



Wilton Park

Women's Economic Empowerment: Stimulating Renewed Global Momentum and Driving Long-Lasting Change (WP3201)

27 - 29 March 2023

Wilton Park, Wiston House, Steyning, West Sussex, BN44 3DZ



Foreign, Commonwealth
& Development Office

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00:00

In the context of concerted efforts to roll back on women's and girls' rights and the disproportionate impact of climate, crises and conflict, there is a need for a concerted, collective effort on, for and with women and girls. The UK's Foreign, Commonwealth and Development Office (FCDO) has committed to using the full range of levers at its disposal to unite partners in standing up to those who want to hold back women and girls, and champion women and girls as agents for change through local leadership, including grassroots women's rights organisations. A new FCDO International Women and Girls Strategy launched on International Women's Day on March 8, 2023, sets out the principles and goals, alongside the thematic priorities of the 3 Es - Educating girls, Empowering women and girls, and championing their health and rights, and Ending gender-based violence. It also marks the start of a new global campaign – *Rights, Freedom, Potential* – to drive conversation and action on women's and girls' rights. This will be supported by a Wilton Park series of conferences over the course of the next year. The series forms an important part of the FCDO's commitment to partnership-building, to countering the roll back on rights, and to supporting women's rights organisations while delivering progress on the empowerment and rights of women and girls around the world in the context of growing global threats and shocks.

This first conference focuses on stimulating renewed global momentum to drive long lasting improvement to women's economic empowerment. It will take stock of recent geopolitical changes, including the COVID-19 crises, to establish a coordinated and effective effort to enhance women's economic empowerment. The norms underpinning gendered outcomes can be 'sticky' or resistant to change, particularly when reinforced through social institutions. Progress is often nonlinear, and subject to backlash and reversals. In 2022 the World Economic Forum found the global 'Economic Participation and Opportunity' gender gap to be 39.7% - which, at the current rate of progress, will take 151 years to close - representing multiple generations to parity. Concerted, coordinated international effort is needed therefore to allow women to fulfil their right to decent work.

The conference will explore what works to support women at different life stages and revisit the Seven Proven and Promising Drivers to Expand Women's Economic Opportunities identified by the 2016 UN High Level Panel on Women's Economic Empowerment:

- 1) Tackling adverse norms and promoting positive role models
- 2) Ensuring legal protection and reforming discriminatory laws and regulations

- 3) Recognizing, reducing, and redistributing unpaid work and care
- 4) Building assets – digital, financial and property
- 5) Changing business culture and practice
- 6) Improving public sector practices in employment and procurement
- 7) Strengthening visibility, collective voice and representation. [\[1\]](#)

This will provide an opportunity to check in on global progress on these drivers halfway between the Panel and the 2030 ambition for the SDGs.

[\[1\] Seven drivers and recommendations | UN Women – UN Secretary-General’s High-Level Panel on Women’s Economic Empowerment](#)

00:00 **In association with Foreign, Commonwealth and Development Office**

13:00 Participants arrive and buffet lunch available

14:45 - 15:15 **Welcome and introduction**

Alison Hilliard

Programme Director, Wilton Park, Steyning, United Kingdom

Alicia Herbert

Director of Education, Gender & Equality and Special Envoy for Gender, Foreign, Commonwealth and Development Office (FCDO), London, United Kingdom

15:15 - 16:45 **1. The need for action**

What is the status of women’s economic empowerment globally today? How have national legislative and policy changes helped or hindered? What trends have we seen in different regions and across different groups of women, including the most marginalised? How is the macro-economic climate benefitting or hindering progress? What has been the impact of Covid-19, the increasing threat of climate change, conflict and fragility, demographic shifts and rapid technological innovation?

Monique Newiak

Deputy Chief, Gender and Inclusion Unit, Strategy, Policy and Review Department, International Monetary Fund (IMF), Washington DC, United States of America

Cristina Bortes

Director, PwC Sustainability, PricewaterhouseCoopers LLP,
London, United Kingdom

Margo Thomas

Founder and Chief Executive Officer, Women's Economic
Imperative, College Park, United States of America

16:45 - 17:30 Photograph followed by tea/coffee

17:30 - 18:45 **2. What global progress has been made, and who is driving it?**

What lessons can be learned from the formation, activity and legacy of global initiatives to accelerate women's economic empowerment over the last five years? Where have they achieved most success? Is there a concerted effort to reduce the ability of women to access assets, have economic control and be able to work?

Hana Brix

Global Director, Gender, World Bank Group, Washington DC,
United States of America

Greta Bull

Director, Women's Economic Empowerment, Bill and Melinda Gates Foundation (BMGF), Washington DC, United States of America

Susannah Rodgers

Technical Adviser on Disability Inclusion, Energy, Climate & Environment Directorate (consultant) , Foreign, Commonwealth and Development Office (FCDO), London, United Kingdom

19:00 Reception with keynote speech from **Adnan Khan** in the Library followed by dinner

Keynote speaker

Adnan Khan

Chief Economist and Director for Economics and Evaluation, Foreign, Commonwealth and Development Office (FCDO), London, United Kingdom

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08:00 - 08:45 Breakfast
Table reserved for Session 4 and 6 break out group facilitators

08:30 - 08:55 Session 4 and 6 break out group facilitator briefing in the Library

09:00 - 10:45 **3. What can we learn from the evidence of what works throughout the lifecycle?**

What are the best interventions through the lifecycle of girls and women with the greatest potential for positive intergenerational impact? How do we increase gender parity and economic inclusion throughout women' lives, and what principles should sit behind policy interventions to address each generation? How do we reach the most marginalised women who may have multiple, intersecting forms of discrimination?

School to work transition

Nestor Atukwatse

Monitoring, Evaluation and Learning Coordinator, Restless Development Uganda, Kampala, Uganda

Thriving in the workplace

Emanuela Pozzan

Senior Regional Gender Specialist, International Labour Organization (ILO), Geneva

The role of social protection

Megan O'Donnell

Policy Fellow and Co-Director, Gender, Center for Global Development, Washington DC, United States of America

Financial resilience

Sonia Jordan-Kirwan

Head of Gender & Diversity Finance, British International Investment (BII) , London, United Kingdom

10:45 - 11:15 Tea/coffee

11:15 - 12:45 **4. Break out groups: advancing the 7 drivers**

Break out groups on each of the 7 drivers. Each group to map out key milestones to meet before 2030, the stakeholders we need on board and the actions needed to get there.

1. Tackling adverse norms and promoting positive role models

Facilitator: Caroline Harper

Director of Gender Equality and Social Inclusion Programme,
Principal Research Fellow, Overseas Development Institute (ODI),
London, United Kingdom

2. Ensuring legal protection and reforming discriminatory laws and regulations

Facilitator: Claire Allan

Jobs and Inclusive Growth Team Leader, Foreign, Commonwealth and Development Office (FCDO), Kigali, Rwanda

3. Recognizing, reducing and redistributing unpaid work and care

Facilitator: Hester le Roux

Senior Business Advisor, Private Sector Engagement, CARE International UK, London, United Kingdom

4. Building assets – digital, financial and property

Facilitator: Fiona Clark

Senior Social Development Advisor, British Investment Partnerships Directorate, Foreign, Commonwealth and Development Office (FCDO), Glasgow, United Kingdom

12:45 - 13:45

Lunch

13:45 - 14:45

Free time or optional Garden tour (meet at the front of the House)

14:45 - 15:15

5. Feedback from session 4

15:15 - 16:45

6. Break out groups: advancing the 7 drivers

Break out groups on each of the 7 drivers. Each group to map out key milestones to meet before 2030, the stakeholders we need on board and the actions needed to get there.

5. Changing business culture and practice

Facilitator: Sonia Jordan-Kirwan

Head of Gender & Diversity Finance, British International Investment (BII) , London, United Kingdom

6. Improving public sector practices in employment and procurement

Facilitator: Monika Queisser

Senior Counsellor, Employment, Labour and Social Affairs, Organisation for Economic Cooperation and Development (OECD), Paris, France

7. Strengthening visibility, collective voice and representation

Facilitator: Aisling Conboy

Programme Director, Wilton Park

8. The economic enabling environment

Facilitator: Jessica Woodroffe

Director, Gender & Development Network, London, United Kingdom

16:45 - 17:15 Tea/coffee

17:15 - 18:00 7. Feedback: moving forward to make progress

What milestones do we need to meet between now and 2030?
What roles do we each play in getting there? How do we hold each other to account?

18:00 - 19:00 8. Fireside Chat

Conversation between Justine Greening and Jemima Njuki in the Library

Justine Greening

Founder, Social Mobility Pledge, Independent, London, United Kingdom

Jemimah Njuki

Chief, Economic Empowerment, UN Women, New York, United States of America

19:15 Dinner

Wed

08:00 - 08:45 Breakfast and checkout (key cards will not work after 0900)
Table reserved for Session 10 break out group facilitators

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08:30 - 08:55 Session 10 break out group facilitator briefing in the Common room

Mar

09:00 - 10:00 9. Working together in a gender responsive way

How do we secure a broad coalition of Governments who will centralise women's economic empowerment and broader gender equality in their policies, increase collective power, and what does that look like in practice? How do we make progress on women's economic empowerment across the thematic sectors covered by the 7 drivers? What role do different stakeholders have including: national governments; international financial institutions; UN agencies; the private sector; academia; civil society including women's rights organisations and movements; and foundations? How are the voices of women and girls heard in this space? What decision making do they meaningfully contribute to?

Cheryl Urban

Director General, Economic Development and International Financial Institutions, Global Affairs Canada, Ottawa, Canada

Fiza Farhan

Global Strategic Development Advisor / CEO ORA Global Development Advisor, Lahore, Pakistan

Caren Grown

Senior Fellow - Global Economy and Development, Center for Sustainable Development, The Brookings Institution, Washington DC, United States of America

10:00 - 11:00

10. Break out groups: Designing an action plan

Facilitator: Hugo Gorst-Williams

Gender Equality Hub Team Leader, Foreign, Commonwealth and Development Office (FCDO), London, United Kingdom

Facilitator: Jemimah Njuki

Chief, Economic Empowerment, UN Women, New York, United States of America

Facilitator: Richard Teuten

Deputy Director, Economic Growth Department, Foreign, Commonwealth and Development Office (FCDO), London, United Kingdom

11:00 - 11:30

Tea/coffee

11:30 - 13:00

11. Feedback, commitments to move forward and conclusion

Caroline Read

Director, British Investment Partnerships, Foreign, Commonwealth
and Development Office (FCDO), London, United Kingdom

13:00 - 13:15 **12. Evaluation survey**

Completion of online survey

13:15 Lunch

14:00 Participants depart