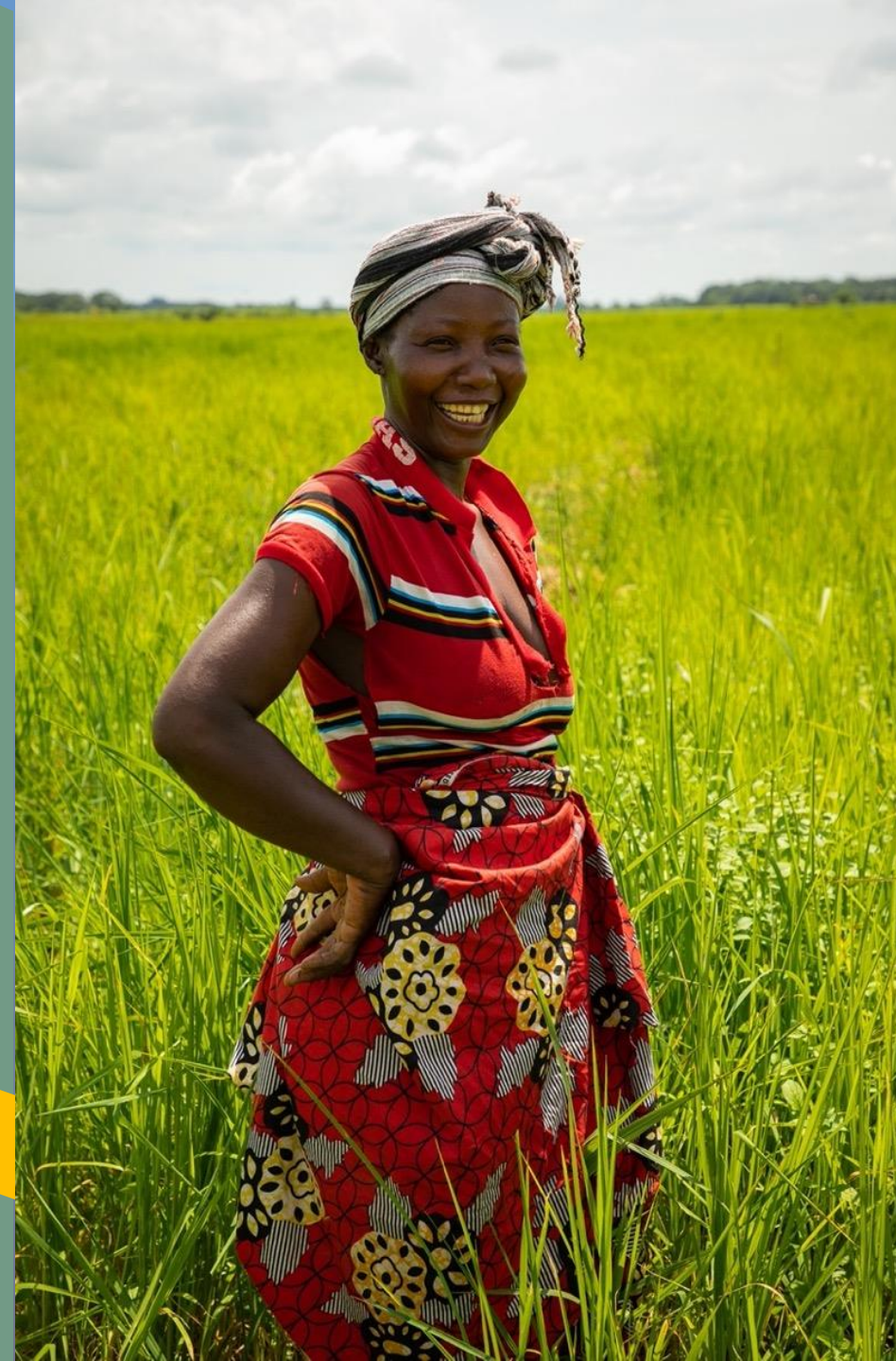


# Gender-smart ASP

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# Part 1. All programs have (some) gender impacts

Even if:

- No gender objective
- Male recipients
- No focus on empowerment



Because they (partly) address some of the fundamental dimensions or drivers of inequality

- Education
- Health
- Poverty
- Stress
- Economic empowerment
- Vulnerability



# Evidence of impacts: Safety net programs present great opportunities to close gender gaps

Recent meta-analysis (*Peterman et al. 2024, 1,106 publications*):

- Robust impacts on economic achievements
  - Expenditure, assets, savings , labor force participation and productive work intensity
- Robust impacts on agency domains:
  - Decision making, autonomy/self-efficacy, voice
  - Similar to impact of cash transfers on subjective wellbeing/mental health (45 studies)
  - Similar to impact of economic empowerment on intimate partner violence (16 studies)
- Particularly strong for unconditional transfers, asset transfers and social care. Less for public works, conditional programs, and in-kind transfers.

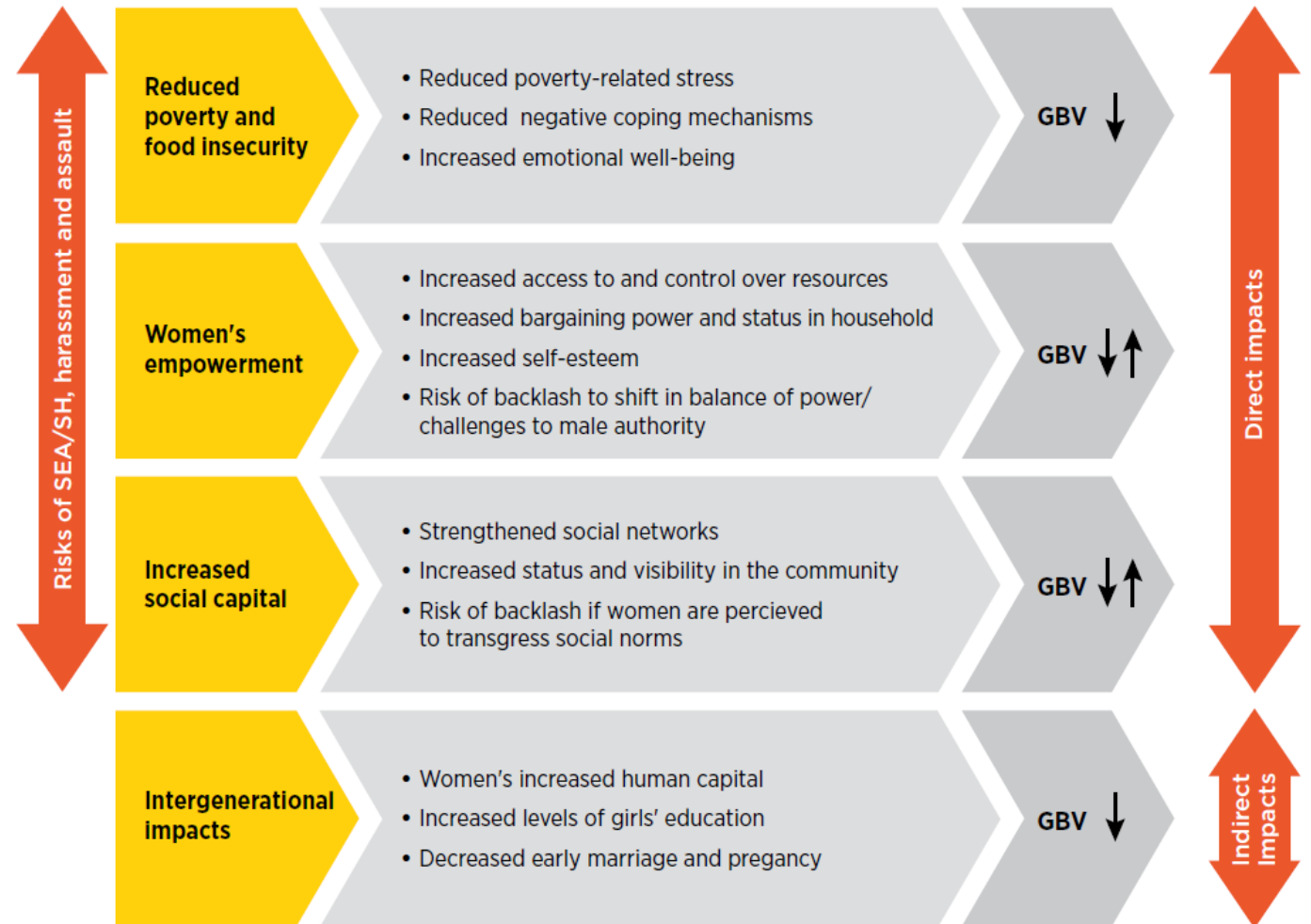


# But ... Could they also have unintended impacts?

Changing power dynamics can lead to backlash...

... but shifting power dynamics, that's the heart of development!

On average, safety net programs actually improve GBV outcomes



Pathways for SSN impacts on GBV

## Part 2. How can we do better and boost positive impacts?

**Recognize that men and women experience poverty and vulnerability differently, because of**

- At individual level, differences in :
  - Human capital
  - Access to, ownership of and control over resources
  - Literacy/access to information/technology
  - Access to identification
- At household level:
  - Unequal decision-making dynamics
  - Unequal unpaid work/care burden
  - Power relations/violence
- At societal level:
  - Norms on gendered roles (e.g. sector of employment)
  - Norms on power (e.g. control household resources, land ownership)
  - Norms on agency (mobility/autonomy/violence)
  - Power to influence policy/programs

Bear also in mind intersection with age, ethnicity, disability, social group, etc.

Gender Blind



Gender Aware

**Exploitative**

Reinforces or takes advantage of gender inequalities and stereotypes.

**Accommodating**

Works around existing gender differences and inequalities.

**Transformative**

- Fosters critical examination of gender norms\* and dynamics.
- Strengthens or creates systems\* that support gender equality.
- Strengthens or creates equitable gender norms and dynamics.
- Changes inequitable gender norms and dynamics.

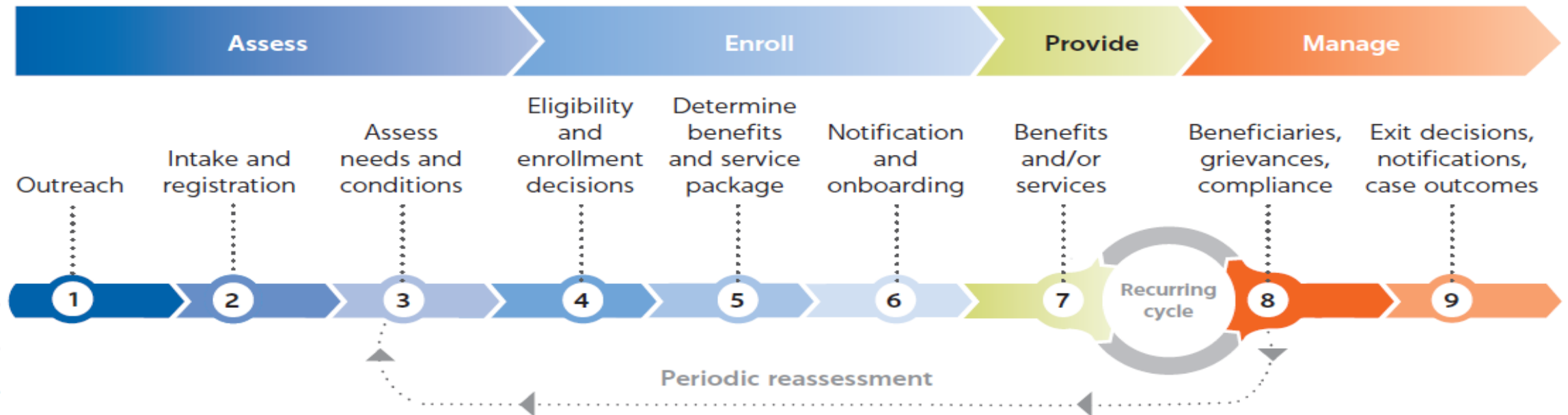


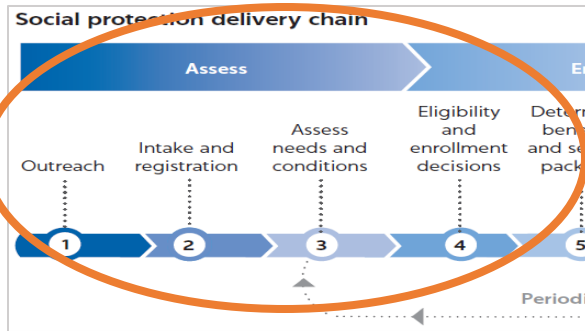
Depends  
on context!

# Careful design can amplify gender equality outcomes

Constraints are multiple, many are binding → address multiple gaps simultaneously  
Also address gender-blind or exploitative regulatory frameworks to address barriers:

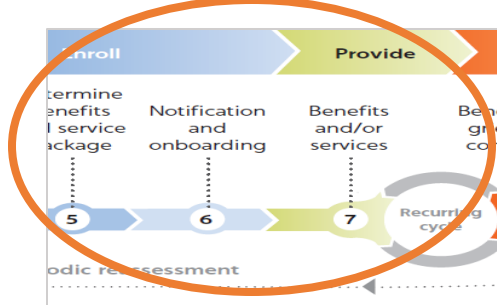
- Development of childcare sector (e.g. Bangladesh, Kiribati)!
- Sector/hours of employment (e.g. Egypt)
- Support to women registered unemployment services (child care)



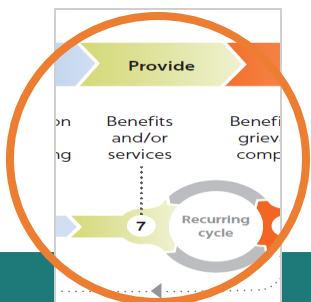


	Opportunities and risks for gender outcomes	Operational solutions for gender outcomes
<b>Outreach</b>	<ul style="list-style-type: none"> <li>Promote women participation/avoid exclusion</li> <li>Build community support/avoid backlash</li> </ul>	<ul style="list-style-type: none"> <li>Adapt outreach to literacy, mobility constraints, norms (separate if needed)</li> <li>Frame as beneficial to household/community</li> <li>Involve gate-keepers and change agents</li> </ul>
<b>Intake and registration</b>	<ul style="list-style-type: none"> <li>Promote women's registration</li> <li>Prevent harassment/exploitation</li> </ul>	<p>[often outside of program – social registry]</p> <ul style="list-style-type: none"> <li>Address lack of ID if an issue (support access)</li> <li>Questionnaires which capture intra-hh aspects</li> <li>Ensure female headed households surveyed</li> <li>Separate power from contact to prevent violence</li> </ul>
<b>Assess needs and conditions</b>	<ul style="list-style-type: none"> <li>Promote inclusion of women</li> </ul>	<ul style="list-style-type: none"> <li>Ensure eligibility rules don't penalize women (e.g. small)</li> <li>Adopt objective criteria to limit manipulation</li> <li>Involve women in process (if human decision, e.g. community-based targeting)</li> <li>Separate power from contact</li> </ul>

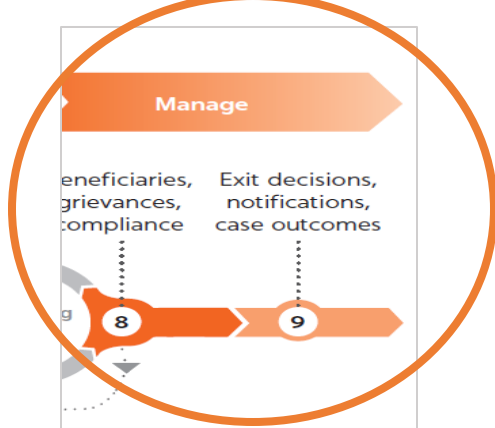




	Opportunities and risks for gender outcomes	Operational solutions for gender outcomes
<b>Transfers</b>	<ul style="list-style-type: none"> <li>• Increase women's control over resources/limit risk of backlash/confiscation</li> <li>• Maximize empowering impact</li> <li>• Limit risks of violence around transfer</li> </ul>	<ul style="list-style-type: none"> <li>• Women as recipients</li> <li>• Communication with norm holders</li> <li>• Frequent small transfers vs. less frequent larger ones</li> <li>• Training to improve budget planning</li> <li>• Digital payment (not always)</li> <li>• Reduce wait time (time poverty)</li> <li>• Reduce ID/phone requirements</li> <li>• Daytime/no public disclosure of date/location</li> <li>• Separate power from contact</li> </ul>
<b>Economic inclusion</b>	<ul style="list-style-type: none"> <li>• Build earnings and resilience (and agency)</li> <li>• Increased work burden</li> <li>• Backlash</li> </ul>	<ul style="list-style-type: none"> <li>• Decide who participates based on capacity/ability</li> <li>• Address women-specific constraints (e.g. assets, skills, self-esteem, mobility, etc.)</li> <li>• Psychosocial interventions: life skills, self-worth/efficacy</li> <li>• Community sensitization on aspirations and norms (esp. if livelihoods not gender conforming)</li> <li>• Harness (and build) power of women's groups</li> <li>• Adapt skills training modalities</li> </ul>



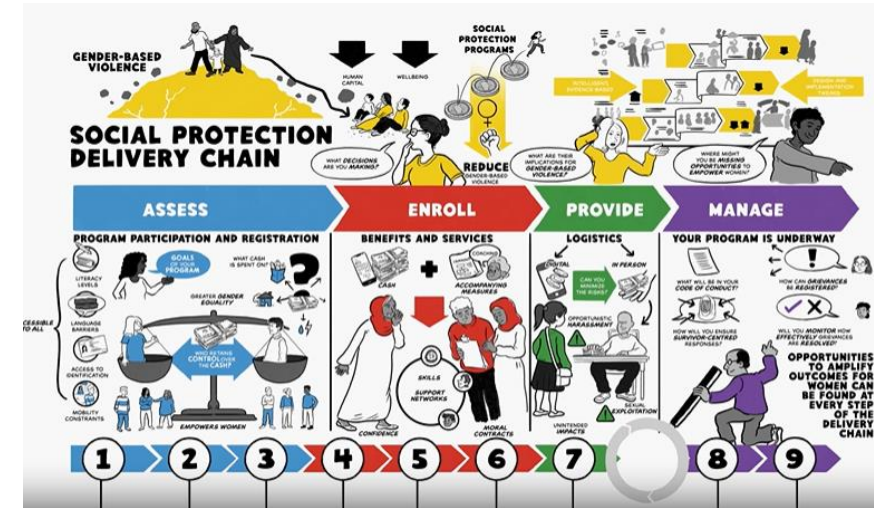
	Opportunities and risks for gender outcomes	Operational solutions for gender outcomes
<b>Accompanying measures</b>	<ul style="list-style-type: none"> <li>Promote behavior change and investments in human capital</li> <li>Create social capital</li> <li>Risk of backlash</li> <li>Risk of increased time poverty</li> </ul>	<ul style="list-style-type: none"> <li>Individual vs. group, women vs mixed, groups vs individual</li> <li>Address gender norms (e.g. girls' education, early marriage), care responsibility (e.g. father's schools), violence prevention</li> <li>At least neutral messages (not prevailing gender norms)</li> <li>Involving norm enforcers (men/mother-in-law, elders)</li> <li>Design to foster social capital</li> <li>Safety measures</li> </ul>
<b>Promotion of use of services</b>	<ul style="list-style-type: none"> <li>Increase human capital</li> <li>Risk of increased burden/reinforcement of gender roles</li> <li>Backlash/safety risk</li> </ul>	<ul style="list-style-type: none"> <li>Assess availability/quality/safety of service</li> <li>Limit time/care burden [explains lower impacts of CCT?]</li> <li>Smarter ways to handle non-compliance</li> <li>Address safety risks associated with external service providers (Code of conduct, GRM, services)</li> </ul>
<b>Public works</b>	<ul style="list-style-type: none"> <li>Build assets that matter for women</li> <li>Risk of increased work burden</li> <li>Risk of backlash against women's work</li> <li>Safety risk</li> </ul>	<ul style="list-style-type: none"> <li>Include services in public works</li> <li>Gender-conforming work (or not)</li> <li>Flexible work times/duration/days</li> <li>Provisions for pregnancy, lactation &amp; childcare</li> <li>Opportunity for skills training</li> <li>Safe transportation, location, mix/separate, sanitation</li> <li>Code of conduct, monitoring, sanctions</li> </ul>



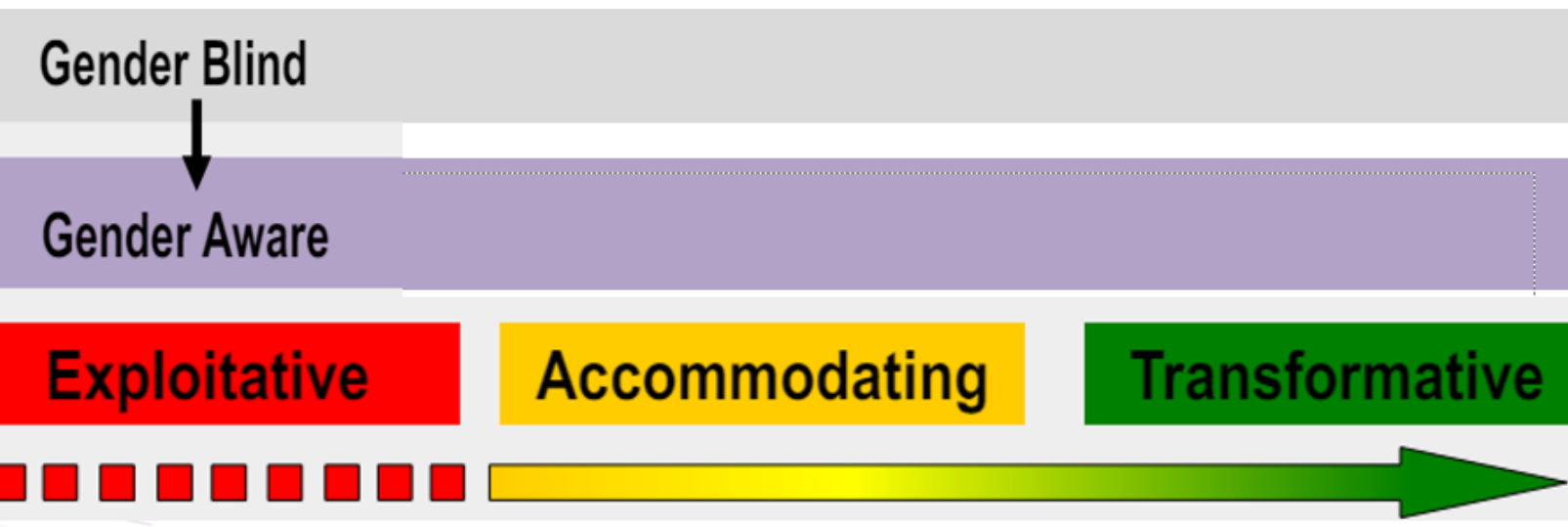
	Opportunities and risks for gender outcomes	Operational solutions for gender outcomes
<b>Grievance mechanisms</b>	<ul style="list-style-type: none"> <li>• Prevent/redress gender discrimination or harm</li> <li>• Risks of backlash or that ‘nothing changes’</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple channels (safe and anonymous)</li> <li>• Disseminate in multiple ways</li> <li>• Specialized gender &amp; GBV training for GRM staff</li> <li>• Safe/survivor-centered: safety first, action only if agree, confidentiality, safety/harm reduction over ‘mediated’ resolution</li> <li>• Establish protocols for referral, map out providers</li> </ul>
<b>Feedback to design</b>	<ul style="list-style-type: none"> <li>• Identify problems or unexpected risks</li> <li>• Improve design and implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Use the “gender-lens” in evaluations and monitoring</li> <li>• Include women’s voice in process evaluations (safely)</li> </ul>

# Moving from blind or accommodating to transformative!

- Already some impacts... but could be a lot more impactful !
- Contexts call for different solutions, always involving norm-enforcers
- Multifaceted approach to address structural issues: policies and investments
- Challenging power relations/norms is hard, but it's the core function of social protection! Resist pushback



Guides and videos available at  
[www.worldbank.org/safetyfirstresources](http://www.worldbank.org/safetyfirstresources)



EQUITY, RESILIENCE & OPPORTUNITY





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# THANK YOU