

Women's entrepreneurship development:



International
Labour
Organization

*Partnering for women's entrepreneurship:
Supporting Job Creation and Economic
Empowerment!*



Women's
Entrepreneurship
Development

2012
2002
10th Anniversary

- 25% to 33% of all private businesses owned by women
- 190 million women entrepreneurs in 59 countries (GEM, 2010)
- If women entrepreneurs in the US started out with same capital as men, 6 million jobs in five years would be added — 2 million in the first year alone. (Center for Women's Business Research)
- Failure to achieve MDG target 3 on the promotion of gender equality and empowerment of women could reduce per capita income growth rates by 0.1–0.3 percentage points.

The Opportunities

- ILO since founding committed to promoting the rights of all women and men at work and achieving equality between them
- International Labour Standards → GC Principle 6: elimination of discrimination in respect of employment and occupation
- Targeted programmes and interventions aimed at redressing existing inequalities in the world of work

The ILO and Gender Equality

ILO-WED Strategy (2008)

Unleash the economic potential of women's enterprises to contribute to employment creation, gender equality, economic growth, and poverty reduction within the framework of the Decent Work Agenda

Why WED?

WED Strategy, GB March 2008



- Enabling environment for WED
- Institutional capacity building in WED
- Tools & supports services for WED
- Research & impact assessment



ILO-WED programme



Micro training & supports

Meso capacity of institutions to promote WED – gender mainstreaming

Macro enabling regulatory & legal environment – policy advice & assessments

Meta attitudes and cultural norms – promotion of WEs



WED programme: levels of action

- First ILO WED assessments in Ethiopia, Kenya and Tanzania in 2004
- Model for developing “*Assessing the Enabling Environment for Women in Growth Enterprises: An AfDB/ILO Integrated Framework Assessment Guide*”, published by the ILO and AfDB in 2007
- Guide piloted in the WED assessment in Uganda in 2005 and later in Cameroon
- Subsequently used in other African countries
- Revisions to the Guide in 2008 for use in Central Asian countries, “*Assessing the Business Environment for Women’s Entrepreneurship Development: Consultant’s Guide*” (ILO and UNECE, 2008)
- Used by consultants in a number of countries in Central Asia
- 2013 Assessors Guide is an adaptation and refinement of the previous two Guides

Background -WED Assessment

- To identify evidence-based country-specific recommendations for how to develop the potential of women's entrepreneurship that will serve as the basis for future priority actions on WED by policymakers and other stakeholders
- To provide a tool for other stakeholders to advocate for a more conducive environment for WED, leading to improved job creation, poverty reduction and economic growth

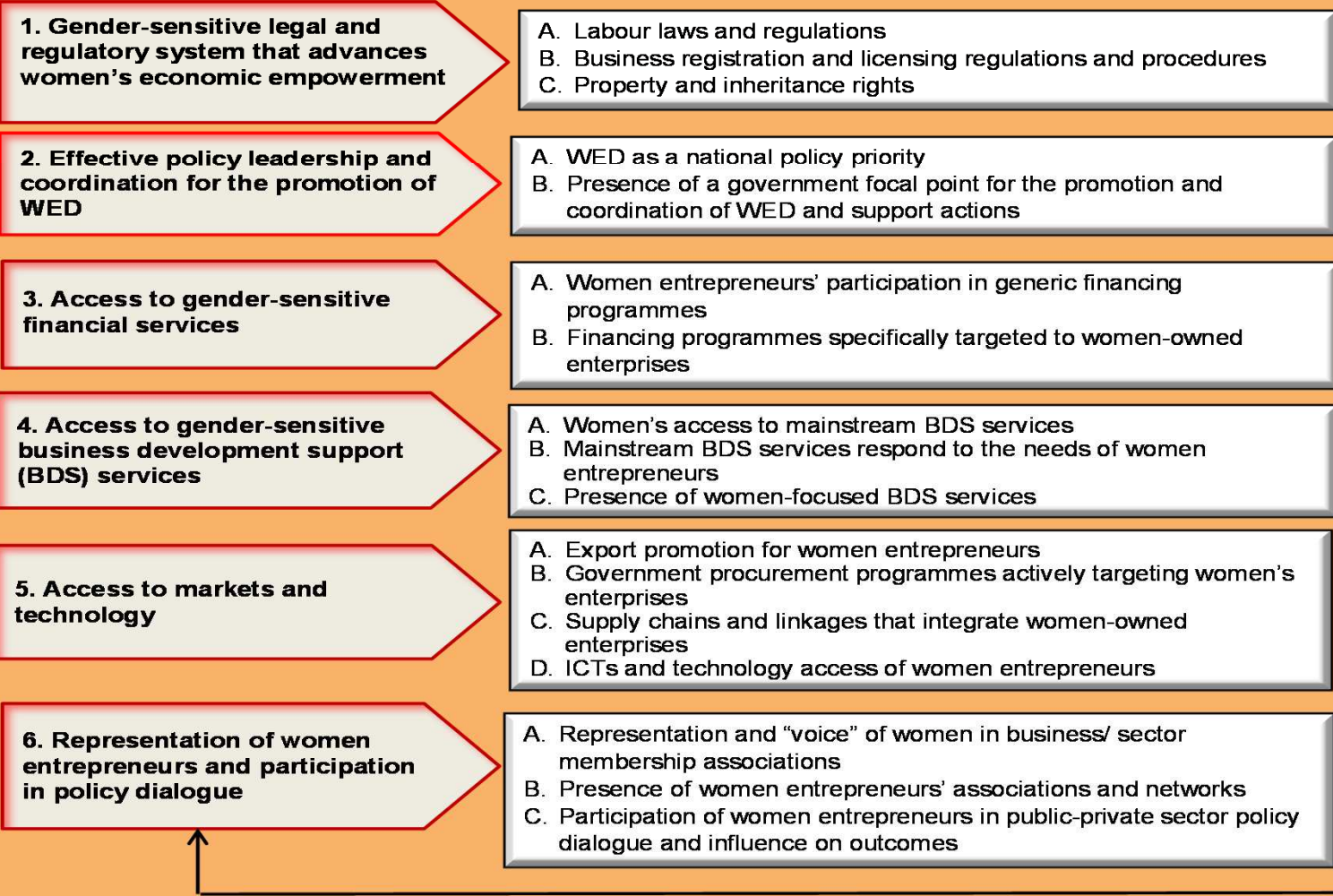
Objectives of a national WED assessment

Profile of Women Entrepreneurs in the Economy: assessing the current state of women's entrepreneurship in the selected country, including the social, cultural and political context for WED

WED Framework Conditions

Sub-conditions

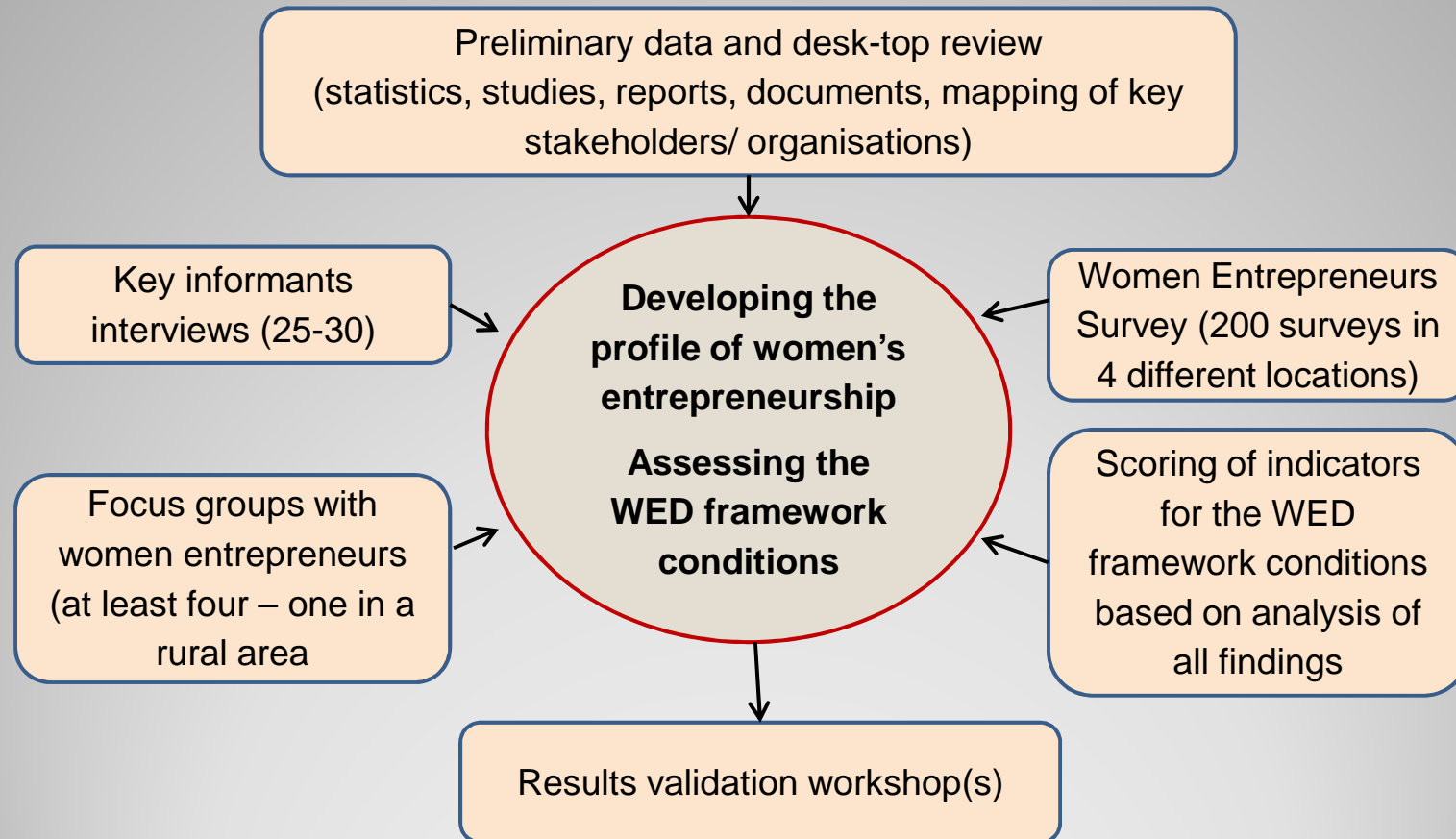
Outputs



Recommendations for improving the framework conditions for WED (validated by stakeholders in validation workshops)

Overview: WED Assessment

Assessment derives from both secondary and primary data sources



WED Assessment Methodology

**Request for
Assessment &
training of
national
assessors**

**Desk study &
interviews,
situational
analysis**

**Validation
workshop
& finalisation**

**Launching
Dissemina
-tion**

**Develop
action
plan**

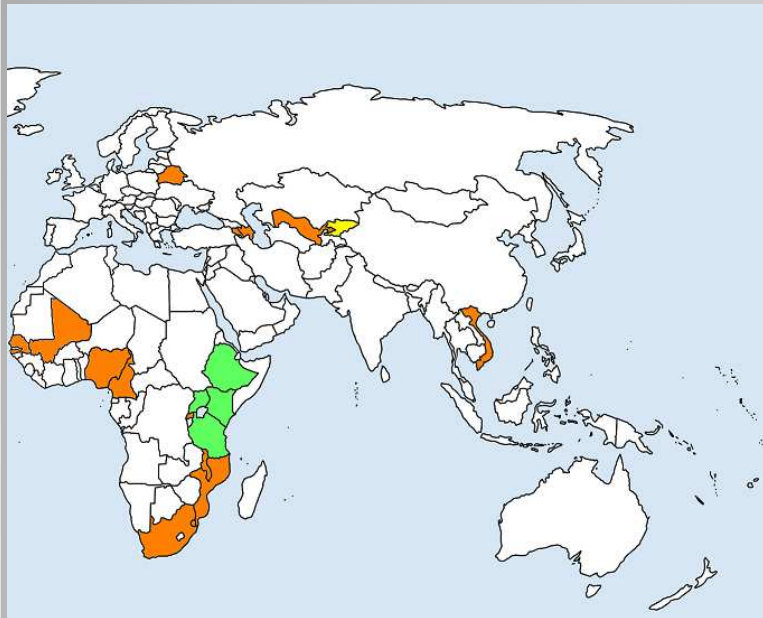
Process of the WED assessment

- Policy and programme recommendations that will lead to:
 - “an enhanced and more inclusive role for women entrepreneurs in economic development and growth” and an environment where there is equality of economic opportunity for women;
 - more women are encouraged to become entrepreneurs and start new businesses and supported in their efforts to access financing, support services, markets and technology; and
 - actions are taken to strengthen the sustainability and growth of existing women-owned enterprises so they can make a fuller contribution to job creation, productivity and economic growth.
- Development of a National Action Plan or strategy for WED

Some expected outputs & outcomes₂

- **Purpose:**
 - To direct and assist national consultants and/ or researchers in carrying out a national assessment of WED using a systematic and practical approach
 - To strengthen local capacity to gather and analyse relevant information on WED
- **Structure:**
 - Part 1: the rationale, major objectives, and expected outcomes
 - Part 2: description of the WED framework conditions, the methodological components of the assessment, and the key steps in the assessment process
 - Part 3: elaboration of the six WED framework conditions, with details on how to approach the assessment of each one
 - Part 4: the desired format of a final national WED assessment report
 - Part 5: guidance to policymakers and implementors on formulating a National Action Plan for WED.
 - Annexes: include the instruments and tools to be used in carrying out the assessment

Purpose & structure of Assessors' Guide



- Cameroon
- Ethiopia
- Kenya
- Mali
- Malawi
- Mozambique
- Nigeria
- Rwanda
- Senegal
- South Africa
- Swaziland
- Tanzania
- Uganda
- Uzbekistan
- Azerbaijan
- Kyrgyzstan
- Armenia
- Belarus
- Viet Nam
- El Salvador
- Morocco

WED country assessments

Some examples of involvement:

- In francophone Africa, EO's have used the WED assessments to formulate national action plans and lobby with government for improved services for Women entrepreneurs
 - Mali (national action plan)
 - Senegal (a national WED Strategy was formulated – gov't ch.)
 - Cameroon (national action plan)
- In South Africa, the WED assessment is an input to a national strategy on women's economic empowerment that is going to parliament



Involvement by EO's & government



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National Assessment for WED Framework Conditions –
Assessors' Training Workshop
Dar es Salaam, April 10-12, 2013



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