

ACTION AGENDA

This Action Agenda is a selection of the measures being undertaken by Panel members related to the drivers addressed in this report, but it is not fully comprehensive.

Driver **Action** *(those in blue are in Chapter 4)*

H.E. Luis Guillermo Solís Rivera, Costa Rica

Norms	Encourage “new masculinities” in 10 priority cantons with groups of men in conjunction with the National Institute of Women in Costa Rica.
Assets	Subsidize young students living in poverty with computers and Internet access (“Connected Homes” initiative, ongoing). The goal is to help 14,000 families this year, and by 2017, have reached 126,000 families. Over the next two years, the investment program will be \$128 million.
Care	Conduct campaign on social media on social responsibility of care, with National Institute of Women (ongoing).
Business	Eradicate gender gaps at work through having businesses and organizations sign a Gender Equality Seal (“Sello de Igualdad de Género”) in which they promote actions and policies to reduce gender gaps (ongoing).

Ms. Simona Scarpaleggia, IKEA Group

Business	Reach gender equality at IKEA, going beyond 50/50 gender balance in all levels and positions. Includes: creating an inclusive culture where women and men are valued for their unique contributions. Today, 48% of their managers are women and 33% of Executive Management team are women (in global leadership positions) Will do this through providing equal opportunities in recruitment, development and succession to all people—regardless of age, gender, identity, sexual orientation, physical ability, ethnicity, race, nationality, religion or any other dimension of their identity.
Business	Equal Pay (for jobs of equal value) is a key area of their Compensations and Benefits Global Plan—committed locally through regional markets, to having IKEA salaries be set independent of race, gender, age or other life situations.
Norms	Mobilize women in India to participate in skills and training courses, and secure commitments from businesses in identifying employment and entrepreneurship opportunities for women (three-year IKEA Foundation partnership).
Norms	Enable women and men from IKEA to support gender equality and inclusion (IKEA Women Open Network, launched in 2013).

Ms. Mitchell Baker, Mozilla Foundation

Assets	Work with companies in Silicon Valley to understand best practices and challenges to the digital inclusion of women and planning to convene a working group comprised of digital/technology companies that play an important role in the supply side of digital inclusion initiatives. This working group will liaise with member states—beginning with the co-Panelists: Costa Rica, Tanzania and the United Arab Emirates (and their relevant line ministries and agencies), as well as women’s groups such as WIEGO and SEWA to better understand the demand side in the effort to ensure a vibrant ecosystem of women’s inclusion in the digital economy.
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Ms. Sharan Burrow

Voice	Enhance women in trade union leadership positions by achieving at least 30 percent representation of women in leadership positions in 80 percent of ITUC affiliates by 2018 (part of the ongoing Count Us In! campaign).
Voice	Commits affiliates to lobbying and organizing around investment in the care economy to increase women’s labour force participation, access to decent work and economic independence (ongoing as part of Count Us In! campaign).

Driver	Action <i>(those in blue are in Chapter 4)</i>
Legal	Commit to achieving a further 24 ratifications of C189 by 2017, along with reforms to national laws to protect the labour rights of domestic workers (ongoing, as part of the ITUC 12 + 12 campaign).
Voice	Campaigning for an international labour standard (ILO Convention) to address gender based workplace violence by 2019. In addition, ITUC and affiliates are campaigning, organizing and lobbying for zero tolerance of gender based violence in the world of work.
Legal	Promote ILO recommendation 204 on the transition from the informal to the formal, which would extend labour rights and social protection to workers in the informal economy.
Care	Formalize child care as an economic sector with child care skills recognized by national and international education institutes .

Ms. Winnie Byanyima, Oxfam

Norms	Undertake community and mass media campaign activities to change norms and policies that hinder opportunities for young women (as part of scaling up of the “Empower Youth for Work” initiative).
Norms	Support young people in rural climate change affected areas to have a more secure future (in Bangladesh, Pakistan, Indonesia and Ethiopia) through creating improvements in the job market, better support and opportunities for youth entrepreneurs, access to better training (including ‘soft’, technical and vocational training), and an improved social and political enabling environment that recognizes the contribution youth can make to society and the economy (as part of the scaling up of the “Empower Youth for Work” initiative).
Assets	For women whose livelihoods have been adversely affected by the Ebola Virus Disease, stimulate economic opportunities, improve women’s resilience, income and security, and empower women through vocational training and ICT in Liberia and Sierra Leone (Women’s Economic Empowerment Post Ebola Recovery Initiative).
Norms	Launch a new initiative “System Innovation for Women’s Economic Empowerment in Agriculture” to set up participatory “innovation labs” developing and implementing innovative pilots to address barriers to women’s economic empowerment in the agriculture sector. At the global level, a platform will share learning and engage global actors on key policies or investments to address social norms.
Legal	Advocate for national and regional policies which address equal wages; the recognition, reduction and redistribution of unpaid care work; labour rights and investment in publically financed and delivered public services. Globally, advocate for the outcomes of Commission on the Status of Women 61.
Business	Strengthen and facilitate access to finance for women’s collective enterprises and build resilience of women producers, thus increasing trade through collective enterprises and incomes in values chains.
Voice	Campaign to address inequalities for women producers and workers in agriculture value chains. Specifically this will include advocating for gender sensitive government policies to promote women’s economic opportunities, women’s land rights, food company and sector policies which address women’s equality in areas such as living wages, labour rights and the recognition, reduction and redistribution of unpaid care work.
Voice	Support women’s collective enterprises to engage in policy dialogues on sector reform or national policies, and ensure women’s political voice and agency in national processes.
Care	WE-Care is entering a new phase of programming which will include more in-depth research to strengthen the existing evidence base on care and build the capacity of women leaders and civil society to influence policy makers. There will be joint action to strengthen the quality and impact of WE Care interventions in and between countries and across the development sector. The programme will support projects in Ethiopia, Philippines, Uganda and Zimbabwe, focusing on research, innovation (notably in laundry), learning and sharing—finding out what works and disseminating good practice in order to strengthen development sector influencing and, ultimately, to achieve policy change to transform women’s unpaid care work and promote women’s economic empowerment.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Voice	<p>Scaling-up work to empower and collaborate with women’s rural collective enterprises, to challenge macro-economic policy and achieve living income and living wages for women in the formal and informal rural economies.</p> <p>At the national level: Expectation to increase trade through women’s collective enterprises and increase incomes in a number of value chains, whilst enabling a number of women’s collective enterprises to engage in policy dialogues on sector reform or national policies.</p> <p>At national, global or sector wide levels: Campaign to address inequalities for women producers and workers in agriculture value chains. Specifically this will include advocating for gender sensitive government policies to promote women’s economic opportunities, women’s land rights, food company and sector policies which address women’s equality in areas such as living wages, labour rights and the recognition, reduction and redistribution of unpaid care work.</p>
Voice	<p>Initiate a set of programmes to strengthen women’s collective organizations to influence macro-economic policy, working to end extreme economic inequality and the gender bias which exists in today’s rigged economy.</p> <p>At the global level Oxfam will campaign for transformative policy and practice reforms to reverse economic, political and gender inequalities at national, regional and global levels. By increasing evidence and analysis of gender inequality as both a driver and consequence of economic inequality, we will also campaign with women’ rights and other organizations to end the bias that results in women’s work being undervalued, underpaid and insufficiently recognized. Specifically this will include advocating for national and regional policies which address these inequalities, such as equal wages, the recognition, reduction and redistribution of unpaid care work, labour rights and investment in publically financed and delivered public services. Globally, we will advocate for the outcomes of CSW 61 to take a transformative approach to women’s economic empowerment.</p>
Norms	<p>Scale up work on adolescent girls and WEE thru “Empower Youth for work” (EYW) in Bangladesh, Pakistan, Indonesia and Ethiopia through improvements in the job market, better support and opportunities for youth entrepreneurs, access to better training (including ‘soft’, technical and vocational training), and an improved social and political enabling environment that recognizes the contribution youth can make to society and the economy. EYW is an innovative program that brings together stakeholders in private, public and civil society sectors to create new, sustainable models for youth inclusion in employment, training, youth group support, business development services, and access to finance. Community and mass media campaign activities will be undertaken to change norms and policies that hinder opportunities for young women.</p> <p>Oxfam will also take this kind of approach to scale up its work on youth employment in Africa.</p>
Assets	<p>Women’s Economic Empowerment Post Ebola Recovery Initiative: aims to address the challenges faced by women entrepreneurs whose livelihoods have been adversely affected by the Ebola Virus Disease (EVD). The programme will address access to finance, productive inputs and socio-cultural constraints that prevent women from actively participating in the economy, as well as legal and regulatory frameworks that propagate gender discrimination. The programme will stimulate economic opportunities; improve women’s resilience, income and security; and empower women through vocational training and ICT.</p>
Norms	<p>Promote empowerment of young girls as part of a larger strategy to reduce child marriage (through the More than Brides Alliance).</p>
Norms	<p><i>Enable marginalized women and men in the agricultural sector to gain more control of value chain development, financial services and economic planning processes by addressing gender inequalities and social norms. This involves engaging with local and national level government; traders, input dealers and processors in the informal sector; companies and other actors to jointly develop and implement win-win solutions that empower women and improve business and livelihoods (part of the WEMAN programme that is being scaled up).</i></p>

Driver **Action** *(those in blue are in Chapter 4)*

Ms. Fiza Farhan, Development Advisor/Consultant

Legal	Under the Punjab Women Economic Empowerment initiative, in 2017 the Punjab government will approve the Home-Based Workers policy (pending in the cabinet from 5 years) to provide them with social security benefits and include them in the definition of “formal workers” under labour law. The policy has now been moved towards approval by circulation and is the final stages of approval by the provincial government cabinet.
Government	Ensure 15% women participation in public sector jobs. Legislation is already there but implementation is a problem. At present it is 0–8% depending on department and only 2% at leadership positions. Punjab Commission on the Status of Women conducting a thorough research to identify the existing % of women participation across all Government departments, further identifying the gaps and bottlenecks towards a minimum 15% women participation in the formal public sector employment.
Government	Establish District Women Protection Committee Offices and Toll-free helplines in 6 districts of Punjab. Approved in the ADP 2016–17 and in process of construction.
Norms	Establish 5 more Violence Against Women Centers (VAWCs) in Punjab. PKR 100M has been allocated in ADP 2016–17 for development of 2 more VAWCs in Rawalpindi and Bahawalpur.
Government	Engage with Industries Department to further enhance impact and outreach of Women Expo, aligning with economic opportunities for 2016. Further conduct Domestic Workers Trainings for 1000 workers before March 2–17.
Business	Set up Working Women Business Facilitation Centers & establish linkages with the private sector and Ministry of Industries for market linkages and business facilitation for the women owned enterprises.
Norms	Implement further Feminine centres in public places for sanitation on international models. Budgets have been allocated and construction of separate public toilets for women has been initiated in major districts of Punjab.
Care	Scale up Day Care facilities in Punjab; goal of 100 day care centres with international facilities for well-being of children.
Legal	Legal Aid Cells for indigent women implemented through Annual Development Program (ADP). Legal prosecutors have been appointed in all 36 districts of Punjab, to provide women with a platform of independent and free legal advice that will not only create legal rights awareness but also provide an outlet for women to seek legal counselling and support.
Norms	Women Working Hostels included in ADP 2016 and implemented in Punjab to provide safe and convenient accommodation to women working in urban cities that are originally from rural settings of Punjab. Chairman Planning & Development Punjab has already allocated PKR 100M to scale up the existing 16 Working Women Hostels to a total number of 36.
Business	Engaging 10 large corporates to mobilize over case of Gender Profitability by involving trade and commerce ministry and labour ministry. To mentor same over implementation of WEP principals and conducting gender audits by March 2017 (Will have one-on-one meetings to get them to sign CEO Statement of Support for WEPs, under the incentive structure proposed by the Provincial Government).
Norms	Engaging 10 universities to establish women mentoring councils to mainstream women in formal economy and unconventional job sectors. 50% of college / university graduates are women, however only 10% are visible in the formal work force. Punjab Government has collaborated with Aurat Foundation for financial support for establishment of mentoring councils.
Voice	(Future) Scale up of all commitments from provincial to national level through comprehensive advocacy strategy and highlighting the Punjab Women Economic Empowerment Initiative on the UN HLP, in order to create a demonstrative case study for other regions of UN Member States and also give back the deserving recognition and acknowledgment to the Punjab Government for their commitment to this extremely important cause.

Ms. Tina Fordham, Citi

Business	Have a reception for Citi clients to boost awareness of WEE issues and WEP (women’s empowerment principles) within private sector audience.
Business	Conduct consultation in Geneva with HLP Members and Swiss companies (objective as above).
Business	Conduct UK private sector/HMG consultation (in progress).

Driver	Action <i>(those in blue are in Chapter 4)</i>
Norms	Tina Fordham's to write an Op Ed in the London Evening Standard on the HLP work and WEE.
Norms	Forthcoming Citi Global Perspectives and Solutions report "Women as Global Growth Generators 2", chapter report to include contributions from HLP Members and timed to link to final March report.
	Establish a new Citi-UN Women partnership: Citi Global Branding is now working in partnership with UN Women's Economic Empowerment Unit to create a gender-positive procurement guide to highlight best practices and encourage corporations and governments to increase their procurement from women-owned enterprises (cross reference with commitment from UN Women as well).
Norms	Launch event in March of above report, to boost awareness across companies and investors of business case for WEE.

Ms. Justine Greening, DFID

Voice	As part of the Strengthening Women's Representation in Politics programme, strengthen women's effective participation in national and state houses of assembly, to identify an breakdown barriers to women's effective entry into and participation in politics, and to support women to build strong relations with their constituencies (Nigeria).
Care	Increase free childcare for three-and four-year-olds of working parents in the UK from 15 hours to 30 hours per week over 38 weeks of the year (from September 2017).
Assets	Support 1,840,000 people to access and use financial services, of which 60% will be women (as part of the Access to Finance Rwanda Phase 2 programme which was launched in March 2016. It is a £10.5 million contribution alongside Mastercard Foundation, SIDA, and USAID).
Assets	Enhance household energy access and business opportunities for women energy entrepreneurs in the Energy Africa programme, which is a campaign to accelerate the expansion of the household solar market in Africa. Through gender parity in the energy supply chain, women also benefit as providers of solar household systems.
Business	Pay transparency legislation is being introduced in the UK from April 2017. All businesses over 250 employees will be required to publish data showing the gender pay gap including bonuses. Women still earn just 80 pence for every pound earned by a man.
Business	Eliminate the remaining all-male board in the FTSE 350. The UK Government is promoting a business-led target of 33% of women on boards by 2020. The Davies review shows an increase every month since 2011, with just over 25% women on boards now achieved.
Norms	DFID's Skills for Employment (S4E) programme in Mozambique will increase access to relevant quality non-state vocational training leading to formal or self-employment.
Norms	Educating Nigerian Girls in New Enterprises (ENGINE) will offer approximately 5,400 girls in school after-school tutoring and, as well as training to advance their leadership and entrepreneurship skills. A vocational training programme focused on business and employment readiness will also be offered to approximately 12,600 young women who are currently out of school. After completing the vocational training programme, young women will have the opportunity to choose from a variety of employment opportunity, including receiving assistance to set up their own business as micro-retailers of Coca-Cola and .light products.

Ms. Renana Jhabvala, WIEGO (wiego.org)

Voice	Within the municipal and presidential elections in 2016, elaborate collective platforms for presenting demands and proposals of all sectors of informal workers through a step-by-step process, and share these with candidates running for the position of Mayor of Lima, and the Presidency of Peru. (Part of the Peru Capacity building project activities of WIEGO's Focal Cities Program) (ongoing).
Norms	Train young women in skills which will increase they employability (including self employment). Combine skill training with access to loaned for self-employed women.
Norms	Form youth groups with boys, educate them on sexuality and emphasize women's equality in opportunities.
Care	On-going work to establish and run child care centres and mobile creches. Train community women to run these centres.
Assets	Plan and implement mobile money project for SEWA members.

Driver	Action (those in blue are in Chapter 4)
Assets	Train women to become banking agents.
Assets	Enable financial inclusion (through loans) to increase access to housing and land.
Business	Conduct regional initiative to federate social enterprises of women informal workers in several countries of South Asia in order to strengthen product development and marketing capacity of existing social enterprises.
Government	<p>On-going work in support of cooperatives of waste pickers, health care workers, child care workers, and construction workers to secure contracts for and efficiently deliver on government solid waste, health care, child care and construction contracts through:</p> <ul style="list-style-type: none"> • Joint campaigns for recognition of waste pickers as environmental agents. • Technical and legal support to bids for government contracts by organizations of waste pickers. • Technical support, as needed, to build capacity of women cooperatives to deliver public services.
Voice	On-going mobilization of and support to women members of SEWA; on-going promotion of representation of SEWA members in relevant rule-setting, policy-making and collective bargaining processes.
Voice	Promote platforms for dialogue & negotiations between organizations of informal workers & cities/urban planners: Set up platforms for on-going dialogues and negotiations; Set up advisory groups to help broker the dialogues & negotiations; and Build advocacy and negotiating capacity of organizations of informal workers.
Norms	Development of curriculum and courses on urban planning/design and informal livelihoods: Joint development of urban planning curriculum that focuses on urban informal livelihoods; Joint teaching of courses on the topic; and Joint facilitation of practicums/exposure opportunities for students of urban planning schools.
Legal	<p>Ongoing work to support informal workers through:</p> <ul style="list-style-type: none"> • Jointly plan and frame project to assess and document legal barriers facing women informal workers. • Jointly undertake project to document legal barriers facing women informal workers. • Publish joint report on “Women Informal Workers and the Law.”
Legal	Research and documentation of how different types of laws, private and public, impact on women informal workers and their livelihood activities to build on-line resource for organizations of women informal workers and the lawyers/legal activists that support them: Joint research and documentation of how different types of law impact on women informal workers and their livelihood activities; Development and management of on-line resource on Laws and Women Informal Workers.
Legal	Provide legal literacy training to organizations of women informal workers and legal advice to organizations of women informal workers.
Legal	Local campaign to enrol domestic workers and their employers to implement provisions of existing national domestic worker law in one municipality of Lima, Peru through stakeholder consultations to discuss how best to implement provisions of existing law and enrolment campaign.
Government	<p>On-going work in support of cooperatives of waste pickers to secure contracts for and efficiently deliver on solid waste management services through:</p> <ul style="list-style-type: none"> • Joint campaigns for recognition of waste pickers as environmental agents. • Technical and legal support to bids for government contracts by organizations of waste pickers. • Technical support, as needed, to build capacity of organizations of waste pickers to deliver waste management services.
Care	Accelerate access of women informal workers to basic infrastructure at their homes and workplaces to appropriate technologies to enhance the productivity of their paid work.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Assets	Promote access to appropriate technology for women self-employed in the informal economy and measures to reduce theft and confiscation of equipment of women self-employed.
Legal	Accelerate efforts to secure regulated access to public space for livelihood purposes (as mandated in ILO Recommendation 204 on formalizing the informal economy).
Data	Accelerate on-going collaboration with ILO Statistics Department and UN Statistics Division to a) further improve the collection, tabulation and dissemination of statistics on women's paid work, including informal employment; b) further develop statistical concepts and methods to identify all activities and earnings of women's employment; and c) continue to make statistics and analyses readily accessible to researchers, policymakers and advocates in user-friendly formats.
Voice	<p>On-going support to build and strengthen organizations and networks of women informal workers in four sectors: domestic workers, home-based producers, street vendors and waste pickers; and on-going promotion of representation of worker leaders from these organizations in relevant rule-setting, policy-making and collective bargaining processes (at the local, national and global levels). Though:</p> <ul style="list-style-type: none"> • Mapping and linking organizations of women informal workers. • Building capacity of organizations and networks of women informal workers, including: capacity for democratic organization building, advocacy and policy analysis. • Promoting opportunities for the organizations and networks to visit and meet with each other to exchange information and strategies and to build solidarity. • Promoting platforms for policy dialogue and negotiations between informal worker leaders and relevant dominant stakeholders. • Facilitating delegations of informal worker leaders to International Labour Conferences, World Urban Forums, Climate Change Negotiations, Habitat III preparations and summit.
Care	Improve pay and working conditions of paid child care providers employed by the public sector as part of global campaign on child care.
Voice	<p>Organize exposure-dialogues with organization of waste pickers in Bogota, Colombia and with SEWA members in Ahmedabad, India, involving lawyers and legal scholars, on legal barriers facing women informal workers.</p> <ul style="list-style-type: none"> • Subsequent exposure-dialogues in selected countries where organizations of women informal workers are engaged in legal struggles • Technical notes on legal lessons learned from each exposure dialogue • Legal reform agenda building on lessons learned from the exposure dialogues
Care	Jointly plan and implement international campaign for child care as a core pillar of social protection—at the local, national, regional and international levels.
Legal	Jointly plan and implement campaign in different countries and at global level to ratify Convention 177 on Homeworkers.
Assets	Jointly plan and implement project on Digital Technologies for Informal Workers.
Business	On-going negotiations to secure better piece rates and working conditions for homeworkers in supply chains: assessment and setting of appropriate piece rates that take into account the costs of production borne by homeworkers; framing of corporate social responsibility re pay and working conditions of homeworkers in supply chains; and negotiations with lead firms and their suppliers.
Norms	Use media (newspapers, television, social media) to highlight issues of informal women workers.
Business	Collaborative effort to link collective enterprises of women informal workers to export markets and global supply chains on fair terms.
Legal	Undertake research and documentation on law and women informal workers.
Ms. Christine Lagarde, IMF	
Legal	Build on recent research on the effect of legal restrictions on macroeconomic outcomes, through the impact on women's economic empowerment.

Driver	Action (those in blue are in Chapter 4)
Legal	Continue analytic work and policy advice to member countries to support increased female labour force participation, including on well-designed family leave and flexible work arrangement policies, investments in childcare, and provision of key basic infrastructure.
Care	Given the macro-economic implications arising from gender inequality, and with the aim of promoting macroeconomic stability, continue research on the links between gender inequality and growth, and the impact of policies on gender inequality.
Assets	Conduct research on the benefits of greater financial inclusion. To improve gender data on financial inclusion, extend the Financial Access Survey to include a gender dimension, through a pilot project.
Data	The IMF is examining the impact of gender budgeting on reducing gender gaps in education, health, and unpaid work. They will continue updating gender inequality data indices, disseminating a data toolkit on gender budgeting efforts and, when appropriate and macro-critical, use the analysis to provide advice to member countries in surveillance.
Mr. Amadou Mahtar Ba, AllAfrica Global Media	
Norms	AllAfrica will (1) be a global distribution platform for content produced by the Women in Media Network and act as liaison to promote publication of the content across Africa through AllAfrica's network of over 100 media organizations. AllAfrica will (2) work directly with African Women's Development Fund (AWDF) and Graca Machel Trust to develop compelling content and multi-media storytelling—shareable through mobile devices and social media—around issues of women's empowerment and will feature them prominently on social media. AllAfrica aims to have both initiatives fully developed in early 2017.
Norms	Support #iamtheCODE initiative to teach 6,000 girls and women in STEM and design in Africa every year from 2017. Work has already commenced in Uganda and Senegal.
Norms	Amadou Mahtar Ba has initiated discussions with partners to include "Women Empowerment" in the lists of categories for the annual CNN-Multichoice African Journalists Awards, the most prestigious journalism awards in Africa. It is expected that this pan-African recognition would take effect from 2017, the 22nd edition of the competition.
Ms. Phumzile Mlambo-Ngcuka, UN Women	
Norms	Provide mentors, leaders, training and education through iLearn. iLearn is a global mobile learning platform where women entrepreneurs from all over the world share their experience 'behind the business plan', challenges, personal reasons that drove and inspired them, and the obstacles they overcame. iLearn is available in eight languages: Arabic, Bangla, English, French, Hindi, Portuguese, Spanish, Swahili and soon in Chinese.
Norms	Following on from the adoption of the New York Declaration on Refugees and Migrants, UN Women will work with treaty monitoring bodies, including those supporting the Convention on Migrant Workers and the Convention on All Forms of Discrimination Against Women, to strengthen reporting by Member States to capture the situation of women.
Norms	Provide mentors, leaders, training and education through iLearn. iLearn is a global mobile learning platform where women entrepreneurs from all over the world share their experience 'behind the business plan', challenges, personal reasons that drove and inspired them, and the obstacles they overcame. iLearn is available in eight languages: Arabic, Bangla, English, French, Hindi, Portuguese, Spanish, Swahili and soon in Chinese.
Norms	Engage men and boys through HeForShe. HeForShe initiative breaks down adverse norms by engaging men and boys as change agents toward the achievement of gender equality. HeForShe is a global solidarity movement that provides men and boys with a systematic approach and targeted platform to engage in equality issues. Since its launch, HeForShe has been the subject of more than 2 billion conversations on social media, with off-line activities reaching every corner of the globe. <ul style="list-style-type: none"> • Through the HeForShe website, hundreds of thousands of men have made concrete commitments to creating a gender equal world, and many have shared their stories to inspire others. • In June 2015, UN Women's HeForShe initiative partnered with MenCare and the Clinton Foundation's No Ceilings: The Full Participation Project on the launch of the first ever State of the World's Fathers report. The report provides a global view on the state of men's contribution to parenting and caregiving around the world.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Norms	Change norms and attitudes about informal work through the MGNREGA programme in India, through a threefold strategy: (a) Institutional Strengthening; (b) Awareness Building regarding rights and entitlements; and (c) Sustainable Gender Responsive Livelihoods.
Business	Build capacity for signatories to the Women’s Empowerment Principles to implement commitments to the WEPs. Identify and make available relevant training, on UN Women’s Virtual Skills School. Undertake a gap analysis and create global public goods in areas where products do not exist. This includes, in partnership with Citi and input from WEConnect International, developing a training guide on gender-responsive procurement.
Business	<p>Expand procurement opportunities for women owned businesses. UN Women will lead a UN Task Force on Empowering Women through UN Procurement Partners (including Commonwealth Business Women, UN Global Market Place and UN Development Business) and a flagship programme on Stimulating Equal Opportunity for Women Entrepreneurs through investment, affirmative procurement, and supply chain. Key pillars include:</p> <ol style="list-style-type: none"> 1. Gender-responsive public procurement (e.g. Kenya quota of 30% sourcing from women, minorities and people with disabilities). 2. Engendering international public and private investment. 3. Gender-responsive corporate procurement (focusing on the Women’s Empowerment Principles). 4. Capacity of women-owned businesses to benefit from procurement strengthened. <p>Support delivered at the global level through: (1) Development of global public goods; (2) Capacity development for key stakeholders engaged in procurement, investment and supply chain management and implementation; and (3) Partnerships with governments, business and regional groupings.</p>
Voice	<p>Advance women’s political empowerment and leadership through the Women’s Political Empowerment and Leadership Flagship Programming Initiative. Four priority outcome areas, which will require actions from a coalition of partners to achieve transformative change:</p> <ol style="list-style-type: none"> 1. Support development and implementation of robust legal frameworks and administrative arrangements, including relevant reforms to constitutions, laws, regulations or party statutes, and policy actions such as setting numerical targets for women in leadership positions with temporary special measures (TSMs) and reforming party statutes. 2. Expand and diversify the pool of qualified and capable women to run for election, including through initiating programmes that boost women’s confidence and capacity to lead, enhancing their campaign strategies and techniques and promoting linkages with supportive civil society organizations. 3. Transform gender norms so that women are accepted as legitimate and effective leaders, including through developing campaigns that sensitize the media and electorate on the need for women in public life at all levels, and by working with men and male champions. <ul style="list-style-type: none"> • Support women leaders in gender-sensitive political institutions, including parliament, political parties and Election Management Bodies (EMBs), to create opportunities for women to work at different levels of government. Attracting, promoting and retaining women leaders, and highlighting the constructive contribution they make to decision-making, will help create role models.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Legal	<p>Prevent and respond to sexual violence against women and girls in public spaces through the “Safe Cities and Safe Public Spaces” initiative. Participating cities commit to:</p> <ol style="list-style-type: none"> 1. Identify gender-responsive locally relevant and owned interventions. 2. Develop and effectively implement comprehensive laws and policies to prevent and respond to sexual violence in public spaces. Capacity building, awareness raising, community mobilization and other strategies to advocate, develop, and monitor the effective implementation of law and policies. 3. Investments in the safety and economic viability of public spaces. A gender approach to urban planning ensures that the needs of women and men are taken into account across all municipal departments’ planning. 4. Change attitudes and behaviours to promote women’s and girls’ rights to enjoy public spaces free from violence. Girls, boys and other influential champions are engaged in transformative activities in schools and other settings to promote respectful gender relationships, gender equality, and safety in public spaces. <p>At global level, UN Women will build on the package of guidance notes and other tools are available which can be adapted to country context and facilitate an online Knowledge and Exchange Platform, and convene a Global Leaders’ Meeting to promote exchange and advance knowledge on trends, practices and lessons learned in safe cities and safe public spaces initiatives.</p>
Assets	<p>Pilot and expand the Buy from Women Enterprise Platform, a partnership of UN Women, the government of Rwanda and the World Food Programme as a data-driven, enterprise platform to connect women farmers to information, finance and markets. It maps farmers’ land plots, generates yield forecasts and provides farmers with real-time reports of key performance indicators.</p>
Legal	<p>Promote women’s entrepreneurship for sustainable energy through the Women’s Sustainable Energy Access and Entrepreneurship Flagship Programme. The global Programme will initially focus on Senegal, Morocco, Myanmar, India, Indonesia and Bolivia to:</p> <ol style="list-style-type: none"> 1. Promote gender-inclusive energy planning and policies by increasing women’s participation in policy formulation, developing targeted policy measures and linking energy policy making with other sectors, notably education and health. 2. Remove skills, information and social norms barriers for women sustainable energy entrepreneurs, and ensure safe, bias-free working environments that attract, retain and promote women. 3. Improve access to finance for women entrepreneurs, particularly by strengthening traditional and innovative financial intermediation services (e.g. direct and directed lending, credit enhancement mechanisms, capacity development for commercial banks, integrated web-based platforms and challenge funds). 4. Promote women’s productive use of sustainable energy, particularly in agriculture and micro-enterprises, and reduce their time dedicated to unpaid domestic and care work.
Norms	<p>Promote young women’s employment in the private sector in Egypt through the Egyptian Women, Pioneers for the Future! Programme:</p> <ul style="list-style-type: none"> • Programme will contribute to improving young women’s access to private sector jobs and making the private sector a better employer for women in Egypt. • Seeks to strength the capacity of young women from 3 targeted communities in Cairo and equip them with required skills that match the requirements of the private sector This will facilitate their employment in the partner French companies and their sub-contractors in Egypt. • Provision of specialized training as well as internship and mentoring programs will contribute to their preparedness for the labour market. • Partner private sector companies will go through a process of review of their policies to ensure its gender responsiveness and readiness to attract, retain and promote female employment.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Legal	<p>Provide leadership on pay transparency and gender equity targets in recruitment, promotion and pay through the Global Coalition on Equal Pay. The Coalition (to be comprised of high level representatives from governments, the private sector, civil society, trade unions, grassroots leaders, and celebrities globally) will build on the substantive work that has already been done on gender pay gaps and leverage existing global, regional and national initiatives on Equal Pay. The work of the Coalition will have a special focus on intersectionality and on the integration of a gender responsible implementation in order to dismantle some of the main barriers to the achievement of women's economic empowerment angle gender equality. It will operate with the following objectives:</p> <ol style="list-style-type: none"> 1. Raise public awareness on equal pay and related issues at global level through a strong political advocacy campaign with key moments around the launch (Ontario, Fall/Winter 2016), CSW 61 (March 2017), and other key intergovernmental processes. 2. Lead high quality policy technical work (global expert consultation on the issue in Europe, Spring 2017; and related technical report) to support country work and valorize good practices. 3. Engage in political dialogue with select countries to start the process of implementation of concrete measures in favour of equal pay by 2020, in collaboration with UN Women and ILO.
Data	<p>Enhance production, availability, accessibility and use of quality data and statistics on key aspects of gender equality and women's empowerment through the either Production and Use of Gender Statistics for Evidence-Based Localization of the SDGs (Gender Statistics FPI) Initiative. Three interlinked areas of work:</p> <ol style="list-style-type: none"> 1. Enabling environment: Building a supportive policy and institutional environment for the localization (i.e., national and local adaptation) and effective monitoring of the SDGs. 2. Data production: Increasing the quality, comparability and regularity of gender statistics to address national data gaps and meet reporting commitments under the SDGs and other international treaties and agreements, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action, as well as national priorities. 3. Data accessibility: Ensuring that gender statistics are accessible to users in governments, civil society, academia and the private sector and are analyzed to inform policy-making and advocacy and to monitor progress on the SDGs.
Assets	<p>Support women in agriculture through the Climate-Resilient Agriculture Flagship Programming Initiative, which has four priority outcome areas:</p> <ol style="list-style-type: none"> 1. Increase women's land tenure security by building political will and addressing discriminatory social and customary norms. 2. Improve the productivity and reduce time poverty of women smallholder farmers by ensuring equal access to information, and labour-saving technologies, agricultural inputs and services. 3. Remove financing barriers to allow women farmers to invest in climate-resilient agriculture by engendering lending practices of public and private financial institutions, including through directed lending, direct lending, and credit enhancement mechanisms. 4. Increase access of women farmers to higher-added value markets by supporting women farmers to form market associations or cooperatives, and strengthening their capacity to meaningfully participate in the green value chain and move from production, to aggregation, processing and distribution. Preferential access through quotas, targets, and tax exemptions for women cooperatives may be required. Investments will be needed in local infrastructure, including roads, sustainable transport, post-harvest storage facilities and cooperative processing plants, to improve women's access to markets and save time.
Legal	<p>Promote and Protect Women Migrant Workers' Labour and Human Right. Working in collaboration with UN Women's country offices in Mexico, Moldova and the Philippines, explore the vulnerabilities and risks faced by women migrant workers and their role as agents of development. Transnational and comparative data gathering tools for gender-sensitive research and policy on migration and development will be developed, with the ultimate goal of strengthening international human rights mechanisms and advancing dialogue to address the needs of migrant women.</p>

Driver	Action <i>(those in blue are in Chapter 4)</i>
Norms	<p>Address bias and gender discrimination in justice delivery through the Women’s Access to Justice Flagship Programming Initiative, which has three strategies:</p> <ol style="list-style-type: none"> 1. Sustained justice reform through a gender-responsive enabling environment (in laws, policies and fiscal space). Review of laws will not only entail the passage of new legislation, but also continued analysis of impediments to the implementation of those already in place. 2. Strengthen the capacities of formal and informal justice actors in eliminating institutional and cultural biases and enhancing accountability. Using a two-pronged approach, the Programme will provide: (1) technical assistance to engendering the training curriculum of national justice institutions to ensure system-wide impact; (2) support partners, e.g. Civil Society Organizations (CSOs), to implement training programmes for justice institutions to address the strategic needs of poor women. The focus will be on institutions to which poorest women are more likely to seek assistance, such as community police stations and formal and informal courts, which deal with violence-related cases, small commercial claims and personal status issues—marriage, divorce, child custody and maintenance and inheritance. Capacity building will also be accompanied by simple data collection techniques that will allow these institutions to monitor disposal, conviction and attrition rates on a regular basis. 3. Increase demand for justice by women and their visibility in justice administration. Using the HeForShe Campaign and other advocacy opportunities and downstream interventions, the Programme engages traditional and religious leaders, community-based paralegal and para-judicial services organizations in increasing the demand for justice among women.
Legal	<p>Promote income generation and improve women’s income security by expanding decent work opportunities and access to gender-responsive social protections by undertaking specific actions in four key areas:</p> <ol style="list-style-type: none"> 1. Supporting gender responsive economic policies that support employment creation and income security for women 2. Promoting productive employment and decent work for women through collective action, labour law reviews and improved government and corporate policies. 3. Recognizing, reducing and redistributing unpaid care work 4. Increasing women’s access to social protection, including social protection floors that guarantee income security during the life cycle. <ul style="list-style-type: none"> • The Programme will be implemented through a portfolio of country projects supported by a Global Policy Project. Initially, the Programme will be launched in seven countries. The Global Policy Project will support country projects by developing policy support tools, providing assessments of gender differentiated impacts of national policies and programmes, improving data collection, providing technical assistance for capacity strengthening and training, building global and regional partnerships, convening communities of practice, ensuring knowledge management and solution exchanges, and policy advocacy.
Assets	<p>Conduct consultations with the Government of the Democratic Republic of Congo (DRC) to establish a women Entrepreneurs’ Bank in DRC. The bank will set up a system of working with financial cooperatives located in rural and less accessible areas, to enable women who are in very remote parts of the DRC to benefit from the advantages of the credit system to be set up by this bank.</p>
Assets	<p>UN Women and Mastercard will launch a pilot programme in Nigeria, which aims to provide half a million Nigerian women with ID cards enabled with electronic payments functionality to improve access to finance.</p>
Assets	<p>Support the Consortium named New Faces, New Voices (NFNV), an organization that aims to achieve women’s financial inclusion by helping women to increase their access to finance directly and through new investment initiatives including a USD 20 Million women investment fund to be mobilized and closed by end 2016.</p>

Driver	Action <i>(those in blue are in Chapter 4)</i>
Assets	UN Women aims to influence the development of gender sensitive products in Zimbabwe (working with Barclays Bank of Zimbabwe and the Reserve Bank of Zimbabwe). UN Women is providing inputs into the National Financial Inclusion Strategy to promote equal access to finance for women, which is being developed by the Reserve Bank of Zimbabwe. Focus on three pillars of financial inclusion: education, eligibility, policy & regulation, intermediation facility and distribution channel.
Assets	Working with the central bank in El Salvador to promote the design of specialized lines of credit that allows access to finance to women-owned businesses, women farmers, and other small entrepreneurs.
Legal	UN Women will work with partners on an international campaign calling for action on Domestic Workers Convention 2011 (No. 189). the goal is for States to either sign or publicly commit to ratifying this instrument, and encourage countries to submit a good practice of implementation; examples from countries proceeding towards ratification of good practice in changing national laws, regulation and administrative instructions in line with requirements under C189, and countries kick off the process through a national (or similar) consultation.

Mr. Guy Ryder, ILO

Legal	Develop and implement action plans to tackle work-related violence in selected sectors. A global analysis and trade union guide is also foreseen.
Care	Bring together a range of work on care, determining the data and research gaps on the care economy, including the role of public investment in domestic work and the global care chains, and seeking to address these. It is also designing and developing manuals for care provision, and providing forums for dialogue on this key issue (Women at Work Centenary Initiative).
Care	Maintain and expand a legal database on maternity, paternity, parental and adoption leave and benefits, breastfeeding arrangements and childcare, among others. Maternity protection and work-family balance indicators are also being prepared.
Legal	Continue to implement the ILO Officewide Strategy to make Decent Work a Reality for Domestic Workers, as one of the leading campaigns for the promotion of ratification and implementation of C189.
Norms	Create a Month of the Woman Entrepreneur (MOWE) in Tanzania (October or November 2016), to promote, showcase and advocate for women's entrepreneurship.
Norms	Integrate gender issues into formulation, implementation and monitoring and evaluation of national employment policies and programmes for creating more and better jobs equally for women and men at least in 50 countries, and in capacity-building undertaken at various levels.
Norms	Conduct research on female entrepreneurs crossing-over to male-dominated sectors. Men will be engaged in trainings targeting women entrepreneurs, following recommendations from the 2015 Issue Brief on Engaging Men in WEE and WED interventions.
Norms	Provide training and certification in ILO's gender-sensitive business management training to women in Algeria and Morocco and other countries.
Norms	Develop a mentoring component add-on to ILO's gender-sensitive business management training to support women consolidate their businesses.
Norms	Director General to provide leadership and role model as a member of the "International Geneva Gender Champions", a network of senior leaders working to advance gender equality in the executive management of their institutions and their programmatic work through concrete and measurable commitments.
Norms	Support in closing the gender gap in representation of women in employers' and workers' organizations and high-level meetings among ILO Constituents—set a target for parity (40–60% of either sex).
Norms	Strengthen the capacities of employers' and workers' organizations as part of the "2016–21 ILO strategy on the follow-up to on the formalization of the informal economy", including: awareness-raising and advocacy activities (regional knowledge-sharing; national and global forums); capacity building of constituents (academy on formalization; course on designing an integrated policy framework for the transition to formal economy; on measuring and monitoring informal employment); knowledge development and dissemination; and international cooperation and partnerships.

Driver	Action (those in blue are in Chapter 4)
Voice	Support ILO constituents to undertake global, regional and national awareness campaigns as part of the “ILO strategy to make decent work a reality for domestic workers” (on-going).
Legal	<p>Implement the “ILO Strategy to make decent work a reality for domestic workers worldwide (DW4DW)”:</p> <ol style="list-style-type: none"> 1. Supporting ILO constituents to: ratify and implement; to extend, implement and enforce labour and social protections to domestic workers; raise awareness about the rights of domestic workers; build the capacity of workers’ and employers’ organizations to organize domestic workers and their employers and participate in tripartite and bipartite social dialogue, including collective bargaining. 2. Conducting global research on good practices. 3. Facilitating knowledge sharing among constituents.
Legal	Promoting bilateral cooperation and dialogue for the protection of women migrant workers, in particular migrant domestic workers, aimed at reducing migration and recruitment costs, designing and implementing gender sensitive bilateral agreements, providing reliable information and training, legal assistance and effective access to justice, and supporting organization and voice.
Legal	Support investment in skills recognition across borders and competency qualification framework, especially for migrant domestic workers as part of Skills’ programmes for domestic workers.
Legal	Implement a new ILO office directive, signed by the ILO Director-General in July 2016 on the employment of domestic workers by ILO officials, to ensure domestic workers enjoy decent living and working conditions in line with Par. 29 of the ILO Strategy on Domestic Workers and share the directive with other international organizations for their consideration and possible replication.
Legal	Promote ratification and implementation by the largest number of Member States of ILO’s gender equality Conventions (namely, C. 100, C111, C156, and C.183).
Care	Develop estimates on the global extent and costs of maternity and care-related discrimination, and research on what works in addressing this issue and extending maternity protection to women in the informal economy. Use the results to carry out advocacy activities, including as part of the celebration of the first centenary of the first Maternity Protection Convention (No.3) in 2019 (Women at Work Centenary Initiative).
Legal	Develop legal and policy knowledge to support the setting of new international labour standards (i.e. convention and/or recommendation) on violence against women and men in the world of work (2016–2019).
Legal	Support ILO’s 187 member States in building comprehensive and inclusive social protection systems, including social protection floors through Social Protection Flagship Programme.
Legal	Enhance global coordination and advocacy on social protection issues and to coordinate international cooperation in country demand-driven actions through the Social Protection Inter-agency Cooperation Board.
Legal	Under the ILO DW4DW and R204 strategies, support constituents to raise awareness nationally and globally about the rights of domestic workers and workers in the informal economy and support formalization.
Legal	Conduct an assessment of the business environment for women’s entrepreneurship according to six key framework conditions and give policy recommendations for Morocco, Algeria and Tunisia.
Voice	Support women associations in Somalia to improve their internal management, outreach to and attraction of members.
Assets	Conduct analysis of financial and non-financial service providers in Algeria and Morocco, to identify gaps in services provided to women entrepreneurs using a gender-self check guide called “FAMOS”.
Legal	Provide technical support for the ratification and promotion of ILO Employment Policy Convention, 1964 (No.122) to promote full, productive and freely chosen employment (global).

Driver	Action <i>(those in blue are in Chapter 4)</i>
Legal	Under R204 and the DW4DW strategy support constituents to extend labour and social protections to workers in the informal economy and to domestic workers and facilitate transition to formality, design and implement effective mechanisms for social insurance, labour inspections and dispute resolution, build the capacities of workers' and employers' organizations towards tripartite and bipartite social dialogue, including collective bargaining.
Legal	Assist ILO constituents on laws, policies and programmes to extend maternity protection, paternity/parental leave and childcare services to workers in the informal economy, including through support to care cooperatives.
Care	Promote and support women participation on employment intensive investment programmes/projects to develop infrastructures, such as roads, irrigation, water supply systems, social care services for both productive and social purposes, in which women can be employed in decent wage employment and can also develop technical and managerial skills in 15 countries.
Assets	Continue to implement social finance programme to extend financial services equally to both women and men—both for productive and social protection purposes (such as micro-insurance schemes).
Voice	Bring together multinational enterprises, employers' organizations and corporate foundations through the "Global Business Network for Social Protection Floors" to support the promotion and establishment of social protection floors worldwide, document and share company good practices, including action on maternity and paternity protection.
Voice	Promote trade union membership and leadership for women, and integrate gender equality provisions in collective bargaining agreements through research, capacity building and advocacy in ILO member States.
Voice	Support employers' and workers' organizations to participate in social dialogue on the transition to the formal economy and to extend membership and services to workers and economic units in the informal economy through the development of an explanatory guide on R204; the "Global workers' academy on the transition from the informal to the formal economy"; guidelines on how to develop an employers' organizations policy advocacy agenda towards the transition of informal enterprises to formality; the adaptation of the "Enabling Environment for Sustainable Enterprises" (ESEE) methodology to provide better guidance and support to constituents on issues regarding enterprise formalization. This includes a pilot ESEE assessment with a special focus on enterprise formalization in South Africa.
Voice	Conducting research on legal and administrative barriers to freedom of association and collective bargaining in domestic work, on the basis of which it will develop tools to support workers' and employers' organizations to organize and participate in collective bargaining in a number of countries.
Legal	Support workers'—organizations to build their capacities to develop and implement organizing strategies, develop information materials and provide services targeting migrant women, in particular migrant domestic workers, and cooperate more effectively across borders. This includes promoting trade-unions-to—trade unions agreements on migrant domestic workers signed across corridors such as Paraguay-Argentina; Indonesia Malaysia, Zimbabwe-Lesotho-South Africa and Ukraine-Poland, support to information and knowledge sharing among unions, capacity building for trade unions and leadership training for migrant women unionists.
Data	Fill gender data and research gaps in relation to the measurement of unpaid and paid work, including care, domestic work and the informal (based on the ICLS 2013 Resolution), and seek to address these, including developing new statistical standards, increasing the availability of data cross-tabulated by gender and other characteristics, country technical assistance, training and forums for dialogue on the issue. (Women at Work Centenary Initiative, R204 and DW4DW Strategies).
Data	Build national statistical offices' capacities through training materials to highlight the gender dimensions of labour market statistics, the global and regional editions of the ILO–International Training Centre's "Labour Market Statistics Academy", and the use of stylized question sequences or modules for inclusion in labour force surveys to measure participation and time spent in the provision of unpaid household services. A video has also been prepared.
Data	Research on the direct and spillover impacts of business training and mentoring of female entrepreneurs in Kenya based on a randomized control trial.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Data	Conduct research on good practices and policy outcome measurement particularly with respect to domestic work and the informal economy, including banking and financial services for workers and economic units in the informal economy (ILO Dw4DW and the Follow up to R204 strategies).
Data	Global research on labour migration and recruitment costs for migrant women and men.
Data	Up-date the data on the profile of Women and Men in the Informal Economy (global).
Data	Research on gender implications of the impact of innovation and technology on the world of work as part of the Future of Work Initiative.
Care	Provide more information to create awareness on water fetching/water collecting activities and their impact in the economy and on women's health.
Assets	The ILO supported the establishment of a financial mechanism—the Corridor Economic Empowerment Innovation Fund—which includes a loan system based on country-level partnerships with financial institutions to provide women living with or affected by HIV with business skills and resources to start and develop economic activities. In Zambia, the implementation of the loan system resulted in increased investment in education (20%), in health (24.3%) and nutrition (30%). The ILO is trying to scale up the work in six countries in Southern Africa: South Africa, Zambia, Zimbabwe, Mozambique, Malawi and Tanzania and replicate it in East and West Africa (possibly Kenya and Uganda, Nigeria).
Assets	Ongoing Women's Entrepreneurship Development and Economic Empowerment projects trains and certifies women in ILO business management training packages, including "Start Your Business" and "Gender and Enterprise Together: GET Ahead". Programme also links loans with complementary services, such as business and entrepreneurship skills training, financial education training, advisory and mentoring services, etc.
Legal	<p>Launching an Alliance on Equal Pay, with 3 key objectives:</p> <ul style="list-style-type: none"> • Universal ratification of the ILO Equal Remuneration Convention. • Improved national legislation and strengthened enforcement mechanisms. • Reduced gender pay gap at the national level. <p>As concrete measures to assist countries in achieving target 8.5 on equal pay, the alliance will engage in coordinated and coherent action at the COUNTRY level, including to provide concrete solutions to addressing legislative gaps; ensure capacity building for responsible institutions including monitoring and enforcement mechanisms; promote effective collective bargaining practices on gender equality and pay equity; share concrete tools and good practices; and foster collaboration among like-minded countries.</p> <p>At the GLOBAL level, the alliance will analyse data; monitor trends; disseminate findings, including obstacles, progress, good practices; and propose recommendations for improvement. Members of the HLP may consider joining the alliance and supporting these efforts at the national and /or global level.</p>

H.E. Samia Suluhu Hassan Tanzania

Assets	<p>Conduct 3-year program to empower women entrepreneurs economically through microfinance through:</p> <ul style="list-style-type: none"> • Conducting an economic status assessment to identify communities that will benefit from project; and women take self assessments to identify economic opportunities and constraints in communities. • Facilitating and support women achieving vocational and microenterprise development skills through training (also peer mentorship and soft skills training). • Facilitating access to income and income generating activities for women, esp. in rural areas. • Facilitating increase of ownership of factors of production (particularly land).
Government	Include a 30 percent quota of all government procurement for women, youth and persons with disabilities under the Public Procurement Act (2009) in September 2016, and commits 40 percent of all procurement in councils to come from women and youth in 2016.

Driver	Action <i>(those in blue are in Chapter 4)</i>
Legal	Promote public and community awareness campaigns including International Day on Zero Tolerance on Female Genital Mutilation and Day of the Girl Child (ongoing). The Government coordinated the establishment of the Child Help Line No. 116 which was launched on 15th June, 2013. The Child Help Line number enables children and communities to report violence acts against children from different regions.
Legal	Extend social security coverage to self-employed and informally employed workers in Zanzibar, as well as prohibit discrimination against women in employment (as part of the 2014 Zanzibar Social Protection Policy, 2014) (ongoing). Specifically through this policy, the Government has committed to “work with Zanzibar Social Security Fund (ZSSF) to extend access to social and the benefits provided by social security through extension of social security coverage to self-employed and informally employed workers. The policy prohibits discrimination against women in employment.
Legal	Ensure at least one third of the Members of the District Councils and Urban Wards are women. At the village level, ensure women account for 25 percent of the Village Council.
Assets	<p>MALAIKA Campaign to support women and people with disabilities financially and enable them to be successful entrepreneurs:</p> <ul style="list-style-type: none"> • Provide loans with soft conditionality to women and disabled (low income, especially in rural areas) (Tanzania Women’s Bank—separate code specific to MALAIKA account). • Work with mobile money providers (e.g., M-Pesa) to ensure and guarantee money disbursements and collections transfers are done in a timely manner. • Women given mobile phones with lines to get information, loan history, access banks, transfer money. • Other pieces of the Campaign: trainings for capacity building, networking opportunities for women—one-month media push.
Norms	<p>Conducting Gender Discrimination & Media Campaign including the following:</p> <ul style="list-style-type: none"> • Designed awareness campaigns and programs on various forms of gender discrimination (campaign started July 2016). • Training of women media experts in gender issues to ensure positive image of girls and women. • Addressing public opinion using media and obtaining support through mass communication (including a public women’s forum), including (A). Radio program and (B) TV programs. • Working with key people in the media as trusted intermediaries including clergy, respected community leaders, local sports figures, government and political figures, celebrities and average citizens who are trusted in the community.
Norms	H.E VP “Mama Samia Suluhu Hassan offers best girls awards Ordinary and Advanced level Secondary School” (started August 2016).
Norms	<p>Provide mentors, leaders, training and education through the following ongoing efforts:</p> <ul style="list-style-type: none"> • T-WCP political leadership mentoring programme for women, youth and PWDs. • Tanzania Centre for Democracy Women Leadership Mentorship Programme.
Norms	<p>Change norms and attitudes about informal work through the following ongoing efforts:</p> <ul style="list-style-type: none"> • Tanzania Gender Networking Programme. • Gender and Development Social Seminars (GCSS). • Women Fund Tanzania support programme for women and men at the grassroots level. • Tanzania Women Cross-Party Platform Gender Democracy and Leadership training program for enhancing women visibility in the political leadership and democratic elections. • Special program to educate urban planners about informal livelihoods and promote platforms for dialogue between organizations of informal workers and cities/urban planners.

Driver	Action (those in blue are in Chapter 4)
Legal	<p>Campaigning and lobbying for nullification of oppressive Acts and provisions of the constitution (Coalition of Women and Constitution through the following ongoing efforts:</p> <ul style="list-style-type: none"> • TAWLA efforts to challenge the Marriage Act of 1971 which unlawfully provides for a girl of 14 years to get married on consent of parents or guardians. • Special programs done by ILO Tanzania and Social Security Funds which train workers on labour rules and laws.
Legal	Formulating a “gender desk” in government organization as well as at police post.
Norms	Including a convention and/or recommendation that includes gender studies in teaching curriculum at a lower primary level (Ministry of Education, Science, Technology and Vocational Training).
Voice	Providing legal and financial advice to ongoing strategic reform campaigns and or public interest litigation by organizations of women in the informal sector.
Legal	Launch a special program to recognize the informal sector in national statistics and to recognize their activities. In addition, encourage formalization of associations in the informal sector, helping them get soft loans from banks and the governments.
Care	Accelerate expansion of household solar market, the use of local gas in enhancing economic opportunities for women in the energy supply chain (Energy Africa Campaign); discourage the use of charcoal and wood—instead encourage use of modern cookers using gas and solar panel.
Assets	Conduct media campaign to educate people on laws pertaining to property ownership, to ensure women have land rights, and other issues.
Assets	Conduct program (under H.E. VP) for unbanked women to open a bank account through the Tanzania Women’s Bank and other banks, whereby 80% of unbanked women will have bank account numbers by 2020. This program also supports women to access soft loans, mobile phones and training.
Assets	Enable every woman to have access to soft loans through lower interest rate and removal of guaranteed equipment such as home appliances.
Assets	Offer capital to business women through different empowerment funds, access to financial services (under the National Economic Empowerment Council).
Government	Tanzania’s Chamber of Commerce, NGOs and other public institutions sensitized to support WEPs and conduct gender audits.
Business	Conduct a special campaign on provision of equal gender pay, with mass education to eliminate traditional barriers, and the goal of reaching gender equality in all levels and positions and creating an inclusive culture by 2020.
Business	Investing in “SheTrades” of the ITC—objective of connecting 1 million women entrepreneurs to global markets in next 5 years.
Business	Conducting special training on “upcoming women CEOs” (ongoing).
Government	All cities, municipalities and councils are obliged to set aside 5% of the total revenue collection for women’s economic empowerment and 5% for youth economic empowerment.
Assets	Through DFID support, a chapter on land has been drafted for the proposed new Tanzanian Constitution. The chapter enshrines women’s equal rights on land tenure which is celebrated as a huge step forward for women across Africa. Through the Land Tenure Support Programme, we intend to extend land rights in Tanzania to over 150,000 women by the end of 2017. This will be followed by a national scale up that will over the next 15 to 20 years see all Tanzanian women enjoy secure tenure rights.
Voice	Goal to have 50:50 in leadership and decision making by 2020 (Tanzania Women Cross-Partly Platform and coalition for Women and Constitutions).

Driver **Action** *(those in blue are in Chapter 4)*

Ms. Elizabeth Vazquez, WEConnect International

Business	<p>WEConnect International will work with corporations to increase their sourcing by an additional US\$10 billion per year from women-owned businesses globally by 2020—sourcing from the formal sector and strengthening the pipeline of women business owners in the informal sector and agriculture—by:</p> <ol style="list-style-type: none"> 1. Encouraging corporations to report on their sourcing from women-owned businesses and by recognizing and rewarding large buyers that ask their prime suppliers to report on spend with women-owned businesses. 2. Training women business owners on how to sell to large organizations and how to do business with each other, including connecting them to smaller suppliers. 3. Collaborating with multilaterals, governments, corporations and civil society on how to deliver on these goals, including teaching governments how to: <ul style="list-style-type: none"> • Source more from women suppliers. • Create a more enabling environment for women business owners who want grow. • Offer incentives to the private sector to be more inclusive in their sourcing practices. • Collect sex disaggregated data on women-owned businesses, registering their companies and reporting to the local economic census.
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Mr. Jim Yong Kim, World Bank Group

Care	<p>Leading a new initiative (launched in September 2016) in partnership with a network of companies to help develop employer-supported childcare services. The objective is to encourage a group of forward-thinking, like-minded private sector employers to identify and implement childcare solutions that are good for business, employees, and communities. Companies that have signed on and strategic partners: MAS Active—Al Safi, Jordan; Safaricom, Kenya; Sumitomo Chemical America, US; Bauduco, Brazil; HBL, Pakistan; Mindtree, India; Care.com; Kidogo, Kenya.</p>
Data	<p>Collaborating with the private sector to develop better sex-disaggregated data by banks.</p>
Data	<p>Conducting the Evidence and Data for Gender Equality (EDGE) project to 1) test various approaches to measuring a) individual level asset ownership and control, and b) entrepreneurship, and 2) formulate international guidelines on best practice for measurement which will be submitted to the UN Statistical Commission in 2017. As part of the project, pilot data collection to refine methodologies has been conducted in several countries, including Georgia, Maldives, Mexico, Mongolia, the Philippines, South Africa and Uganda, and the WB will roll out pilots in two more in FY17.</p>
Data	<p>Operationalizing the new employment definitions of the 19th International Conference of Labour Statisticians (ICLS), which has radical implications for the classification of women in farming (a substantial share of the female workforce in developing countries). Data collection has been piloted in several countries, and the partners will expand data collection in 2017 to two more countries.</p>
Norms	<p>Improving human endowments—health, education, and social protection by: (1st) further decreasing maternal mortality, improving women’s access to health services, closing the remaining gender gaps in education, and expanding social safety nets; (2nd) ensuring health care for an aging population and for non-communicable diseases; improving early childhood development; breaking down gender stereotypes in teacher training and curriculum development; increasing girls’ enrolment in science, technology, engineering, and mathematics (STEM); facilitating school-to-work transitions; and developing innovations to promote women’s economic empowerment in social safety net (SSN) interventions (more on SSN interventions in following actions).</p>
Norms	<p>Continue to support client countries in expanding social safety nets (SSNs) for the world’s poorest women and men by ensuring that sound gender analysis feeds into the design by providing information about different vulnerabilities and risk-management strategies, as well as opportunities for employment and income generation.</p>

Driver	Action <i>(those in blue are in Chapter 4)</i>
Norms	Foster best-fit transformative linkages between core social safety nets (SSNs) interventions and broader opportunities for women. In enabling contexts (that is, those with strong political leadership), support governments in complementing basic SSNs with interventions to close gaps in endowments (literacy), voice and agency (counselling on parenting, reproductive health, and GBV), and expansion of economic opportunities (productive inclusion of female smallholders, access to financial services). In more challenging contexts, the Bank Group can leverage its expertise to complement cash transfers with financial services (savings and microcredit).
Norms	Engage more with men in social safety nets (SSNs) interventions by building a set of good practices to bring men into parenting and care in settings such as Mauritania, Niger, and Peru, and to promote transformative dynamics within the household and address GBV through interventions complementary to the core SSN benefits.
Voice	Build strategic partnerships for both program delivery and advocacy about gendered risks according to the country context. Partnerships with the private sector can enable social protection systems to provide a more integrated continuum of services from disaster risk management, to social assistance, to credit and insurance. Strategic partnerships for advocacy can help widen country dialogue on key gendered risks and interventions to manage them.
Business	Removing constraints for more and better jobs (Increasing women’s participation in the labour force, their income-earning opportunities, and their access to productive assets). Partnerships with the private sector are critical to advancing economic opportunities for women—one such partnership, SheWorks, led by the International Finance Corporation, focuses on quality employment opportunities for all. The strategy will focus on key obstacles to more and better jobs—lack of care services, unsafe transport, and occupational sex segregation.
Assets	Removing barriers to women’s ownership of and control over assets. Focus on key productive assets such as land (individual ownership and female access to community-owned lands), housing, and technology. Access to financial and insurance services are key enablers of asset ownership, and the World Bank Group has committed to push Universal Financial Inclusion to help close the persistent gap between women and men, notably in access to accounts. The World Bank Group will assist clients in analysing data on gender gaps in these areas, and using evidence to inform policy making, improve business practices, promote universal identification, and prioritize financial inclusion in ways that close gender gaps.
Assets	Introduce tiered Know-Your-Customer requirements for more accessible identity requirements for those women who have limited available proof of identity (and necessary documentation, such as a utility bill in their name) to open basic savings and payment accounts (which have been strongly linked to positive poverty-reduction effects).
Assets	Ongoing large conditional cash transfer programs supported by the World Bank in Brazil, Ethiopia, and Mexico include financial literacy training and have partnered with payment agencies such as banks and microfinance institutions to provide additional products for savings and microcredit to the program beneficiaries, a majority of whom are poor women.
Data	Support data and monitoring by sex: Enable national authorities to monitor progress on financial access and inclusion, including by sex, and to generate data and analysis to inform more effective and evidence-based policy and regulatory reform measures. Partnerships with initiatives such as Data 2X are critical to making progress on data collection.
Assets	Financial awareness and trust: Scaling up support for measures to improve consumer protection, to provide financial information to women, to improve transparency and disclosure, and to enable women to benefit from financial access.
Norms	Enhancing women’s voice and agency and engaging men and boys. First, promote and enhance women’s participation and decision making in service delivery and support the reduction of gender-based violence and mitigate its impact in conflict situations. Secondly, continue to support the collection of evidence about legal gender differences—building the base for changing adverse masculinity norms and promoting positive behaviors—and the effective representation, participation, and decision making of women in local service-delivery governance structures, notably water, energy, schools, health center management committees, and local development committees.

Driver **Action** *(those in blue are in Chapter 4)*

Ms. Saadia Zahidi, World Economic Forum

Care Release the 11th Global Gender Gap Report on October 26th, 2016 covering more than 140 economies of which more than 100 have been consistently covered for more than a decade and able to track their progress over time (report has a special focus on care work).

Norms **Launching a series of new dialogues on issues related to gender parity: A dialogue on care will begin in September 2016 with results to be reported to a high-level stewardship committee that includes the leaders of major global companies and organizations. A second dialogue will take place over the spring focused on Accelerating Gender Parity in the Fourth Industrial Revolution, engaging business leaders and focused specifically on integrating women into high-growth sectors.**

Business **Scaling the Gender Parity Taskforce model in other countries (in collaboration with MDBs). A first partnership has been launched in Latin America with the Inter-American Development Bank, starting with Chile fall 2016.**

All Panel members

Business **Encourage companies to sign Women's Empowerment Principles (WEPs).**