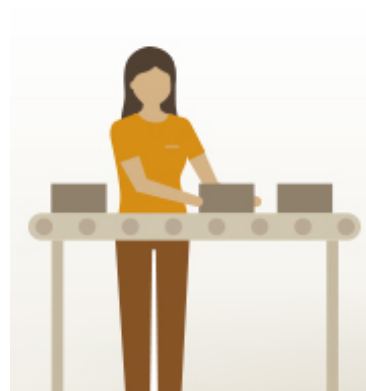
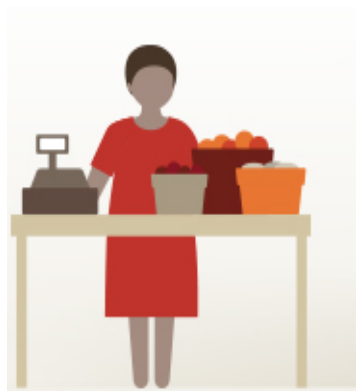


A Roadmap for Promoting Women's Economic Empowerment

A United Nations Foundation and ExxonMobil Foundation Collaboration



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A Roadmap for Promoting Women's Economic Empowerment

- Answers question: *'what works for whom and where?'*
- Measures changes in women's productivity and earnings
- Includes 18 research commissions
- Reviews empirical evaluations of 136 interventions
- Covers four categories: entrepreneurship, farming, wage employment, and young women's employment
- Target audiences: private sector and private/public collaboration

Roadmap Guideposts

- **What** – proven, promising, and high potential interventions
- **For whom** – four groups of women: young, very poor, poor, non-poor
- **Where** – country scenarios defined by demographic trends and job prospects



Country Scenarios

- **High fertility – agrarian economies**
- **Declining fertility – urbanizing economies**
- **Declining fertility – formalizing economies**
- **Aging populations and societies**
- **Cross-cutting scenarios:**
 - **Conflict affected economies**
 - **Resource rich countries and small island states**

Where?

High Fertility – Agrarian Economies

- **Categories of women most likely to seek work:**
 - Very poor entrepreneurs and poor entrepreneurs
 - Poor farmers
 - Non-poor farmers
 - Young Women
- **Proven and promising interventions**
- **Complementary interventions (for women)**
 - A. Family planning and RH information and intervention
 - B. Schooling investments

Roadmap Guidelines



- **Based on strength of empirical evidence and cost-effectiveness – the following intervention ratings were assigned:**
 - ***Proven or being proven:*** robust, cost-effective or simple
 - ***Promising:*** evidence is growing, but just emerging - 1 study
 - ***High potential:*** on conceptual grounds
 - ***Unproven:*** does not work in specific settings
- **Other criteria: sustainability, duration of impacts.**

Interventions – What Works for Whom

PROVEN OR BEING PROVEN	FOR
Evidence for effectiveness or cost-effectiveness is robust or, in the absence of cost-effective data, simple and replicable in different settings, or weight of evidence is more than promising	
Savings	All
Credit	Non-poor
Business management training	Non-poor
Bundled services: In-kind capital (large) + asset-specific training & TA ¹³	Very poor and poor
Land rights/land titling	All
Child care for wage workers	All
Rural electrification	Poor and very poor
Demand-driven job services: skills training, internships, vouchers, and/or subsidies	Young women
Conditional cash transfers	Young women
PROMISING	FOR
Credible evidence is positive, but not yet convincing in terms of breadth	
Mobile phones (for financial transactions and market information)	All
Consulting (TA) services for entrepreneurs	Poor and non-poor
In-kind capital tailored for women microentrepreneurs	Poor
Information on land rights	All
Farmer associations and networks	All
Suite of integrated services for farming ¹⁴	Poor
Modern agricultural inputs (e.g., improved seeds, fertilizer, irrigation)	Non-poor
Livelihood programs (reproductive health + asset building + safe spaces)	Young women
Unconditional cash transfers	Young women

Interventions – What Works for Whom (cont'd)

HIGH POTENTIAL	FOR
Intervention has been largely untested but promising on conceptual grounds	
Farmer field schools	All
Information on jobs (through mobile phones)	Young women
Firm certification	All
Non-traditionally female job skills training for wage workers	All
Business associations and networks	All
Mentors and role models	Young women
UNPROVEN	FOR
Intervention has not been effective for the particular category of women in the specific settings where it has been evaluated	
Business management training alone	Very poor
Micro cash loan or grant alone	Very poor, poor
Skills, on-the-job training and/or wage subsidies for the unemployed	Poor

Overall Lessons from the Roadmap

- **The Very Poor Need More**: very poor women need a more intensive package of services to “break out” of subsistence production.
- **Clever Design Adjustments**: simple, clever features that help women overcome family & social pressures (‘nudge’) and provide autonomy (mobile phones).
- **Female autonomy helps produce better outcomes**: Proxies for autonomy include sole income earners, FHH. Alternative explanation is that service provision has been biased to MHH. Autonomy seems less important to explain outcomes in wage employment (more developed or more conducive environment.)
- **Competent Implementation**: linchpin to successful execution of good project design – adapting solution to particular types of women and specific country circumstances (*‘for whom and where’.*)

Overall Lessons from the Roadmap (cont'd)

- **Address Knowledge Gaps:**
 - Characteristics and determinants of success – “cross-overs”, successful school to work transitions, upward mobility in wage work. Successful profiles would help with selection.
 - What works for women farmers
 - Lessons from failed programs
 - Impact of business networks, mentors, firm certification
 - Evidence on financial & economic costs & sustainability

Lessons from the Roadmap Entrepreneurship



- **Capital alone, as a small loan or a grant, is not enough to grow subsistence level women-owned firms.**
- **A relatively large capital transfer can transform occupational choices of very poor women, and can be cost-effective.**
- **Capital alone can work if it is delivered in-kind (e.g., inventory) to more successful women microentrepreneurs.**
- **Financial services delivered through mobile phones: may help increase women's business investments at low cost.**

Lessons from the Roadmap Entrepreneurship (cont'd)



- **Business training improves business practices but has few measurable effects on the growth of subsistence level women-owned firms.**
- **The impact of business training may be improved by increasing quality and duration of the training, combining training with customized technical visits or expert advice to the firm, and targeting women running larger sized firms.**
- **Savings accounts increase women's business earnings.**

Lessons from the Roadmap

Farming



- **Formal ownership and control over farm land improves women's productivity and economic security.**
- **Farmer groups and collectives provide access to markets and help with meeting demands of agricultural supply chains.**
- **An integrated suite of services is the main feature of agricultural projects that succeed in raising the productivity of small scale women farmers.**
- **Single agricultural services may be enough to increase productivity of women with larger sized farms, more assets, and more control over those assets.**

Lessons from the Roadmap Farmers and Rural Entrepreneurs



- **Access to electricity increases rural women's productivity and earnings. Access can be increased by providing targeted loans or subsidies for connection costs to existing grids.**
- **Mobile phones help grow earnings of women farmers and rural entrepreneurs by providing access to market information.**
- **Female autonomy is an important determinant of rural women's earnings.**

Lessons from the Roadmap Wage Employment



- **Skills training, job search assistance, internships and wage subsidies introduced to cope with economic shocks increase employment levels of adult women, but do not raise wages.**
- **Access to childcare increases women's wage employment levels and earnings, but design and delivery matter to ensure quality, affordable and cost-effective care.**

Lessons from the Roadmap Young Women's Employment



- **Demand-oriented skills training, with on-the-job training and wage subsidies, increase young women's employability and earnings, if social restrictions are not binding.**
- **Cash grants to young women, conditional on school attendance, increase their attendance and may improve educational outcomes. Cash grants with no conditions may increase young women's employment and income and have sizeable social benefits.**
- **Livelihood programs, combining RH education with income and asset-building show promising results for young women, especially in low-income, socially conservative settings.**