Operationalising WEE framework in a multi-country context
Outline

• Introduction to MDF
• WEE framework
• From theory to practice
• Practical cases from Timor, Fiji and Pakistan
• Way forward
• Q & A
Introduction to MDF
A multi-country facility

Fiji
- Small island multicultural nation
- Strong presence in tourism; agriculture & seafood supply chains; urban industries
- Traditional structures dictate decisions in HH economic activities

Timor-Leste
- Post-conflict, Small economy
- Limited understanding of commercial farming benefits
- Women actively involved in agricultural sector; low female participation in labour market
- Less normative constraints; traditional roles, location and timing restrict access for women

Pakistan
- Diverse, large economy
- Agriculture, manufacturing (leather)
- Constrained by strong traditional norms
- High regional variation

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Key principles: Women are already vital economic actors

(Range of impact depth, potential to reach scale)

Focus on ‘mainstreaming’ women’s economic empowerment

(Deep impact and, but scale often limited)

Focus on female led entrepreneurship, female leadership and formal workplace improvements

Predominantly men-led and dominated sectors (Key ownership/managerial and/or decision making undertaken by men, with far fewer women playing critical roles within the sector as secondary tier actors)

Predominantly men-led sectors (Key ownership/managerial and/or decision making undertaken by men, but women still play various critical roles within the sector as secondary tier actors)

Jointly-led sectors (Key ownership/managerial and/or decision making undertaken by men and women jointly)

Predominantly women-led and dominated sectors (Key ownership/managerial and/or decision making undertaken by women, with predominantly women playing critical roles within the sector as secondary tier actors)

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What is Women’s Economic Empowerment?

1. Economic Advancement

2. Agency
   - Decision making and influence

3. Workloads

4. Access
   - Access to opportunities

5. Access to assets/services
From theory to practice

• Use framework to analyse **ALL** portfolio
  – **every** market assessment
  – **every** proposal
  – **every** partnership
  – **every** result chain has WEE indicators/ questions embedded
  – **every** monitoring, assessment

• “Out of box thinking” to develop new ideas

• Different types of partnership
1. Predominantly Men-focused partnerships
   - Women not involved
   - Women not harmed

2. Joint M&W partnerships
   - Women involved
   - But NO specific WEE constraints
   - Women not harmed

3. Joint M&W partnerships
   - Women involved
   - WEE constraints present
   - Feasible WEE solution AND
   - Partner has capacity and incentives

4. Joint M&W partnerships
   - Women involved
   - WEE constraints present
   - Feasible WEE solution BUT
   - Partner has NO capacity and incentives

5. Joint M&W partnerships
   - Women involved
   - WEE constraints present
   - NO feasible solution market solution
   - Partner has NO capacity and incentives

Increased HH income
Increased access and/or agency, increased economic empowered
Increased access and/or agency, increased economic empowered
Increased access and/or agency, increased economic empowered
Increased HH income (in some cases)
Key success factor

• Integrating WEE with RM

• All viewpoints come out from RM - without information you do not know what or where the problem is

• Develop better partnerships and improve existing models as a result of richer data from better questioning

• Building the culture
Sample Results Chain
Changing business perspectives

- Agi Agricultura – Input distribution network in rural areas, provides farmers with agricultural inputs and information.
- Partner interaction with female farmers resulted in a change in product size and design.
- Further monitoring visits revealed information that resulted in the partner’s,
  - Improved understanding of the commercial benefits of targeting women as clients
  - Efforts to modify training program to be more relevant for female farmers
  - Incentive to encourage retailers to share information with female clients
  - Interest to explore new ideas for growth (micro-irrigation systems), which in turn will reduce women’s workload
Revealing the money managers

• TRM- Introducing a savings account and promoting banking transaction to reduce risk of handling large cash disbursements

• TRM targeted coffee farmers who receive transaction (generally men)

• Household assessment and FGD found:
  – Women hold the money
  – Women make decision regarding savings
  – Women fear losing control over money if only men have access to accounts

• Information incentivised TRM to
  – Recruit female trainers
  – Target women as individual clients
  – Alter internal system to allow joint access of account
Understanding traditional structures

• Improving capacity to reach and cater for the growing and niche international walking market and (2) working with local communities to raise standard of service

• We need to better understand women’s role in communities
  – distribution of income
  – workload
  – decisions made within traditional governance structures
Building the business case

Access to a support service that enables working mothers to better participate at the workplace. This will enhance productivity which is expected to translate into better business performance.

The private sector needs to understand that it makes business sense to provide such services (subsidised day-care) for its workers:
- access to formal employment
- being upskilled (skills and training)
- providing employer-sponsored day-care to employees
Changing norms in Chitral

- Horticulture: improving access to quality inputs
- MKS: Onion seeds producer in the north-west
- More risk in working with female contract farmers
- MDF helped set up extension system
- Addressing logistics and mobility issues is key
- Business contracted more female farmers than male
- Expansion from kitchen gardening to commercial farming
- Female farmers planning to increase cultivation area
- Other women expressed interest
Knocking on the glass ceiling

- Leather: encourage production of value added goods to create employment opportunities for men and women
- Research study question: why there are female stitchers but no female supervisors
- Women are unable to learn new skills from their male colleagues _ limited lateral and upward mobility
- Partner: Footlib, a mid-tier footwear manufacturer
- Segregated stitching line for women with female supervisor
Way forward

- Better understand norms, how to influence and measure them given different country contexts
- Gain better understanding of workloads
- MDF’s approach to VAW
Questions & Thoughts