



The Donor Committee for Enterprise Development

Women's Economic Empowerment Working Group (WEEWG)

Minutes of Meeting, Eschborn, 3 December 2018

22 January 2019

Participants

In person

- Sebastian Gilcher (GIZ) - Chair
- Charleine Mbuyi Lusamba (ILO)
- Nathalie Wyser (SDC)
- Lisanne Van Beek (NL RVO)
- Jim Tanburn and Lucrecia Bertelli (DCED Secretariat)

On-line/by phone

- Henriette Kolb and Rudaba Nasir (IFC)
- Nozomi Ide (FAO)
- Irma Keijzer and Maaïke Hofman (NL MoFA)
- François Philippe Dube (Global Affairs Canada)
- Emilie Gettliffe and Sitara Rashidova (Consultants, WEE and Migration/Forced Displacement study)

Apologies

- Selina Haeny (SDC)
- Anne Rose Miller (MasterCard)
- Gisela Strand (Sida)

Agency updates

- Lisanne Van Beek (NL RVO) talked about an internal tool to identify the contribution of their programmes to the SDGs. It uses a “traffic light” system where green is positive, yellow is neutral and red is negative. This tool allows for incorporating a gender lens from the beginning of the project, integrating it within projects’ theory of change (a priority item on their agenda). RVO has also been working on improving their internal and external communication strategies, also incorporating a gender lens. They have also held an internal workshop on [SDG 5](#) to discuss what RVO needs to change within the organisation. In this line of work, they developed a practical [guide](#) to address violence at the workplace, based on the Gender-based violence in global supply chains [Resource Kit](#) of the Fair Wear Foundation International Training Centre of the ILO.

RVO also has some new programs such as the “[SDG Partnership Facility](#)” (gender being one of the main themes), and a [Fund against Child Labour](#). She also mentioned a film on a mining project in Colombia which talks about responsible mining with a gender dimension, as part of the European Partnership for Responsible Minerals ([EPRM](#)) programme.

Irma Keijzer (NL MoFA) added that, since 2009, they have been working on gender-integrated data and on monitoring female entrepreneurship in the Netherlands to explore the division of labour and women’s access to MoFA programmes.

- Charleine Mbuyi Lusamba (ILO) referred to a video on [ILO's Facebook page](#) on women entrepreneurs in fragile states. They are building on those case studies to see how employment can contribute to peace building. They are also working on a “Women Entrepreneurship Development Programme”, with Global Affairs Canada, which aims to empower women in rural areas.
ILO has recently launched the “[Global Wage Report 2018-2019](#)” and the “[Action Plan for Gender Equality 2018–21](#)”. They have also implemented a “Gender Equality at the Workplace” awareness campaign at their headquarters, and, during the ILO’s 100th anniversary, they will celebrate women at work place with different events and publications.
- Sebastian Gilcher (GIZ) presented the [Economic Integration of Women \(ECONOWIN\)](#) programme, particularly its “Gender Diversity Management” and “Ana Hunna¹” components. This programme goes beyond the creation of jobs and focuses on the transformation of social norms. The regional programme works in Egypt, Jordan, Morocco and Tunisia. The objective of the “Ana Hunna” component is to change social norms through short movies about women and their workplace which were showcased in local companies. This component has already shown positive results. The component on “Gender Diversity Management” aims at promoting the business case for women inclusion. It has reached 20 companies that have already introduced different kinds of women inclusion projects (increased maternity leave, day care within their facilities, etc.). GIZ only funds the programme partially which contributes to having more sustainable results.
GIZ has been also working on a new Gender Strategy that combines internal aspects as well as the promotion of gender projects. BMZ has recently contributed to the “[Women Entrepreneurship Finance Initiative](#)” and colleagues from the GIZ Gender Department have developed a “[Gender Development Budgeting Tool](#)” which has already been piloted in Burkina Faso. They have also recently started a WEE project in India to support female entrepreneurs and start-ups. Finally, they have launched a “[Gender Roadmap Plan](#)” that presents GIZ/BMZ 2017 results.
- Nathalie Wyser (SDC) explained that women’s economic empowerment is the first pillar in the SDC gender strategy. As part of this, they have been working on a [set of guidance sheets](#), for example on [Gender and Unpaid Care Work](#), [Mainstreaming Women’s Economic Empowerment in MSD](#), Gender and Vocational Skills Development, Gender and Climate Change (currently being worked on).
Women’s financial inclusion (WFI) is one of the priority WEE subtopics and the SDC is in the process of undertaking a mapping exercise on the SDC’s project portfolio focusing on WFI. One important vehicle for the SDC to foster innovation in this area is the [Swiss Capacity Building Facility](#), a public private partnership (association) providing technical assistance grants to financial service providers in partner countries in order to design and launch new financial products and services in order to massively upscale outreach and impact. Members of the SCBF are Swiss financial sector partner such as SwissRe Zurich Insurances, Allianz, Credit Suisse, ResponsAbility, Symbiotics, Bamboo Finance, Blue Orchard, among others. One example of their intervention projects is the “[Hospital Cash Insurance](#)”, implemented by WWB and Lead in Egypt.
- Henriette Kolb (IFC) mentioned the “[Mainstreaming inclusive insurance](#)” report and an [initiative in the Philippines](#) to address insurance opportunities to women. She also mentioned IFC’s work on tackling gender violence within companies, for instance in Fiji, Haiti and Myanmar. IFC is screening each new investment for risk and prevention of sexual exploitation and abuse. IFC is expanding its gender lens investing work with funds. IFC started working with a private equity fund to prepare a report that will be published in April 2019 on the business case for diversity in Private Equity Investing. IFC has also developed a gender fund management training program, which has been piloted in Kenya and India. Henriette also shared some reports that might be of interest to the WEEWG members:

¹ Ana Hunna translates as “I am here” in Arabic.

[“Investing in Women: New Evidence for the Business Case”](#), [“Driving Toward Equality: Women, Ride-Hailing, and the Sharing Economy”](#) and [“IFC, EDGE Gender Equality Certification Sign Pact to Promote Gender Equality in Workplaces in Emerging Markets”](#). IFC is also expanding its work on employer supported childcare, currently with a focus on Bangladesh, Cambodia, India, Myanmar, Sri Lanka and Vietnam.

- Nozomi Ide (FAO) spoke about a “Gender-based Violence in the Workplace” workshop at their headquarters, in which they also invited students from the Rome Business School. They have also been working within the [Commission on the Status of Women](#) and they will meet in March 2019 to discuss social protection, infrastructure and gender. They have also started a new project funded by the European Union which implements a gender-transformative approach in rural areas. Next year they will be able to share the main findings with the WEEWG members. Since the joint declaration on [“Women and Trade”](#) there is a new working group on trade impact and, within this framework, FAO will host a webinar next year to talk about traders working in the agricultural sector.
- François-Philippe Dube (Global Affairs Canada) spoke about their joint initiatives with the IDRC to develop practical approaches to support day care in developing countries, particularly in informal settings. They have also been working on updating their WEE Guidance Policy based on the new [Canada’s Feminist International Assistance Policy](#). He will welcome comments from the WEEWG once they have the final version.

Work item on a Women Economic Empowerment and Green Growth

The work plan of the working group suggests a joint work item with the WEEWG that looks at the possibilities to better include WEE in Green Growth projects and vice-versa.

The DCED Secretariat shared what the GGWG had discussed during their working group meeting in Paris. In this regard, Steffen Felix (GIZ) commented on the DCED report on [WEE and Green Growth](#) published in 2012, but argued that the conclusions have probably not changed significantly during these years. For this reason, he suggested developing a different product. That might be, for instance, attractive handouts to showcase 4 or 5 case studies and a handout with “best practice” principles or similar, also useful for practitioners in the field. Several GGWG members expressed their need to have a product which provides evidence of success and/or practical guidance.

WEEWG members agreed that there is a need to develop an attractive document that provides practical guidance with clear messages, an instrument that could be useful for donors as well as practitioners. Sebastian Gilcher (GIZ) emphasized that UNIDO’s new “WEE in Green Industries” project could be an interesting opportunity to test this product. Nathalie Wyser (SDC) shared some examples of [guidance sheets](#) that SDC has been working on, and mentioned ongoing work to develop SDC guidance on Green Growth/Green Economy and gender. Lisanne Van Beek (NL RVO) has suggested looking at [NL MoFA’s fact sheets](#) as an example of attractive formats. Charleine Mbuyi Lusamba (ILO) mentioned a one-page summary on a new initiative that could be used as an input.

Action item: Sebastian Gilcher (GIZ) will share WEEWG members’ examples with Steffen Felix (GIZ, GGWG) and they will discuss the way forward. Steffen Felix will talk to UNIDO about their project, and to SDC about their existing and planned guidance, and then he will prepare a proposal for both groups to comment on.

Work item on Unpaid Care Work

This work item aims to look at the specificities that SMEs face within the care economy and outline their opportunities and challenges.

Henriette Kolb and Rudaba Nasir (IFC) presented the proposal for this work item. IFC has already been working with this topic and has explored the role of large enterprises and care work. Now they aim to explore women entrepreneurs' existing care options and arrangements, as well as their level of satisfaction with these identifying obstacles and opportunities for SME care solutions. The objective is to understand the importance of good-quality, affordable care. To do this, they propose to develop an online survey with a final sample of around 500 women entrepreneurs. The survey would be circulated by key partners as detailed in the concept note. The output will be a short study that highlights the key findings from the survey. It would cost more than budgeted for in the current Work Plan, so the additional funds were proposed to come from Task Team members (IFC, Sida, Germany). Funding from other task team members is welcome. It was agreed to discuss this idea further, outside the meeting.

There was some discussion of the preferred target group, since some members were interested in the micro businesses, which would be less likely to complete an on-line survey. Another concern was related to the translation of the survey into different languages. IFC replied that there is not enough budget in their current proposal for a study in the field and that the intended focus is not the poorest of the poor but SMEs entrepreneurs. Francois-Philippe Dube (Global Affairs Canada) suggested then to add a section on "further research", specifying the need to explore this later or to include a sub-segment of micro entrepreneurs if there is sufficient funding for the study.

Action item: Henriette Kolb (IFC) sent a revised concept note taking into consideration the feedback of WEEWG members (done via Sebastian Gilcher). Final comments should be sent to Henriette and Rudaba by 10 January 2018.

Work item on WEE Practitioners' Workshop

The aim of this workshop is to share tools and lessons-learnt, as well as to position the DCED and the working group in the field.

WEEWG members proposed to do a high-level workshop during the [DCED 2019 Annual Meeting](#) in Vienna, probably a 3-hour event on Tuesday 11th (tbc) The proposed topic is care work in large companies and SMEs, and the audience will be mainly DCED members (it could be possibly extended to partners and practitioners). It will be also an opportunity to showcase WEEWG members' work.

The group agreed to have a keynote speech and a panel, maybe a speaker from Iceland (to talk about gender wage gap), a local entrepreneur from Vienna and one/two entrepreneurs from the Global South. The keynote speaker could be the Executive Director of United Nations Women Programme. There could also be a networking event afterwards.

Action item: Sebastian Gilcher (GIZ) will draft an agenda/concept note by January 2019 to the task team (and any other interested members) and the DCED Secretariat will advise on possible rooms in Vienna. WEEWG members are welcome to send comments and suggestions by the end of 2018.

Work item on WEE in Migration and Forced Displacement

This is a work item continued from the 2017-2018 work plan.

Emilie Gettliffe, who started working on this item in June 2018, presented the findings of the study "On the Move: Women's Economic Empowerment in Contexts of Migration and Forced Displacement". Some WEEWG members had questions and comments:

- Nathalie Wyser (SDC) recommended checking their [guidance sheet on WEE and migration](#).

- Charleine Mbuyi Lusamba (ILO) asked about the role of social protection and the access to refugees to those mechanisms. Emilie Gettliffe replied with some examples of humanitarian programmes that have integrated these aspects. However, WEEWG members agreed that there is a need to explore this topic in future work.
- François-Philippe Dube (Global Affairs Canada) referred to the [Global Partnership for Financial Inclusion](#) as a complementary platform for the WEEWG. He asked the DCED Secretariat to reference the organisation on their webpage.

Action item: Emilie Gettliffe will share the final version of the report with WEEWG members, once the infographics etc. are complete, before the Secretariat adds DCED formatting and publishes it on the website.

AOB

- Nathalie Wyser (SDC) agreed to co-chair the WEE WG with Sebastian Gilcher (GIZ).
- Charleine Mbuyi Lusamba (Women's Entrepreneurship Development and Entrepreneurship Education, Small and Medium Enterprises Unit) has taken over from Virginia Rose Losada as WEEWG ILO's delegate.
- Chloe Templeton (Policy Lead on Women's Economic Empowerment) will join the WEEWG as DFID's delegate.
- The WG chair suggested having another virtual WG meeting in early March to discuss the activities for the Work Plan 2019-2020. It was already discussed to reduce the development of new work items and rather focus on the dissemination of the completed measures (e.g. through a webinar-series).