a tool for tracking funding to WEE and WFI beyond the life of this project.

The methodology is also designed to be adaptable so that once we have consulted with key stakeholders in each country, we can contextualise the approach as necessary to reflect the WEE landscape of each case-study country. These consultations and possible adaptations of the methodology outlined below will take place at the beginning of each country phase.

Applying the methodology to track international development funding and national and sub-national expenditure

This research will conduct a historical analysis of funding towards WEE, WFI, and WECs, from the establishment of SDG5 in 2015 to 2020. To the extent that data is available, we will also conduct a current analysis of funding for 2020/2021. We will examine a wide range of international development funding flows including funding from bilateral, multilateral, development finance institutions (DFIs) and philanthropic organisations (including women's funds) for our first three focus countries, Kenya, Nigeria and Bangladesh, as well as the national and sub-national governments of all six of our focus countries. We aim to examine and understand the instruments through which WEE is funded and who this funding reaches.

For tracking public expenditure towards WEE, WFI, and WECs we will assess:

- National and sub-national budget documents

Other sources will include policy documents and strategies.

To track international development funding towards these elements, we analyse data from:

- The International Aid Transparency Initiative (IATI)'s Country Development Finance Data tool

- OECD CRS

- Consultative Group to Assist the Poor (CGAP) Funder Survey

- Foundation Directory Online (Candid)

Other sources will include policy documents and strategies.

To the extent possible we have reconciled these four data sources (IATI, OECD CRS, CGAP funder survey, and Candid) into a database of funding flows for each country to analyse flows at the country level. After a thorough analysis we decided that these four data sources would give the most complete and rich dataset for tracking funding to WEE. Please refer to our data collection document for more information on how we approached these four international funding datasets including our guiding principles for selecting these data sources.

An important limitation for this desk research approach is that the amount and quality of funders' reported data varies significantly, due to the often-voluntary nature of these databases, the limited reporting guidance for funders, and limited external verification of their reported data. The data sources outlined above each have their own purposes, uses and limitations. Given our intention to capture the ecosystem of funding to WEE, WFI, and WECs, and to understand the relationship between the diverse funders and actors within that ecosystem, we will supplement the data exercise outlined above with in-country research. This should enable us to capture additional information on funding flows not captured by data sources. With both the information from data sources and our in-country research, we hope to gain an understanding of how and why the funding ecosystem in each country context looks the way it does.

Mapping of national stakeholders and commitments

We will mobilise national consultants to conduct a desk review and informal interviews to identify relevant stakeholders in the country and policy commitments. The stakeholder mapping is a preparatory exercise to determine which actors from government, private sector, civil society, funders, and development institutions (including UN agencies and multilateral financial institutions) should be engaged in subsequent activities (e.g. country funding survey, key informant interviews, advocacy). The information that will be used for the stakeholder mapping is anticipated to come from desk review of WEE/WFI/WEC projects and wider academic and grey literature on the three topics, and discrete interviews with implementers and funders.

A similar approach will be used for mapping policy commitments. In particular, the desk review will cover national documents (including SDG voluntary national reports), policies, government-published statements and articles, in addition to wider literature and interviews with practitioners.

Country funding survey

We carried out a funding survey in our first three focus countries. The purpose of this pilot survey was to supplement desk research and map funding that is difficult to identify through the aforementioned data sources (e.g. autonomous resourcing). The surveys helped to map funding received or generated by organisations working on WEE, WFI, and WECs from 2015 to 2020, including the impact of COVID-19, and to

assess the funding needs of implementers and advocates working towards WEE, WFI, and WECs, such as women's rights organisations, feminist movements, INGOs, NGOs and CSOs. The survey also helped to inform us of the transparency of international funders with the in-country implementing organisations. After piloting the survey, our team found that the published international funding data gave a better picture of the funding we are aiming to capture. As such, we will not replicate this step for our second research phase.

Key informant interviews (KIIs)

We will conduct KIIs for qualitative insights into funders' WEE, WFI, WECs and GI (investment) approaches, as well as the impact of COVID-19 on funding. These interviews will help gather insight on funders' WEE, WFI, WECs and GI programmes and policy choices, existing mechanisms for coordination among funders, and efforts to track funding and how international funders measure the impact of their funding. The target groups for the KIIs are international and in-country funders, national and sub-national government officials, implementers, and women's rights organisations.

Consent

In order to ensure prior informed consent of all potential research participants, we will provide them with information about our research, participation (including confidentiality and the aspect of anonymisation) and the expected duration of the KIIs and surveys. All information will be reiterated prior to starting interviews to ensure participants' verbal consent.

Sampling

The in-country funding survey and KIIs will rely on snowball and purposive sampling.

The sample for each country will consist of informants working on or funding WEE, WFI, and WECs, as well as GI–relevant informants. Informants will represent relevant national and local stakeholders, including partner government ministries, international funders, implementing organisations, international and national NGOs, local civil society organisations (CSOs), grassroots gender activists and advocates, and other knowledgeable actors representing the development community including academics and gender specialists.

We aim to collect a representative number of implementing organisations for the survey and target diverse interest groups for the KII responses across relevant stakeholder groups in order to encourage comparability between our focus countries.

Outputs

The findings of the research will be synthesised into the following outputs:

1. **Country reports**

For each country we will produce a report or series of reports summarising our findings on 1) what funding towards WEE, WFI, and WECs is being spent at the country–level and why, 2) how these investments align with national commitments and where there are gaps in funding, and 3) how investments have changed over time, including changes related to COVID-19.

2. **Global transparency report**

Extrapolating findings across the focus countries, this report will provide evidence on 1) trends in funders' investments to WEE, WFI, WECs and the salience of a GI approach, 2) evidence on which areas are funded the most and where there are gaps in funding and 3) how WEE, WFI, and WECs funding compares to funders' overall international funding. The report will also provide evidence-based recommendations for funders to improve their reporting and publication of related data and information.

3. Tested tools for tracking funding to WEE and WFI

As part of our final project phase, we will determine the long–term housing of the tools developed and tested for tracking funding to WEE and WFI through consultation with key stakeholders. This is to promote the sustained use of these tools in tracking funding, promoting coordination, and advocating for greater investment into WEE and WFI.

Conceptualisation

Approach for tracking funding to WEE, WFI, and WECs

To track international development funding to WEE, WFI, and WECs we will apply a three-step approach of identification, classification, and measurement. Each step is intended to help us understand:

1. **Identification**—What data will we use to track this funding? How do we determine what funding should be classified as flowing to WEE, WFI and/or WECs?
2. **Classification**—How can we organise the WEE, WFI, and WECs funding flows into thematic areas to break them down into useful granular subcategories?
3. **Measurement**—How much funding is there in total for WEE, WFI, and WECs within our focus countries? How has that changed within countries across the identified time period? How is this funding distributed across our thematic areas and directed towards target populations?

This three-step approach provides a useful framework for tracking funding to WEE, WFI, and WECs while allowing for variation within each element in classifying and analysing funding.

Gender equality marker assessment

Our project assesses the use of the OECD-DAC gender equality policy marker in each of our focus countries. This is currently the most widely used and replicable gender marker to track funding to gender equality. The marker allows funders to indicate the extent to which an activity aims to improve gender equality based on a three-point scoring system: gender equality as a principal focus (score 2), gender equality as a significant focus, but not the main purpose of the activity (score 1), or does not target gender equality at all (score 0).

Our scope for identifying relevant international funding includes projects that fall within our WEE framework (see Approach later in this chapter) and are marked as OECD principal or significant, or include at least one relevant gender search term. To potentially qualify as WFI or WECs projects, or within WEE as a project that targets unpaid care, project titles or descriptions also must include at least one relevant element-related search term. Please see our full overview of search terms here.

As we move to identify and classify WEE, WFI, and WECs funding, we will also assess how the gender marker has been used by funders to target gender equality as they target WEE, WFI or WECs. We also undertook an additional step to understand intentionality in projects where no OECD-DAC gender marker score had been applied. We reviewed the titles and descriptions of these projects to assess whether a project had an 'exclusive focus on women' or 'partial focus on women'. Projects were assessed to be exclusively focusing on women if their project descriptions mentioned women and girls as the **only** recipients of the funding. If project descriptions specified targeting multiple groups of recipients along with women or girls, like men, boys and children, the projects were marked as partially focusing on women.

It is important to note that an OECD principal or significant score cannot be compared with our review of projects with an exclusive or partial focus on women. Applying the DAC gender marker is a rigorous process. Our analysis aims to provide further insights into the gender intentionality of projects without an OECD gender score. This additional assessment of gender intentionality is critical in providing a more nuanced understanding of the limited funding that primarily targets gender equality or women.

We will then break down our baseline and WEE, WFI, and WECs funding by identified gender marker scores and our own assessment of projects having an exclusive or partial focus on women. This may allow us to notice correlations between publishers' use of gender equality marker scores and their inclusion of WEE, WFI, or WECs-relevant search terms. We may also be able to assess why such correlations may – or may not – exist.

Ultimately, this assessment will help us to understand how gender equality marker scores could fit into a final research methodology tool to track funding for WEE, WFI, and WECs.

Women's Economic Empowerment

Definition

WEE is central to realising women's rights and gender equality. It is both a process and outcome of enhancing women's skills, agency, access to and control over resources, and bargaining power. These qualities enable women to contribute to economic activity and have the necessary resources to support their livelihoods.

When women are economically empowered, they benefit from equal access to and opportunities within markets and are not constrained by structural factors within and outside of market activity, which prevent gender-equitable economic outcomes. WEE is therefore an outcome but also a process of creating enabling environments from the household to the institutional level, including ensuring equitable social provisioning of resources outside of market activity.

WEE entails a rights-based approach, which recognises and addresses the impact of discriminatory laws and gender norms, the disparities in the distribution of unpaid care work with the household and within gendered labour markets. We advocate that WEE requires an intersectional approach that addresses the multiple and intersecting forms of discrimination that women face, such as by race, ethnicity, religion, disability, migration status. Marginalised groups of women will face greater challenges in obtaining economic empowerment and are more likely to face obstacles when accessing resources, throughout the continuum of unpaid to paid work and especially with regards to discrimination in paid labour markets.
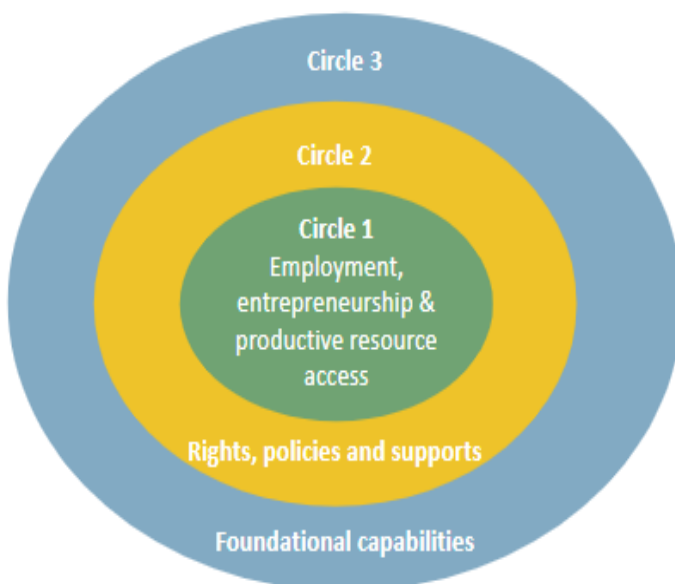
Approach

The OECD-DAC sorts funding projects by three-digit sector codes and five-digit CRS purpose codes. These codes are also available to funders/organisations who publish project-level data to IATI. Previous efforts by the OECD GenderNet, the European Union, and the Donor Tracker to track funding flows to WEE have used a core list of important OECD sector/purpose codes. Our methodology builds on these approaches by adopting a more inclusive set of sector/purpose codes that better captures the elements of our definition and evidence on WEE. The full list of codes can be seen in our chart typology in the next section. We believe the OECD sector/purpose codes are necessary, but not sufficient to track funding to WEE, in part because they omit certain key sector/purpose codes, such as labour rights, social protection, multisector aid for basic social services, water supply and sanitation, and household food security.

To determine which sector/purpose codes to include, we used evidence-based approach, conducting research and consulting with experts and partners knowledgeable in the broad range of factors important and instrumental to the realization of WEE. Defining the boundaries of WEE is not an easy task, as there are many overlaps with aspects of gender equality that are important goals unto themselves, such as education or ending gender-based violence.

To understand the universe of funding to WEE and projects that support or create an enabling environment for WEE we will use a concentric circle approach. The approach divides the typology into three concentric circles:

1) Employment, entrepreneurship & productive resource access
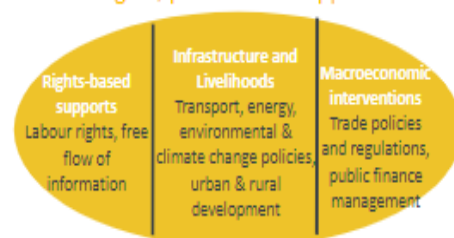2) Rights, policies & supports
3) Foundational capabilities

The key benefit of this approach is that it would help us focus on the areas that are considered most effective for WEE (circle 1), and provide an informative follow-up as to the funding that is going to areas that provide the foundational capabilities and enables the realization of WEE (circles 2 and 3)

- All WFI funding is automatically WEE funding
- WECs funding that targets WFI and/or WEE is automatically WEE funding. WECs funding that does not support WFI or WEE falls outside of our WEE framework.

1. Identification

The first step will be to identify projects which have a clear gender intention. The identification will be carried out by filtering through the country data using the OECD-DAC gender marker and the gender terms listed below:

Gender, women, woman, girl, girls, females, female, mother, mothers, motherhood, maternal, maternity, childbirths, childbirth, daughters, daughter, wife, wives, widows, widow, reproductive, srhr, boys, boy, man, men, male, lesbian, GEWE, EVAW, jóvenes, chicas, niñas, mujeres, femmes, féminin,

These terms are also translated into French, Spanish and German before running the search.

Projects that are marked with OECD gender marker value of 1 (significant) or 2 (principal) or have a relevant gender term in their description or title **and** belong to a relevant sector or purpose code, will be identified for further review. For projects that do not report any value for the OECD gender marker these will also be reviewed and assessed to evaluate their focus on women. These projects will then be marked as having an exclusive focus if the only recipient of the project has been specified to be women or girls, and marked to have a partial focus if women or girls are not the only recipient specified in the project description.

Note: Projects with an OECD gender marker score of 0 are automatically <u>not </u>eligible for WEE/WFI/WECs funding. In the case of national funding, an equivalent Gender Responsive Budgeting (GRB) score meaning that gender equality/women's empowerment is not an objective of the project or programme should similarly be excluded for WEE/WFI/WECs.

2. Classification

Thematic areas

- In order to organise the extensive list of sector/purpose codes we identified as relevant to WEE, we have created our own themes to classify WEE projects according to sector/purpose codes. There are nine sub-categories and three main categories which help us organise the codes according to our definition of WEE and capture all relevant projects based on their thematic focus.

Employment, entrepreneurship & productive resource access: Projects to support formal and informal employment, management and ownership within productive sectors are an important component of women's economic outcomes within paid work. This category also supports entrepreneurship and acquisition of skills and resources that erode patterns of sectoral segregation in labour markets.

- *Access to communications, financial and business resources*
- *Access to productive resources*
- *Productive sector opportunities*
- *Employment and ownership in productive sectors*

Rights, policies & supports: This theme contributes to women's ability to control resources and their ability to participate in the economic sphere in equitable ways, so gendered interventions in this sector can be instrumental to progress in WEE. Furthermore, rights-based supports also ensure a context in which women's economic rights are supported and accessed; projects which target changing gender norms, protecting and promoting economic rights for women overall. Affordable and safe access to all the areas outlined below are integral economic aspects of livelihood support. These are also relevant for women's unpaid care work responsibilities and an integral safety net for supporting WEE throughout women's lifespan, including in periods of unemployment or in old age with pensions. There is also substantial feminist economic literature surrounding the impact of fiscal, tax, trade, and structural adjustment policies on gendered economic outcomes. Macrolevel employment generation that targets women could circumvent discrimination and structural issues of gendered segregation in labour markets. Movements for gender-responsive budgeting also require data and can be instrumental to supporting women's economic justice and rights across all levels of policy-making.

- *Laws and regulations*
- *Rights organisations and mechanisms*
- *Urban, rural and environmental development and policy*
- *Macroeconomic and trade policies*
- *Employment creation and income generation*
- *Gender-responsive budgeting and sex-disaggregated statistics*

Foundational Capabilities: The areas outlined for this theme enhances agency through knowledge acquisition, particularly universal basic education which can also reduce the unpaid care work of women and support their labour force participation. This is also integral for agency in making decisions regarding their own bodies (including whether or when they have children) and is a foundational factor for participation in economic activity. GBV has economic consequences in terms of lost work hours and productivity.

- *Education*
- *Health*
- *Ending gender-based violence*
- *Basic needs*
- *Crisis support for economic outcomes*
- *Access to social support for disadvantaged groups*

The full listing of sector/purpose codes within these categories is outlined on the next page.[5,6]

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[5] For a description of the OECD sector/purpose codes and the voluntary codes, please refer to the full list which can be downloaded here.

[6] For a list of sector/purpose codes grouped under these categories and sub-categories, with explanations for their inclusion and notes on what the sector/purpose codes include from their DAC definitions please see Annex A1.1. Please note that the codes in bracket refers to the sector or purpose of the titles mentioned are adapted from DAC.

When visualising the funding going to each category and sub-category of our WEE framework, for the sake of simplicity for we may combine similar OECD sector/purpose codes outlined in the table below. For example, for tracking funding to productive sector opportunity we may combine funding amounts reported under: Agriculture, forestry, fishing (310), Agriculture (311), Forestry (312), Fishing (313).

Employment, entrepreneurship & productive resource access		Rights, policies & supports			Foundational capabilities			
Access to productive resources	**Productive Sector Opportunity**	**Infrastructure and Livelihoods**	**Rights-Based Supports**	**Macroeconomic Interventions**	**GBV**	**Education**	**Health**	**Basic Needs**
Sector codes: • Banking & financial services (240) • Business & other services (250) • Communications (220), *includes voluntary codes: 22011-22013*	**Sector codes:** • Agriculture, forestry, fishing (310) • Agriculture (311) • Forestry (312) • Fishing (313) • Industry, mining, construction (320) • Industry (321) • Mineral resources & mining (322) • Construction (323) • Tourism (332) **Purpose codes:** • Vocational Training (11330) • Advanced technical and managerial training (11430)	**Sector codes:** • Transport & storage (210), *includes voluntary codes 21011-21013 and 21021-21024* • Energy (230) • Energy policy (231), *includes voluntary codes 23111-23112* • Energy generation, renewable sources (232) • Energy generation, non–renewable sources (233) • Hybrid energy plants (234) • Nuclear energy plants (235) • Energy distribution (236) • General environment protection (410) **Purpose codes:** • Urban development and management (43030), *includes voluntary codes 43031-43032* • Rural development (43040), *includes voluntary codes 43041-43042* • Non-agricultural alternative development (43050)	**Purpose codes:** • Legal and judicial development (15130), *includes voluntary codes 15131-15137* • Democratic participation and civil society (15150) • Media and free flow of information (15153) • Human rights (15160) • Women's rights organisations and movements, and government institutions (15170) *Note: before 2019 it was named: Women's equality organisations and institutions (15170)* • Labour Rights (16070) • Social Dialogue (16080)	**Sector codes:** • Trade policies & regulations (330) • Trade policy & regulations (331) • General budget support (510) • Other commodity assistance (530) • Action relating to debt (600) **Purpose codes:** • Public finance management (PFM) (15111), *includes voluntary codes 15117-15119* • *Public sector financial management (15120) - an IATI code that has recently been withdrawn* • Domestic revenue mobilisation (15114), *includes voluntary codes 15116,15155, 15156* • Macroeconomic policy (15142) • Employment creation (16020) • Statistical capacity building (16062) • Public procurement (15125) • Public sector policy and administrative management (15110), *includes voluntary codes: 15123, 15127, and 15144* • Decentralisation and support to subnational government (15112), *includes voluntary codes 15128, 15129, and 15185* • Anti-corruption organisations and institutions (15113) • Legislatures and political parties (15152) • Research/scientific institutions (43082)	**Purpose codes:** • Ending violence against women and girls (15180)	**Sector codes:** • Education (110) • Education, level unspecified (111) • Basic education (112), *includes voluntary codes 11231-11232* • Secondary education (113), *includes voluntary codes 11321-11322* • *Note: vocational training (11330) falls under Productive Sector Opportunity* • Post-secondary education (114) • *Note: Advanced technical and managerial training (11430) falls under Productive Sector Opportunity* **Purpose codes:** • Multisector education/training (43081)	**Sector codes:** • Health (120) • Health, general (121) • Basic health (122) • Population policies/programmes & reproductive health (130) **Purpose codes:** • Promotion of mental health and well-being (12340) • Other prevention and treatment of NCDs (12350) • Social mitigation of HIV/AIDS (16064)	**Sector codes:** • Water supply & sanitation (140) • Development food assistance/food aid/food security assistance (520) • Emergency response (720) • Reconstruction relief & rehabilitation (730) • Disaster prevention & preparedness (740) **Purpose codes:** • Disaster risk reduction (43060) • Housing policy and administrative management (16030) • Facilitation of orderly, safe, regular and responsible migration and mobility (15190) • Social protection (16010), *includes voluntary codes 16011-16015- such as social services (incl youth development and women+ children), social protection and welfare services policy/planning/administration, social security, general or civil service pensions)* • Household food security programmes (43072) • Food safety and quality (43073) • Low–cost housing (16040) • Food security policy and administrative management (43071)

For this classification exercise, the projects that are pulled from the gender terms or gender marker filtering exercise will then be further filtered using the purpose and sector codes in the table above. The sectors highlighted in green refers to the sectors that can be marked as automatic WEE Category-1 without description review if gender marked as OECD significant (1) or principal (2) in CRS & IATI. In the case of national funding, a relevant GRB code for projects in these green sectors which suggests gender equality/women's empowerment is an objective of the project or programme may also warrant automatic coding as WEE.

We have created a series of questions[7] from our WEE definition and typology to act as a guide to determine whether a project is relevant to WEE. This is a necessary step as there will be projects within these sector/purpose codes that are not WEE relevant given the way the codes are defined and projects are coded.[8] Additionally, these gender search terms also pull up project descriptions that target "men and women" and "girls and boys" and thus need to be re-categorised from the data as they lack an intentional focus on WEE. This approach allows for a more thorough review process for categorising WEE projects (though this is limited by what is included in project descriptions or how the gender marker has been applied). The end result will be a clean, coded data set of projects organised by the above typology of WEE funding with which to conduct multiple levels of analysis.

For WEE projects with unsorted codes, please determine which categories they fit most closely (e.g. foundational capabilities - health). Please see an overview of unsorted sector and purpose codes below:

- Empty sector fields: (blank), 0, #N/A
- Unsorted sector code: Unallocated / Unspecified (998)
- Unsorted purpose code: (blank), Multisector aid for basic social services (16050), Multisector aid (43010)

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[7] Please refer to Annex A1.2 for the WEE guiding questions.
[8] For the full list of OECD-DAC sector and CRS purpose codes, please see: DAC and CRS code lists - OECD. For excerpts from the OECD definitions that we have identified, please see Annex A1.

Mapping unpaid care work projects, within WEE projects

Research has shown that reducing unpaid care work (UCW) for women and girls is essential for realising WEE. In 2019, women and girls were responsible for 75% of unpaid care and domestic work within households and communities. Since the rise of COVID, women have taken on a greater share of care responsibilities. Women's participation in the labour market has declined at a greater rate than men's. This disproportionate time allocation to unpaid care and domestic work has led to limiting women's participation in the market for economic outcomes and the full realisation of WEE. According to the SDG targets, one of the domains is to implement shared responsibility for unpaid care within households, however, efforts from international funders and governments to address this is largely unknown. Recognition, reduction, and redistribution of unpaid care work (UCW) will facilitate addressing women's disproportionate time allocation and advance their involvement in WEE.

The Care Policy Scorecard, developed by Oxfam, ICRW Asia, International Domestic Workers Federation, Africa Leadership Forum, UK Women's Budget Group, Ciudadanía Bolivia, Padare Men's Forum Zimbabwe, the Ugandan Women's Network and Youth Alive! Kenya adopts ILO's 5R framework to map unpaid care and paid care policies. The 5R framework pushes to recognize, reduce, redistribute, and represent unpaid care work and adequately reward paid care work. The policy indicators aim to track government efforts and policies that facilitate the care work environment.

Given the importance of addressing unpaid care work for WEE, and that projects to address this could cut across multiple sectors and purpose codes within the data, we will conduct a focused analysis of the WEE projects we identified to evaluate whether they also reduce unpaid care responsibilities for women. We will adapt the Scorecard to map and identify projects within WEE that explicitly or implicitly reduce or redistribute unpaid care responsibilities that fall on women and girls.

Based on consultations with ICRW, Oxfam Canada, and the Center for Global Development, we added two variations for two indicators outlined in the scorecard. For piped water under care-supporting physical infrastructure, we also identify any funding that established communal water in contributing to reducing the time taken by women or girls spent on domestic chores. We also map any funding to ridesharing along with the provision of public transport under care-supporting physical infrastructure, as ridesharing has been increasingly used by women for safer transportation and can thereby significantly reduce the amount of time women spend walking or using other, more time-consuming transportation methods.

While the Scorecard was originally designed to map national policies that target unpaid care work, care work and cross-sectoral policies for both care and unpaid care work, our methodology only adapts the unpaid care work and cross-sectoral policies indicators to track international funding efforts to reduce unpaid care responsibilities. We encourage future research to build on these initial efforts to track funding to reduce women's care work responsibilities.

Policy area	Description	Policy Indicators
Care- supporting physical infrastructure	Basic infrastructure, such as piped water, electricity, and public transport, can reduce the time and intensity of household care tasks, which free's up women's time for social and economic participation.	➢ piped or communal water, ➢ household electricity, ➢ sanitation services and facilities, ➢ public transport or ridesharing ➢ time and energy-saving equipment technologies (TESET)
Care services	Care services are the services that help to redistribute unpaid care work responsibilities to government, the private sector, and not-for-profit organisations	➢ public healthcare services ➢ Early childhood care and education services (ECCE) ➢ provision of care services for people with additional needs ➢ care services for older people
Social protection benefits related to care	These schemes can help reduce the time women spend on care work or the associated costs of care	➢ school meals or vouchers ➢ public pensions ➢ cash transfers related to care ➢ care-sensitive public works programmes
Care- supporting workplaces	Progressive policies on work-life balance, parental leave, and sick leave can support a balance between paid work and unpaid care responsibilities	➢ paid sick leave ➢ equal paid parental leave ➢ flexible working hours ➢ onsite childcare ➢ breastfeeding at work
Social norms interventions	Social norms related to unpaid and paid care work are collective beliefs that consider care work to be a woman's natural role and sole responsibility, as well as unskilled, unproductive, and not 'work', shifting these norms is critical for recognising the value of both unpaid and paid care.	➢ standards prohibiting gender stereotypes in advertising and media representations ➢ awareness-raising campaigns ➢ education policies that address gender stereotypes
Measurement frameworks and data collection	Data collection is critical for the recognition of unpaid care work in government policy-making and priority setting	➢ measurement frameworks ➢ time-use data collection

Similar to our WEE methodology, we use a combination of word searches along with a set of guidance adapted from the Care Policy Scorecard for each indicator, to assess if the project targets unpaid care work.[9] Projects that are already marked as WEE, will be reviewed against these indicators and evaluated if they explicitly target unpaid care work by mentioning reducing time spent by women or girls on UCW in their description or implicitly targeting UCW by addressing one of the indicators outlined in our framework.

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[9] Please refer to Annex A1.3 to review the guidance for each indicator.

Women's Financial Inclusion

Definition

WFI is meaningful access to, use of and control over financial services which create economic and social benefits critical to realising economic rights, gender equality and WEE. For women, meaningful participation in the financial sector goes beyond formal[10] and informal[11] types of banking services for individual, household or business use. WFI accounts for the range of ways women's economic and social lives may benefit from financial services, particularly when such services embed women's unique needs. Financial services which contribute to WFI account for demand and supply side constraints that may limit women's uptake and use of services whilst also considering how these services can transform women's lives by breaking down gender norms, increasing financial capability, and providing women with decision-making power and autonomy.

Methodology for desk research

We will be tracking funding to women-targeted financial inclusion projects.

- This is funding towards financial inclusion that shows clear intent in targeting women and is therefore considered women's financial inclusion.
- The aim is to identify projects where the financial inclusion of women is either the main goal of the project or one of the objectives of the project.
- These projects will be identified through key search terms that are gender and financial inclusion relevant.
- Projects that have a gender marker and financial inclusion search terms but no gender search terms will be reviewed under Category 1 as well.

WFI funding will be tracked following a similar three-step methodology that includes 1) identification, 2) classification, and 3) measurement.

Identification

The identification exercise will be used to mine existing data sources for projects that have a focus on financial inclusion.

Within the databases, we will filter according to our focus countries to identify country-specific funding. We will also filter for regional projects that cover our case study countries. For example, a WFI project that works across the East African Community and targets funding to Kenya.

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[10] E.g. basic bank accounts, savings, loans, insurance.
[11] E.g. Village Savings and Loan Associations (VSLAs), rotating Savings and Loan Associations (ROSCAs), microfinance associations.

After filtering for our focus countries, we will apply targeted keyword searches to project names and descriptions to identify projects that may include a women's financial inclusion component. We shall search for projects that have a combination of any relevant OECD gender marker score (principal/significant) OR any of the gender terms AND relevant financial inclusion terms listed in the table below. Similar searching of keywords and GRB scoring can be undertaken for mapping national funding to WFI.

For the CGAP database, given that projects are by default financial inclusion projects, the objective is to identify projects which focus on women. This will be done by running a search using the gender terms on the themes of the projects. Terms are also translated into French, German and Spanish. The list of combined search terms can be accessed here.

Gender terms	women, woman, girl, girls, female, females, mother, mothers, motherhood, maternal, maternity, childbirth, childbirths, daughter, daughters, wife, wives, widow, widows, lesbian, gender, sex, girlchild, GEWE, EVAW
AND	
Financial inclusion terms	financial inclusion, financial exclusion, financial resilience, financial autonomy, financial services, fsp, financial capability, financial education, financial literacy, financial access
	banking, unbanked, underbanked, loan, lending, money, credit, debit, delinquency, checking account, atm, entrepreneur, microfinance, micro finance, micro-finance, microcredit, micro credit, micro-credit, microloan, micro loan, micro-loan, borrower, borrowing, insurance, msme, sme, capital, micro-entrepreneur, microentrepreneur, enterprise, banking
	pensions, payment, cash transfers, informal income, consumer protection
	fintech, electronic money, e-money, mobile money, mobile financial services, mfs, digital financ, dfs, digital payment, branchless banking, cico, transaction, vsla, village savings and lending, rosca, tontine, asca, mfi
	kyc, ekyc, biometric, digital id, ids, national id, digital identification, national identification
	savings accounts, savings and credit, credit and saving, savings instruments, microsaving, sacco, savings group, saving and investment, savings and loan, saving scheme, savings scheme, savings-led, agricultural finance, agricultural financing, agri-finance, agrifi
	biometric, social protection, social security
	chama, table banking
	deposit pension scheme, dps, provident fund, worker welfare fund, workers participation fund

The projects identified through this search will be a starting point to identify funding towards WFI. To understand the nature of projects that are receiving funding for WFI, we will manually review each project description to code the projects as one of the four types of WFI projects outlined below:

1. **Projects focused purely on WFI**
   o The project's primary focus or objective will be on WFI

2. **Financial inclusion projects with a WFI component**
   - The primary goal of the project is financial inclusion with at least one of the objectives focusing on WFI
3. **WEE/other gender-focused projects with a WFI component**
   - The primary goal of the project is focused on gender or WEE broadly and one of the many objectives is aimed at WFI
4. **Broader development projects with a WFI component**
   - The project has many development objectives, with at least one being focused on a WFI outcome

If there was insufficient information available in project descriptions to determine the type of WFI project, the project was labelled 'unclear'.

Do not include projects as WFI if:
- It does not fall under either of the four categories.
- Project descriptions do not have sufficient information to categorise as either of the four types of WFI projects and it cannot be determined whether to eliminate them based on the title and description. These projects should be marked for further reviewing and exploration of funders' portals.
- Gender or women/woman is mentioned as part of the general population, such as "*benefits men and women*" or *"benefit all genders",* but no exclusive intent on targeting gender or women is reflected through the title or the description. These projects should be marked as enabler/non-gender targeted projects and later be reviewed under category two which will look at non-gender targeted financial inclusion projects.

The WFI projects will be mapped against a market system framework depending on which market system function(s) the projects focus on. This framework will be used to categorise which funding is going to the core market and which is going towards creating an enabling environment for women's financial inclusion to thrive. The core market is inclusive of both the demand and supply sides of financial services. The enabling environment comprises support functions and infrastructure as well as policy, regulations, and norms

The table on the next page outlines the four main functions of the market system that we will be looking at to understand the dynamics of WFI funding. It will be used as a guide in mapping the WFI projects against each function.

Market System function	Does the project increase or facilitate:
Core function: Demand side	• Financial capability/capacity/literacy • Digital capability /capacity/literacy
Core function: Supply side	• TA/capacity building/advisory services to FSPs for WFI • Financing for expanding agent network/channels for WFI • Financing for developing core business model/product • Financing for growing the loan portfolio for WFI • Savings group formation, strengthening and scaling
Support functions and infrastructure	• Financial infrastructure (relating to WFI) • Digital platforms, channels, and support infrastructure

	• Information infrastructure (research, market data) • Savings group linkages • Market linkages • Agent networks (as market infrastructure) • Investment funds for WFI • WFI networks/communities of practice • IDs • Apex orgs • Linkage to financial services
Policy, regulations, and norms	• Policies/regs around sex-disaggregated data • National Financial Inclusion Strategies • Government–to–Person (G2P) schemes • Inclusive finance regulation (e.g., basic bank accounts, e-money) • KYC rules • Informal rules and norms

Note: Projects with an OECD gender marker score of 0 are automatically <u>not</u> eligible for WEE/WFI/WECs funding. In the case of national funding, an equivalent GRB score means that gender equality/women's empowerment is not an objective of the project or programme and should similarly be excluded for WEE/WFI/WECs.

Women's Empowerment Collectives

Definition

A Women's Empowerment Collective (WEC) is a women's group centred on five critical elements: (1) groups solidarity and networks, (2) pooled savings and shared risks, (3) participatory learning and life skills, (4) critical consciousness of gender, and (5) access to markets & services and collective bargaining. Together these elements build women's human, financial, and social capital.

These groups take different forms, but they share common features, including voluntary membership, self-governance, contributions in the form of time, labour, or money, regular meetings and the aim to empower and improve the welfare of their members.

WECs are relatively a new terminology and concept thus not many are in existence yet. Knowing this, our research will also focus on women's groups which have incorporated WECs elements to gain an understanding of how funders are currently targeting the different elements of WECs.

Research from various countries has shown that WECs and women's groups with WECs elements are potentially powerful and cost-effective models to deliver critical health, livelihoods, empowerment and

financial inclusion benefits to women. Evidence also suggests that they have the potential to reach more women and achieve greater impact by expanding their programming or linking to services and markets. Access to WECs and women's groups with WECs elements is particularly important for the most disadvantaged and marginalised women in any given context. Particular attention should be given to understanding how WECs and women's groups function to meet their unique needs in ways that are supportive, inclusive and ensure equal treatment.

Aligned with the Bill & Melinda Gates Foundation's definition, WECs are made up of the five elements below which meaningfully support women's empowerment including:

I.   Group solidarity and networks: building individuals' social networks; fostering trust and group cohesion (required)

II.   Pooled savings and shared risks: opportunities for saving and lending; links to financial institutions; pooled risk and resources to build group equity

III.   Participatory learning and life skills: practical and relevant learnings that members can learn by doing together and business-related collective problem–solving

IV.   Critical consciousness of gender: empowerment; dialogue and peer–to–peer sharing; collective problem solving; greater control, decision-making and negotiating power

V.   Access to markets & services and collective bargaining: reduce transaction costs and linkages to local government and service providers; political/social bargaining power through numbers and collective action

Note: not all WECs and women's groups with WECs elements target women's economic empowerment. Our project aims to identify both the funding for WECs and women's groups with WECs elements that support women's economic empowerment and the funding that does not.

Identification

The search for funding for WECs and women's groups with WECs elements will be conducted through a keyword search methodology. The table below contains a list of key search terms. The list of terms will help us identify projects that target women's groups. We will search using a combination of key search terms, starting with the key gender terms combined with variations of group terms. Please note that the group terms will be updated to account for in-country context after diving into country-specific research, and insights from country consultants. Where possible, a similar search approach can be applied to mapping national funding to

WECs and women's groups with WECs elements. Terms are also translated into French, German and Spanish. The list of combined search terms can be accessed here.

Gender terms	women, woman, girl, girls, girlchild, female, mothers, mother, motherhood, maternal, maternity, childbirth, childbirths, daughter, daughters, wife, wives, females, widow, widows, gender, LGBT, trans, queer, sex
AND	
Group terms*	Alumni network, group, association, collective, cooperative, co-operative, cooperative, microfinance membership groups, network, community, collective, self-selected, self-selected, membership, enterprise, group formation, forum, club, union, affinity, village, vsla, SfC, SILC, self–help, selfhelp, self-help, asca, rosca, sacco, CMMG, CBMG, risk, samity Woman group-based loan, somobay somiti, mohila samity,

The list is iterative to different country contexts.

We will also search for projects that will have a gender marker and group terms, but no gender terms. This will ensure that we capture all the projects relevant to WECs and women's groups with WECs elements. After running the keyword searches, all the projects identified will be manually reviewed based on their descriptions. The projects identified using the search terms will be mapped against the five WECs elements using the themes of projects outlined below.

WECs Element	Does one of the objectives of the project increase or facilitate:
1. Group solidarity and networks (required)	- Building individuals' social networks - Mother's groups - Fostering trust and group cohesion - Group solidarity - Self–help groups
2. Pooling savings and sharing risks	- Opportunities for saving and lending - Links to financial institutions - Pooled risk and resources to build group equity - Social Protection - Social Services - Village savings groups - Village associations - VSLA

	• ROSCAs
3. Participatory learning and life skills groups	• Practical and relevant learnings literacy • Skills training • Women's cooperatives • Health practices and services • Business and Entrepreneurship training • Women's collective action • Livelihood training/collectives
4. Critical consciousness of gender	• Empower a sense of personhood • Identify and question inequalities and power; • Dialogue and peer–to–peer sharing • Collective problem solving • Greater control for women • Improve Decision–making • Improve negotiating power • Contribute to community activism • Facilitate reflective engagements
5. Access to markets & services and collective bargaining	• Land housing and community amenities • Financial services • Digital financing access • Small and medium-sized enterprises (SME) development • Market facilitation • Collective bargaining power • Extension services • Farming technology and equipment • Collective marketing and transporting • Collective storage • Collective processing • Collective input procurement • Joint savings accounts (formal) • Joint health insurance • Group business investment/management

- If the project can be mapped against at least two of the elements, with one of them being element 1, it will be marked as a project with a focus on WECs or women's groups with WECs elements.
- If the project is mapped against all elements of WECs **except** element 1, the project should **not** be marked as a project with a focus on WECs. This is because the group solidary/network is a required component of WECs.
- If the project description or title narrative does not have sufficient information to determine whether the project is focused on any two elements of WECs, the project will be marked for further   review.

After mapping the projects against each element, the projects will be classified as one of the four types of models to help us distinguish between WECs and women's groups with WEC elements. WECs must feature all five elements and are referred to as 'comprehensive WECs' below. Women's groups with WECs elements can be sorted into 1) traditional savings groups, 2) layered financial groups, and 3) non-financial groups based on the WECs elements that they incorporate. The models are mutually exclusive, i.e., a project tagged as a *Layered WECs model* **cannot** also be tagged as a *Non-financial WECs model*. The classification of the projects will be based on the elements of WECs they have been mapped against:

1) <u>Traditional savings groups model</u>: these are groups focused on savings and lending activities that aim at achieving financial empowerment for their members.
   - The project is mapped against group solidarity and networks and pooling savings and sharing risks**.**

2) <u>Layered WECs model</u>: these are groups that have financial activities such as savings and lending and also include socio-political, health and/or livelihood programming
   - The project is mapped against group solidarity and networks and pooled savings and shared risks, plus one or two of participatory learning and life skills, critical consciousness of gender, and access to markets & services and collective bargaining.

3) <u>Non-financial WECs model</u>: groups that engage in any health and/or livelihood programming without engaging in any financial activities.
   - The project is mapped against group solidarity and networks, plus any participatory learning and life skills, critical consciousness of gender, and access to markets & services and collective bargaining **without** pooling savings and sharing risks.

4) <u>Comprehensive WECs model</u>: these are groups that address economic and socio-political empowerment issues by layering all 5 elements of WECs.
   - The project is mapped against **all** 5 elements of WECs.

Note: Projects with an OECD gender marker score of 0 are automatically <u>not </u>eligible for WEE/WFI/WECs funding. In the case of national funding, an equivalent GRB score means that gender equality/women's empowerment is not an objective of the project or programme and should similarly be excluded for WEE/WFI/WECs.

COVID funding within WEE, WFI, and WECs

As our dataset has data from 2020 and later only for IATI and Candid, the analysis focuses on IATI and Candid data. Similar to our methodology earlier, we will use both policy markers and search terms to track funding for COVID-19.

As well as the gender search terms which were applied to the data for the WEE research, a COVID-19-specific keyword search list was developed. The terms are:

> *COVID-19; COVID; CORONOVIRUS, CORONAVIRUS, koronavirus, Korona, corona virus, corona, sars_cov_2*

The search was applied to titles and descriptions of the projects. The markers and search terms were used in conjunction to identify COVID-19 funding however, unlike the previous research approach, no manual reviews were made of the data and the funding was assessed to target COVID if either the marker or the search term was present.

Groups of women specified for WEE, WFI or WECs funding

The next step is to identify the different groups of women who are specified by international funders when funding WEE, WFI or WECs projects. After identifying category 1 projects for WEE and WFI, and WECs, we will use a list of search terms to identify which groups of recipients were specified in the project descriptions or titles when funding WEE, WFI or WECs projects. The list below is a general list that is run for all countries and the list will be further developed for each country according to the specific country context:

Groups of women- terms *	Girl, Children, Adolescent, Youth, Marginalized/Marginalised, Racial, Ethnic, Minority, Indigenous, Tribal, Religious, Christian/Catholic/Protestant/Orthodox, Islam/Muslims/Shia/ Sunni, Jew/Judaism, Hindu, LGBT, Queer, Disabled, Migrant/Returning Migrant Worker, Refugee, Impoverished, Entrepreneurs, Single, Mothers, Elderly, Widows, Unemployed, Employees, Farmers, Crises Affected, Imprisoned, GBV Survivor, Petty Trader, Urban poor/slums, Rural poor

*This list is iterative. The country-focused research will be carried out to fit country-specific contexts. The complete list of search terms for identifying different groups of women specified can be found here.

Measurement for WEE, WFI, and WECs

The desk research outlined above will be supplemented with in-country surveys and KIIs to answer the following research questions:

- Who are the main international funders funding WEE, WFI, and WECs?
- Which sectors and categories within our typologies, elements or issues receive the most funding for WEE, WFI, and WECs?
- Which groups of women receive the most funding for WEE, WFI, and WECs? Which groups of women and girls are relatively excluded from funding for WEE, WFI, and WECs?
- How does funding to WEE and WFI compare to the total percentage of funding to the core sectors/purpose codes defined by our typology?
- What funding instruments are used to fund WEE, WFI, and WECs?
- What are the trends in funding towards WEE, WFI, and WECs from 2015 to 2020 within countries? Are there any identifiable trends across countries within this time frame?
- What are the gaps in funding to WEE, WFI, and WECs?
- How has funding for WEE, WFI, and WECs changed due to COVID-19?
- How does this funding align with interventions that are widely perceived to be catalytic in achieving WEE, WFI, and WECs?
- How can this data inform better accountability mechanisms for using the gender marker or broader gender funding data recommendations?
- How does this data inform policy recommendations for WEE, WFI, and WECs funding within countries and internationally?

Conclusion

While novel efforts have been made to track funding towards gender equality and WEE, challenges still exist when it comes to understanding who funds it, how, and with what results. Without this information, it remains difficult for policymakers, funders, and gender advocates to make decisions and/or advocate for the best funding allocations and approaches for WEE/WFI and WECs.

This document outlines the unique contributions of this project to defining, identifying, classifying, and measuring funding flows. We intend to generate robust evidence and recommendations for the improved collection and publication of information on funding to these elements. We will develop tested tools that can be used to capture the funding landscape around a broad and comprehensive conceptualisation of WEE. We hope that our evidence, recommendations, and tools will help to drive the WEE agenda forward on both country and global levels.

Annexes

A1.1: WEE typology justification

Note: The descriptions next to the sub–category titles (e.g. "A. Access to productive resources") are the author's own justifications for the inclusion of the subcategory for WEE. The descriptions next to the sector/purpose codes (e.g. "Water Supply and Sanitation (140)") are excerpts from their official DAC CRS definitions that highlight relevant aspects within the codes. For full definitions please see the DAC and CRS code list.

Category I: Employment, entrepreneurship & productive resource access

A. Access to productive resources— Essential aspects of women's access to productive resources, such as communication tools and networks. This category encompasses many aspects of WFI. Interventions for women within this category can support entrepreneurship and acquisition of skills and resources that erode patterns of horizontal and vertical occupational and sectoral segregation in labour markets.

- o **Banking and Financial Services (240)**—financial policy and administrative management; monetary institutions; formal, informal, and semi–formal financial intermediaries; education/training in banking and financial services
- o **Business and Other services (250)**—business policy and administration; privatisation; business development services including incubators, business strategies, commercial linkages programs; support for policy reform for responsible business conduct
- o **Communications (220)**—communication sector policy, planning and programs; telecommunications such as telephone networks, telecommunication satellites, earth stations; radio television and print media; ICT such as computer and hardware software, internet access, IT training

B. Productive sector opportunity— Projects to support formal and informal employment, management and ownership within productive sectors are an important component of women's economic outcomes within paid work. Interventions to support women in sectors (or occupation within them) with high levels of gender segregation are particularly important to support equitable outcomes in labour markets.

- o Agriculture, Forestry, Fishing (310)
- o Agriculture (311)
- o Forestry (312)
- o Fishing (313)
- o Industry, Mining, Construction (320)

- o Industry (321)
- o Mineral Resources & Mining (322)
- o Construction (323)
- o Tourism (332)
- o Vocational training (11330)

Category II: Rights, policies & supports

A. Infrastructure and livelihoods— These sectors contribute to building an infrastructure that is vital for women's economic participation and the realisation of WEE.

- o **Transport and Storage (210)**—transport sector policy, activities that combine road, rail, water and/or air transport
- o **Energy Policy (231)**—energy sector policy, regulation of the energy sector, support for energy demand reduction, e.g. building and industry upgrades, smart grids, metering and tariffs
- o **Energy Distribution (236)**—distribution of heat and electricity, urban infrastructure for delivery of gas and distribution, electric mobility infrastructures
- o **General Environment Protection (410)-** air pollution control, ozone layer preservation, marine pollution control, including natural reserves and actions in the surrounding areas; other measures to protect endangered or vulnerable species and their habitats (e.g. wetlands preservation).

i. Urban, Rural and Environmental Development and Policy— Urban and rural development projects that target women are important to ensure that this aspect of economic development does not exclude women and instead supports their specific needs and their economic empowerment, particularly when it comes to land use planning and management which are critical issues for WEE, as are the disproportionate impacts on women of environmental degradation, access to infrastructure and services within urban sectors.

- o **Urban Development and Management (43030)—**integrated urban development projects; urban infrastructure and services; urban development and planning; urban renewal and urban housing
- o **Rural Development (43040)—**integrated rural development projects; land use planning; land management; land settlement and resettlement activities; functional integration of rural and urban areas
- o **Environmental policy and administrative management (41010)**—environmental policy, laws, regulations, and economic instruments; environmental and land use planning and decision–making procedures

B. Rights-based supports

i. Laws and Regulations— Laws and regulations can impact women's access to essential resources, their ability to control these resources and their ability to participate in the economic sphere in equitable ways, so gendered interventions in this sector can be instrumental to progress in WEE.

- o **Legal and Judicial Development (15130)**—support to institutions, systems, and procedures of the justice sector, both formal and informal; measures that support the improvement of legal frameworks, constitutions, laws and regulations; legislative and constitutional drafting and review; legal reform; public legal education, including dissemination of information on entitlements and remedies for injustice and awareness campaigns

ii. Rights Organisations and Mechanisms— These ensure a context in which women's economic rights are supported and accessed; projects which target changing gender norms, protecting and promoting economic rights for women overall and specific marginalized groups, labour laws regarding women and access to decent work and their collective bargaining create an enabling environment from the household throughout labour markets and broader institutions for the realization of WEE.

- o **Human Rights (15160)**—measures to support official human rights institutions and mechanisms, including to protect and promote economic rights; human rights advocacy and activism to support human rights programming targeting specific marginalized groups
- o **Women's Rights Orgs (15170)**—support for organisations that bring about transformative change for gender equality and/or the rights of women and girls in developing countries, including activities for policy dialogue, awareness raising, and service provision
- o **Labour Rights (16070)**—advocacy for international labour standards, labour law, fundamental principles and rights at work (child labour, forced labour, non–discrimination in the workplace, freedom of association and collective bargaining); formalization of informal work, occupational safety and health
- o **Social Dialogue (16080)**—includes capacity building in support of social dialogue, including for worker's and employer's organisations

C. Macroeconomic Interventions

i. Macroeconomic and Trade Policies— There is substantial feminist economic literature surrounding the impact of fiscal, tax, trade, and structural adjustment policies on gendered economic outcomes. Evidence has shown how essential it is to apply a gendered lens when creating policies and assessing their outcomes for women's economic justice and rights.

- o **Public Finance Management (15111)**—fiscal policy and planning, public expenditure management, budget drafting, public audit, public debt

- o **Domestic Revenue Mobilization (15114)**—support to domestic revenue mobilisation and tax policy

- o **Macroeconomic Policy (15142)**—support to macroeconomic stability, debt sustainability and structural reforms; includes technical assistance for strategic formulation of policies, laws, and regulation

- o **Trade Policies and Regulations (330 & 331)**—trade policy and planning; trade–related legislation and regulatory reforms; simplification and harmonization of international import and export procedures; support to RTAs, support developing countries' effective participation in multilateral trade negotiations; contributions to the government budget to assist trade reforms and adjustments to trade policy; trade education/training

- o **General Budget Support (510)**—unearmarked contributions to the government budget; support for the implementation of macroeconomic reforms including structural adjustment programs and poverty reduction strategies

ii. Employment Creation and Income Generation— Employment and income generation policies that target women (and particularly vulnerable groups of women, including those in informal employment) are important for ensuring there is adequate opportunity for women to participate and earn adequate incomes within paid employment. Macro level employment generation that targets women could circumvent discrimination and structural issues of gendered segregation in labour markets.

- o **Employment Creation (16020)**—employment policy and planning; employment creation and income generation programmes; including activities specifically designed for the needs of vulnerable groups

iii. Gender Responsive Budgeting and Sex–Disaggregated Statistics— Access to accurate data about gender disparities in economic circumstances, program impacts and policy outcomes is essential to designing policies that accurately target and support WEE. Movements for gender responsive budgeting require this data and can be instrumental to supporting women's economic justice and rights across all levels of policy making.

- o **Government and civil society statistics and data (15196)**—collection, production management and dissemination of statistics and data including macroeconomic stats, government finance, fiscal and public sector statistics

- o **Statistical Capacity Building (16062)**—all statistical activities; support to development and management of official statistics including demographic, social, economic, environmental and multi–sectoral statistics

Category III: Foundational capabilities

A. Education— Enhances knowledge and skills for all aspects of economic life, including participation in the workforce. It enhances agency through knowledge acquisition, particularly universal basic education which can also reduce the unpaid care work of women and support their labour force participation.

- o Education (110)
- o Education, Level Unspecified (111)
- o Basic Education (112)—formal and informal primary education, provision of learning materials, provision of meals and snacks at school
- o Secondary education (113)—secondary education at junior and senior levels
- o Post–secondary education (114)—degree and diploma programs at universities, colleges, and polytechnics; scholarships
- o Environmental education/training (41081)
- o Multisector education (43081)—includes scholarships

B. Health— Access to quality and affordable health care, particularly sexual and reproductive health care, is a key economic issue for women, is integral for agency in making decisions regarding their own bodies (including whether or when they have children), and is a foundational factor for participation in economic activity.

- o Health (120)
- o Health, General (121)—includes health sector policy, institutional capacity, health insurance, health statistics, medical education, medical research, hospitals, specialized clinics, and dental care
- o Basic Health (122)—includes activities for universal health care coverage, basic and primary health care programs, supply of medications and vaccines, basic health infrastructure, basic nutrition, infant and young child feeding promotion (including exclusive breastfeeding), infectious disease control, health education and training of health staff
- o Population Policies/Programmes & Reproductive Health (130)—population/development policies, reproductive health research and promotion, prenatal and postnatal care, infertility treatment, prevention, and management of consequences of abortion, education, and training of health staff for reproductive health care services
- o Social mitigation of HIV/AIDS (16064)—special programs to address the consequences of HIV/AIDS, includes economic assistance such as food security and employment

C. Ending Gender-based Violence— Freedom from violence is essential to empowerment, agency, and the ability to participate in any aspect of economic life. GBV has economic consequences in terms of lost work hours and productivity.

- **Ending Violence Against Women and Girls (15180)**—support to programs designed to prevent and eliminate all forms of GBV encompassing a broad range of physical, sexual and psychological violence including genital mutilation, early and forced marriage, acid throwing, honour killings and trafficking of women and girls; prevention activities can include empowerment efforts, changing gender norms, adopting and enacting legal reforms; responses include expansion of services including legal assistance and training personnel to respond to the needs of survivors

D. Basic needs— There are various dimensions to fulfil the basic needs of women that is vital in ensuring the basic living standard for women, and enable them to participate in economic and financial markets.

i. Resource Access for Livelihoods— Affordable and safe access to clean water, electricity, heat, sanitation, housing, transportation, and food are integral economic aspects of livelihood support. These are also relevant for women's unpaid care work responsibilities, particularly water and food supply/support.

- **Water Supply and Sanitation (140)**—water sector policy, basic drinking water supply and basic sanitation, including rural water supply schemes
- **Housing policy (16030)**—housing sector policy, planning and programs
- **Low–cost housing (16040)**—housing sector policy including slum clearance
- **Food Security Policy (43071)**—food security policy, programs, and activities; programs for the reduction of food loss/waste; food security information systems; institution capacity strengthening
- **Household Food Security (43072)**—short– or longer–term household food security program and activities that improve the access of households to nutritionally adequate diets
- **Development Food Assistance (520)**—supply of food under national or international programs including transport costs, cash payments for food supplies, project food assistance aid, and food assistance aid or market sales

ii. Crisis Support for Economic Outcomes— Gender specific projects within these sectors support women's livelihoods in times of crisis. WEE should not only be conceptualized in times of growth as crises are inevitable and are also the times when support for livelihoods matters most. Particular interventions for women and girls will be essential to make sure their needs are supported and discrimination in access to scarce resources does not lead to disproportionate impacts.

- **Emergency Response (720)**—material relief assistance and services including shelter, water, food, sanitation, education, health services, humanitarian aid including financial or technical support to national governments
- **Reconstruction Relief & Rehabilitation (730)**—social and economic rehabilitation in the aftermath of emergencies to facilitate recovery and resilience building and enable

populations to restore their livelihoods in the wake of an emergency situation

iii. <u>Access to Social Support for Disadvantaged Groups</u>— The role of social protection is an integral safety net for supporting WEE throughout women's lifespan, including in periods or unemployment or in old age with pensions. It is absolutely necessary to ensure that women have the resources to support themselves and their children, including in infancy with specific programs and parental leave benefits and resources that are not always ensured through employment. It is also a support where there are intersecting axes of disadvantage such as disability to ensure that their unique needs are

met and supported for the realization of WEE. Migrant women face unique challenges, marginalisation and exclusion and so projects which support their economic empowerment are crucial to ensure progress.

- o **Social Protection (16010)**—social protection or social security strategies, legislation, and administration; support programs, cash benefits, pensions, special programs for older persons, orphans, persons with disabilities, children, mothers with new-borns, those in poverty, unemployed, or other vulnerable groups. also includes parental leave benefits

- o **Migration and Mobility (15190)**—includes measures to improve migrant labour recruitment in developing countries, support to address and reduce vulnerabilities in migration, support to facilitate safe and regular migration**.**

A1.2: WEE guiding questions

After filtering the projects using the gender terms or gender marker and sorting all projects into the typology presented in the document, review the resulting projects using the following guiding questions to verify the projects relevant to WEE:

Include if the answer is yes:
• Does this project specifically support women or girls' **education or skills attainment**, including vocational training and mentorship, or gender equity in these areas?
• Does this project specifically support women or girls' access to **health care**, including sexual and reproductive health and rights, preventative health measures, and health resources or gender equity in these areas?
• Does this project specifically support measures to mitigate or end **GBV**, or provide support to victims of GBV regardless of whether the gender or sex is specified? (Ideally anything related to work under rights-based supports)
• Does this project include social campaigns that specifically target changing **discriminatory gender norms** or stereotypes about women and girls?
• Does this project specifically support women or girls' access to any **resources that are necessary to support their livelihoods**—e.g., food, clean water, electricity, sanitation, affordable housing, affordable transportation, roads, etc.?
• Does this project specifically support women or girls' access to and control over **productive resources**— i.e. banking and financial services, credit, loans, microloans, microfinance, village savings and loans associations, business and other services, ICT infrastructure or resources (such as internet access, cell phones, digital IDs, computers, printers), land rights and ownership, livestock, seeds, farming equipment, capital goods or other inputs for home production (like sewing machines or inputs for handicrafts) and other asset ownership?
• Does this project specifically support women and girls in **paid work**—i.e. employment creation, employment protections, labour rights, wages, increasing management and ownership, decreasing gendered labour market segregation, vocational training, including in informal sectors?
• Does this project specifically address things that decrease women and girls' **unpaid care work** responsibilities— e.g., affordable child care, flexible work arrangements, early childhood education, affordable and accessible safe piped drinking water and sanitation (WASH), time and labour-saving technologies, affordable electricity, sanitation, elder care, care for those with extra needs, social protections such as cash transfers, maternity/parental leave, social norms regarding care, etc.?
• Does this project specifically take into account women and girls in the planning of **rural or urban development** projects to make sure they are not excluded or face disproportionate impacts, including sustainable development, land use/rights, agricultural supports, poverty reduction, building roads and infrastructure which would benefit women's ability to get to work, sell goods as entrepreneurs, support women's access to productive resources such as internet, telephones, cell phones, or business and financial services, or support women's access to livelihood resources such as water, sanitation, food, housing or support livelihood vulnerability?
• Does this project specifically address the impact on women and girls' access to resources or unpaid care work time of **climate change** or gender-responsive climate change mitigation efforts and environmental policy, including poverty reduction, sustainable economic growth or development or management of land and natural resources, employment in the green economy, impacts on crops, livestock, fisheries, or any aspect of agriculture for subsistence or sale, food security, water security/drought, land use/rights, supporting livelihood vulnerability or livelihood resilience ?
• Does this project specifically support removing any **legal barriers** to women and girl's ability to be in certain public spaces, own property, have bank accounts, control their own resources, work certain jobs, inherit property and resources, maternity/parental leave or any other laws that could result in them having less access to and control over resources than men and boys?
• Does this project specifically support women and girls' **rights or human rights** which are specific to economic rights, including rights to land or other asset ownership and inheritance, the right to hold a bank account or access other financial services, labour rights, rights to gender-responsive public services or social protections, rights to work certain jobs, rights to be free from violence, rights to occupy public spaces such as streets alone

at night, maternity/parental leave, or other rights which could result in them having less access to and control over resources than men and boys?
• Does this project support productive **resource access or provision, employment opportunities, vocational training, GBV prevention, social safety nets, social protections, poverty reduction, or access to essential livelihood resources and social services such as water, food, shelter, and health for particularly economically vulnerable groups of women**—e.g., migrants, refugees, crises affected women, indigenous women, single mothers, widows, LGBTQIA+ people (specified trans women, lesbians, or bisexual women)?
• Does this project have **macroeconomic interventions**—i.e. fiscal, tax, budget, debt, public procurement, monetary, poverty reduction policies, and trade policies—that specifically consider the needs, rights or resource access of women and girls, including gender-responsive provision and policies?
• Does this project target **better data collection and analysis** regarding women and girls, including sex disaggregated statistics, increased statistical capacity for gender data, creation of gender impact assessments, or gender responsive budgeting?
• Is the project targeting men and boys AND focuses on measures related toward reducing GBV or changing **discriminatory social norms** about gender?
• Does the project target women and girls' **media or information access** and is specific to providing productive resource access that would help them in employment or entrepreneurship or educational resources**?**
• Does this project have gender-sensitive or gender-responsive policies or frameworks related to economic issues, such as social protections, social or public services, social safety nets, budgeting, fiscal policy, monetary policy, trade policy, public procurement, public works programs, land use policies, cash transfers, debt policy (both government and foreign), taxation policy, macroeconomic policy, climate change mitigation to reduce impacts on access to resources,
• Does this project target women, girls, or gender-responsive or gender-sensitive emergency response or disaster prevention measures, including social safety nets, social protections, cash transfers, food assistance, clean water, shelter, health services, GBV prevention or services, land use, measures to protect against drought or damage to agriculture for subsistence or sale, employment, vocational training, productive resource access? ?
• Does the project target "men and women"/males and females/ boys and girls as the recipient of the program to ensure advancements in WEE or mention increasing equality or equity in outcomes?
<u>**Do not**</u> **include if the answer is yes:**
• Does the project support aspects of women's **political empowerment**, rights (including voting rights) and representation?
• Does the project target women or girls' access to **free and fair elections or democratization**?
• Does the project target women and girls and **improving governance or political systems as sole outcome,** without targeting any outcomes specified above?
• Does this project target women or girls and aspects of culture or recreation such as sports, but not address shifting discriminatory gender norms or stereotypes?
• Does the project target men and boys, but <u>not</u> include measures to reduce GBV or change social norms around gender?

Some additional amendments to WEE guidance

- LGBTQIA+ projects should be tagged as WEE **only when** the group of LGBTQIA is specified, such as trans women, lesbian.
- Projects that specify targeting "women's rights" without specifying the kind of rights and empowerment- should **not** be marked as WEE
- HIV prevention projects should be coded as WEE **only when** women or girls are one of the recipients. If the programme is preventing HIV for children through mothers- do not mark them as WEE Category-1 (*I suggest leaving a note for these, just in case ICRW has further reservations about these*)

A1.3: Unpaid care framework

Section	Policy area	Indicator	Suggested key words (English)	Apply to projects marked as WEE category 1 and sector(s):	Manually review to check if projects contribute to:	If project meets criteria:
1. Unpaid care work	**1.1 Care Supporting Physical Infrastructure**	1.1.1: Piped water / communal water	• Piped water • Pipe • Piped • Pipeline • Water Well • Water Wells • Communal water • Community water • Household water • Water access • Access to water • Access to basic water • Access to clean water • Access of clean water	• All sectors	Potable, reliable, and affordable piped water, wells or communal water sources <u>at the household level or village level</u> **if specific to addressing women and girls' time to collect water**.	If yes, label as 'Unpaid Care- 1' <u>**and**</u> 'Unpaid Care focus- Piped water'
		1.1.2: Household electricity	• Household electricity • Access to electricity • Access electricity • Electricity access • Electrical services • Solar home systems	• All sectors	The provision of and access to reliable and affordable household electricity <u>at the household level.</u>	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Household electricity'

		1.1.3: Sanitation services	• Sanitation services • Sanitation facilities • Latrines • Toilets • Rubbish • Garbage • Trash • Waste • Wastewater • Waste water • Disposal	• All sectors	The provision of quality, accessible, reliable and affordable sanitation services/facilities <u>at the household level or specific to reducing women's time in performing these activities.</u>	If yes, label as 'Unpaid Care- 1' <u>**and**</u> 'Unpaid Care focus- Sanitation services'
		1.1.4: Public transportation / ridesharing	• Transport • Transportation • Bus* • Buses • Train* • Trains* • Tram • Rideshare • Rideshares • Ride share • Ride shares • Ridesharing	• All sectors	The provision of and access to safe, frequent and affordable <u>public transport</u> or rideshare services that are accessible, safe, reliable and well networked. *make sure to search with relevant space to avoid pulling business, training etc.	If yes, label as 'Unpaid Care- 1' <u>**and**</u> 'Unpaid Care focus- Public transport'
		1.1.5: Time- and energy-saving equipment and technologies (TESET)	• Grinding mill • Grindings mills • Cookstove • Cookstoves • Cooking • Cook • Stove • Stoves • Washing equipment • Washing machines • Washing machine • Washer • Washers	• All sectors	The provision of and access to time- and energy-saving equipment and technologies (TESET) for unpaid <u>domestic care tasks.</u>	If yes, label as 'Unpaid Care- 1' <u>**and**</u> 'Unpaid Care focus- TESET'

			• Dishwasher • Dishwashers • Gas cylinder • Vacuum cleaner • Appliance • Time saving • Energy saving			
	1.2 Care Services	1.2.1 Public healthcare services	• Universal healthcare • Universal health • Universal care • Public healthcare • Healthcare policy • Healthcare policies • Healthcare service • Healthcare services	• Population policies/programmes and reproductive health (130) • Promotion of Mental Health and Well-Being (12340) • Health (120) • Health, General (121) • Basic Health (122) • Empty sector fields (blank) • Unallocated /unspecified (998) • Multisector aid for basic social services (16050) • Multisector aid (43010)	The provision of and access to quality, affordable <u>universal healthcare</u> services. <u>Note:</u> sexual and reproductive healthcare policies/services are an important component of healthcare policies, but the policies/services should be publicly available to everyone, not just women.	If yes, label as 'Unpaid Care- 1' <u>and</u> 'Unpaid Care focus- Universal healthcare'
		1.2.2 Early childhood care and education services (ECCE)	• Childcare * • Child care * • Daycare * • Day care * • Creche • Nursery • Nurseries • Preschool • Pre-school • Pre-primary	• Early childhood education (11240) *- Besides the word search, manually review other projects marked as WEE Category 1 in this purpose code • All sectors	The provision of and access to affordable, safe, and quality <u>ECCE and childcare</u> services. *Note: activities need to incorporate the needs of childcare providers, e.g. mothers, rather than those of girls/female children. *Note: simultaneously check if any activities relating to childcare would fit under 1.4.4 - onsite childcare for care supporting workplaces	If yes, label as 'Unpaid Care- 1' <u>and</u> 'Unpaid Care focus- Early Childhood Education'
		1.2.3 Care services for older People	• Elderly • Older people • Seniors • Elder care • Eldercare	• All sectors	The provision of and access to affordable, safe, and quality care services for older people.	If yes, label as 'Unpaid Care- 1' <u>and</u> 'Unpaid Care focus- Care

				Note: activities need to incorporate needs of caregivers for elderly people, rather than of female elderly/pensioners.	Services for Older People'
		1.2.4 Care services for people with additional care needs	• Long term care • Long-term care • In home care • In-home care • Live in care • Live-in care • Residential care • Disability • Disabilities • Disabled • Handicapped • Handicap • Blind • Visually impaired • Deaf • Cerebral palsy • Down syndrome • Epilepsy • Developmental disorder • Special needs • Additional care needs • Additional needs • Mental health condition • Mental health conditions • Mental illness • Psychiatric • Spectrum • Autism • Autistic • Bipolar disorder • Schizophrenia • HIV services	• Basic social services (16050) • Health (120) • Health, general (121) • Basic health (122) • Promotion of health and well-being (12340) • Macroeconomic policy (15142) • Empty sector fields (blank) • Unallocated /unspecified (998) • Multisector aid for basic social services (16050) • Multisector aid (43010)	The provision of and access to timely, quality, and affordable care <u>services for people with additional care needs</u>, such as those living with a disability or a mental health condition. Note: activities that focus on mental health and wellbeing more broadly do not qualify.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Care Services for those with Additional Needs'

			• HIV care • Ebola services			
	1.3. Social Protection Benefits	1.3.1 Public pensions	• Pension • Pensions • Public pension • Public pensions • Pension scheme • Pension schemes • Public pension scheme • Public pension schemes • Social pension • Social pensions • Universal pension • Universal pensions • Universal social pension • Universal social pensions • Pension benefits • Pension benefit	• All sectors	The project focuses on policies that aim to <u>increase carers' access to pension benefits</u> that are sufficient to 'maintain the family of the beneficiary in health and decency'.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Public Pensions'
		1.3.2 Cash transfers related to care	• Cash benefit • Cash benefits • Cash transfer programme • Cash transfer programmes • Cash transfer program • Cash transfer programs • Cash transfer • Cash transfers • CT • Tax credit • Tax credits • Unconditional cash transfer • Unconditional cash transfers • UCT • UCTs	• All sectors	The project provides <u>cash benefits/transfers/tax credit</u> **without** <u>behavioural conditionalities</u> to people with unpaid care responsibilities.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Cash Transfers Related to Care'
		1.3.3 School meals or vouchers	• School meal • School meals	• School feeding (11250) - *Besides the word search, manually review other projects marked as*	The project provides school (including pre-school and crèche)	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care

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			• Breakfast • Lunch • Feeding • Food voucher • Food vouchers	*WEE Category 1 in this purpose code* • Education (110) • Education, level unspecified (111) • Basic education (112), *includes voluntary codes 11231-11232* • Secondary education (113), *includes voluntary codes 11321-11322* *Note: vocational training (11330) falls under Productive Sector Opportunity* • Post–secondary education (114) • Multisector education/training (43081) • Empty sector fields (blank) • Unallocated /unspecified (998) • Multisector aid for basic social services (16050) • Multisector aid (43010)	feeding programmes (breakfast and lunch at school) and food vouchers.	focus- School Meals or Vouchers'
		1.3.4 Care-sensitive public works	• Public works • Public works programmes • Public works programme • Public works program • Public works program • Public works project • Public works projects • PWP • PWPs	• All sectors	The project offers a care-sensitive public works programmes (PWPs) – which entails the payment of a wage in cash, food or vouchers by the government or an agent in return for the provision of labour, to produce a physical or social asset or service.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Care-sensitive Public Works'
	1.4. Care Supporting Workplaces	1.4.1 Paid sick leave	• Paid sick leave • Sick leave • Paid leave • Paid time off • Care leave • Family leave	• All sectors	The project offers/aims to ensure paid sick leave policies that guarantee workers the right to care for themselves when sick, or to care for a sick spouse, partner, child, grandchild, parent, or dependant.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Paid Sick Leave'

		1.4.2 Equal paid parental leave	• Parental leave • Universal leave • Equal leave • Maternity leave • Paternal leave • Paternity leave	• All sectors	The project offers/aims to ensure <u>equal or universal parental leave</u> policies for parents of all genders to care for their child/children.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Paid Sick Leave'
		1.4.3 Flexible working	• Flexible work • Flexible hour • Flexible hours • Flexible schedule • Flexible schedules • Flexible location • Flexible locations • Part time • Parttime • Part-time	• All sectors	The project offers/aims to ensure <u>flexible working arrangements</u>, such as reduced daily hours of work, part-time work and flexible work schedules and locations.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Flexible working'
		1.4.4 Onsite childcare	• Childcare * • Child care * • Daycare * • Day care * <u>* Note: simultaneously check if any activities relating to childcare would fit under 1.2.2- Early Childhood Education (ECE)</u> <u>* Note: check if any activities relating to childcare would fit under</u> 1.2.2 - Early Childhood Education (ECE)	• All sectors	The provision of and access to <u>childcare at the workplace (onsite) or close to the place of work.</u>	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Onsite childcare'
		1.4.5 Breastfeeding at work	• Breastfeeding • Breastfeed • Storing milk	• All sectors	The project offers/aims to ensure breaks/safe spaces for breastfeeding people <u>in workplaces.</u>	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Breastfeeding at work'

2. Paid Care Work	*Not the focus of this research*	-	-	-	-	-
3. Cross Sectoral Policies to Address Paid and Unpaid Care	**3.1 Social Norms Interventions**	3.1.1 Standards prohibiting gender stereotypes in advertising and media representations	• Gender stereotype • Gender stereotypes • Gender norm • Gender norms • Social Norm • Social Norms • Media representation • Media representations • Femininity • Masculinity • Masculine • Media campaign • Media campaigns • Advertising campaign • Advertising campaigns	• All sectors	The project offers/aims to ensure public policies or legislation <u>prohibiting harmful gender stereotypes in all advertising and media representations.</u>	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Gender stereotypes in media/advertising'
		3.1.2 Awareness-raising campaigns		• All sectors	The project offers/aims to ensure <u>an awareness-raising campaigns</u> that aims to recognize and value care work and/or shift gender norms around care.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus awareness-raising'
		3.1.3 Education policies that address gender stereotypes		• All sectors	The project offers/aims to ensure <u>a national education policy</u> that addresses gender stereotypes through a curriculum or curricula.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Education policy'
	3.2 Measurement Frameworks and Data Collection	3.2.1 Measurement frameworks	• Care Measurement • Care Framework • Time-use • Time use • Value of unpaid care • Value of care work • Care work value	• All sectors	The project offers/aims to ensure <u>a measurement framework that capture the social and economic value of unpaid work</u>.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Measurement framework'
		3.2.2 Time-use data collection		• All sectors	The project targets <u>a national policy</u> related to improving data collection on time use.	If yes, label as 'Unpaid Care- 1' **and** 'Unpaid Care focus- Time-use data'
OTHER	*General / Unspecified*	**General / Unspecified**	• Unpaid care • Unpaid work • Redistribution of care work • Domestic work • Chore	• **All sectors**	Check if the project(s) meet any of the other indicator criteria. * Make sure to distinguish between paid vs. unpaid, and where they are	<u>If yes,</u> label accordingly. <u>If no,</u> label as

			• Chores • Household task • Household tasks • Household chores • Household work • Housework • Caregiver • Caregivers • Caregiving • Caretaker • Caretaking • Care taker • Care takers • Family care		supporting skill building vs. providing services or resources which will reduce the care work of the unpaid caregiver or skills that will reduce unpaid care work time	'general/unclear' [12]

- Projects that are identified using the general terms will be reviewed and assessed which policy indicators they fit under.
- Projects do not exclusively target one policy indicator, thus can be marked for addressing multiple indicators for reducing unpaid care work responsibilities for women.

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[12] The list of terms is also translated to French, German and Spanish. The combined list of search terms can be downloaded here.