

Annex 1 – Typology of policy types and examples, and key stakeholders for each WEE component

Component	Types of policy	Examples	Key stakeholders
Quality, decent paid work	<p>Incremental formalisation, economic diversification, and labour market protections</p> <p>Income support / protections for centre-based and domestic childcare workers</p> <p>Support for women’s collectives, including cooperatives</p> <p>Removal of tax distortions for lower-wage earners in households by changing income tax structure from families to individuals</p>	<p>ILO Convention 189 on Domestic Work, ILO Convention 190 on Violence and Harassment in the World of Work</p> <p>Legislation in Brazil and South Africa extending social insurance schemes to domestic workers, entitling them to unemployment insurance (South Africa) and maternity provisions (both countries)</p> <p>Legislation in New Zealand on gender pay equity (Sussman, 2021)</p>	<p>ILO</p> <p>WIEGO</p> <p>Early Childhood Workforce Initiative</p>
Unpaid care work	<p>Norm-change around male involvement in unpaid care</p> <p>‘Family-friendly’ policies including maternity leave, parental leave, creche provision, breastfeeding breaks, worker-led flexibility, etc.</p> <p>Expansive and inclusive social protection for unpaid caregivers</p> <p>Subsidised, affordable, quality childcare services that enable women to remain in or (re)enter the workforce</p> <p>Business models that provide care options</p> <p>Investments in gender-responsive public services, e.g., water, electricity, cooking fuel</p>	<p>MenCare campaigns to transform norms around fathers’ involvement in caring for their children</p> <p>Legislation in Argentina entitling remote workers to flexible hours if caring for children under 13, people with a disability or older people</p> <p>Uruguay’s Care Act entitling all children, persons with disabilities and elderly persons the right to get care. The state provides care services and guarantees their quality by providing training and regulations (UN Women, 2017)</p> <p>Promising childcare models rooted in WEE considerations, e.g.: Public: Estancias (Mexico), Integrated Child Development Service (India) Public-private: Kidogo (Kenya), Smart Start (South Africa) Private, non-profit (e.g., run by NGOs, faith-based organisations): Mobile Creche, Seva Mandir and SEWA (India), Al-Quran Learning centres (Indonesia)</p>	<p>IFC, on private sector childcare models</p> <p>Spring Impact Foundation (working on scaling up of social enterprise including care)</p> <p>Organisations working to shift gender norms around unpaid care: Oxfam WE-Care CARE PROMUNDO (now Equimundo) UNICEF (Family-friendly policy initiative)</p>
Access to assets, property, financial services	<p>Land reforms to redistribute land more equitably</p> <p>Tenure security reforms that aim to clarify and strengthen the rights of existing landholders</p>	<p>Expansion of land registration in Rwanda to include customary unions</p>	<p>LANDESA (property rights)</p> <p>World Bank’s Africa Region Gender Innovation Lab (GIL)</p>

	Legislative reforms pertaining to inheritance, marital property and community land allocation	Joint land titling, either through legal requirements (Ethiopia) or incentives (Tanzania) Mobile money (e.g., Kenya's M-Pesa), which has enabled women to access financial services independently, conduct financial transactions more autonomously, and move from subsistence agriculture into business (Kim, 2022)	Women's Financial Inclusion Data (WFID) Partnership hosted at Data2X, FinEquity
Social protection	<p>Cash transfers (or similar measures, such as social pensions, tax exemptions) that are gender-sensitive and recognise non-parental care, along with public works attuned to parents' care responsibilities</p> <p>Cash and in-kind transfer programmes that enhance women's agency in marriage and childbearing decisions or protect women against violence</p> <p>Investments in universal, gender-responsive social protection systems to support women's income security</p> <p>Legislation and policy regulation to widen social protection eligibility</p> <p>Introduction or expansion of social assistance schemes (e.g., social pensions, child/family allowances), effectively delinking social protection eligibility from employment status</p> <p>Reform of social insurance policy tools and contributory requirements to offset gender differences in paid and unpaid work and to take differences in work patterns and contributory capacity into account</p> <p>Initiatives to strengthen links between social protection, social services and infrastructure that matter to women's time use, education, training and opportunities for paid work and improved conditions of paid work</p> <p>Reform of policy administration and delivery practices to address implementation-related barriers to women's</p>	<p>Older Persons Grant in South Africa which recognises non-parental care of children</p> <p>Ghana's Livelihood Empowerment against Poverty (LEAP) scheme, which targets pregnant women and those with infants living in poor households, providing unconditional cash transfers and affiliation with the national health insurance scheme</p>	

	access to adequate social protection arising from their work patterns and the type of work they carry out		
Education, skills development and training	<p>Assess barriers to girls' non-participation or low attainment, specifically for the poorest girls</p> <p>Reduce gender-specific barriers to attendance (e.g., menstruation, pregnancy, children); provide incentives to increase attendance; ensure safe transport to schools; ensure greater curricular relevance for girls; recruit female teachers</p> <p>Develop interventions that combine vocational training with life skills support</p>	Plan-It Girls India, which aims to build the skills and competencies of adolescent girls, bolster their employability, build self-efficacy and shift restrictive gender norms (ICRW, n.d.)	ICRW
Access to quality SHRH services	<p>Investments in health infrastructure</p> <p>Engage men in efforts to promote reproductive health and reduce gender-based violence</p>	In Rwanda, Bandedereho intervention to promote male engagement in reproductive health and maternal health, reduced violence against women and child punishment, and increased male attendance in antenatal care (Doyle et al., 2018)	Women Deliver
Collective action and leadership	<p>Targeted organising of female workers</p> <p>Deployment of female union organisers as workplace organisers and union officials</p> <p>Support for women's meaningful participation in collective bargaining, networking and coalition building</p> <p>Gender audits to identify gaps in gender-responsiveness</p> <p>Campaigns for gender-equal policies</p>	<p>ITUC's Count us in! campaign launched in 2014, aimed for at least 30% women's representation in decision-making bodies of ITUC affiliates – in 2015, CUT Brazil became the first national trade union federation to introduce gender parity in its decision-making bodies at national and state levels</p> <p>In the Philippines, women union leaders and members were at the centre of union campaigns leading to laws on reproductive health and expanded maternity leave</p> <p>In Nepal and India, unions affiliated with PSI Asia Pacific negotiated increases in the daily allowances and health coverage of community health workers, who are mostly female and typically considered volunteers (Serrano and Viajar, 2022)</p> <p>SEWA trade union provision of community-based health insurance to informal women workers reduced 'catastrophic hospitalisations' by more than 50% (Ranson et al., 2006)</p>	ILO, International Trade Union Confederation (ITUC), UNI Global Union, SEWA/WIEGO

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