

**Summary Report
of the Joint Biennial Workshop of the
United Nations Inter-Agency Network on Women and Gender Equality (IANWGE)
and the OECD-DAC Network on Gender Equality (GENDERNET)**

**WOMEN'S ECONOMIC EMPOWERMENT, ACCOUNTABILITY
AND NATIONAL OWNERSHIP**

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The views expressed in the summary report represent the views of the presenters and participants and are not necessarily the views of the OECD or the UN

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I. INTRODUCTION

The 2010 joint workshop between the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) and the Development Assistance Committee's Network on Gender Equality (DAC-GENDERNET) of the Organisation for Economic Co-operation and Development (OECD) was hosted by the United Nations Industrial Development Organisation (UNIDO), in Vienna, Austria on 1-2 February 2010. The workshop focused on women's economic empowerment whilst exploring both country ownership for development and the many facets of accountability - international accountability mechanisms, domestic/local/democratic accountability, and mutual accountability.

The discussions in the workshop highlighted the role and challenges faced by multilateral and bilateral agencies in delivering on international commitments to gender equality and women's empowerment. Presentations, including case studies, illustrated the gender equality and women's empowerment dimensions of accountability and strengthening country ownership over development. Examples of practical contributions of donors and multilaterals to accelerate women's economic empowerment and improve aid effectiveness were provided. The summary of the workshop is provided in this report.

II. KEY MESSAGES

Changing the way we think: Defining women's economic empowerment.

Economic empowerment cannot be divorced from the care economy. There are several dimensions of empowerment. Economic empowerment can be used to enable other kinds of empowerment (social, political, cultural), as well as the other way around. Education, both formal and non-formal, is key to women's economic empowerment. In addition, social protection can be economically empowering and socially transformative.

Strengthening education: key in building the foundations for women's economic empowerment.

Education, both formal and non-formal, is vital to women's economic empowerment, in particular in increasing their access to the labour market. Currently, more than 1.5 billion people are between the ages of 10 and 25. This largest-ever generation of adolescents approaching adulthood will shortly be pressuring the job market. This is an opportunity to be utilized by policy makers, if they make strategic investments to build girl's capabilities as this will increase their economic prospects and benefit their country's future. Keeping girls in school is an essential building block of women's economic empowerment.

The health of women is crucial to their economic empowerment.

The empowerment of women needs to take into account women's health, in particular sexual and reproductive health. Health needs to be incorporated in the economic empowerment framework. Governments, Civil Society Organisations and other development actors need to secure women's right to the enjoyment of the highest attainable standard of physical and mental health, throughout the life cycle.

Economic empowerment of women is both a right and smart economics.

Focusing only on increasing women's labour market participation and entrepreneurship are not sufficient for achieving long-term, sustainable development and economic justice outcomes. Policy makers also need to address the right to decent work that complies with labour standards, and develop policies and programmes which recognise and value all of women's work, paid and unpaid.

Investing in and for women.

Microfinance is mainly linked to women, while investments mostly target men. There is a need to revise the model of microcredit and scale up its availability for women. Innovative interventions have encouraged the finance sector to deliver gender-responsive products to ensure women's access to credit, banking and financial services and facilities. Investments in infrastructure development that is responsive to women's needs (e.g. rural electricity, urban lighting and roads) are essential.

Promote international trade that benefits women.

The quality of women's integration into multilateral trading systems and global value chains must be improved (they are often adversely integrated). Public-private partnerships also provide opportunities. It is essential to focus not only on business women but also on poor women. Governments, civil society organisations and other development actors can help create the conditions by which market women can unleash their potential, including by linking rural producers to urban markets.

Crises offer opportunities.

Women represent the largest share of the world's poor and are hit harder in times of crisis (economic, financial, conflict, food, fuel or climatic). For women, when Governments cut spending on public services it often mean shorter employment options, losses on health and personal security and additional burden of unpaid care work. Economic stimulus packages should be designed in a gender responsive way, as crisis can also create opportunities for challenging the status quo and transforming gender relations.

Strengthening women's property rights.

There is a huge difference between access to and ownership and control of property such as land and housing. Strengthening women's right to land and other assets is key to economic independence and security. Tools designed to address land issues such as land reform, land management and security of tenure should be designed to benefit both women and men.

Empowerment, accountability and ownership need to be interlinked and reinforcing.

Ownership can involve many actors with different perspectives. The evolution of national ownership takes time. Countries may be prevented from assuming full ownership of development processes through conditions imposed from the outside. Donors and multilaterals need to 'do no harm' and avoid unanticipated negative impacts of their activities. Donors are not necessarily held accountable for how fast they deliver on their commitments. Predictability of funding is essential. Development actors should use CEDAW, the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action as tools to accelerate gender equality and women's empowerment.

Accountability for gender mainstreaming continues to be a challenge

Parliaments are key institutions for accountability. In addition, institutions, systems and organizations that work on specific issues (such as anti-corruption) also need support. Development agencies are beginning to set targets for gender equality and to hold individuals accountable for those targets. On the partner country side there could be examples of incorporating accountability into senior management contracts. There is also a need to know more about what is spent and how and where it is spent, by partners and by donors. This is essential for accountability, transparency and managing for development results.

Inclusive processes produce better results

Women are all too often excluded from capacity development and training. Both women and men need to be included in all processes. Governments, civil society organisations and other development actors are working for collective benefits that also reinforce individual benefits – this is important in order to strengthen women's confidence.

Making better use of existing and new information.

Research on emerging issues, including increased efforts to access and use available evidence and best practices, must be encouraged. Although considerable progress has been made on this front, other interlocking pieces are still needed, such as streamlined impact indicators and improved information about donor and multilateral aid that focus on achieving equality between men and women. Gender equality policy markers have proven to be a useful tool for measuring aid.

III. INTERNATIONAL MILESTONES FOR FUTURE ACTION

The upcoming opportunities to build on the commitments already made on women's economic empowerment should be fully utilized by all stakeholders, including governments, multilateral and bilateral donors, academics, non-governmental organisations and the private sector. Some key international milestones include the following:

- 15-year review of the Beijing Platform for Action in the Commission on the Status of Women in March 2010;
- MDG3 Conference on employment and women's empowerment in March 2010;
- Development Cooperation Forum Symposium in June 2010 which includes a segment on gender equality;
- Annual Ministerial Review and Development Cooperation Forum of the Economic and Social Council in July 2010 which will focus on gender equality and empowerment of women;
- High-level event on the Millennium Development Goals to be held in the United Nations General Assembly in September 2010;
- Fourth High Level Forum on Aid Effectiveness (HLF-4) to be held in Seoul in 2011; and
- Aid for Trade Review 2012.

IV. SUMMARY OF DISCUSSIONS

OPENING REMARKS

In welcoming the participants, Mr. Kandeh K. Yumkella, Director-General of UNIDO, expressed UNIDO's pleasure to host the workshop on women's economic empowerment. Mr. Yumkella emphasised the need to create an enabling environment to promote wealth creation in order to alleviate poverty. He stressed the following four points as prerequisites for wealth creation: (i) predictable public policy; (ii) solid institutions, including justice systems; (iii) productive assets, combined with entrepreneurship and finance; and (iv) protection of women's rights.

Many developing countries lack wealth creating opportunities for women and, in cases where they exist, cultural norms often hinder women from benefiting fully from them. Mr. Yumkella suggested that international organisations change the way they deal with poverty reduction by becoming more pragmatic and scaling up their interventions. He recommended that greater attention should be paid to issues such as infrastructure and rural electrification.

Mr. Richard Carey, Director, OECD Development Co-operation Directorate, commended the close and unique collaboration between the OECD-DAC Network on Gender Equality and the United Nation's Inter-Agency Network on Women and Gender Equality. He noted that while there had been significant progress in measuring gender equality, it was time for both bilateral donors and multilaterals to really "up their game" in reaching poor women in rural areas or in situations of fragility in order to have lasting impacts. Development policies and programmes must be designed and implemented in ways consistent with international agreements and commitments. Moreover, the power relationships of partner countries with donors and multilaterals needed to be rebalanced, but at the same time internal dynamics within countries had to change as well.

Mr. Carey also reminded workshop participants about the many opportunities for taking the gender equality agenda forward in 2010, such as the 15th anniversary of the Beijing UN women's conference (March), the Helsinki DCF symposium (June), the ECOSOC ministerial level review of MDG3, the MDG summit itself, and the 10th anniversary of the UN Security Council Resolution 1325 (2000).

In her introductory remarks, Ms. Rachel Mayanja, Chair, Inter-Agency Network on Women and Gender Equality (IANWGE), welcomed the timing of the workshop, noting that women's economic empowerment was gaining recognition as critical to economic development. She noted that the *2009 World Survey on the Role of Women in Development* recognizes that gender equality in the distribution of economic and financial resources had positive multiplier effects for key development goals, including poverty eradication. Women's economic empowerment has proven to generate both micro-level efficiency results through increased household productivity and macro-efficiency, and through positive synergies between indicators of gender equality and economic growth. Women's economic empowerment is good economics. Nevertheless, systematic attention had not been paid to the priorities and needs of women and girls in development policies and planning. This needed to be corrected.

Women's economic empowerment was not spontaneous. It has required effort in the past and it would demand sustained actions in the future. In addressing systemic issues – or the need to enhance the coherence, governance and consistency of the international monetary, financial and trading systems in support of development – the Monterrey Consensus encouraged the mainstreaming of gender perspectives into development policies at all levels and in all sectors to strengthen the effectiveness of the global economic system's support for development. The Paris Declaration on Aid Effectiveness (2005) acknowledged that harmonisation efforts were needed on cross-cutting issues, such as gender equality and other thematic issues including those financed by dedicated funds. The Accra Agenda for Action (2008) committed developing countries and donors to ensure that their respective development policies and programmes were designed and implemented in ways consistent with their agreed international commitments on gender equality, human rights, disability and environmental sustainability. Instrumental to these objectives, the Paris Declaration defined, among others, the principles of mutual accountability and ownership, as two pillars in the international cooperation process. To accelerate and deepen implementation of the Paris Declaration on Aid Effectiveness, the Accra Agenda for Action outlined concrete actions to strengthen country ownership, build more effective and inclusive partnerships for development and to deliver and account for development results. Ms. Mayanja emphasized that it was imperative that the new institutional principles work properly; that national policies and strategies incorporated women's economic empowerment and gender equality as explicit objectives; that donors were aligned with those goals; and that accountability efforts were possible, respected and supported.

A video made by the Dutch Ministry of Foreign Affairs, showed that it was essential to invest in women and girls if the MDGs were to be achieved by 2015. After all, gender equality is one of the most powerful development multipliers there is.

A. ECONOMIC EMPOWERMENT, ACCOUNTABILITY AND OWNERSHIP

Economic empowerment is a cornerstone of women's equality and a useful ground test to determine the effectiveness of existing gender mainstreaming strategies. Both multilateral development banks and bilateral donors have significantly increased their investments in economic empowerment in recent years. It is increasingly acknowledged that investing in women becomes even more important in the context of the current global financial/economic and food crises. Evidence indicates that women's economic empowerment and women as agents of change, together with increased gender equality, are elements of the solution to the crises.

During times of crises, women usually find new ways of supplementing household incomes, but these activities are usually low margin, low status and labour-intensive. Mainstream economic theories dominate the way the development community think about how to do “good” development. They constrain the imagination and limit policy choices for greater economic justice. Women are expected to increase a country’s GDP while development actors all too often continue to ignore the fundamental gender inequalities associated with the unpaid work of household maintenance and care on which the market depends. When reducing the time burden of unpaid work is acknowledged, it is only with reference to the barrier such work places on women’s ability to become more productive in paid employment or business. No attention is given to the role of unpaid relational care in promoting well-being and sustaining society. The power relations between women and men, that have limited women’s control over resources and kept women in poverty, need to be modified. Women’s economic empowerment happens when people are able to imagine the world’s current economic arrangements differently. However, simply making markets work for women is not enough for economic justice. It might help specific individual women make progress, but is unlikely to challenge the entrenched power relations at the core of women’s subordination. Focusing exclusively on increasing women’s labour market participation and entrepreneurship will not lead to a balanced distribution of productive and reproductive work between women and men. There is need for an economy that is shaped for people rather than people for the economy. This would be an economy in which all forms of work, whether paid or unpaid, for production or for reproduction, are recognised and valued.

While commitments exist on women’s economic empowerment, progress in implementation has been slow. Concern was raised about lack of accountability in implementing commitments already made on gender equality and the threat of regression in some areas. The need to focus on all the elements of women’s empowerment, such as education and health, was acknowledged.

The successful evolution of national ownership of development in Uganda was presented as a case study. The relationship between Uganda and its development partners had been guided by a number of principles that laid down responsibilities of both parties. These principles included jointly undertaking all analytical work, appraisals and reviews; jointly setting outputs/outcome indicators and developing uniform disbursement rules. Donors committed to developing uniform and stronger accountability rules. Performance indicators have been agreed on as well as frequency of reporting. Sectors and local governments were expected to prepare quarterly progress reports. According to the principles, donors would also ensure that all support was fully integrated within sector-wide programmes and was fully consistent with each sector programme’s priorities. Moreover, they would continue to increase the level of untied sectoral budget support. While the level of delegation to donor country offices was to be increased, this had not been implemented effectively by all donors. Additional principles included abolishing topping up of individual project staff salaries, ending individual, parallel country programmes and stand alone projects and progressively reducing tying of procurement.

True national ownership entails effective participation of civil society at all stages of the development process. In multi-party politics, however, civil society participation, which is an indicator of democratic governance, can become increasingly selective. This increases the risk that society’s most marginalised members will lose their voice, in particular those that are not economically empowered.

B. WOMEN’S ECONOMIC EMPOWERMENT

a. BUILDING THE FOUNDATIONS

Participants gave considerable attention to the role of education and training in women’s economic empowerment. Education, both formal and non-formal, is key to women’s economic empowerment, in particular to increasing their access to the labour market. Currently, more than 1.5 billion people

are between the ages of 10 and 25. This largest-ever generation of adolescents is approaching adulthood and will shortly be pressuring the job market. This, however, is also an opportunity to be utilized to build the foundations for a better future. Despite progress in closing the gender gap in education, particularly in primary and secondary education, gender wage gaps and occupational segregation in the labour market persist.

Education initiatives need to take into account that girls need a range of assets and capabilities through the lifecycle. Different needs and priorities of girls and boys should be identified. School-to-work transitions, for example, are different for girls and boys. Critical elements for building the foundations for girls' economic future were identified as having access to legal identity, child-friendly education, financial and business literacy and training, ICT literacy and gender sensitive education including on human rights and women's rights. In developing countries, 35 to 85 per cent of girls are prevented from attending schools because of unpaid care work responsibilities. Investment in labour saving technologies and infrastructure can help reduce time and work burden for girls enabling them to continue their education.

Examples of initiatives to empower women and girls that go beyond the formal education were provided. These included, among others, helping girls and young women to start their own business through promoting their access to financial services; training in entrepreneurship skills; and facilitating national and international marketing of their products. It was emphasized, however, that initiatives need to focus on keeping girls in school and not derail them to engage in money-making activities during school years.

Case studies were presented on entrepreneurship programmes and private sector initiatives for women's economic empowerment. The entrepreneurship curriculum programme implemented in schools in Mozambique with technical assistance from UNIDO, demonstrated an example of national ownership, where structured coordination mechanisms involved the Ministry of Education, the National Institute for Educational Development and stakeholders at the provincial level. Another case study portrayed a corporation that contributed to women's economic empowerment through provision of financial and entrepreneurial skills. The case study demonstrated that the involvement of the private sector in enhancing opportunities for young women, not only benefited families and communities of these women, but also contributed to the growth of the corporation.

Investing in girls' empowerment should be at the heart of the poverty reduction agenda as it is critical for the achievement of all internationally agreed development goals. Investing in girls is the smart thing to do in order to break the cycle of poverty. When women become self-sufficient, they are able to provide their families with better opportunities and contribute to development at the community level. It is important to promote pro-poor and pro-women social investments in education and training, in particular in the context of economic and financial crisis, food crisis and climate change. Evidence from the past indicates that crises can undermine the gains in children's development and rights. Interventions aiming at protecting poor girls' and women's economic rights are particularly relevant in countries with slower economic growth and rising poverty.

b. WOMEN'S ENTREPRENEURSHIP

Discussions focused on initiatives that empower women entrepreneurs, who are often concentrated in small and vulnerable enterprises, with limited access to financial resources. The Women Entrepreneurship Development and Gender Equality Programme (WEDGE) of ILO has proven to be an effective means to empower women economically, promoting self employment and income generating activities. Capacity development programmes often target women who want to start businesses, women in the informal economy who wish to formalize their businesses, women who are already in business, women with disabilities and women affected with HIV/AIDS. Training has

helped women learn how to initiate and formalize their own businesses, access new technologies and enhance their business, management and marketing skills.

The role of women's associations and their potential to raise the voice of women entrepreneurs were discussed. Women's associations provide a range of services and benefits for their members. These include training on gender and entrepreneurship, women in enterprises, exhibition skills, and business development services, among others. Through collective action, women's associations are able to reach out to government and private sector organisations and seek institutional support for women entrepreneurs. They are also able to negotiate collective loans and micro-leasing for their membership. Members benefit from knowledge and information on market access, trade fairs, exchange programmes and dialogues. Women's associations can also serve as focal points for information on cross cutting issues such as women's rights, sexual and reproductive rights and health, HIV and AIDS and violence against women.

Examples of innovative approaches to support rural women's access to markets were presented. The potential of ICTs to benefit women, particularly women living in rural areas, through time-savings and access to information, employment and income-generation was acknowledged. Providing women farmers in Liberia with a cell phone-based application, for example, had increased their trade options through increasing their access to services, information about markets, production alternatives and competitive prices.

Micro-credit and micro-finance are considered as necessary complements to micro-enterprise development programmes and as effective poverty alleviation mechanisms, especially for poor women. Many micro-credit schemes specifically target women as women have proven to have good credit ratings with high repayment ratios even with loans at market rates. Interest rates, however, can be higher than the formal banking sector. When individual women entrepreneurs face challenges in accessing financial services, women's associations can negotiate in a collective way.

While a high percentage of clients of micro-finance organisations are women, men receive a larger proportion of loan amounts than women. There is also lack of consensus on the extent to which micro-finance empowers women. Participants expressed concern that access to micro-finance does not necessarily lead to economic empowerment of women, when loans are controlled by male family members and women's overall workload increases. In many cases, women use the loans to open a business for their husbands. Innovative interventions have encouraged the finance sector to deliver gender-responsive products to ensure women's equal access to financial resources. Socio-economic projects targeting women's needs - in particular the ones with a strong finance component - have been critical for poverty reduction and for sustainable development. They also created a culture of savings in a community.

Participants noted that self-employment may not be the first or the optimal choice for women. In many circumstances, a job in the formal sector may be the preferred option especially because it entails more economic security, benefits and social protection. Concern was also expressed that income generating activities could increase women's stress levels and expose them to non-communicable diseases. Many women are often engaged in income generating activities with no control over their income, which creates stress and malnutrition. Violence, including sexual harassment in the workplace, can expose women to HIV/AIDS. Therefore, health rights and full access to health services, including in the area of sexual and reproductive health, is a critical aspect of women's economic empowerment.

c. COORDINATED APPROACH FOR WOMEN'S ECONOMIC EMPOWERMENT

Participants acknowledged that economic justice and gender equality should be placed at the center of the poverty alleviation and development agenda. Pro-poor and pro-women entrepreneurship projects

should be designed in a way which ensures that they work for women. They should also address the male-dominated institutions, gender stereotypes and cultural norms that hold women back in society and prevent them from being represented and fully participating in all decision-making processes.

A coordinated approach within the donor community is required for women's economic empowerment. Development agendas should be transparent and negotiated with the broad participation of all stakeholders, including women's organisations, with identified objectives, target beneficiaries, benchmarks and indicators of performance and impact.

Collaboration between agencies needs to be reinforced to ensure coherence and synergy between actions. Bilateral and multilateral agencies can promote the involvement of governments and different national and international stakeholders in developing countries. The United Nations entities can advocate for gender mainstreaming in intergovernmental processes related to economic growth and poverty alleviation, to ensure that they go beyond economic commitments towards other development objectives, including for example, women's health and reproductive rights.

Incentives need to be created to promote governments' involvement in programmes. Achieving the goal of women's economic empowerment requires not only building capacities in women but investments in improving social and economic infrastructure. It is important to define strategies to mobilize economic and financial resources, including for example through reaching out, sensitizing and creating alliances with ministers beyond the gender and social development machinery.

There is a need to graduate from the piloting to the scaling up phase, including through a systematic effort to generate and share knowledge, methodologies and tools which have been successful. Promoting exchange and dialogue can help others to learn from and replicate experiences that could be adapted to their own realities.

It is important to promote gender sensitive ex-post facto evaluation that measures whether or not programme interventions have impacted gender roles in a community. Monitoring objectives need to move from short term gains to long term gains. Assessments must also focus on whether interventions generate sustained cultural and social change and the sustainable economic empowerment of women beyond the life of a particular programme.

d. LAND AS A BASIS FOR WOMEN'S ECONOMIC SECURITY

Participants discussed women's access to land, implementation of gender-responsive land policies and programmes and accountability mechanisms to ensure that land projects benefit women. Considerable progress has been made in increasing women's access to land through legislation and policies. Nonetheless, implementation has been hindered by patriarchal attitudes, cultural practices, lack of information and awareness among women of their rights and lack of political will in many parts of the world. Access to and control of land is not only fundamental for women's economic empowerment, but also for social and political empowerment. It was noted that land rights are not the same as land titling.

Tools designed to address land issues such as land reform, land management and security of tenure have often been designed to serve male interests and priorities. Participants highlighted the need for gender evaluation criteria to assess which land tools are gender-responsive and to identify the entry points to ensure that land tools address the needs and priorities of women. Particular attention should be paid to the gender dimensions of the management of land, the process by which decisions are made regarding access to and use of land, and the way in which those decisions are implemented and conflicting interests are reconciled. The decision-making process in developing the tool should be transparent and inclusive for both women and men in order to enable them to influence the process from their perspective and needs. It was emphasized that gender-sensitive land projects often operate

at a very local and small scale. There is a need to scale up such initiatives for women's economic empowerment.

Case studies that use gender evaluation criteria to assess land tools, build partnerships and empower grassroots women were presented. The Global Land Tool Network (GLTN), a programme designed by UN-Habitat, aims to develop innovative pro-poor and pro-women tenure and land administration tools to be used at the grassroots level. Existing networks are strengthened by integrating knowledge and resources, enhancing their collective effectiveness to mobilize the resources required to make a difference in granting women's access to land management and security of tenure. The intervention promoted by UN-Habitat also aims at breaking the cultural, social, legal and political patterns that prevent women's access to and control over land governance. The mechanism proposes a framework; methodologies and strategies that can be employed by Global Land Tool Network partners to support gender-sensitive land tools, which could contribute to enhancing women's rights and security of tenure. Pilot projects of the gender evaluation criteria took place in Brazil —looking at the Statute of the City¹ from a gender perspective for application to rural areas; Ghana —Evaluating the gender-sensitivity of the Land Administration Programme; and, Nepal —Using the criteria for advocacy during the design phase of a new Land Policy. Based on the findings, a publication on “how to use the criteria” will be prepared in 2010.

Espaço Feminista para Democracia e Direitos Humanos in Brazil, a partner of the Global Land Tools Network of UN-Habitat,² mobilized grassroots women on the issue of land and increased women's capacity and knowledge around gender-sensitive land tools. Initiatives of the organisation included fostering dialogues, building partnerships and raising public awareness at local, national and global levels. As a result of these efforts, women were able to hold their Governments accountable, demand change in policies and monitor implementation. Gender-sensitive indicators proved to be an instrumental advocacy tool for these grassroots women. Partnerships between donors, Governments and civil society organisations have also been critical to successfully addressing land issues.

Case studies of initiatives on securing women's right to land were presented. The Women's Land Rights (WOLAR) in Southern Africa project and the project on farmers unions in Malawi focused on improving the rights and opportunities for women, in particular, with respect to control over and ownership of land for women's empowerment. These projects demonstrate that promoting a culture of women's rights to own land and developing the capacity of women's organisations to address this issue is an effective tool for women's economic empowerment and for eradicating hunger and poverty. Rural women produce approximately 60-80 per cent of food grown worldwide but they own less than 10 per cent of land. Women constitute 60 per cent of the chronically hungry population. Moreover, women, who do not have rights to assets, do not participate in decision-making even within the household or with regard to their sexuality and reproductive rights. Access to and control over land leads to women's empowerment and food security for women, their families and communities.

Land in itself, however, is not an end. Economic empowerment of women requires that access to and control over land is accompanied by the ability to generate income from the land. To achieve this requires literacy skills, viable marketing outlets for women's produce and an environment that

¹ The Statute of the City is a rather unique example of a participatory process leading to enforcing progressive legislation. The Statute of the City is an example of 'Best Policies' for its provisions enhancing social control over urban development and reaffirming the primary social function of urban space and property. For further information see: http://www.polis.org.br/obras/arquivo_163.pdf

² The Global Land Tool Network (GLTN)'s main objective is to contribute to poverty alleviation and the Millennium Development Goals through land reform, improved land management and security of tenure. For further information see: <http://www.unhabitat.org/categories.asp?catid=503>

recognizes and respects women's voices. Donor support should not only finance women's access to land but also focus on building women's capacity to effectively use the resource. Important elements of capacity development would include skills in food processing, preservation and adding value. Small loans and capacity building projects for women are not sufficient to ensure women's economic empowerment. A comprehensive approach is needed to increase women's access to markets, social and economic infrastructure, extension services and machinery.

The case studies illustrated that women's organisations are key partners in promoting women's rights to land. Advocacy and awareness-raising activities by women's organisations have increased public awareness of women's rights at the local, national and global levels, and promoted effective changes in policies, laws and cultural practices that hinder women's access to and control over resources, including land. Given their proximity to communities and grassroots women, the organisations can lead bottom-up evaluations by using gender-sensitive indicators. The result of this work equips them with powerful arguments to hold Governments and development partners accountable for their commitments.

Further efforts are needed to ensure gender-sensitive implementation of laws and policies on land by making judicial systems more accessible and responsive to women, by providing adequate and gender-sensitive agricultural extension services and by facilitating women farmers' participation in decision-making structures. Donors should continue to support capacity building initiatives in women's movements, including by increasing women's organisations' participation in international events, and networking and solidarity building among movements and organisations. Increased support should be provided by financing institutions focusing on women farmers. Attention should also be paid to the improvement of road infrastructure in rural areas.

The situation of internally displaced rural women in post-conflict countries requires particular attention. Despite having previously been self-sufficient farmers, during conflict many women become internally displaced forced to live in camps, dependent on aid. In this situation, even where women had been granted rights to land, they invariably find themselves with no access to it. Concern was also raised about land grabbing in developing countries by corporations and foreign governments for agricultural purposes. This is expected to reduce women's access to land previously used for food production.

e. SOCIAL PROTECTION AND WOMEN

Discussions focused on the potential of social protection for women's economic empowerment. Participants presented examples of social protection measures that take into account women's specific needs and priorities related to the unequal sharing of unpaid work. Social protection measures, such as cash and in-kind transfers, social insurance, targeted social welfare programmes, aim to protect household income and consumption, to prevent negative coping strategies and to promote sustainable livelihoods and income generating activities. Examples illustrated that gender-aware social protection measures can serve both to manage risks and vulnerability, and empower women economically.

When designed carefully, social protection has the potential to enhance women's economic empowerment, protect household income and sustain livelihoods. The rationale for targeting resources to women is that it would lead to greater programme effectiveness. It should be noted, however, that social protection alone cannot deal with the role of gender relations in unequal distribution of wealth at household and community level. Social protection measures often address economic risk and vulnerability at the household level, and neglect social risks, such as discrimination based on sex, time resource allocation within the household and social exclusion. Gender and intergenerational inequalities within the household are often overlooked.

Specific design features can support progress towards women's economic empowerment. Economic opportunities in public works programmes, for example, can include quotas for women's participation in employment programmes, offer childcare facilities and flexible working hours. They can include legal provision of equal wages. Women's representation on programme committees and leadership roles for women can enhance their participation in community decision-making on cash transfer and public works programmes.

Effective implementation of gender-responsive social protection measures is constrained by restrictions on women's access to paid work, childcare provisions preventing women from working outside the home, and legal systems which do not support women's rights. With a two-track approach which incorporates technical design features for implementation, as well as national level advocacy campaigns demanding accountability, progress can be made towards women's economic empowerment. Policy considerations include investments in capacity development on the gender dimensions of social protection, gender-sensitive monitoring and evaluation, data collection and analysis, improvement of legal frameworks and promotion of gender responsive budgeting at the national level.

To achieve real and sustainable social protection for women, a change in the economic model should be considered. Inclusive social protection design, where the poor and women can be brought on board through participatory processes, can bring about stronger societal control over the development process.

In some countries, it is especially important to consider that most women operate in the informal sector and in rural areas, where jobs are generally precarious and poorly-paid with few benefits, and often not covered by formal social protection programmes. Attention should also be paid to women in part-time employment in developed countries, who have less access to social protection. Consideration should be given to innovative design mechanisms.

An initiative to improve social protection for women living in rural areas in the Kyrgyz Republic was presented. Despite an improved policy framework, including a higher percentage of women parliamentarians, women living in rural areas in the Kyrgyz Republic were not benefiting from most of the social protection and state benefit programmes. Rural women are primarily engaged in the informal sector. Within the formal sector, women make up only 24 per cent of the labour force. Since most social protection programmes (allowances and benefits) target the workforce in the formal sector, women living in rural areas are particularly vulnerable to exogenous shocks. Lack of data on women living in rural areas is a key obstacle to addressing their needs in social safety net reform. As a result of intensive lobbying by the Alliance for Women Legislative Initiatives, an umbrella organisation comprising more than 140 women's groups and individuals, including NGOs, gender equality advocates and women members of national parliament and of local councils, the Government has taken measures to address the situation of women living in rural areas in the Kyrgyz Republic. This has led to the inclusion of gender priorities in the National Development Action Plan and in the Strategy of the Ministry of Labour and Social Development, 2009-2011. The Government also adopted a State Action Plan for the implementation of CEDAW recommendations and introduced gender quotas in the elections code which ensured 28 per cent representation of women in the parliament. Other achievements included increased support to specific groups of women, including pregnant women, and gender analysis of social protection policies and budgets conducted in collaboration between gender advocates from civil society and the State Agency of Social Welfare.

Effective social protection mechanisms, therefore, require modifications in both public and fiscal policies. When applying models for measuring deficits in social protection programmes, policymakers are not addressing the causes of inequality. There is a need to address the pattern of production, distribution and consumption. The contributions made by women to the economy, in particular their unpaid work, must be recognized. Social protection measures should thus seek to

ensure an equitable redistribution of wealth and income. This was the case in Bolivia where the establishment of a constituent assembly led to a more inclusive state. The State should play the main role in promoting development and the public budget should be an instrument of national development plans. Several advances have been achieved in the context of Bolivia, including redistributive policies, based on vouchers for the elderly and for keeping children in school; ensuring 30 per cent representation of women in the national assembly; women holding 50 per cent of ministerial-level posts; and, formalizing women's rights and autonomy in the constitution.

However, there was general consensus amongst panellists and participants that social protection cannot stand alone. At the household level, social protection is just one entry-point, and it was stressed that complementary services must not be forgotten.

Participants noted the importance of "intelligent targeting" when implementing social protection at field level, and emphasized the value of ensuring that past experience is integrated when implementing new social protection programmes. Improved targeting and mainstreaming gender equality dimensions will also ensure affordability of social protection in the future. Well-designed social protection measures are affordable and effective. They should not only be considered as a consumption good, but also an investment good.

Participants emphasized the need for a comprehensive approach to social protection that considers women as right holders and not only as a channel for passing benefits to their families. Social protection measures should ensure women's access to nutrition, maternal and reproductive health services.

Sex-disaggregated data collection and gender analysis is key, not only for purposes of monitoring and evaluation, but also for enhanced design and implementation of social protection programmes. Participants encouraged greater collaboration and shared learning between donors, especially concerning effective implementation since the impacts of social protection at the household level vary greatly from programme to programme.

f. WOMEN'S ECONOMIC EMPOWERMENT AND POVERTY REDUCTION STRATEGIES

Discussions focused on new ways of doing business in multilateral agencies, such as the African Development Bank and the World Bank, as well as bilateral donors in the context of women's economic empowerment. The African Development Bank channels its resources to member countries of the region to promote women's economic empowerment in a number of ways, including through the private sector development programme, supported by the ILO. Other channels include investments in different sectors like infrastructure, governance, education, health, as well as poverty reduction programmes.

Poverty reduction projects of the African Development Bank have targeted poor and vulnerable groups through literacy programmes, skills development and micro-credit schemes. They have also focused on socio-economic infrastructure, such as tools, equipment and technology to increase productivity in both rural and urban areas. These projects also include information, communication and awareness-raising activities aimed at changing attitudes and mobilizing support within the communities. There are linkages between different components of these projects. Literacy classes benefiting women and men, for example, are linked to microcredit programmes. Similarly, availability of childcare nurseries and child development centers allows women to attend literacy classes. Community rooms equipped with computers, televisions and videos facilitate advocacy and awareness-raising activities to ensure that social issues are discussed among women and men.

Donors should identify vulnerable groups to be targeted in the design stage of poverty reduction projects. Poverty mapping exercises at the design stage of the project have been an effective tool. Involvement of the community and taking into consideration the differential needs and priorities of women and men as well as their social and cultural background are critical elements for positive impact. In some communities, for example, providing separate literacy classes for women and men was found to be helpful, as some women do not feel comfortable being in the same room with men. The importance of literacy activities in ensuring the sustainability of poverty reduction projects was emphasized.

Effective interventions need to be well-designed, starting with extensive consultation at the community level, in a bottom-up approach aiming at empowering the poor - women and men - to be economically independent. Market assessment of skills is necessary to determine what skills training should be provided. Access to markets and infrastructure, such as roads, telecommunications and energy, needs to be an integral part of designing poverty reduction projects. There is a need to enhance synergy among donors and government agencies to increase the complementarity of activities. Donors also need to address the challenge of graduating women's income generating activities from survival level into strong and viable business entities. To this end, the importance of coordination with and involvement of the gender machineries in project implementation and monitoring was underlined. It was observed, however, that women's machineries were often operating at the national level and rarely at the local level, where projects usually were undertaken. This challenge would need to be addressed.

g. EMPOWERING WOMEN, POWERING TRADE

Discussions focused on leveraging trade policy processes and agreements to improve opportunities for women. Trade liberalization and related institutional reforms are key tools in national, regional and multilateral economic growth and poverty reduction strategies. Studies point to a relationship between trade, growth and poverty reduction, but there is less clarity about how trade liberalization, reform and expansion, growth and poverty interact. It is also widely understood that trade liberalization will create both 'winners' and 'losers'. This may limit the poverty reduction impact and may entrench existing inequalities, including gender inequalities. In some cases, increased trade can lead to unintended negative results, where local producers are displaced.

While trade agreements set trade rules, governments have taken on other international legal obligations that address (or could potentially address) gender issues in trade, including the Beijing Platform for Action, the Millennium Development Goals, the Convention on the Elimination of All Forms of Discrimination Against Women the International Covenant on Economic, Social and Cultural Rights, the Convention on Biological Diversity, and conventions on migrant workers rights.

Aid for Trade is the main delivery mechanism through which donor agencies provide support for developing countries to use trade as a tool to reduce poverty. Few of these mechanisms, however, include gender considerations. Suggestions were made to address this gap. A central "women and trade" repository on WomenWatch could be set up to post donor activities on gender and trade, including the results of this meeting. The 15-year review of the Beijing Platform for Action at the United Nations Commission on the Status of Women in March 2010 could be an important entry point to assess progress in achieving objectives at the multilateral, regional, bilateral, and national level on mainstreaming gender dimensions in macroeconomic policies and trade agreements. During the Aid for Trade review in 2012, case studies could be undertaken to specifically highlight how Aid for Trade funds have been used to assess and address gender based constraints to trade. In addition entry points to engender monitoring and evaluation frameworks were proposed. The WTO Trade Policy Review Mechanism could include questions on gender equality and women's empowerment. The World Bank Multi-Donor Trust Fund could include gender dimensions as criteria in monitoring

and evaluation, and ensure that both the projects financed through the Fund and the World Bank's work on trade strategy address gender considerations.

It is estimated that over 40 per cent of small and medium sized enterprises (SMEs) in Uganda are owned and operated by women. In addition, there is an unknown number of active market women in the country and their potential should be unlocked. With gender considerations more specifically addressed in the Uganda National Export Strategy, expected benefits included the integration of women and other marginalized groups into global value chains and multilateral trading systems; an improved operating environment with enhanced productivity and more efficient functioning of the value chain leading to reliable supply of inputs; expansion of access to productivity assets and economic opportunities for marginalized groups and for organisations of women to create synergies, bargaining power and a critical mass. While the strategy has helped to identify objectives and performance targets in Uganda, the main challenge remains its implementation.

According to the World Bank, women-owned businesses represent 25-33 per cent of all private businesses in the world. Women perform two thirds of the world's work, receive 10 per cent of the world's income, and own one per cent of the means of production. They are practically invisible in the global value chain as suppliers to corporations and governments.

In order to promote women's economic empowerment, there is a need to move beyond the informal sector and micro-enterprises and toward SMEs and other sustainable growth opportunities. Women's access to markets, including local and global procurement opportunities, should be increased. Women should also be provided with better access to business models for growth, including role models and mentors, as well as skills and tools to scale up their businesses, both for real job creation and for measurable economic impact. Finally, there is a need to enable women entrepreneurs to work and trade from wherever they are in the world to help reduce the environmental pressures of urbanization and travel.

WEConnect International, a non-profit membership organisation, provides support to women-owned businesses to compete in the global value chain, thereby improving sourcing options and facilitating sustainable economic growth. All businesses in the network are exposed to relevant information on target markets, financing options, business management tools, quality control resources and best practices for scaling up operations. Utilizing 'state of the art' technology will help compress the procurement cycle and overcome some of the traditional barriers to trade.

Participants underscored the importance of applying international labour rights and core labour standards to women's work, as well as the challenge of doing so when the majority of the world's working women were active in the informal sector. One suggestion involved "ranking" enterprises based on their compliance with labour standards.

Participants emphasized the need to ensure an enabling regulatory and policy framework for women's economic empowerment. Donors should pay attention to the impact of trade negotiations on women and the possible compensatory mechanisms. The gender and trade steering group in India, for example, commissioned, in collaboration with the Government of India, research on the gender dimensions of trade agreements. The importance of data was emphasized. It was observed that donors could also play a role in promoting better working conditions for women. Participants encouraged regional integration and public-private partnerships as a means to better incorporate women into global value chains. Diasporas were also mentioned as a significant source of trade opportunities.

The role of women's associations in improving the working conditions for women should not be underestimated. Successful examples from around the world, such as the Self Employed Women's Association of India, demonstrated that such initiatives could make a big difference in the lives of women workers and vastly improved their ability to do business.

h. ROLE OF THE PRIVATE SECTOR IN ENHANCING WOMEN'S ECONOMIC OPPORTUNITIES

Discussions highlighted the opportunities for working with the private sector in promoting women's economic empowerment. Sensitizing the private sector, and creating market and economic incentives to promote their interest in gender equality objectives has proven to be an effective tool in creating long term economic opportunities for women. Economic incentives include, for example, grant and financial support for promoting equal opportunities among female and male employees, the promotion of child-friendly employment policies, flexible working arrangements for women, and parental leave. Market associated incentives include, for example, training modules, technical assistance, certification procedures that promote the message that the company is committed to promoting gender equality and a safe working environment. An example of a donor-supported initiative in Egypt, which aimed to promote gender equality in ten private firms, was presented. The initiative focused on capacity development intervention with tailored training modules, technical assistance and a certification process of compliance with the gender equity principles of the private firm.

The private sector can also play a critical role in poverty reduction initiatives. A number of major corporations now focus on sustainable development and have expressed interest in promoting women's economic empowerment in the global business agenda. Building partnerships with the private sector could be an effective strategy for donors to provide funds for economic initiatives that contribute to women's economic empowerment.

C. ACCOUNTABILITY AND NATIONAL OWNERSHIP

a. DIMENSIONS OF NATIONAL OWNERSHIP

Discussions focused on national ownership and accountability in development and the challenges faced by donors and partner country governments. National ownership needs both political and technocratic leadership to articulate development plans with well-prioritized activities and clear indicators which can be used as the basis for mobilizing domestic and external resources. There is also a need to develop systems that measure progress in implementing those plans. True national ownership involves the wide participation of all stakeholders at all stages of the development process, including the civil society, marginalized groups and those that are not economically empowered.

The concept of ownership is relational and includes both rights and responsibilities. It implies the rights to use, dispose, exchange or alter a resource, often without seeking the authority of others. There can be no genuine ownership of development planning and financing, particularly when aid makes up a large share of public finances, if donors do not align with government plans and systems for delivering and monitoring progress of implementation of the plans.

Ownership is often discussed in terms of the national development agenda, and only residually in terms of the ownership of the aid resources themselves. One of the speakers spoke about how the indicator used in the Paris Declaration monitoring survey about linking development strategies to budgets epitomized this. Even when a very poor country has a well-articulated development agenda, it is acceptable to donors only when it is assessed to be compliant with the MDGs.

Participants emphasized that donors should recognize that national ownership was an evolving process and should give national processes sufficient time to build capacity. This would allow partner country governments to identify and effectively articulate their needs.

Several constraints to effective national ownership were highlighted. Constraints faced by partner country governments included inadequate capacity to collect data and conduct evidence based policy analysis; lack of understanding by government staff of the opportunities presented by the Paris Declaration; weak cohesion between central and line ministries; and discontinuation of national development plans by newly elected governments. On the donor side, constraints included the “unwillingness” of donors to let go of leadership, and to accept that partner countries might have different priorities and/or ways of implementing set objectives; slowness in delivering aid, especially by the multilateral development banks; onerous accountability requirements and processes delaying aid disbursements; lack of transparency and reporting; and conditionalities that were not based on partner country development plans.

Even the most supportive donors will face challenges in fostering true national ownership, but must desist from undermining partner country efforts with conditionalities that are premised on donor country value systems. Donors should make clear from the outset what is expected of the partner country government in terms of leadership, and avoid excessive platitudes in the delivery and management of aid. They should continue supporting capacity building, strengthen harmonization, align their development co-operation plans with country priorities in the allocation of resources, and finance activities that help to strengthen audit institutions, procurement agencies and anti-corruption bureaus.

Donors and partners should jointly undertake analytical work, appraisals and reviews. Donors should aim to develop stronger accountability and uniform disbursement rules, as the persistent unpredictability of aid makes in-country planning and budgeting difficult. They should also continue to increase the level of untied sectoral budget support and progressively reduce tying of procurement.

Participants noted that women, in particular poor women, often lack the information and capacity to exert influence on ownership and accountability processes. Women’s representation in parliament and other executive bodies remains low in many countries, as do their participation in local governments.

Several factors were identified as necessary for increasing women’s ownership of the development agenda – active participation, knowledge sharing, training and capacity development. Participants questioned how developing countries can better relay capacity constraints to ownership to donors and increase mutual understanding. There is a need to allow time for the successful evolution of broader national ownership and work together in a transparent and conducive manner.

b. DIMENSIONS OF ACCOUNTABILITY

Discussions focused on different aspects and dimensions of accountability. Accountability is an obligation or willingness to accept responsibility to account for one’s actions. Two aspects of this concept were noted: responsibility and enforceability.

Through strengthened *domestic accountability* national governments are accountable to their citizens for the delivery of core functions of providing public goods and services. Sometimes when governments are heavily dependent on donor funds, they downplay the role of domestic accountability. In Uganda, for example, donors have provided support to strengthening accountability institutions; funded financial reforms aimed at fostering good accounting practices - a prerequisite for effective accountability; and, assisted anti-corruption civil society organisations.

Mutual accountability is an agreement between two or more parties under which each can hold the other responsible for delivering on its commitments. It assumes responsibility and enforceability, and is also premised on the – perhaps unrealistic – assumption of equal partners. In Uganda donors have been supporting the Government to meet its mutual accountability commitments by strengthening the parliamentary role in national development strategies and budgets; and by reinforcing participatory

approaches by systematically involving a broad range of development partners when formulating strategies and assessing progress. In the case of Malawi a major challenge to mutual accountability has been the poor quality of processes and aid coordination structures.

Accountability is important in both the formal and informal political contexts. An example presented by Canada demonstrated *inside/outside accountability*. In CIDA's work with multilateral donors, gender equality institutional assessments were used as tools to promote inside as well as outside accountability. Another example, from the Democratic Republic of the Congo, showed how women's organisations can influence both accountability and ownership. Such organisations benefit from a citizen driven – rather than a politically or aid driven – strategy based upon actual experiences, and help to promote gender equality in all aspects of daily life.

The main objectives of the International Parliamentary Union (IPU) Gender Partnership Programme is to increase the number of women in parliaments, to support and enhance women parliamentarians' input to the work of parliaments, and to enhance parliaments' capacity to address and defend women's rights and gender equality. IPU does this primarily by conducting research on women parliamentarians and by providing technical assistance. They also try to 'gender-mainstream parliaments', with the objectives of building the capacity of parliaments to address gender issues and develop gender receptive parliamentary processes, including gender-responsive budgeting, building political support for gender equality measures, and supporting gender policies and legislative outputs.

Several lessons were learned through the Gender Partnership Programme. Support is needed not only to parliamentarians, but to parliaments as institutions. Partnerships among female parliamentarians are key. Partnerships with men are equally important. The participation of women in setting the objectives and strategies is crucial for results. It is possible to monitor progress and re-shape strategies during the implementation phase.

Participants emphasized the need to broaden country level policy dialogue, to re-affirm international commitments on gender equality, human rights, disability and environmental sustainability, and to strengthen and support systems, as well as institutions to enhance accountability.

The impact of aid on domestic accountability depends on the context and existing patterns and systems in the recipient country. For example, the OECD DAC Network on Governance (GOVNET) aims to improve domestic accountability so that it contributes to better governance, faster poverty reduction and more effective aid. Donors' behaviour needs to change towards a "do no harm" approach, and partner countries need to actively engage their accountability institutions and build an in-country evidence base. Moreover, there are non-aid external drivers of accountability and governance, including agreements and activities of multinational companies.

There is a need to further explore the political realities and incentives that shape real-world governance, as well as ways in which aid can shape both the scope and capacity for domestic accountability. More needs to be learned about resource mobilization and use, service delivery, and electoral processes and cycles. Human rights and gender equality are cross-cutting themes in all of these areas.

It was noted that accountabilities are indeed multiple. Donors, for example, have to be accountable not only to partner countries, but also to their own citizens. This web of relationships creates additional challenges for accountability. The challenge is how to operate most effectively in order to secure objectives of women's empowerment and gender equality in this web of relationships. One way forward could be to establish stronger relations between women's organisations in the north and south, thereby fostering solidarity for social justice among women in different parts of the world.

The important role played by parliaments in the promotion of gender equality was reiterated, but concern was also raised over the fact that parliamentarians are ‘seasonal’. Hence, focus should be on systems rather than on institutions, so that the capacity building process does not have to be repeated after each election.

All participants agreed on the challenge of assigning accountability in relation to gender equality and women’s empowerment both in partner and donor countries. Development agencies are beginning to set targets for gender equality and to hold individuals accountable for meeting those targets. In order to strengthen accountability in partner country governments, it was suggested that accountability be incorporated into senior management contracts.

c. MONITORING AND MEASURING WHAT DEVELOPMENT ACTORS DO

Approaches that have been developed by OECD DAC, UNDP, OCHA, UNICEF and the International Finance Corporation (IFC) to measure investments and aid in support of gender equality were presented. While there is increasing focus on monitoring projects, successful monitoring is closely linked to the availability of appropriate statistical information. At the design stage of the project, it is important to create a baseline through applying a gender-sensitive survey, which would allow monitoring progress in mid-term as well as in the end of the project.

The OECD-DAC Gender equality policy marker is not only a technical tool for monitoring and measuring, but also a powerful political and accountability tool. It is important for transparency of information and for initiating discussions on gender equality focused aid within agencies. The marker gives a proportional indication of the policy objective of aid activities: it is an indicator that a proportion of the activity targets the gender equality objective. It does not measure the impact of aid. The OECD Creditor Reporting System (CRS) is a source for internationally comparable statistics on aid flows. Member countries of the OECD’s Development Assistance Committee and a number of multilateral donors report their aid activities to the CRS database. Common reporting rules and standards ensure data homogeneity and comparability at the international level. Sector codes for women’s equality organisations and institutions and the policy marker for gender equality are two instruments used in DAC statistics to monitor aid flows targeting gender equality. The gender equality policy marker aims to assess whether individual activities of donors target gender equality as a principal or significant objective or not. Criteria for eligibility, examples, and frequently asked questions are provided in the CRS reporting directives, to ensure common understanding of the definition among reporters. Ownership by the statistical reporters has been a critical feature in the successful use of the marker.

The marker helps to monitor change in donors’ programme over time and comparison across sectors. It also allows examination of the gender equality focused aid by recipients. In May 2009, out of 23 DAC members, 17 use the marker. Only 30 per cent of total Overseas Development Assistance (ODA) is screened and bilateral aid focused on gender equality amounts to approximately US\$ 10.2 billion.³ An increasing number of multilateral agencies are applying and building on the OECD gender equality policy marker system as a model.

In 2009, UNDP introduced a gender marker to ensure accountability for gender equality and women’s empowerment in its work. After reviews revealed that the UNDP’s financial system was not able to completely capture allocation and expenditures on gender equality, UNDP developed a new approach building on the OECD-DAC gender equality policy marker, which UNDP piloted initially in four

³ An updated version of *Aid in support of gender equality* (March 2010) shows that 20 DAC members now use the gender equality marker. In 2007-2008 bilateral aid focused on gender equality amounts to US\$ 15.1 billion.

countries in 2007 and expanded to 17 pilots in 2008. The gender marker approach was launched across the organisation in 2009. Based on the results of the pilot, adjustments were made to the gender marker, which includes four scores, instead of three. The rating is based on the nature of the output, not on the amount of resources allocated. Findings from the pilot studies indicated that outputs with stronger emphasis on gender equality had lower budgets (1 per cent). The marker has reinforced more focused discussions on gender equality among staff. It is expected to lead to increased awareness and investments on gender equality issues as well as increased accountability for promoting gender equality results. The marker is being linked to other UNDP monitoring and accountability mechanisms at the work-planning, monitoring and evaluation and reporting stages. Gender equality has been included in performance assessment of managers since 2009.

Different mechanisms to fund humanitarian programming include Consolidated Appeals Process (CAP), Flash Appeals, Central Emergency Response Fund (CERF) and pooled funding mechanisms. The gender marker to be used by OCHA is similar to the one used by UNDP. The marker is used at the project level at the design phase. OCHA's Financial Tracking System, which shows income and outcome of funding by donor to projects, allows tracking of both allocations and expenditures. The proposed gender marker will be reviewed in 2010 to finalize guidance and tools. GenCaps advisers, who facilitate, coordinate and advocate for the implementation of sector-by-sector gender equality programming in a humanitarian emergency setting, will be deployed to support implementation in targeted countries. The challenge of using the marker to track multi-sectoral programmes to address gender-based violence was raised.

In 2009, UNICEF adopted a methodology similar to UNDP. The gender marker will complement the current UNICEF system. One of the challenges in adopting the gender marker has been the lack of clear criteria with examples. Clear categories need to be established. Stringent accountability and quality assurance are needed for the success of the system. Staff reporting in the country offices need to be convinced that the data will be valuable for them.

Gender monitoring and evaluations are considered not only a business opportunity for IFC, but also a contribution to the MDGs. IFC tracks the gender impact of its work through the Development Outcome Tracking System (DOTS), which measures development results of IFC investments; Investment Climate Reform Framework that captures impact of policy reforms; and, SME (small and medium enterprise) Baseline gender data collection project with IFC client banks. The gender and development impact tracking process not only helps IFC track and report female employment created through its investments, it can also report industry-specific gender outcomes, such as the number of female and male patients treated through IFC-supported investments in the health sector. This will help IFC identify areas with high development impact for women and inform strategy, budget discussions and operations. IFC, together with the World Bank, has also developed a guide on gender dimensions of investment climate reform for policy makers and practitioners.

Challenges encountered in tracking resources for gender equality and women's empowerment included lack of accurate data, and the integrated and multi-sectoral nature of projects. The importance of determining the impact of allocations was highlighted. Linking performance on gender equality to performance-related pay for managers has created an incentive for managers to monitor. It was emphasized, however, that success of monitoring should not depend on the people in the leadership and that gender equality should be integrated into the very detailed mechanistic and technical day-to-day processes.

The difficulty of measuring where the money goes for the promotion of gender equality was acknowledged. A gender marker is only as good as the person applying the marker. To improve the gender marker, there is a need to develop capacity, build awareness and provide oversight and quality assurance processes in order to allow the marker to provide information that is useful and meaningful

for getting better outcomes for women and girls. Capacity development should be a priority in order to be able to hold staff accountable for gender mainstreaming.

V. CONCLUSION

In closing, the Chairs of IANWGE and GENDERNET acknowledged the value of the partnership between the two networks and offered as a summary of the rich discussions held over the two day workshop the key messages outlined in Section II of this report.

Annex 1. Agenda

**WOMEN'S ECONOMIC EMPOWERMENT, ACCOUNTABILITY
AND NATIONAL OWNERSHIP**
**Joint Biennial Workshop of the DAC Network on Gender Equality (GENDERNET) and the
United Nations Inter-Agency Network on Women and Gender Equality (IANWGE)**

**Hosted by the United Nations Industrial Development Organisation (UNIDO)
Vienna International Centre, Vienna, Austria, 1-2 February 2010**

Agenda

The OECD DAC Network on Gender Equality (GENDERNET) and the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) hold a joint workshop every two years to exchange ideas and share information on issues of mutual relevance and interest. These meetings seek to respond to emerging global issues by exploring innovative approaches and partnerships.

The 2010 Joint Workshop will focus on:

- The role and challenges faced by multilateral and bilateral agencies in delivering on international commitments (e.g. CEDAW Convention, the Beijing Platform for Action and the Accra Agenda for Action) to gender equality and women's empowerment.
- New approaches to women's economic empowerment.
- The gender equality and women's empowerment dimensions of accountability and strengthening country ownership over development.
- Practical contributions of donors and multilaterals to accelerate women's economic empowerment and improve aid effectiveness.

Objectives of the 2010 Joint Workshop:

- To explicitly make the linkages between accountability and/or national ownership and women's economic empowerment.
- To deepen our understanding of "what works" when donors and multilaterals support economic empowerment; and deepen our shared understandings about accountability and ownership.
- To identify examples which could be scaled up or replicated in other countries or regions, with regard to creating economic opportunities for women, strengthening the policy and legal environment, and ensuring women's participation in economic decision-making.
- To discuss new ways of working with and supporting development actors in partner countries, including governments, parliamentarians, the private sector, civil society and women's organisations, in their efforts to promote gender equality.

Intended outcomes:

- Fresh and innovative thinking on donor and multilateral approaches to women's economic empowerment.
- Development of ideas on broadening national ownership of development programmes and "making accountability work" for women.
- Sharing of methodologies, tools and indicators to monitor and measure resources and investments for gender equality and women's empowerment.
- Identifying potential contributions for the biennial UN Development Cooperation Forum to be held in 2010.
- Content for a Good Practice Note on women's economic empowerment as input to the work of the DAC Network on Poverty Reduction (POVNET).

- Inputs for the 4th High Level Forum on Aid Effectiveness (HLF-4) in Korea in 2011.

1 FEBRUARY 2010

8:00 – 9:00 REGISTRATION (Checkpoint 1 of the Vienna International Centre)

9:00: - 9:30 WORKSHOP OPENING

Chair: Ms. Ineke van de Pol, Chair, DAC Network on Gender Equality

- **Mr. Kandeh K. Yumkella**, Director-General, United Nations Industrial Development Organisation Welcome remarks on behalf of the UN System
- **Mr. Richard Carey**, Director, OECD Development Co-operation Directorate

Video clip on Women’s economic empowerment

9:30 – 10:45 SETTING THE SCENE: Economic empowerment, accountability and ownership

Introductory statement

- **Ms. Rachel Mayanja**, Chair, Inter-Agency Network on Women and Gender Equality (IANWGE)

SESSION ONE Chair: Ms. Rachel Mayanja, Chair, Inter-Agency Network on Women and Gender Equality (IANWGE)

- **Ms. Margaret Kakande**, Head, Budget Monitoring and Accountability Unit, Ministry of Finance, Planning and Economic Development, Uganda
- **Ms. Naomi Ngwira**, Consultant Economist, Former Director, Debt and Aid Division, Ministry of Finance, Malawi
- **Ms. Rosalind Eyben**, Institute for Development Studies, University of Sussex, United Kingdom

General discussion

10:45 - 11:00 COFFEE BREAK

WOMEN’S ECONOMIC EMPOWERMENT

11:00 – 12:15 BUILDING THE FOUNDATIONS

SESSION TWO Chair: Ms. Saniye Gülser Corat, Director, Division for Gender Equality, Bureau of Strategic Planning, UNESCO

Building the assets and capabilities of girls

- **Ms. Sarah Hendriks**, Global Gender Advisor, Plan International
- **Ms. Hellen Tombo**, Regional Advisor, Region of Eastern and Southern Africa (RESA), Plan International

Entrepreneurship Curriculum Programme in Mozambique, UNIDO

- **Mr. Rafael Bernardo**, Head of Teacher Training Department, National Institute of Education, Mozambique

Building women's financial literacy and investing in women's education

- **Ms. Claudia Belmont**, Head of Women's Economic Empowerment Initiative, BELCORP (Peru)

General Discussion

12:15 – 13:45 LUNCH

13:45 – 15:15 WOMEN'S ENTREPRENEURSHIP - A PATHWAY TO ECONOMIC AND SOCIAL EMPOWERMENT

SESSION THREE Chair: Ms. Fatou Haidara, Director, Special Programmes Group (UNIDO)

The experience of a successful microleasing enterprise in Tanzania (Video link)

- **Dr. Victoria Kisiyombe**, Tanzania

Women's Entrepreneurship Development and Gender Equality Programme (WEDGE), Zambia support and benefits to WEAs and WEs in Zambia (ILO)

- **Ms. Gracious Muvombo**, Director, New Avondale Academy, Lusaka, Zambia

Support to women's entrepreneur associations Kenya (ILO)

- **Ms. Felicity Nkirote Biriri**, Director, TOP POINT LTD Kenya, Chairperson of the Federation of Women Entrepreneurs of Kenya, SACCO

Gender Equity Model Egypt: Case study on supporting women in business (World Bank, UNIFEM, ICRW)

- **Dr. Ibrahim Abouleish** (SEKEM)

Trade at Hand: Supporting rural women's access to markets with portable telephones (A Finnish funded International Trade Centre project)

- **Ms. Oona Burke**, SME Marketing Consultant, Ministry of Commerce and Industry, Liberia
- **Ms. Sedia Massaquoi-Bangoura**, Ambassador of Liberia to Germany, Austria and the Nordic countries of Norway, Finland, Sweden and Denmark

General Discussion

15:15 – 16:30 LAND AS A BASIS FOR WOMEN’S ECONOMIC SECURITY

SESSION FOUR Chair: **Ms. Marcela Villarreal**, Director, Gender, Equity and Rural Employment Division (FAO)

Using Gender Evaluation Criteria to Assess Land Tools, Build Partnerships and Empower Grassroots Women in Brazil (UN Habitat)

- **Ms. Mary Gachocho**, Expert on Land and Gender, Development Partners Group on Land (UN-HABITAT)
- **Ms. Patricia Chaves**, Executive Director of Espaço Feminista para a Democracia e os Direitos Humanos, Huairou Commission

Land rights in Southern Africa (OECD-DAC/Netherlands)

- **Ms. Warigia Razia**, NIZA's regional project manager from Kenya

Women’s Land Rights for Economic Independence and Security in Malawi

- **Ms. Mazoe Gondwe**, Chairperson, Women's Forum in Malawi, Acting Chair of COWFA (Association of Women Farmers)

General Discussion

16:30 - 17:45 SOCIAL PROTECTION AND WOMEN

SESSION FIVE Chair: **Mr. Malcolm Ehrenpreis**, Gender Specialist, World Bank

Social Protection and its potential for women's economic empowerment: current thinking

- **Ms. Rebecca Holmes**, Research Fellow, Social Protection Programme, Overseas Development Institute

Improving Social Protection of Rural Women (UNIFEM)

- **Ms. Bumairam Mamaseitova**, Chair of the Social Policy Committee of the Parliament of Kyrgyzstan
- **Ms. Mira Karybaeva**, Technical expert, Social Technologies Agency, Kyrgyz Republic

Social protection and gender equality in Bolivia (UNIFEM)

- **Ms. Silvia Fernández**, Coordinadora área de género, Políticas públicas y presupuestos públicos, Colectivo Cabildeo, Bolivia

General Discussion

17:45 – 18:45 WOMEN’S ECONOMIC EMPOWERMENT GOING BEYOND “BUSINESS AS USUAL”

SESSION SIX Chair: Ms. Aminata Toure, Chief, Gender, Culture and Human Rights Branch
UNFPA

African Development Bank: Gender assessment of poverty reduction projects

- **Ms. Yeshiareg Dejene**, Principal Gender Expert, Gender Climate Change and Sustainable Development Unit

World Bank’s Private Sector Leaders Forum

- **Ms. Tess Mateo**, Pricewaterhouse Coopers

Forthcoming MDG3 Conference on employment and women’s empowerment (25 March 2010)

- **Ms. Anne Marie Tyndeskov Voetmann**, Chief Advisor, International Gender Issues, Ministry of Foreign Affairs, Denmark

Discussant

- **Mr. Andrew Morrison**, Chief, Gender and Diversity Unit, Inter-American Development Bank

General discussion

19:00 – 20:30 RECEPTION – Vienna International Centre Restaurant

- **Ms. Amita Misra**, Senior Adviser to the Director-General, UNIDO
- **Ambassador Irene Freudenschuss-Reichl**, Director General for Development Cooperation, Ministry for European and International Affairs, Austria

2 FEBRUARY 2010

9:00 – 10:30 EMPOWERING WOMEN, POWERING TRADE

SESSION SEVEN Chair: Ms. Diana Rivington, Director, Human Development and Gender Equality, Canadian International Development Agency

Leveraging trade policy processes and agreements to improve opportunities for women

- **Ms. Heather Gibb**, Senior Researcher, North South Institute

The Gender Dimension of the Uganda National Export Strategy

- **Mr. Simon Peter Okiring**, Gender Focal Point, Uganda Export Promotion Board

Women Business Owners Linking into Corporate Global Supply Chains

- **Ms. Virginia Littlejohn**, Global Strategist, WE Connect International

General Discussion

10:30 – 10:45 COFFEE BREAK

ACCOUNTABILITY AND NATIONAL OWNERSHIP

10:45 – 11:45 OWNERSHIP AND ACCOUNTABILITY – WHAT DO THESE CONCEPTS REALLY MEAN IN PRACTICE?

SESSION EIGHT Chair: **Ms. Kemi Williams**, Senior Gender and Rights adviser, Department for International Development, United Kingdom

- **Ms. Naomi Ngwira**, Consultant Economist, Former Director, Debt and Aid Division, Ministry of Finance, Malawi
- **Ms. Margaret Kakande**, Head, Budget Monitoring and Accountability Unit, Ministry of Finance, Planning and Economic Development, Uganda

Discussant

- **Ms. Rosalind Eyben**, Institute for Development Studies, University of Sussex

General Discussion

11:45 – 13:00 DIMENSIONS OF ACCOUNTABILITY

SESSION NINE Chair: **Ms. Alexandra Trzeciak-Duval**, Head, Policy Coordination, DCD, OECD

Irish Aid's support for the work of the Inter-Parliamentary Union to strengthen gender equality and women's empowerment

- **Zeina Hilal**, Programme Officer of IPU's Gender Partnership Programme, including support to women MPs

Improving support to domestic accountability as a contribution to the 4th High Level Forum on Aid Effectiveness in Seoul (2011)

- **Mr. Martin Chungong**, Director, Division for the Promotion of Democracy, Inter-Parliamentary Union on behalf of the DAC Network on Governance (GOVNET)

Inside/outside accountability

- **Ms. Diana Rivington**, Director, Human Development and Gender Equality, CIDA

Experiences from the Democratic Republic of Congo

- **Ms. Annie Matundu-Mbambi**, Chair, Women's International League for Peace and Freedom (WILPF), Democratic Republic of the Congo

Discussants

- **Ms. Rosalind Eyben**, Institute for Development Studies, University of Sussex
- **Ms. Margaret Kakande**, Head, Budget Monitoring and Accountability Unit, Ministry of Finance, Planning and Economic Development, Uganda
- **Ms. Naomi Ngwira**, Consultant Economist, Former Director, Debt and Aid Division, Ministry of Finance, Malawi

General Discussion

13:00 – 14:30 LUNCH

14:30 – 16:45 MONITORING AND MEASURING WHAT DEVELOPMENT ACTORS DO

SESSION TEN Chair: **Ms. Kate Burns**, Senior Policy Officer, Gender Equality, UN Office for the Coordination of Humanitarian Affairs (OCHA)

OECD Gender equality policy marker

- **Ms. Patti O’Neill**, Coordinator, DAC Network on Gender Equality

UNDP: Tracking funds for gender equality and empowerment of women

- **Ms. Blerta Cela**, Gender Team, UNDP

OCHA experience in tracking resources for gender equality work

- **Ms. Kate Burns**, Senior Policy Officer, Gender Equality, UN Office for the Coordination of Humanitarian Affairs (OCHA)

UNICEF: Measuring gender equality

- **Ms. Rekiya Adamu-Atta**, Programme Specialist, Division of Policy and Practice/Strategic Investments & Performance Assessment

IFC Accountability and monitoring mechanisms related to investments in gender equality

- **Ms. Zouera Youssoufou**, Programme Manager, Women in Business, IFC

General Discussion

16:45 – 17:00 COFFEE BREAK

17:00 – 17:30 KEY CONCLUSIONS AND AREAS FOR FOLLOWUP-ACTION

SESSION ELEVEN Chair: **Mr. Ole Lundby**, Special Advisor on the MDGs to the Director General of UNIDO

- **Ms. Rachel Mayanja**, Chair of IANWGE
- **Ms. Ineke van de Pol**, Chair of GENDERNET

17:30 CLOSE OF MEETING

Annex 2. List of participants

**Participants list for DAC Network on Gender Equality (GENDERNET)/UN IANWGE Joint Biennial Workshop/Liste des participants pour Réseau du CAD sur l'égalité hommes-femmes (GENDERNET)/UN IANWGE Joint Biennial Workshop
Hosted by the United Nations Industrial Development Organisation (UNIDO)**

**Vienna, Austria
1-2 February 2010**

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