The March edition of the Global Cooperation Newsletter is dedicated to gender issues. In particular, the authors of the articles published here discuss various forms of gender inequality in access to social-protection systems and vividly demonstrate gendered risks and vulnerabilities and the need for a gender lens in designing and implementing women-friendly programs. Gender disadvantages are approached in their complexity as a set of disparate and interlinked problems, while the promotion of appropriately designed social-protection systems is seen as a vital tool for women’s empowerment.

This edition also provides information about the preparatory process for the next Joint World Conference on Social Work and Social Development in Dublin in 2018. As usual, the Newsletter informs the readership about “the find of the month”-- some useful resources and links.

Sergei Zelenev, ICSW Executive Director and Editor of the Global Cooperation Newsletter

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Designing Women-Friendly Cash Transfer Programs

Women informal workers and access to social protection
Designing Women-Friendly Cash Transfer Programs
Elaine Fultz
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In recent decades, government efforts to extend social protection to people living and working in the informal economy have relied heavily on cash transfer programs. Such programs provide small, regular payments to families in need. Research shows that such transfers, when well designed, are highly effective in helping families stabilize their budgets, invest in productive assets, and send their children to school. Several large cash transfer programs have captured international attention, including Brazil’s Bolsa Família, Mexico’s Prospera (formerly Opportunidades) and South Africa’s Old Age Pension and Child Support Grant, and are the focus of extensive research.

Recognizing that women are disproportionately affected by poverty, one important line of research focuses on cash transfers and women’s empowerment. It examines the impact of transfers on women’s sense of personal agency, as well as on their ability to transition to gainful employment. Interest in such impacts was heightened by the International Labor Organization’s (ILO) approval in 2012 of Recommendation 202 (Social Protection Floors), which calls on governments to treat gender equality as a guiding principle in extending social protection.

This brief presents information to inform the design of women-friendly cash transfer programs. It first highlights key research findings concerning the gender impacts of cash transfers and notes some important commentary on these findings. On this basis, it then lays out a menu of options for woman-friendly program design.

Cash transfers and women’s empowerment: what is known.

Most women who receive cash transfers report that they experience enhanced personal agency. In traditional societies, they gain mobility when they must leave home regularly to collect the transfer. When transfers are made conditional on attending training or information sessions, women generally make use of what they learn (e.g., improved nutrition, hygiene and family planning). Managing a transfer tends to boost a woman’s status in the family and her access to social networks for economic collaboration and securing informal social protection. If the payment is of sufficient size, it also enables women (and men) to make modest investments — e.g., to buy a farm animal, electrical hook-up or refrigerator. In programs where women are given roles in program administration (i.e., Vocales in Mexico’s Prospera and South Africa’s Old Age Pension and Child Support Grant, Fultz and Francis (2013), Table 5.

1 This article draws on an ILO literature review, “Cash Transfer Programmes, Poverty Reduction, and Empowerment of Women,” Working Paper 4, 2013, by Elaine Fultz and John Francis, along with a number of subsequent reports.
2 Adato (2000), Bradshaw and Quiros Viques (2008), and Plagerson and Ulriksen (2016).
3 This is not, however, a uniform finding, as discussed in the next section.
4 I.e., Mexico’s Prospera and South Africa’s Old Age Pension and Child Support Grant. Fultz and Francis (2013), Table 5.
Alongside these advantages, research also points to downsides when cash transfers are contingent upon meeting time-consuming conditions – i.e., obtaining regular documentation of children’s school attendance and health check-ups. Already experiencing time poverty, many women find that such conditions reduce their ability to generate income. Critics point out that governments’ reliance on mothers to fulfill such conditions perpetuates notions that family care is mainly women’s responsibility. Some critics note that, by making women responsible for documenting the family’s compliance with conditions, governments enlist women in implementing state policies to help their children, while taking no action to assist the women themselves.

Some governments link cash transfers with services that have the potential to help women escape poverty – i.e., childcare, training, job placement, and public employment. These linkages are responsive to the latter criticism, yet research points to three practical challenges. First, it shows that, if work is to provide an exit from poverty, jobs must be not only available but also feasible and profitable. Thus, several programs must be linked simultaneously or in close sequence – e.g., childcare, literacy and technical training, support for job search, public employment, and/or wage subsidies. Second, programs with different objectives and rules must be made to work smoothly together. At the very least, this calls for a strong government role in coordination, e.g., individual case managers or one-stop shops. At most, creating effective linkages requires program redesign. Third, to reach women in the rural areas where poverty is often highest, linked programs must be decentralized, and public works may be necessary to supply a sufficient number of jobs. For all these reasons, the cost of linkages tends to be high, usually well in excess of the cost of the cash transfer programs themselves.

Thus, it seems that for many developing countries, linkages will be achievable only in the medium- or long-term. Even middle-income countries may lack the political will to make needed resources available. Pending the development of effective linkages on a large scale, it is useful to consider what can be done to embed incentives for women’s employment within the cash transfer programs themselves.

**Design of women-friendly cash transfer programs.**

Like all policy interventions, the impact of cash transfers depends on the context: what works in one setting may not be suitable or effective in others. Thus, the following list should be viewed as a menu of options for policymakers, administrators, and advocates to consider in relation to their own environments.

- **Transfer size** – Recent enthusiasm for cash transfers sometimes obscures the

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5 Vocales assist other women in accessing benefits and meeting requirements. There are usually four vocales per community, specializing in education, health, nutrition, and program monitoring.


7 Bradshaw and Viques (2008).

8 Fultz and Francis (2013) identify three types of linkages – those that make employment available, possible, and profitable. De la O Campos (2015) identifies seven linkages needed by rural women: health service, education, productive assets, social insurance and financial services, technology and extension services, more productive labor status, and community infrastructure tailored to women’s needs.

9 Molyneux (2016).
the importance of the benefit size. Simply put, to enable a recipient to escape poverty, the transfer must not only meet immediate needs but also provide a margin to invest in assets for more productive income generation, job search, or services that reduce time poverty. Not all current cash transfers provide that extra margin. Among the larger ones, Mexico’s Prospera and South Africa’s Old Age Pension and Child Support Grant stand out for enabling recipients to invest, be it modestly, in income generation.

- **Legal status and payment method** – Women-friendly cash transfer programs provide direct access to, and control of, payments. Thus, as called for by ILO R. 202, eligibility criteria should be set in law, thus establishing a statutory right to benefits for eligible claimants and a clear path by which to challenge denials. Direct payment – e.g., in person, by deposit to an individual bank account, or as a credit on a personal electronic device (mobile money) – also helps to enhance women’s agency.

- **Conditions** – As shown earlier, requirements for detailed and recurrent documentation of compliance with conditions are burdensome. In addition, there is evidence that conditional transfers often lead to no better results than unconditional ones, especially when the services that recipients are required to use – i.e., schools and health clinics – are of low quality.11 Thus, governments that seek a women-friendly program design will opt for unconditional transfers, for light conditions – e.g., occasional training, information sessions, or roles in program administration – or, alternatively, for labelled transfers. Under the latter approach, recipients are simply informed that funds are for specified purposes without monitoring or threat of penalties. Most recipients respond positively to suggestions that they use funds for their children.12 Labelled transfers also eliminate the costs of government monitoring and, most importantly from a gender-equality perspective, avoid women’s compliance burdens.

- **Employment incentives** – While seeking to link cash transfers with an array of employment-related services, governments should also exploit more immediate options for employment promotion within cash transfer programs. The main tools include bonuses, light conditions, and creative use of the program’s own human resource policies.
  - **Bonuses** may be used to subsidize women’s employment in the formal sector. By subsidizing formal employment, bonuses not only make work more profitable; they also help to ensure that a woman is covered by social insurance, which generally provides higher benefits than cash transfer programs and covers a greater range of risks. For example, Chile’s Ethical Family Income provides a bonus equal to 20% of wages for up to four years. One-time bonuses can be provided for other employment-related achievements, such as passing a literacy exam or obtaining a certificate for skills training.
  - **Light conditions** – As discussed, women generally value sessions that bring them together with other women to obtain information and develop skills. The former is helpful

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10 Fultz and Francis (2013). In the case of the Old Age Pension, South African women often finance their daughters’ job searches and care for their children while they work.

11 Plagerson and Ulriksen (2016).

12 Rosenberg (2013). Some studies show that this is also true of men, e.g., Benhassine et al. (2014).
building solidarity among similarly situated women and the latter, in promoting readiness for employment. Cash transfer programs can sponsor such sessions, focusing on topics such as job seeking, literacy, and basic technical and business skills. Partnering with a woman’s NGO is a promising approach for delivering training. A key criterion for women-friendly design is that such meetings do not pose a significant time burden – i.e., participation is optional, only occasionally mandatory, and possibly encouraged with a small cash bonus.

- **Program human resource policies** – Cash transfers can give participants roles in program administration that foster new identities outside the home. For example, women can help new program participants in understanding and complying with rules and conditions (as in Prospera), in evaluating program performance (e.g., administration of survey instruments), or in helping other women acquire basic skills (e.g., as teaching assistants in classes where they excelled). Furthermore, cash transfer programs can use their own hiring and promotion policies to give women jobs that are visible and significant, especially women from ethnic and social backgrounds similar to those of program participants. Such examples of women’s employment send a powerful message about what is possible.

In sum, governments that seek to design women-friendly cash transfer programs will establish a right to benefits by making eligibility a legal entitlement, pay women directly and keep any conditions light. Where feasible, they will also link cash transfers with eligibility for employment services. In countries where such linkages are not currently feasible, they will compensate by embedding incentives for employment directly within cash transfer programs. Together these approaches provide building blocks for redressing the entrenched disadvantages that keep larger numbers of women in poverty, as spelled out in ILO Recommendation 202.

**References**


Molyneux, Maxine with Nicola Jones and Fiona
Every year in March we celebrate and remember women’s struggles for equal rights with International Women’s Day and the annual meeting of the UN Commission on the Status of Women. The Commission meets annually to monitor and review progress in the implementation of the Beijing Declaration and Platform for Action and uphold the human rights principles enshrined in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The 61st session of the Commission that took place in New York from 13 to 24 March reviewed women’s economic empowerment in the changing world of work. It represented an important opportunity to reflect on women’s position in the labour market and the implication of this on their access and inclusion in social protection systems.

The informal sector has continued to grow and take on different guises in both the global North and South. Today, women are more likely than men to find employment in the informal economy. Informal workers represent 83 per cent of women workers in South Asia, 74 per cent in sub-Saharan Africa and 54 per cent in Latin America and the Caribbean. Within the informal economy women are more likely to be self-employed as own-account workers or contributing family workers. Some women may also be in wage employment as domestic workers. Gender segmentation in the informal economy means


women find themselves in the most vulnerable forms of employment. They may work as street and market vendors, waste pickers, domestic workers and home-based workers. Women informal workers earn low incomes, are more likely to live in poverty, and do not have access to social protection through their employment.

The framework developed by Lund and Srinivas helps us to better conceptualise the risks and vulnerabilities faced by informal workers, as well as the possibilities for extending social protection. The framework understands risk, vulnerability and protection through an analysis of the intersections between work (sector of employment, status in employment, and place of work), the stage in the life cycle, and gender. Different sectors of work, different places of work, and different statuses in employment expose women informal workers to different kinds of risk and pose different possibilities for protection. Self-employed waste pickers working on landfill sites may be exposed to a different set of occupational health and safety hazards than domestic workers working in a private home. The domestic worker has an employer and can be more easily incorporated into traditional social security schemes, while the self-employed waste pickers cannot. The waste picker must engage with the local municipality in order to make their workplace safer, whereas domestic workers are more likely to be engaging with labour departments.

Informal workers identify health care and income security in old age as priority social protection measures. It is known that women are more likely than men to consult health care services over their life cycles due to their sexual and reproductive health needs and their longer life expectancy. As women take on an unequal responsibility for unpaid care and domestic work, they also bear the costs in terms of time and income if a child or other household member is sick and requires health care. They may lose out on a day’s work to access health care services or care for the ill at home. Lack of quality public health care services push informal workers to use up their limited savings to pay for health care and medication.

Due to gender segmentation in the labour market and years of accumulated economic disadvantage, women are less likely to benefit from a pension. Low incomes and no pensions, savings, or assets force many women informal workers to continue working even in their old age without access to the care services they require. Older women undertake their paid or unpaid work in the informal economy alongside their unpaid care and domestic work. In Thailand, for instance, many older women take up home-based work to continue earning an income while they look after the grandchildren who are left in their care. Higher life expectancy for women means policies will have to consider older women as trends in population aging evolve.

Photo 1: Photo Credit: Paula Bronstein/Getty Images Reportage. Home-based worker in Bangkok, Thailand

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Women informal workers also mention the need for quality affordable child care services to look after their young children. Maternity protections are critical both for women workers and their children, but the benefits are most impactful when they are supplemented with quality child care services once a mother goes back to work. Without access to child care services women informal workers take on more flexible, irregular and low paid work. As they juggle child care and paid work their productivity decreases leading to lower incomes. A street vendor in India misses out on a day’s work when it rains because she cannot take her young child with her and there is no one to care for the child at home. Women waste pickers in Brazil explain that when the public child care centre is closed they cannot go to work.

Universal social protection measures are critical to reach women informal workers. They may be excluded from means-tested and targeted schemes because they earn an income and are not considered to be among the most vulnerable. Yet their incomes are so low and irregular, and the risks they face through their work and across their life cycles are so high. Extending social protection floors must mean a commitment to universal health care. The ILO Recommendation 204 on the Transition from the Informal to the Formal Economy highlights the role social protection can play in creating more decent work opportunities for informal workers. There are greater possibilities for inclusion of informal wage workers into social insurance schemes because of the presence of an employer as evidenced by increasing efforts by governments to extend social protection to domestic workers. However, universal social assistance schemes through social protection floors will be more effective in reaching self-employed informal workers.

During this month where we celebrate women’s struggle for gender equality we can also look to women informal workers who are building workers’ organizations to claim their labour rights and demand social protection. Headload porters in Ghana known as kayayei organized to access the National Health Insurance Scheme. Their earnings were so low they could not afford to pay the annual premiums. Through engagements with the government a new reduced premium was set so they could access the scheme. In Brazil, waste pickers’ cooperatives in Belo Horizonte demanded more government spending in public child care through participatory budgets and called on the municipality for child care centres to open during their working hours.

17 Alfers. L. 2016. Our children do not get the attention they deserve: A synthesis of research findings on women informal workers and child care from six membership-based organizations. WIEGO.

18 Ibid.


from early in the morning into the evening. Organizing for health care, child care services and universal pensions is also an effective entry point to mobilize women informal workers and strengthen their organizations.

References

Alfers, Laura. (2016) Our children do not get the attention they deserve: A synthesis of research findings on women informal workers and child care from six membership-based organizations. WIEGO.


About WIEGO: Women in Informal Employment: Globalizing and Organizing is a global research- action network that seeks to improve the status of the working poor, especially women, in the informal economy. WIEGO builds alliances with, and draws its membership from, three constituencies: membership-based organizations of informal workers, researchers and statisticians working on the informal economy, and professionals from development agencies interested in the informal economy. WIEGO pursues its objectives by helping to build and strengthen networks of informal worker organizations; undertaking policy analysis, statistical research and data analysis on the informal economy; providing policy advice and convening policy dialogues on the informal economy; and documenting and disseminating good practice in support of the informal workforce. For more information visit: www.wiego.org

Addressing gender inequality through social protection can be achieved at a low cost using simple design modifications (e.g. conducting a risk analysis prior to design and including linkages to complementary interventions on awareness-raising, particularly when targeting women) together with investment in capacity-building for implementation at the grass-roots level.

Moussié. R. 2017. Women Informal Workers Mobilizing for Child Care. WIEGO.
A gender lens is not an optional add-on, but an integral part of social-protection policy and programming if it is to achieve long-term sustainable change. With a gender lens, social protection has the potential to transform unequal social and economic circumstances at a systemic level. Such ‘transformative social protection’ must account for the different risks experienced by women and men across their lifecycle from the design phase onwards.

Applying a gender lens to social protection requires translation into plans for roll-out and implementation, which should be backed by adequate resources and be constantly tracked over time.

Without a gender lens, social protection can reinforce traditional gender stereotypes, increase the time poverty of women and even result in gender-based violence.

The shift towards a promotive and transformative agenda recognizes that resource transfers alone are not sufficient to ensure that everyone (including the marginalized and vulnerable) can equally benefit from the opportunities created through growth, and that a gender lens is also required. This entails looking both within the household to understand who benefits from various instruments, particularly how they address different practical and strategic needs, as well as beyond households and communities towards the structures of inequality that influence the different risks and opportunities experienced by women and men at various points in their lifecycle. Here, a gender analysis is key to understanding how women’s and men’s socially-constructed roles influence their exposure to different risks, their ability to respond and, consequently, how they benefit (or not) from social protection.

Until now, few social-protection programmes have sought to address the social risks linked to social discrimination and gender inequality. For women, these include limited intra-household decision-making and bargaining power, time poverty resulting from unpaid work responsibilities and family care, and limited voice within communities, all of which prevent women from claiming their rights and entitlements. The type of risks faced also change across a women’s lifecycle; for example, school-attending and adolescent girls can be restricted from going to school owing to social norms or be trapped into early marriage owing to poverty. Few social-protection programmes have explicitly sought to transform gender relations as a primary objective. At worst, some schemes are gender-unaware and can result in harm (e.g. exacerbate domestic violence), or only address women’s practical gender needs without challenging gendered stereotypes.

The broadening of the social-protection agenda towards transformative and distributional goals translates as a shift away from short-term solutions towards long-term approaches that tackle the structural barriers underpinning poverty. That acknowledges that an emphasis on equality and rights, in addition to economic protection, is required to lift households out of poverty. Rather than ‘only’ increasing consumption and basic welfare outcomes for the poorest, transformative social protection tackles the dynamics of their marginalization and exclusion underlying the power imbalances. Transformative social protection uses strategies for social empowerment to address issues of social exclusion and equity from the start by introducing interventions focused on collective action and building the voice of, and decision-making power by, women, alongside more traditional instruments, such as social transfers and social

With a few exceptions, such as Bangladesh’s Challenging the Frontiers of Poverty Reduction programme implemented by BRAC and Mexico’s Estancias (subsidized crèche scheme), which supports women’s care work in order to promote women’s participation in the paid workforce.

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insurance, together with linkages to key social services.

A rights-based approach to social protection has several advantages from a gender perspective. It positions social protection as a powerful tool for tackling a wider system of inequality. It moves the agenda beyond instrumental arguments that focus on women as a magic bullet for alleviating poverty. A rights-based approach looks at how to make social protection serve the goal of gender equality from the very beginning, rather than simply looking at the differential impacts on women and men.

For example, social protection can be used more strategically to create spaces for women’s voices in decisions and actions beyond social protection to issues related to securing more employment opportunities for women and challenging gender stereotypes regarding ‘appropriate work’. With a focus on gender dynamics, it looks beyond ‘women’ to relationships between individuals in a given social context – which means extending the role of men and boys as well as recognizing the diversity among different women according to their position in other social relations and at different points in their lifecycle. It involves looking at the many different facets of a person’s identity (gender, age, race, religion, etc.), which may intersect to create unique experiences of oppression or privilege. From a social-protection floor perspective, social protection is more explicitly positioned as a universal right that citizens can claim from the state as the duty-bearer to tackle the factors leading to inequality at various points of their lifecycle. These include the right to basic health care and income security for children (e.g. the Child Grant in South Africa), the right to basic income security when unable to work (e.g. when unemployed, on maternity leave, or owing to disability) and the right to an old age pension. That is different from most economic empowerment interventions, which may contribute to individual women’s economic voice and power, but do not always take into account the various vulnerabilities to risk across a person’s lifecycle when unable to work or exercise their voice and power for various reasons, including their care responsibilities.

**Recommendations: what can governments do to make social protection more gender sensitive?**

Because gender norms and dynamics are complex and vary across the lifecycle, it is vital that a gender lens be applied already in the design phase so as to identify the most effective approach and combination of social-protection instruments. Constant follow-up is then required during implementation with effective monitoring and governance mechanisms in place to track progress and ensure that social-protection instruments are gender sensitive (see Table 1). Key recommendations suggested by experts (Holmes & Jones, 2013; Sepulveda & Nyst, 2012) working in this field include the following:

**Recommendation 1: Ensure that programme design is informed by comprehensive analysis of the economic and social needs of women across their lifecycle**

Social protection must respect and acknowledge women’s role as providers of unpaid care, without reinforcing patterns of discrimination and negative stereotyping. Measures must be taken to promote the value of care work and to combine society and state responsibility for care work, while encouraging men to participate more actively in the support and care of family members. That will ensure that programme interventions understand the different gendered needs of men and women and allow better planning to link up with complementary programmes and services that support both practical and strategic needs. To that end, programmes should be designed to:

- Provide child-care facilities at which women are comfortable leaving their
children and engage men in discussions about gender roles and relations

- Map informal social-protection support networks and monitor the impacts of social protection on those networks during implementation so as to ensure that they are not eroded
- Provide equal wages for public works and allocate ‘appropriate work’ (as well as challenging gender stereotypes of ‘appropriate work’)
- Institutionalize better linkages to complementary initiatives by engaging the various stakeholders (government, the private sector, trade unions, civil society and women’s activist organizations) to support linkages to programmes on education, nutrition, child rights and women’s entrepreneurship opportunities, supported by information sharing and awareness-raising sessions addressing gender-specific vulnerabilities (e.g. gender-based violence)
- Encourage a dynamic model of gender and generational cooperation that has the potential to generate positive outcomes for all household members, including fathers, who are otherwise marginalized from the responsibilities of care
- Enhance women’s productive capacity by integrating services that protect and build assets (e.g. occupational health, collective bargaining-arrangements, minimum wage, legislation, child-care services) and by using social funds for employment generation

Recommendation 2: Invest in the capacity-building of designing and implementing staff

The skills of programme designers, implementers and monitoring officers need to be built to ensure that gender-sensitive social protection design is implemented in practice. This includes the capacity-building of consultants hired to assess programmes as well as project officers sitting in donor offices and M&E staff in the field. Often the poor end up serving the poor and are expected to access low-quality services implemented by staff with little training. Training should cover gender issues (including attention to unintended impacts such as gender-based violence) and give clear guidance on organizational lines of responsibility, interface with the community and provide for the mentoring of beneficiaries.

Recommendation 3: Integrate gender-related monitoring, evaluation and learning into social protection programmes

Ensuring that gender is integrated more effectively into social protection programmes requires better gender- and age-disaggregated data on issues such as control over resources and intra-household decision-making. There are a range of new metrics for measuring empowerment, which can be used to track the more meaningful changes in gender/power relations. These changes need to be tracked on an ongoing basis to inform the design of transformative social protection. This requires adequate resourcing for innovative monitoring, evaluation and learning systems to be incorporated into budget lines and plans. It also requires support to be provided to local implementers so as to translate innovative features into practice.

Recommendation 4: Strengthen women’s agency, advocacy and representation

Social-protection programmes need to have strong formal mechanisms for consultation and collaboration with women and men from the design phase through to implementation, as well as in ongoing monitoring and governance. NGOs, civil-society organizations and women-activists’ organizations can support the strengthening of grass-roots movements focused on holding governments and donors to account. Further steps include:

- Invest in building community awareness of entitlements and rights (e.g. as in India’s Mahatma Gandhi National Rural Employment Guarantee Scheme, which emphasizes people’s entitlement to
Engage fathers, brothers and sons through community dialogue and awareness-raising sessions so that they support their wives, mothers and daughters and promote the sharing of reproductive household care, support women’s entrepreneurial activities and encourage daughters’ education.

Increase the socio-political visibility of women through political representation in local government, legal interventions aimed at ensuring that legislation is formulated in an equitable manner, education and awareness-building.

Create safe spaces for women to voice their concerns by investing in more participatory channels and safe spaces for women to actively participate in the governance of social protection, as well as grievance mechanisms.

Invest in effective community/programme interfaces to allow women and men to articulate their views in meaningful ways (e.g. through social audit processes focusing on grievance mechanisms and mentoring support for women).

Table 1. Considering gender issues in social-protection policy-making and programming

<table>
<thead>
<tr>
<th>Activity</th>
<th>Entry points for addressing gender</th>
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<tbody>
<tr>
<td><strong>Policy and programme design</strong></td>
<td>Ensure clear and participatory identification and analysis of economic and social gender vulnerabilities (e.g. different roles in the household, time poverty among women and girls owing to domestic responsibilities, limited participation in decision-making, language barriers, violence and abandonment, mobility restrictions, unequal access to productive resources, etc.), needs, interests and priorities</td>
</tr>
<tr>
<td><strong>Implementation</strong></td>
<td>Develop tailored and ongoing capacity for gender-related aims (for male and female programme participants and implementers)</td>
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<td></td>
<td>Conduct capacity-building so as to enable the governance of institutions to understand gender-equality issues so that they are integrated into laws, policies and resource allocation to support developing the political will to bring about change</td>
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<td></td>
<td>Foster strong commitment to addressing gendered vulnerabilities</td>
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<td></td>
<td>Develop accountability mechanisms guaranteeing both women’s and men’s participation in the governance and implementation of programmes</td>
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<td></td>
<td>Ensure sufficient funding over the medium to long term</td>
</tr>
<tr>
<td><strong>Monitoring &amp; evaluation</strong></td>
<td>Collect, analyse and disseminate gender- and age-disaggregated data/indicators</td>
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<tr>
<td></td>
<td>Ensure men’s and women’s participation</td>
</tr>
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<td></td>
<td>Assess efforts to address gender inequality</td>
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<td></td>
<td>Capture progress in tackling both economic and social vulnerabilities</td>
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<tr>
<td><strong>Governance &amp; accountability</strong></td>
<td>Actively involve both men and women in mechanisms to provide feedback on social protection</td>
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</tbody>
</table>

Source: Adapted from Holmes & Jones (2010b)
Key resources and references

Web-related dossiers and toolkits

- Social protection and human rights platform: http://socialprotection-humanrights.org/key-issues/gender/

- INCLUDE dossier on social protection: http://www.ascleiden.nl/content/webdossiers/social-protection-africa

- The Broker dossier: http://thebrokeronline.eu/Articles/Resources-on-social-protection

- ILO dossier: https://www.ilo.org/gimi/gess/ShowMainPage.do


- International Food Policy Research Institute (IFPRI) research on social protection: http://www.ifpri.org/topic/social-protection

- FAO research guide on qualitative research on women’s economic empowerment and social protection: http://www.fao.org/3/a-i4420e.pdf

- Save the Children: resources on child sensitive social protection

http://www.savethechildren.org.uk/sites/default/files/docs/Children_and_Social_Protection_Jan_07_1.pdf


Applying a gender lens to social protection requires translation into plans for roll-out and implementation, backed by adequate resources and constantly tracked over time.

Without a gender lens, social protection can reinforce traditional gender stereotypes, increase the time poverty of women and even result in gender-based violence.

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On the road to the Joint World Conference on Social Work, Education and Social Development in Dublin in July 2018

Representatives of the International Council on Social Welfare, the International Association of the Schools of Social Work and the International Federation of Social Workers came together on 7-8 March 2017 in Dublin, Ireland, to discuss major issues related to the preparation on the next global conference on social work, education and social development. The Joint World Conference is scheduled to take place in Dublin on 4-7 July 2018 under the theme: “Environmental and Community Sustainability: Human solutions in evolving society”. The target is to bring together at least 2000-2500 scholars, educators and practitioners to discuss the burning issues of sustainable development in the context of social work and social development practice.

The participants of the above preparatory meeting discussed all the details on the preparatory process, starting with the program of the forthcoming conference, and providing their feedback on the themes selected by the scientific committee. All of the suggested keynote speakers were approved, but the list is still open so as to bring on board some other distinguished personalities as presenters, including former prominent politicians.

It was decided that in order to ensure good discussions the symposium and workshops should be more interactive, similar to a panel/debate format, while certain balance between oral presentations and interactive sessions should be sought. The Third Global Agenda Report will be unveiled during the conference, and its preparation is picking up steam at the moment.

It was clarified that for presentations and abstracts the use of website and APP might be a better option than USB drives and printed materials. It was suggested that the website for the conference should be open for more than 2 years. Abstract submissions that offer diverse and interactive presentation styles (e.g. the use of the social media, alternative visual aids, joint input with service users, etc.) are welcome. A special publication containing selected abstracts from the conference might be considered. The marketing channels for the conference (website and eternal links, social media), as well as advertising and sponsorship
strategies, were also discussed.

The management of conference scholarships was also clarified by the three global bodies and the local organizing committee. The presentation of a research paper in that connection would be optional. Focus will be put on people who are a great addition to the conference both as academics and educators, as well as social-development practitioners. Simultaneous interpretation will be provided, with English, Spanish and French as the official languages.

It was decided that the 90th anniversary of the convening of the first international conference on social work in Paris in 1928—which later became a permanent body, giving birth to all three partner organizations - will be commemorated during the Joint World Conference in Dublin 2018.

Useful resources and links- the find of the month.

Global Trends: challenges and opportunities in the implementation of the Sustainable Development Goals, UNRISD, March, 2017

This joint UNDP-UNRISD report, written by Esuna Dugarova and Nergis Gulasan, assesses recent trends in six critical areas that are either reflected directly in the SDGs or are so important that they are likely to condition the prospects to the goals. These six “mega-trends” relate to poverty and inequalities, demography, environmental degradation and climate change, shocks and crises, development cooperation and financing for development, and technological innovation.

For additional information:

http://www.unrisd.org/80256B3C005BCCF9/Publications/1B970CE3C63126F2C12580E40037B6BC?OpenDocument

Counting Women’s Work: Measuring the gendered economy in the market and at home. NAT Bulletin, Number 11, January 2017

This issue of the NTA Bulletin focuses primarily on measuring women’s work in the market and beyond. It is based on an analysis provided by Counting Women’s Work research teams in Ghana, Mexico, Senegal, Vietnam, and the United States.

For additional information:
