

Sustainable Economic Development and Gender Equality

GENDER EQUALITY KNOWLEDGE NOTE



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Knowledge Note: Purpose and Application

Purpose

The *Gender Equality Knowledge Notes* aim to increase knowledge and understanding of gender equality and women's empowerment.

This *Knowledge Note* encourages a structural analysis of gender issues, reflected in the headings in the table on page 4: women's economic empowerment (economic), women's participation in decision-making (political), and basic needs and strategic interests. Sustainable Economic Development has been broken down to the Business Enabling Environment, Employment and Job Creation, and Capacity Development.

Application

The *Knowledge Note*, along with the [Gender Analysis Guideline](#), can stimulate thinking, discussion and analysis; it should not be seen as a definitive guide or a compliance checklist. It can be used to inform or appraise:

- Strategy and policy formulation and implementation
- Discussions with partner governments, agencies and stakeholders
- Terms of Reference for scoping, design, evaluations, etc.
- Contracting and briefing contractors
- Programme Strategic and Results Frameworks
- Concept Notes, Activity Design Documents and Appraisals
- Results frameworks, evaluations and reviews
- Progress reports, field visits
- Activity Monitoring Assessments and Activity Completion Assessments

Other resources available include:

- Development Manager: Cross Cutting Issues and Gender
- *Gender Equality Knowledge Notes* ([Agriculture](#), [Humanitarian and Disaster Relief](#), [Tourism](#))
- Sector specialists
- External gender or specialist consultants
- Women's Economic Opportunity Index (WEOI)
- Partner country or sector Gender Action Plans

Sustainable Economic Development, Private Sector Development and Gender Equality

Activity and Policy Context

Common sense and research shows that if women are given the same economic opportunities and access to resources as men the resulting economic activity is not only good for families but makes a significant contribution to community and country; an investment in the future - Sustainable Economic Development.

In America increased women in work in the 1980s added nearly 2% to annual economic growth and narrowing the labour gap in Europe contributed 25% to annual growth in GDP. In India employed women get married later, have less children, obtain more schooling, generate income throughout their lifetime and have higher aspirations for themselves and their children.

MDG 1 is the indicator of poverty eradication but it cannot be achieved without gender equality and women's economic empowerment. This increases productivity, efficiency and wellbeing.

But there is a risk: economic growth on its own will not pull women out of poverty. Women must be economically empowered, and also politically empowered to ensure they benefit equally from economic development.

***"Forget China, India and the Internet: economic growth is driven by women."* The Economist**

Breaking Barriers

There are a number of barriers to women's economic empowerment and entrepreneurship: unequal access to financial services and law and justice; discriminatory property, land, divorce and inheritance laws; violence and insecurity; limited childcare; lack of training and education. Burdensome regulations affect women transitioning to the formal economy. And cultural and social discriminatory practices are often the biggest obstacles women face. Empowering women and strengthening their capability to take leadership, management and governance roles is a pre-requisite to breaking these barriers.

Employment is a key area of economic development and job creation must provide equal opportunities for both women and men to secure decent employment and income – women working in poor conditions and paid poverty wages is neither sustainable economic development or just. Training and education is also critical, especially in non-traditional jobs and management.

Statistics and data should be sex disaggregated. Policies, programmes and Activities should attempt to benchmark progress by using agreed data sets. The Women's Economic Opportunity Index is one resource that can be used as a measure of progress in women's economic advancement in 128 countries; New Zealand funded the inclusion of 6 Pacific countries in the 2012 Index. The 29 indicators of women's economic empowerment run across 5 categories: labour policy and practice, access to finance, education and training, women's legal and social status and the general business environment.

Women perform 66% of the world's work, produce 50% of the food, earn 10% of the income and own 1% of the property. UNWomen

The following table lays out how issues related to women's economic empowerment and entrepreneurship, women's participation in decision-making and policy-making, and basic needs and strategic interests, risks and security might be considered in the context of enabling business and entrepreneurship, employment and job creation, and capacity development of entrepreneurs and small and medium enterprises.

Sustainable Economic Development, Private Sector Development and Gender Equality

	Women's Economic Empowerment and Entrepreneurship	Equal Participation in Decision-Making and Policy Making	Basic Needs & Strategic Interests; Risks and Security
Enabling Business and Entrepreneurship - Education and training	<ul style="list-style-type: none"> • Increase women's access to capital and other financial services, e.g. insurance, banking • Equitable terms and conditions for loans, e.g. interest rates, collateral, repayment schedule • Reduce barriers to formal registration of SMEs • Women can access business support and inputs and non-financial services, e.g. financial literacy, budgeting, training, extension services, IT technologies • Remittances – women can access remittances from male partners who migrate • Women access productive natural resources, e.g. water, fertile soils, forests, gardens, fisheries • Remove barriers to market access: transport, middle-men, violence, infrastructure and services, taxes, corruption • Cooperative marketing to reduce power of middle men to exploit women, i.e. selling directly to buyers • State/private sector funded support for childcare • Women's economic activity often determined by seasonality • Increase and support women in management training • Support women's application and enrolment for scholarships (not just monetary) • Promoting girls' educational achievement; support women into non-traditional roles 	<ul style="list-style-type: none"> • Women empowered to participate in decisions in value/supply chain, e.g. resource and revenue allocation at a domestic level • Women have capacity and opportunity to participate in development of rural economic policies especially local government • Support land titling/property rights for women • Women participate in any price setting negotiations • Assess tax equity and burden, for example greater proportion of tax take from labour (as opposed to capital) likely to increase an inequitable tax burden on women. • support tracking of tax revenue expenditure • Negotiations on leasing, profit sharing, sales of customary land include and benefit women • Women participate in economic/farmers' forums and networks • Women have access to legal advice and justice processes • lobbying, advocacy and policy influencing training • Women have capacity to participate in and influence decisions re food security • Women capacity and opportunity to participate in community natural resource management decisions, e.g. land use planning, water source management 	<ul style="list-style-type: none"> • Women can access all training; barriers to women's participation in training addressed, e.g. timing, seasonality, transport and accommodation, location, child care, security • Risk of negative reactions to women's economic empowerment identified and mitigated, e.g. threats, violence, destruction and theft of property • Women participate and employed in post-conflict and post-disaster and reconstruction • Resource extractive industries (e.g. mining, logging, processing factories) mitigate against likely increases in violence against women, sex trafficking and sexually transmitted infections • Equal inheritance for women • HIV/AIDS impact on division of labour • Accessible services allow increased economic activity, e.g. health, schooling, child care. • Literacy and numeracy training in urban and rural areas • Girls kept in schools and not utilised as free labour or child care
Employment and Job Creation	<ul style="list-style-type: none"> • Decent Jobs; fair labour practices and equal pay, non-discrimination (implementation of ILO 100 and 101) • Support training in non-traditional, non-stereotypic careers and vocations • Management training • Activity and technologies reduce women's workload and/or increase revenue in the workplace or at home 	<ul style="list-style-type: none"> • Women supported/trained in non-traditional leadership, management, governance role • Equitable distribution from revenues. • Access to staff associations, unions, producer boards etc. • Participation in wage bargaining • Job opportunities in infrastructure activities and labour intensive activities, e.g. post disaster clean ups 	<ul style="list-style-type: none"> • Women's safety and access throughout the value chain, including transport, markets, toilets • Markets have adequate lighting, banking services, policing, security • Agri-business and processing plants are close to safe accommodation and/or transport services • Agri-businesses minimise potential disruption to domestic life by avoiding temporary work contracts

Capacity Development of Entrepreneurs and Small and Medium Enterprises	<ul style="list-style-type: none"> • Sex disaggregated data and research • Research includes gender analysis • Prices for food produce available to women • Opportunities to promote productivity, innovation and sustainability of small holder production, including women • Women led, women only and/or family enterprises identified and receive targeted supported • R & D funding targets women's businesses and needs • Women's intellectual property rights in biodiversity, seeds and varieties recognised and protected 	<ul style="list-style-type: none"> • Gender equity in partner governance, staffing (recruitment, promotion, training), policies and plans. • Opportunities for women in local government • Increase women in research, training, academia • Increased participation in decision-making reduces corruption • Women in business networks, forums, e.g. Chamber of Commerce, private sector Boards, marketing/producer boards • Support for women's policy influencing and advocacy including trade 	<ul style="list-style-type: none"> • A national Gender Action Plan recognises the importance of women's economic empowerment • Ministry/Dept of Women's Affairs provide policy advice and/or resources for economic development. • Research and analysis on impact of Violence Against Women on economic development • Human rights/labour rights respected in factories/export zones • Increased awareness amongst business leaders of the benefits of gender equality and economic development
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