**What is Women’s Economic Empowerment?**

Individual and collective economic advancement; agency and power to access and control economic assets; and autonomy in economic decisions.

**Components of Women’s Economic Empowerment**

- Labour market characteristics
- Property rights and financial inclusion
- Health, focusing on sexual and reproductive health
- Education, skills development and training
- Discriminatory gender norms
- Collective action and leadership
- Access to quality, decent paid work
- Address unpaid care and work burdens
- Social protection

**What Can it Achieve?**

**Human rights**

Fulfil international human rights standards such as the Beijing Platform for Action, CEDAW and the SDGs.

**Human development and growth**

Women’s higher share of household income is positively associated with children’s education and health, and poverty reduction.

**Business**

Women’s inclusion and advancement in the workforce boosts effectiveness and profitability.

**In the US**, gender-diverse companies are **15%** more likely to outperform their rivals.

**In the UK**, a **10%** increase in gender diversity in senior executive teams translates to **3.5%** higher earnings.

**Higher returns** from racial and ethnic diversity highlight the value of empowering minority women.

**What Are the Current Issues?**

- Access to quality, decent paid work
- Unpaid work
- Access to property and financial services
- Social protection
- Education, skills development and training
- Sexual and reproductive health
- Collective action and leadership

**How Can Funders Better Support Women’s Economic Empowerment?**

1. **Invest in system-level approaches** that address the root causes of gender equality to enable comprehensive, integrated and holistic responses.

2. **Foreground women’s preferences and priorities** to inform policy and programming interventions and the monitoring of results.

3. **Ensure an intersectional approach** that recognises the specific needs of different groups, necessitating diverse programming and funding models.

4. **Promote equitable norms** by critically examining gender norms and power relations.

5. **Recognise the power and impact of women’s and feminist movements**, which are at the forefront of mobilising but are heavily underfunded.

6. **Enable flexible funding models** that support partners’ autonomy to define and respond to emerging issues, and adjust policy and programming as needed.