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2023

WOMEN'S ECONOMIC EMPOWERMENT STRATEGY

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CHALLENGES

Systemic inequality

Manifested as:

- Structural discrimination
- Adverse social norms
- Gendered division of care labour
- Crisis, conflict and climate change
- Shrinking fiscal space for public goods, Gender-blind policies and frameworks, Backsliding

Women do at least **3 times** more **unpaid care work** than men on average—the equivalent of **9 per cent of** GDP

Inequality of opportunity

Affects:

- Distribution of resources
- Income
- Labour force participation
- Business growth
- Asset ownership
- Representation
- Leadership

The global **gender pay gap** is stuck at **20%**, with women paid up to **35%** less than men in some countries

Inequality of outcomes

Resulting in:

- Vulnerability
- Exploitation
- Poverty
- Injustice
- Lack of voice

More than half of all women who work are in the **informal economy**, often in jobs where they lack even basic rights and protections

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VISION

Growth

Human Rights

Wellbeing

Womens Economic Empowerment

Autonomy

Justice

Agency

Photo: UN Women/Ryan Brown

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COMPONENTS

Requires:

- Breaking silos
- Working at multiple scales with diverse stakeholders

POWER
Agency, power and autonomy

Women's Economic Empowerment

SYSTEMS
Policies, norms and institutions

RESOURCES
Equal rights and access to, ownership of and control over resources

Includes:

- Attention to multiple and intersecting forms of discrimination and inequalities
- Supporting girls to grow up to be women with economic agency, autonomy, and power.

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METHODOLOGY

VISION A vision purpose and components of the Economic Empowerment strategy

ANALYSIS An assessment of the global landscape and UN Women's role in realizing the economic rights of women and girls.

- Impact
- Pathways to action
- Comparative advantage
- Human rights-based approach
- Leave no one behind principles
- Priority and cross-cutting areas

- Internal and external consultations
- Alignment with Strategic Plan
- Responds to recommendations in corporate evaluation
- Document review
- Data Analysis

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GAP ANALYSIS

GAP 1

Getting women into the workforce is insufficient: informality, gender pay gap, low social protection

GAP 2

Macro economic policies are largely gender-blind: Only 26% of countries monitor budgets for gender

GAP 3

Care deficits are growing

GAP 4

Gender inequality persists in social protection

GAP 5

Single-issue and siloed approaches are falling short of transforming women's status

Women's grassroots organizations hold constrained influence over high level economic policy dialogues and global norms setting

GAP 6

Many women are being left behind (rural women, migrant women, indigenous women, women in conflict situations)

GAP 7

Discriminatory social norms persist, but what works to shift them is unclear

GAP 8

Data to track progress on SDGs related to WEE and inform gender-responsive policy making is incomplete

GAP 9

Short-term funding cycles often fall short of bringing about sustainable advancement in WEE

GAP 10

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ANALYSIS

Opportunities

Champion and support more coherent and enhanced performance and accountability for gender equality, women's empowerment in the UN System

Bridge silos by leveraging UN Women's in-house expertise across multiple issue areas

Leverage strong history of supporting national governments to effect policy change

Convene key economic actors to advance WEE and shape global and local discourses

Shift discriminatory social norms through collaboration with grassroots organizations as well as policy and legal support

Harness in-house capacity for research and development and long standing relationships with feminist economists to advance research and data on WEE

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DEFINITION OF WEE

Women's economic empowerment (WEE) is a transformative, collective process through which economic systems become just, equitable, and prosperous, and all women enjoy their economic and social rights, exercise agency and power in ways that challenge inequalities and level the playing field, and gain equal rights and access to, ownership of and control over resources, assets, income, time and their own lives.

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3 PRIORITY AREAS,
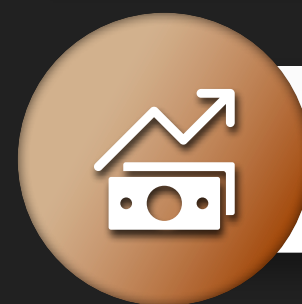# 3 CROSS-CUTTING AREAS

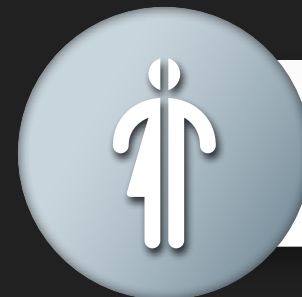**Women and the World of Work**

Transform Care Systems

Gender-responsive Climate Action

Financing for Gender Equality

Gender-responsive Macro-Policies

Changing Gender and Social Norms

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KEY PRIORITIES
GENDER EQUALITY ACCELERATORS

Women and the World of Work

Decent jobs for women, equal pay, entrepreneurship and business growth, legal and policy frameworks, equitable and inclusive business practices

Transform Care Systems

Integrated care systems focused on recognition, reduction, redistribution of care work, and renumeration and representation of care workers

Gender-responsive Climate Action

Gender-responsive climate action and climate finance, Gender-responsive Just transitions and decent jobs for women in the blue and green economies

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EXAMPLES OF WORK

**Women and the World of Work**

- Led by the ILO, UN Women and OECD, the **Equal Pay International Coalition** engages members to take concrete steps to accelerate the closing of the gender pay gap and the achievement of pay equity.

- EPIC acts at the global, regional and national levels to support governments, employers' and workers' organizations, and other stakeholders to take concrete steps to **reduce the gender pay gap**.

- For example, through its recommendations, policy advice, and peer-to-peer learning exchanges EPIC contributed to **Ukraine's** National Strategy and its operational action plan for Bridging the Gender Pay Gap for the period up to 2030 that the government adopted on 15 September 2023.

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CONTEXTUALIZING
THE STATEGY IN ARAB STATES

Women and the World of Work

- **Regional Programme** to support Arab States to ensure "More women access equitable employment opportunities and services, increasing the rate of women's participation in the workforce, including the most marginalised".

- Through a multidisciplinary approach, the strategy aims to realise a **5% surge in women's employment** throughout the Arab States by 2030.

- Phase 1 countries include **Egypt**, **Jordan** and **Morocco**.

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CROSS-CUTTING AREAS
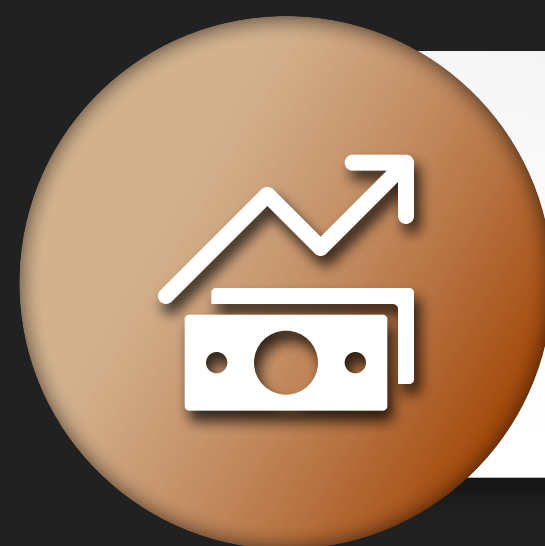
Financing for Gender Equality
Increase the volume and quality of financing going to gender equality and the economic empowerment of women

Gender-responsive Macro-Policies
Develop gender-responsive macro-economic policies and analyze impacts of macro-economic policies on women's economic empowerment
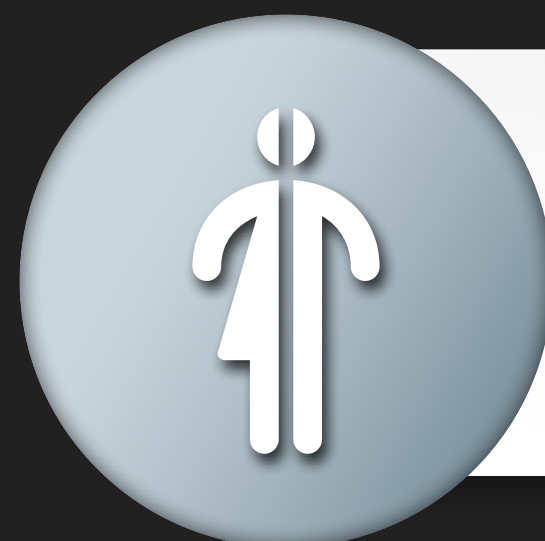
Changing Gender and Social Norms
Change discriminatory social and gender norms that affect women's access to decent jobs, their economic autonomy and economic power

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PATHWAYS TO ACTION

Policy

Shape the global, regional, national and local discourse and normative frameworks on women's economic empowerment

Implementation

Support governments to connect gender-responsive policy change to gender-responsive programming

Partnerships

Amplify the influence of women's rights and gender equality organizations and multi-stakeholder partnerships at all levels

Data

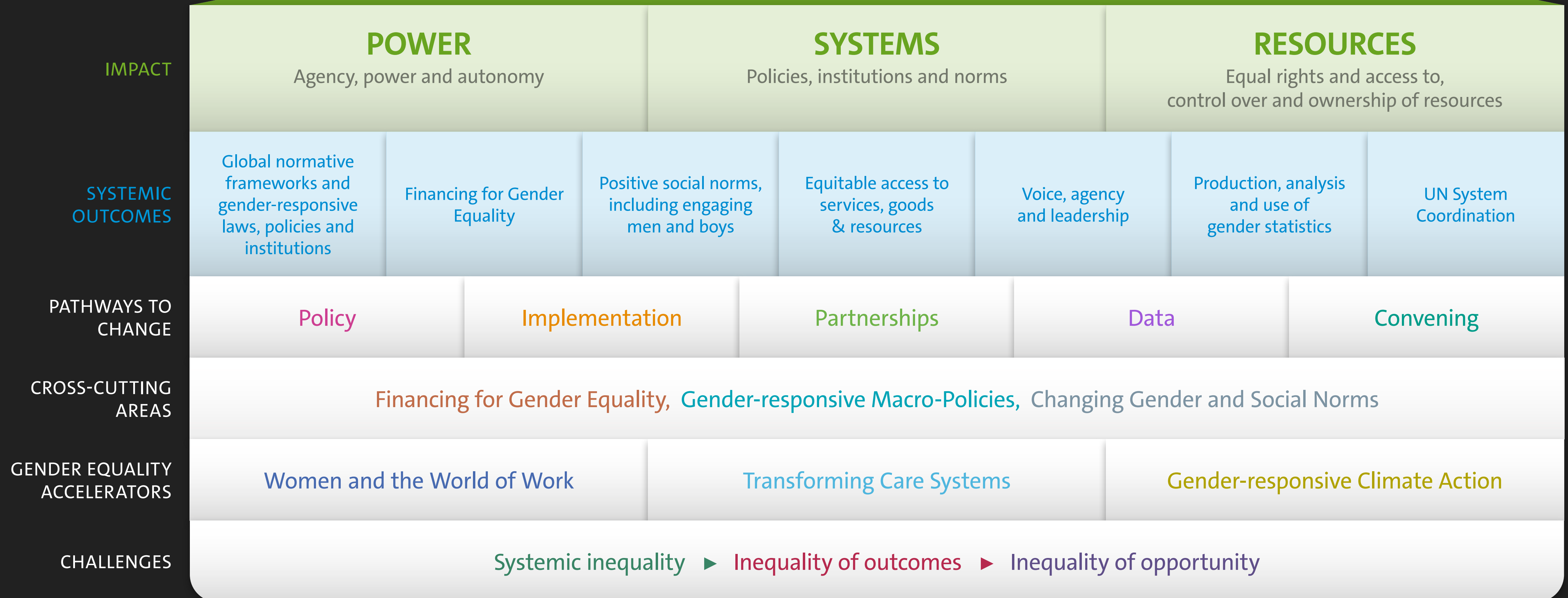Catalyze the generation and use of gender data and statistics

Convening

Convene multi-stakeholder partnerships to deliver on economic and climate justice

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SUMMARY

Women's Economic Empowerment

	POWER Agency, power and autonomy	SYSTEMS Policies, institutions and norms	RESOURCES Equal rights and access to, control over and ownership of resources
IMPACT			

SYSTEMIC OUTCOMES	Global normative frameworks and gender-responsive laws, policies and institutions	Financing for Gender Equality	Positive social norms, including engaging men and boys	Equitable access to services, goods & resources	Voice, agency and leadership	Production, analysis and use of gender statistics	UN System Coordination

PATHWAYS TO CHANGE	Policy	Implementation	Partnerships	Data	Convening

CROSS-CUTTING AREAS	Financing for Gender Equality, Gender-responsive Macro-Policies, Changing Gender and Social Norms

GENDER EQUALITY ACCELERATORS	Women and the World of Work	Transforming Care Systems	Gender-responsive Climate Action

CHALLENGES	Systemic inequality ▶ Inequality of outcomes ▶ Inequality of opportunity

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