

# Participation of Women in the Economy Realized (PoWER) Strategy

---

## Women's and Girls' Economic Empowerment Framework



# These slides present the PoWER Economic Empowerment Framework



## The purpose of the PoWER Economic Empowerment Framework is to...

- Provide an overarching framework for analysis, strategy, and implementation
- Describe PoWER's high level thinking on:
  - The ecosystem that influences financial inclusion
  - The key components of financial inclusion
  - The key components of the economic empowerment of women and girls
  - The relation between the ecosystem and its components and financial inclusion as a key driver of the economic empowerment of women and girls

# Defining economic empowerment of women and girls: considering resources, opportunities and agency



## Women's economic empowerment (WEE)

Women's economic empowerment is achieved when women and girls gain the **resources** to equally access **economic opportunities** in the market, as well as the **agency** to use and control the benefits of participating equally in the market.

This is determined by an **enabling environment, equitable markets** and a **socio-economic context** that allow women and men to reach their potential.

- **Resources:** adequate health, knowledge and skills, control or ownership over monetary and physical assets, options for and control over time allocation, and social networks
- **Economic opportunities:** potential to earn income from work she wants
- **Agency:** ability to pursue economic goals, express voice, and make decisions free from negative consequences, including participating in household financial decision making, policy making, and public-private dialogue

*Women and girls' subjective understanding of their own empowerment will vary by context*

# Defining financial inclusion and women and girls



## **Financial inclusion**

Financial inclusion is achieved when individuals and businesses have access to and can use a broad range of adapted financial services that are provided responsibly by diverse and sustainable institutions in a well-regulated environment.

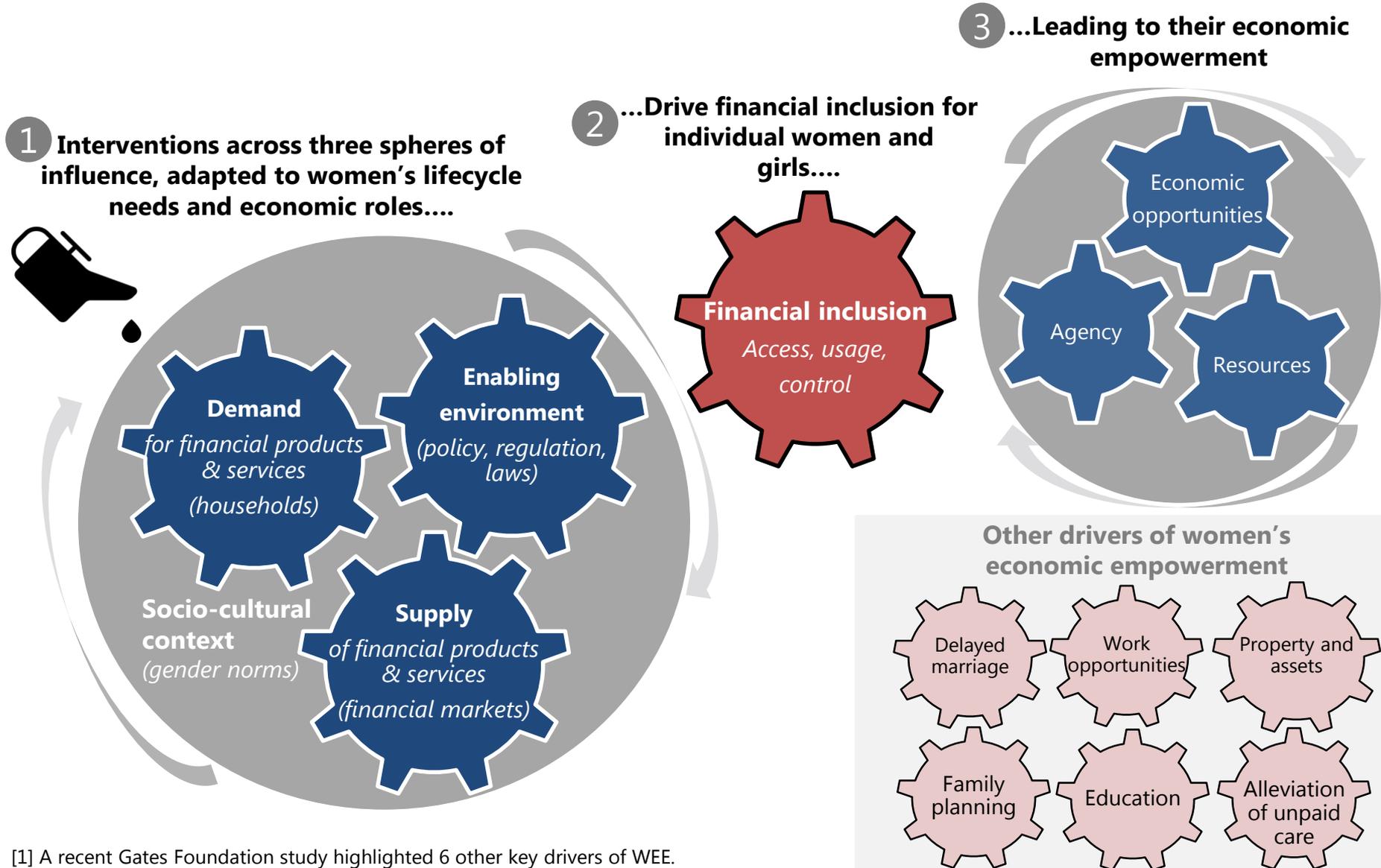
## **Women and Girls**

"Sex" refers to biological differences between males and females, which is generally genetically determined. "Gender" refers to the typical societal roles of males or females or an individual's concept of themselves.

The distinction between women and girls is age; for the purposes of the PoWER strategy, the age range used for "girls" is between 10 and 24.

Women and girls living in Least Developed Countries will be the focus of the PoWER strategy.

# The PoWER Economic Empowerment Framework



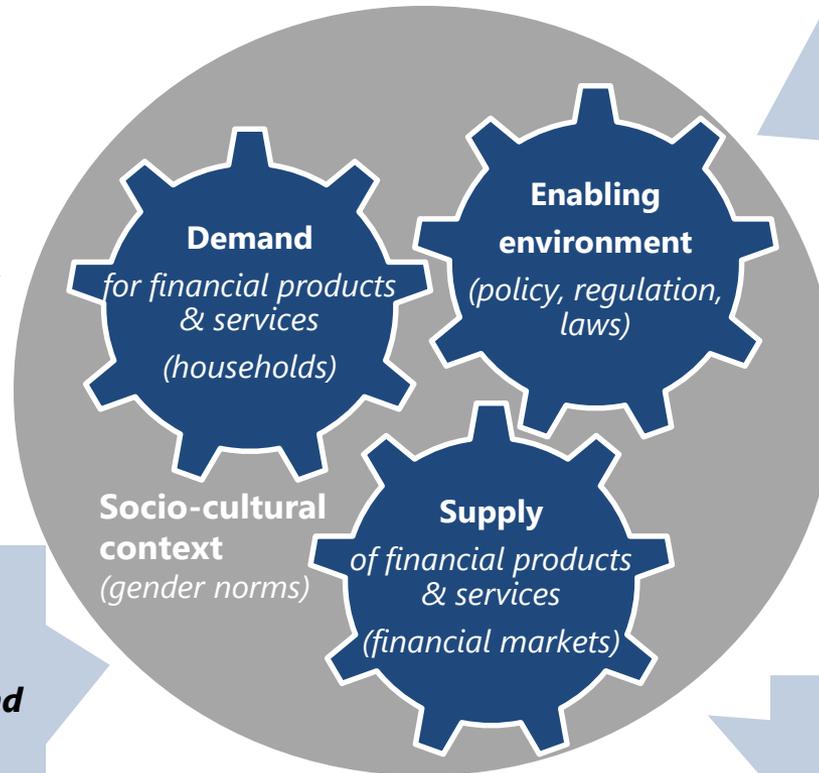
[1] A recent Gates Foundation study highlighted 6 other key drivers of WEE.

# The framework is anchored in three spheres of influence and the cross-cutting socio-cultural context

Women's and girls' demand for financial products and services is shaped by **intra-household decision-making, behaviour, division of labour and lifecycle needs**, e.g. time poverty that women face as a result of their **unpaid care work**.

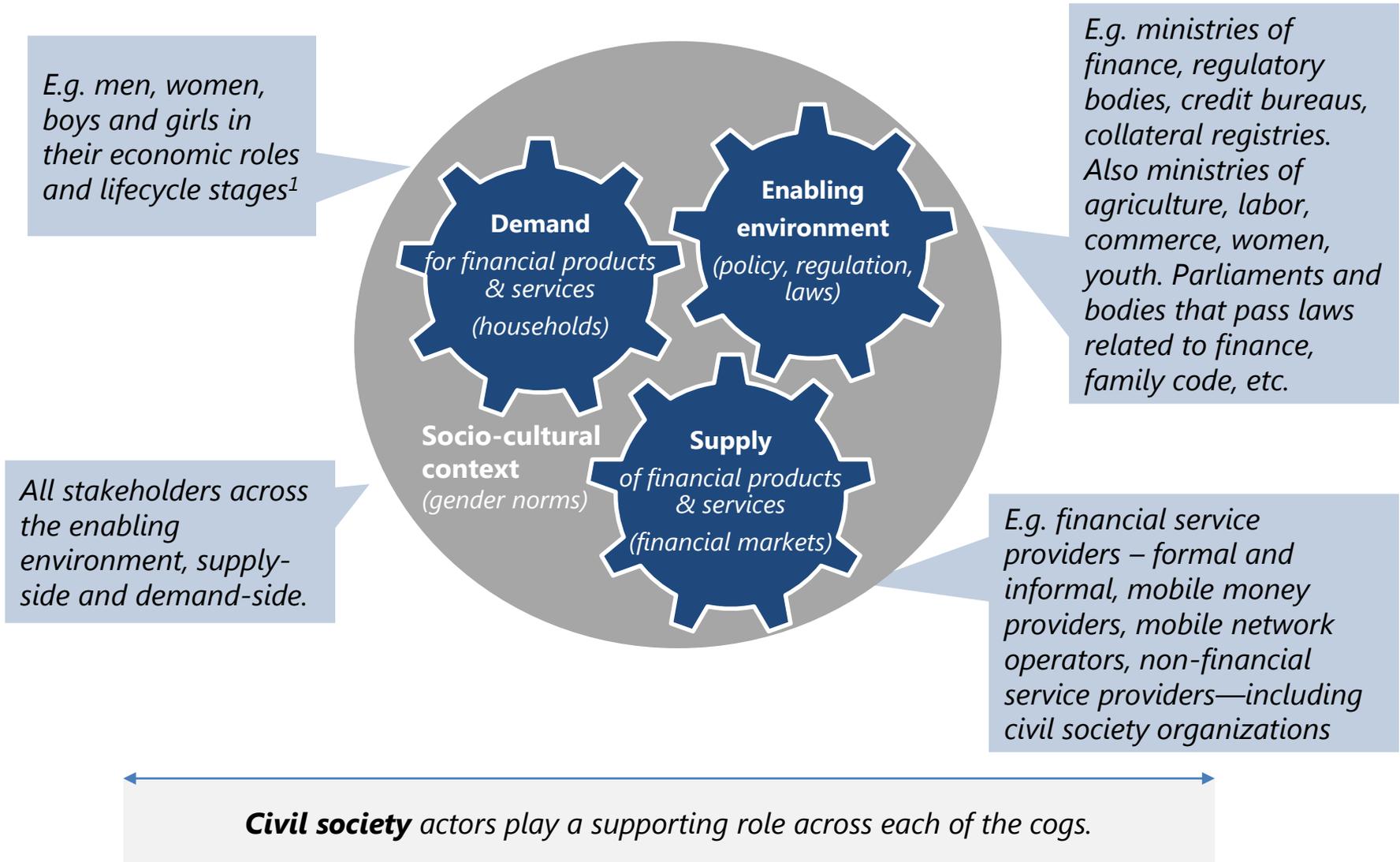
The existence and implementation of **laws, regulatory frameworks, and policies, as well as infrastructure and services** provided by the state, and which are also influenced by international regulations. These in turn shape the **business environment** in which market actors operate. This sphere of influence covers elements of indirect relevance to FI, e.g. inheritance law.

Within socio-cultural contexts, specific norms **shape social interactions, define gender roles and inform women's and girls' agency**. Norms are enforced by informal social sanctions. Such dynamics underpin biases across each of the other spheres and influence women's participation across each cog.



The **providers of financial products and services**, and supporting market actors. Markets can be influenced and shaped by policy, infrastructure and socio-cultural contexts.

# There are a range of actors in each sphere of influence



1. Within the household, certain family members have particular influence over women's economic decision-making e.g. husbands, parents-in-law etc.

# Financial inclusion is a driver of economic empowerment of women and girls, defined as resources, economic opportunities, and agency

**Economic opportunities:** a woman's or girl's opportunity to **earn income from work she wants to do** is determined by the intersection of norms, institutions, access to markets and individual resources.

Women's and girls' economic empowerment

Economic opportunities

Agency

Resources

**Agency:** A woman's or girl's ability to **pursue economic goals, express voice, and make decisions** free from negative consequence.

**Resources:** A woman's or girl's resources can be broken down into the following components.  
**Health** – her state of physical, mental and social wellbeing. **Education** – her knowledge and skills.  
**Physical assets** – her control or ownership over monetary or tangible assets. **Time** – her options for and control over allocation of time. **Social networks** – the networks of people that assist her interacting in the economy

# Various enablers can be identified within each sub-component of women's economic empowerment<sup>1</sup>

- *Women/girls are able to pursue entrepreneurship/employment/agricultural work unrestricted by mobility or unpaid care work*
- *Women/girls are able to participate as employees in the public and private sector, including in the wider value chain of financial service providers*

- *Women\* participate in household financial decision making*
- *Women\* participate in policymaking*
- *Women\* participate in public-private dialogue*

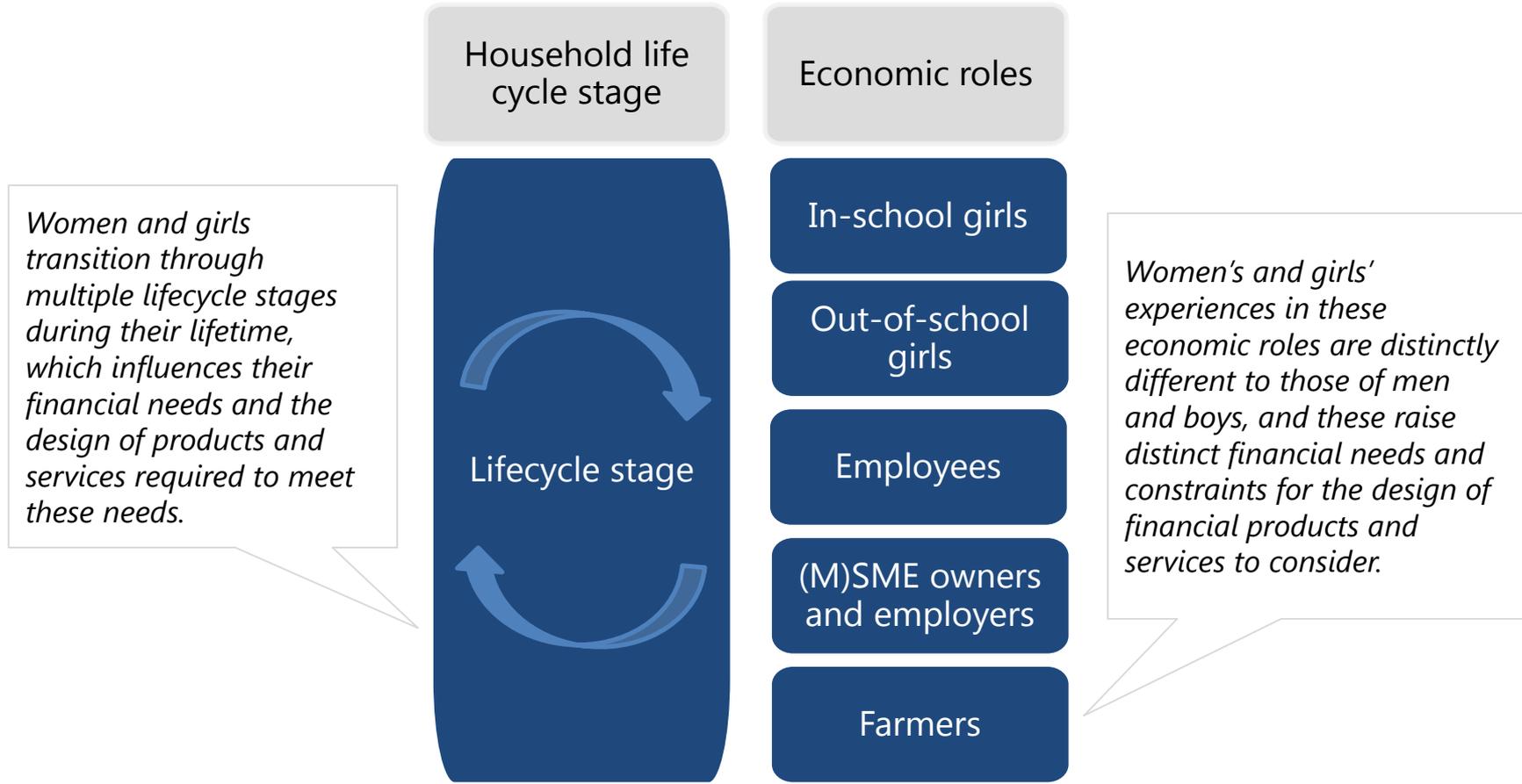
*\*and girls, as age appropriate*



- *Women/girls have access to quality healthcare and education resources*
- *Women\* own and control tangible physical assets such as personal identification documents, assets for collateral, mobile phones*
- *Women/girls have discretionary time benefit from their accumulated resources and economic opportunities*
- *Women/girls have access to the social capital of networks and associations*

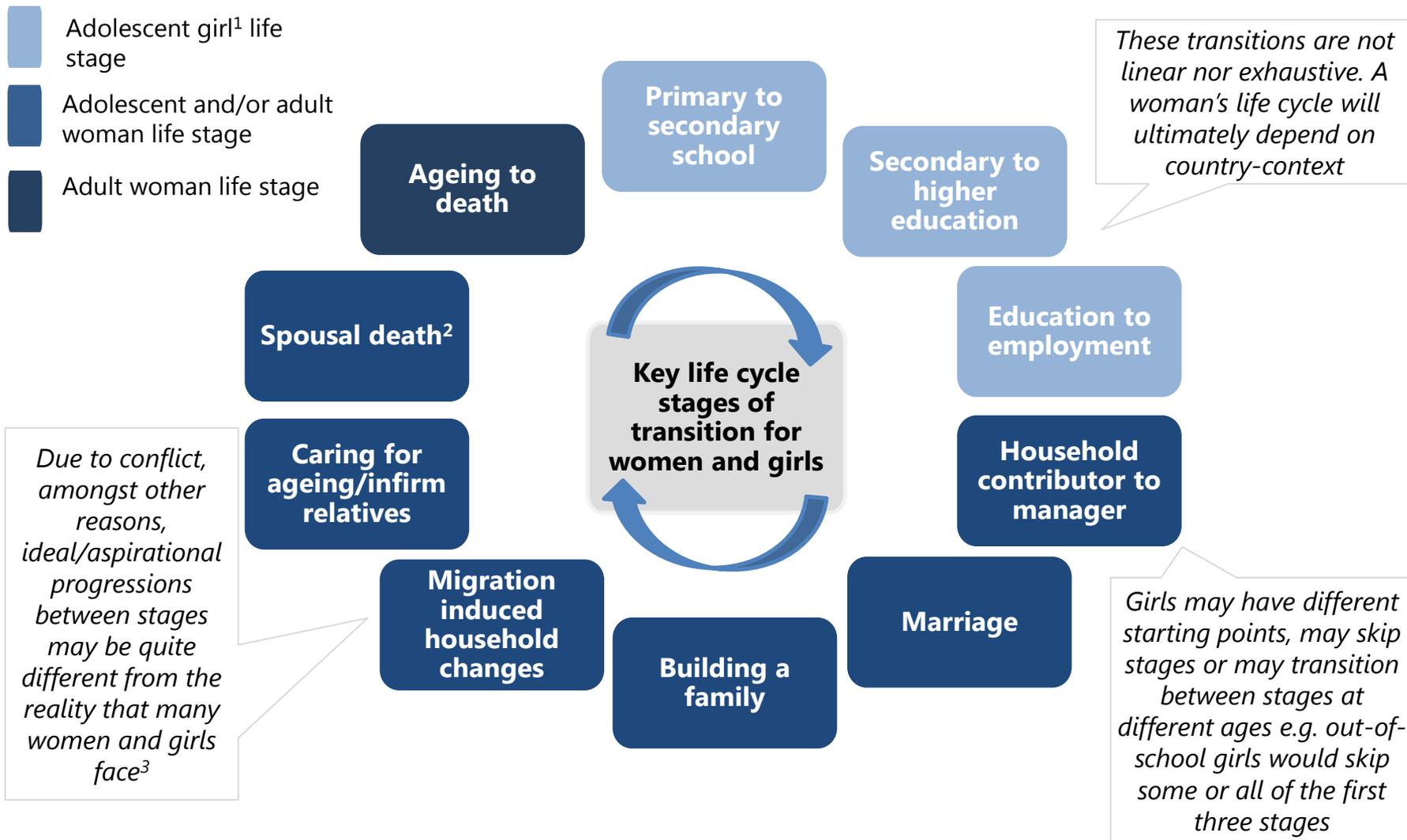
*\*and girls according to legal age (but without regard to sex.)*

# Women's financial needs are determined by their life cycle stage and economic roles



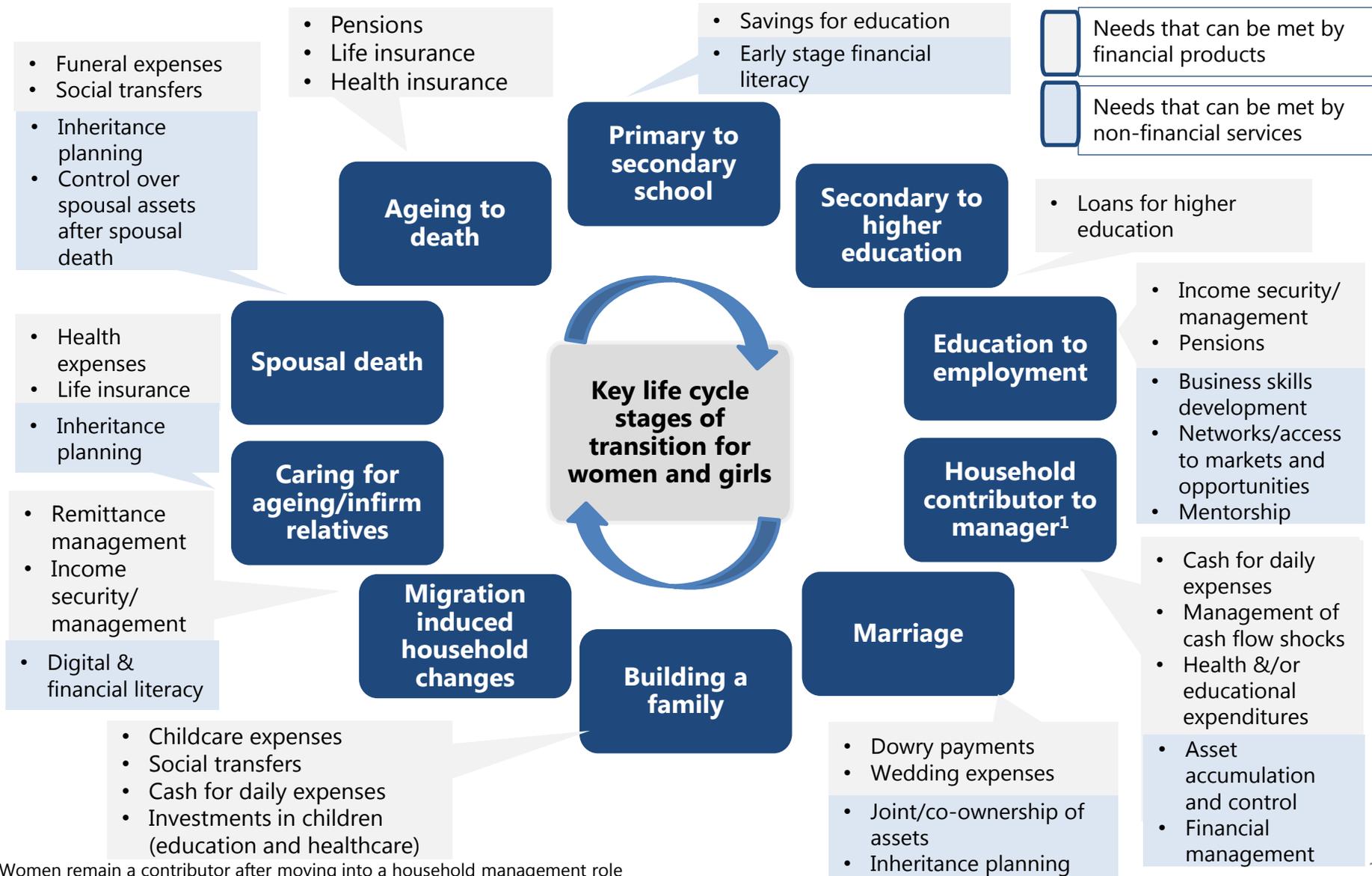
All women and girls will occupy a lifecycle stage alongside an economic role outside of the household

# During a woman's life, she goes through multiple life cycle transition stages



<sup>1</sup> Adolescent girls are defined as those in the 10 to 24 year age group.<sup>2</sup> This could include other family members dying. <sup>3</sup> In Ethiopia for example, some girls may be forced to migrate for marriage.

# Women and girls have different needs at various stages in their life cycle, which can be addressed by different financial and non-financial services



1) Women remain a contributor after moving into a household management role

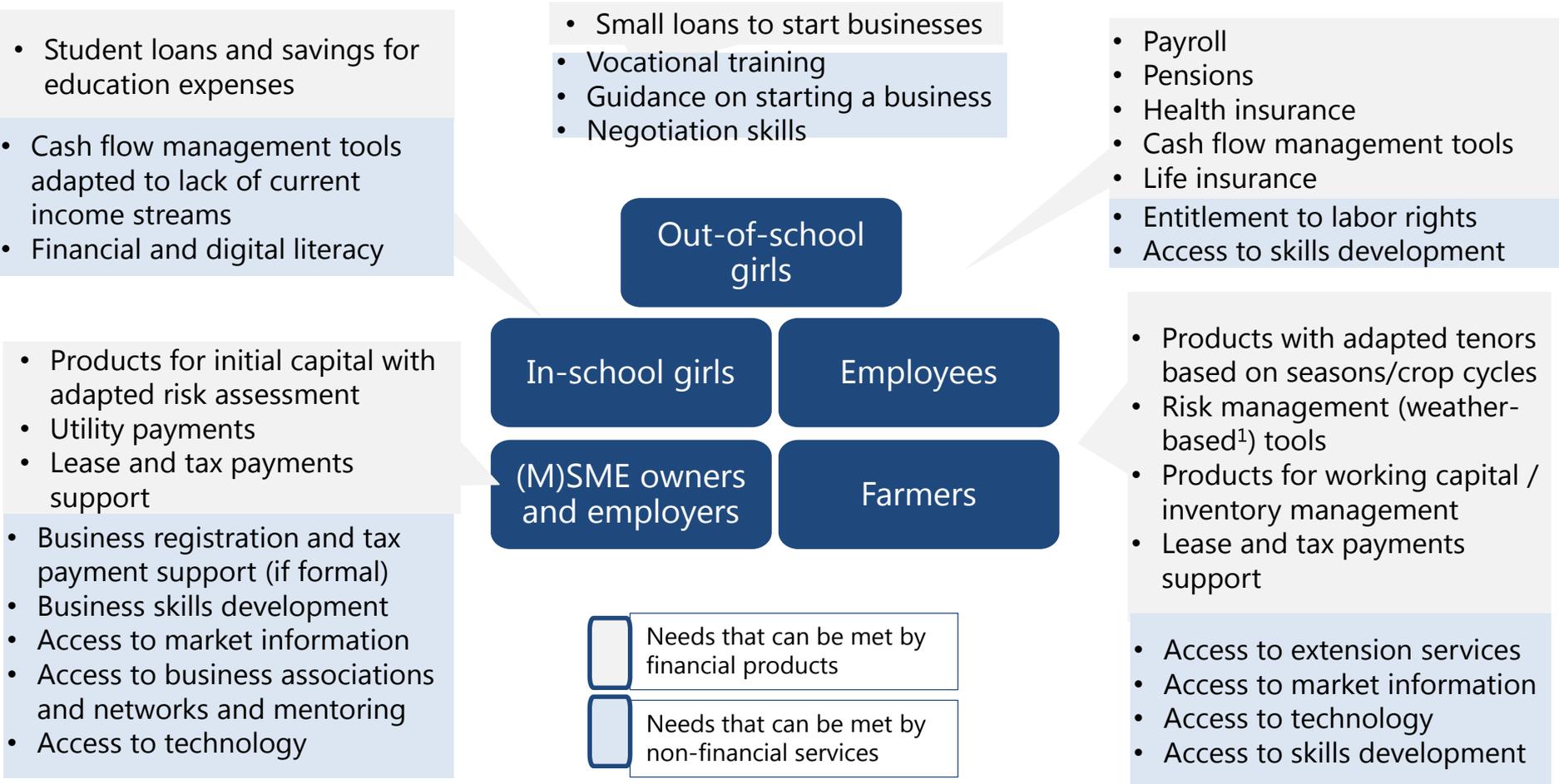


# These needs can be met by differentiated financial and non-financial services tailored to women and girls at each stage

	Primary to secondary	Secondary to higher	Education to employment	HH contributor to manager	Marriage	Building a family	Migration	Caring for ageing relatives	Spousal death	Ageing to death
Savings	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Loans		✓	✓	✓	✓	✓				
Cash mgmt. tools		✓	✓	✓	✓	✓	✓	✓	✓	✓
Insurance				✓		✓		✓	✓	✓
Pensions			✓	✓			✓			✓
Payments transfers			✓	✓	✓	✓	✓	✓	✓	✓
Non-financial services	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Specific product design will depend on further analysis of constraints that women and girls face, e.g. door-to-door collection of saving deposits for adolescent girls in cases where time and mobility limitations are particularly severe.

# Women also occupy different economic roles, which will determine financial needs



Specific product design will depend on further analysis of the sectors within each economic role at a country level.<sup>2</sup>

<sup>1</sup> Women and men typically use different coping strategies to deal with climatic events, e.g. when harvest fails or if there is water scarcity <sup>2</sup> For example, products will need to be tailored to “off farm” and/or “non farm” activities of women in agriculture, and to the specific sectors that (M)SMEs operate in.