

The Canopy Cut

a curated list of GESI in
MSD/PSD resources for
practitioners

July - September 2021

Market system & private sector development

Quickish Reads



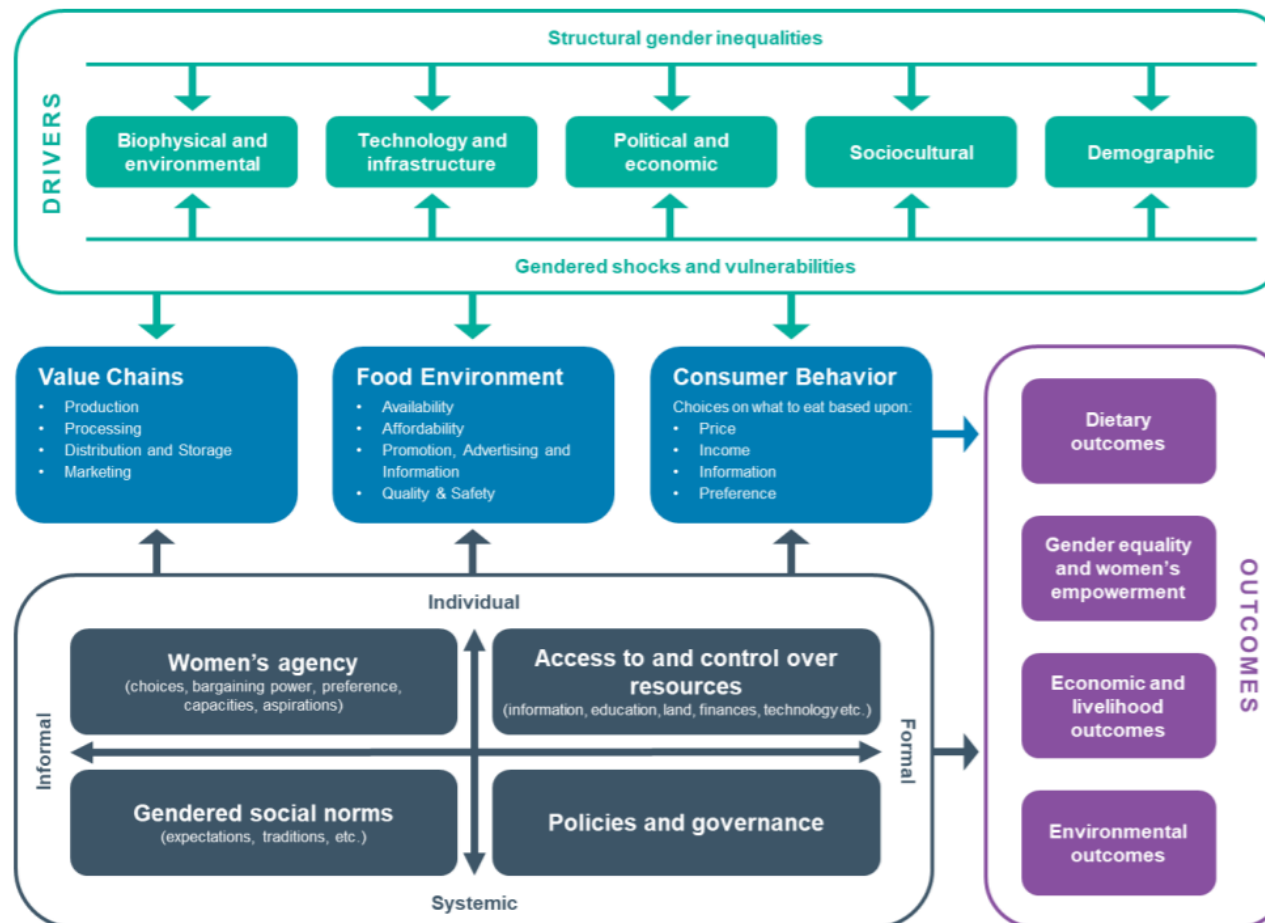
Gender

- [Creating a Gender Equality Policy: How it can help your organization and how to do it](#) (TechnoServe)
- [Advancing Equality and Empowerment in the Solar Home Systems Business Model: The critical role of the gender audit](#) (Holly Lard Krueger, Bridie Laplace and Julia Sorenson, the Canopy Lab)
- [Bringing to Life the Gender Analysis: A four-part model for Learning What Works in Gender Equality and Inclusive Development](#) (Diana Santillan, EnCompass)
- [Mapping the Evidence Needed to Advance Gender Equality in Agriculture and Food Systems](#) (Jenni Metcalfe, CGIAR)

Social Inclusion

- [Why LGBTQ+ Inclusion Matters in Agriculture and Market Systems Development](#) (Jenn Williamson, ACDI/VOCA)

Insightful infographics



Source: Adapted from de Brauw et al. (2019).

Market system & private sector development

Guidance



Gender

- **Family Friendly Policies for Workers in the Informal Economy** (ILO, WIEGO, UNICEF)
- **Sustainability Case Studies: Lessons learned from leading through crisis and recovering stronger** (IFC)
- **A Review of Evidence on Gender Equality, Women's Empowerment and Food Systems** (Jemimah Njuki, Sarah Eissler, Hazel Malapit, Ruth Meinzen-Dick, Elizabeth Bryan and Agnes Quisumbing, IFPRI)

Disability Inclusion

- **Accessibility Go: A guide to action** (Kathy Al Jubeh, Benjamin Dard, Yana Zayed, WBU and CBM)

Youth

- **Beating the Odds: Supporting youth on the move** (Stephen Hunt and Michele Dimastrogiovanni, Youth Business International)

Social Inclusion

- **Integrating LGBTQI+ Considerations in USAID's Resilience and Food Security Programming Sectors** (USAID Bureau for Democracy, Development, and Innovation's Inclusive Development Hub (DDI/ID))
- **The Return on Investment of Social Inclusion: An evidence gap analysis from developing countries** (Erin Markel and Friederike Strub, MarketShare Associates for DAI)
- **How COVID-19 is Impacting the Talent Pipeline of Market Systems Development Activities** (Holly Lard Krueger, Laura Kim, Michelle LeMeur, DAI)
- **People At The Center: The intersection of age, gender and diversity** (UNHCR)

Financial/ Digital Inclusion

Quickish Reads



Gender

- **Learning Series on Technology Facilitated GBV: Implications of technology-facilitated GBV and actions for humanitarian agencies, donors and online industries** (GBV AoR):
- **Are Funders Up to the Challenge of Building Rural Agent Networks?** (Alice Negre and Elizabeth Mune Kiamba, CGAP)
- **Women's Digital Inclusion: The risks of going too fast and not fast enough** (Sonia Jorge, Mariana Lopez, Lisa Staxaeng, BSR)
- **Culture, Commerce, and Cyber-Harassment: Perspectives on women in Kenya's Digital Ecosystem** (Mark Kaigwa)
- **Financial Inclusion for What?** (Emilio Hernandez, CGAP)
- **A Case Study on Agent Banking in Bangladesh** (Christine McClung and Jennifer Himmelstein, ACDI/VOCA)

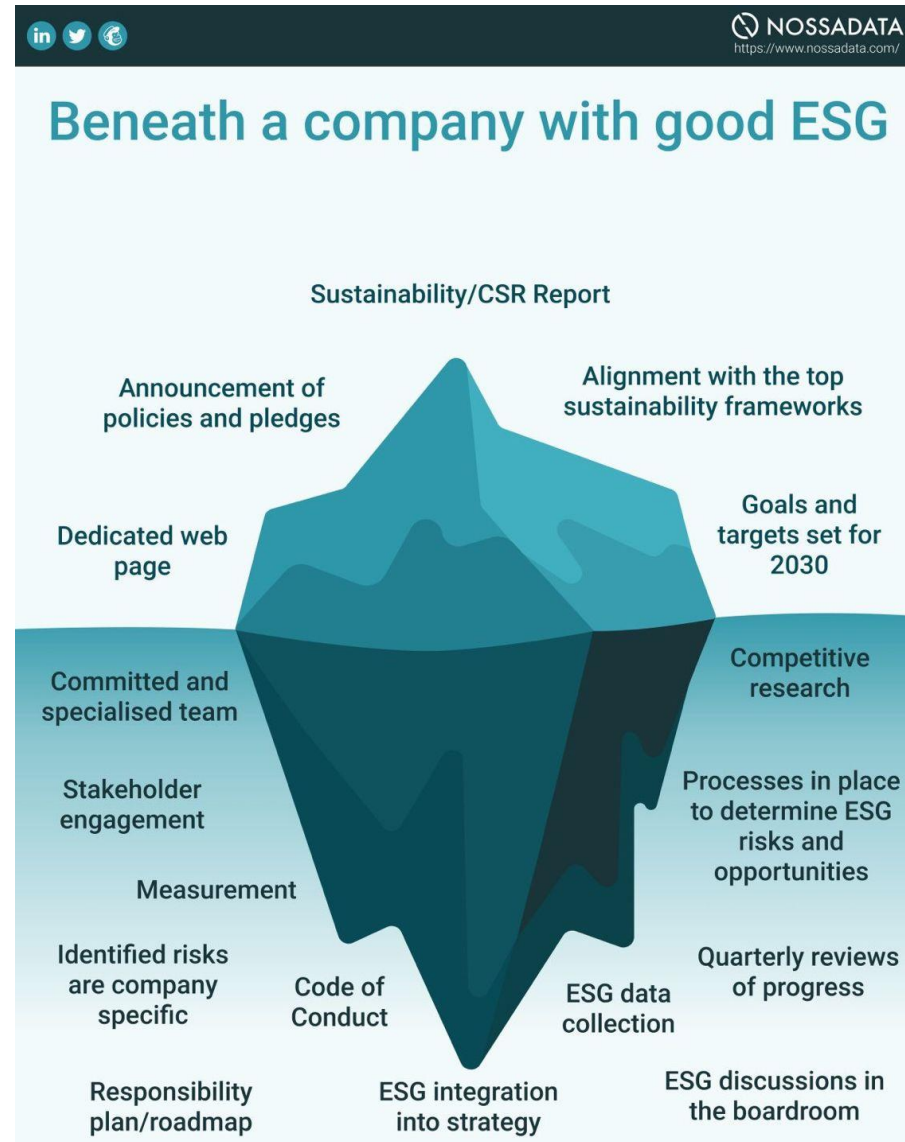
Financial/ Digital Inclusion Guidance



Gender

- **Small Goes Digital: How digitalization can bring about productive growth for micro and small enterprises** (ILO, International Organization of Employers, Konrad Adenauer Foundation)
- **Inclusive Digital Economies & Gender Equality Playbook** (UNCDF)
- **What We Know about the Gender Digital Divide for Girls: A literature review** (Alexandra Tyers-Chowdhury and Gerda Binder, UNICEF)
- **Financial Services That Work for Young People: How Social Norms Impact Financial Resilience Among the Youth in Africa** (Lise Paaskesen, Next Billion)
- **Channeling Women's Potential to Strengthen Last-Mile Agent Networks** (Hannah Schiff and Emilio Hernandez, CGAP)

Insightful infographics



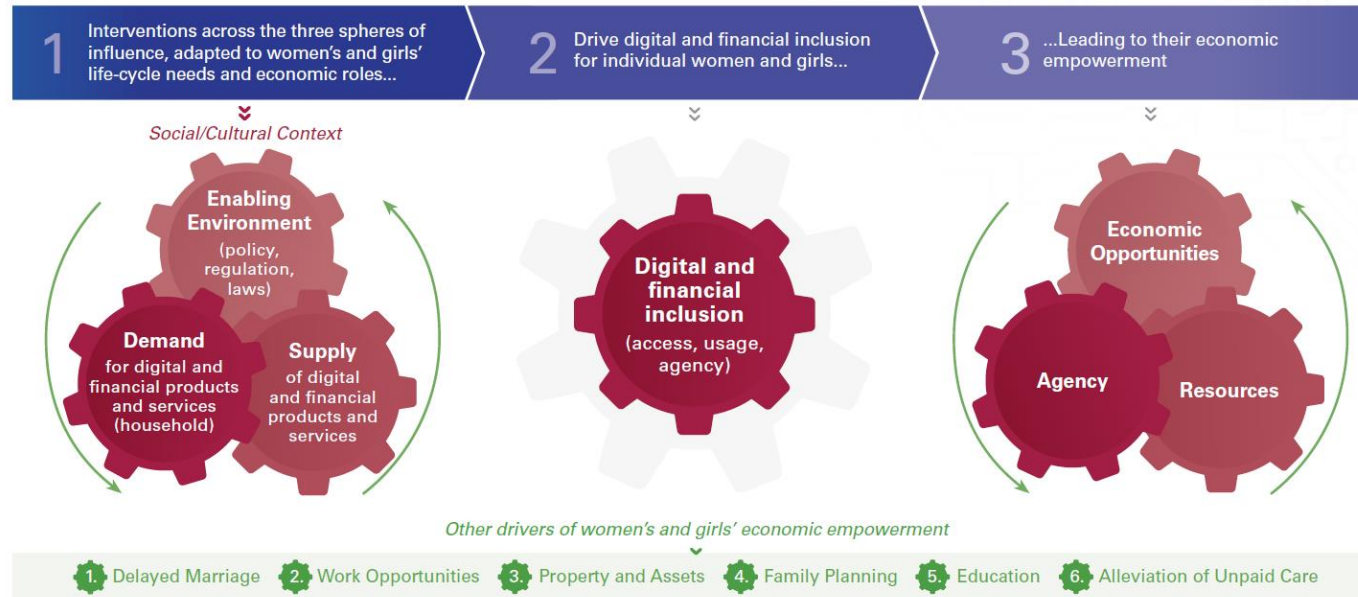
Insightful infographics



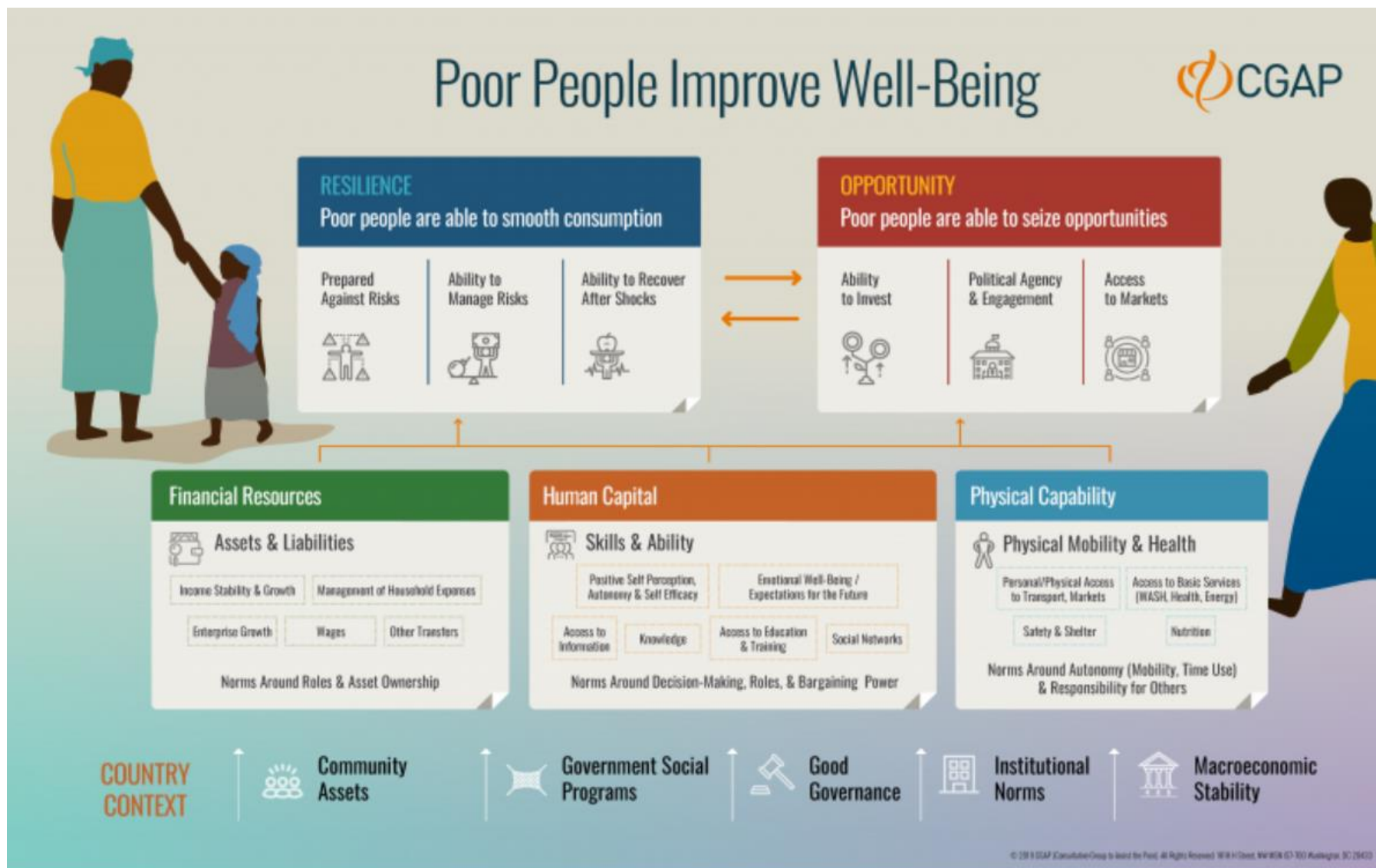
CHEAT SHEET 1

DRIVERS OF WOMEN'S AND GIRLS' DIGITAL AND FINANCIAL INCLUSION

The UNCDF PoWER diagnostic, from which this graphic is taken, presents financial inclusion as one of the key drivers of women's economic empowerment, and considers three spheres in which change needs to happen for financial equality to be achieved: demand, supply and enabling environment.



Insightful infographics



COVID-19

Quickish Reads



Gender

- [Integrating Gender and Inclusion in Social Protection Response to COVID-19: What have we learned?](#) (Rebecca Holmes, SPACE)
- [Youth Blog: Climate Change and Covid-19 two crises that threaten climate change](#) (Racha Zahira Ammati, UN Women)

Disability Inclusion

- [How the COVID-19 Pandemic has Affected Organisations that Work for People with Disabilities: Findings](#) (Social Development Direct)

COVID-19 Guidance



Gender

- [USAID COVID Specific Gender Analysis Learning Series](#) (Banyan Global and Care International)
- [Beyond COVID-19: A feminist Plan for sustainability and social justice](#) (Laura Turquet, Silke Staab, Constanza Tabbush, Laura Turquet and Loui Williams, UN Women)
- [The Impacts of COVID-19 on Women's Social and Economic Outcomes: An Updated Review of the Evidence](#) (Megan O'Donnell , [Shelby Bourgault](#) , [Lotus McDougal](#) , [Nabamallika Dehingia](#) , Wendy Wei Cheung and Anita Raj, CGD)

Disability Inclusion

- [Consequences of Exclusion: A situation report on organisations of people with disabilities and COVID-19 in Bangladesh, Nigeria, and Zimbabwe](#) (Social Development Direct and International Disabilities Alliance)

Insightful infographics

LESSONS FROM COVID-19: WOMEN'S LIVELIHOODS HAVE TAKEN A MAJOR HIT

COVID-19 is exacerbating inequalities

In 2020, the combined earnings of workers around the world fell by **US\$3.7 trillion** while global billionaire wealth increased by **US\$3.9 trillion**

By September 2020, the world had spent a total of **US\$790 billion** on social protection, but these resources were not equally distributed.

US\$695 spent per capita in high-income countries
US\$4 spent per capita in low-income countries

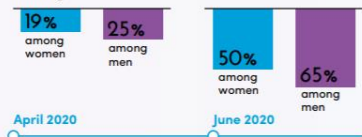
Globally, in 2019 and 2020, women lost more than **54 million jobs**



Across 45 countries, **one in five women** reported losing their job during the pandemic.

Informal workers experienced a sharp drop in earnings, with women losing a greater share of their pre-pandemic earnings and recovering them more slowly than men.

Informal worker earnings as percentage of pre-COVID earnings



In 2021, globally, men's employment will recover to 2019 levels, but there will still be **13 million fewer women** in employment.

Women have lost their jobs and earnings at alarming rates

Gaping holes in social protection systems have left women with little to fall back on

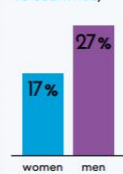
Globally, before the pandemic **only 26.5% of women** and **34.3% of men** enjoyed comprehensive social protection by law.

219 countries and territories have taken 1,700 social protection and labour market measures.

95 have taken measures to strengthen women's economic security

81 have taken measures to address unpaid care

Across **45 countries**,



reported receiving cash relief in response to COVID-19

LESSONS FROM COVID-19: THE CARE ECONOMY IN CRISIS MODE

Paid care work is recognized as essential, but health risks and economic penalties persist

Globally, **women are 70%** of health workers and, in most regions, upwards of **80%** of nurses and social care workers.

Across 11 countries with sex-disaggregated data, women account for **71%** of confirmed COVID-19 cases among health care workers.

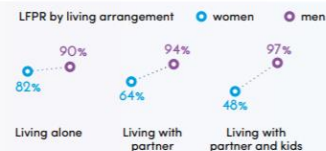
In the United States, essential workers in care services earned **18% less** than other workers that were defined as essential during the pandemic.

Countries across sub-Saharan Africa rely on over **900,000** community health workers to support their fragile health systems.

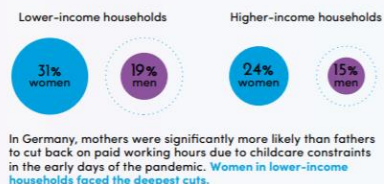
Over two thirds of these frontline workers are women. **86% are unpaid.**

Unpaid care is critical but neglected, and women pay the price

Even before the pandemic, having children reduced women's labour force participation rate (LFPR) and earnings, while the opposite is true for men.



Based on data from 16 countries women have done **29% more** childcare per week than men, during the pandemic.



In Germany, mothers were significantly more likely than fathers to cut back on paid working hours due to childcare constraints in the early days of the pandemic. **Women in lower-income households faced the deepest cuts.**

Only **1 in 10** countries mention gender in their guidelines on the protection of healthcare workers.

Globally, out of 1,700 social protection and labour market measures taken in response to the pandemic: **11%** address unpaid care, **13%** prioritize women's economic security, and **86%** are gender-blind

In South Africa **99%** of childcare providers stopped receiving fees from parents from the start of the lockdown, **83%** had not been able to pay the full salaries of staff by April 2020, and **68%** were worried that they would not be able to reopen

Support for the care sector has been inadequate and often gender-blind

LESSONS FROM COVID-19: MAJOR SYSTEMIC CRISES ARE GENDERED, AND THE ENVIRONMENT IS NEXT

The environmental crisis is impacting women and girls the hardest

Women's greater dependence on and unequal access to natural resources, public services and infrastructure mean that they are disproportionately affected by environmental degradation and climate change.

Insecure land rights make women especially vulnerable to land-grabbing for largescale environmental projects.

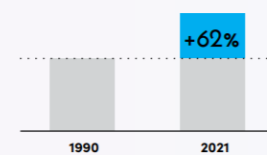
40% of countries have at least one restriction to women's rights to property.

Every year, **3.8 million people** most of them women and children, are killed by air pollution caused by the use of unclean energy for cooking and heating in households.

The current economic system is causing environmental breakdown

The natural environment and women's labour are both treated as infinite resources and undervalued, even though they are the foundation for all economies.

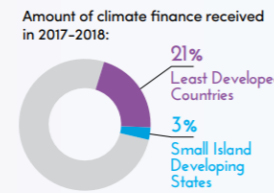
Greenhouse gas emissions are **62% higher** than when international climate negotiations began in 1990.



Extractive industries are responsible for **50%** of the world's carbon emissions and more than **80%** of biodiversity loss

The potential for green recovery and gender-just transitions is so far unrealized

Only **2.5%** of COVID-19 rescue and recovery spending by the world's 50 largest economies in 2020 was green



In 2018, only **15.7%** of Global Environment Facility projects undertook a gender analysis prior to their approval.

About

The 'Canopy Cut'

The 'Canopy Cut' is a quarterly quick reference resource for market systems and private sector development and engagement practitioners interested in the practical application of and current trends in Gender Equality and Social Inclusion. It is a curated list comprising a range of resources from blogs to detailed guidance to infographics which have been published and circulated on public platforms like the Beam Exchange, LinkedIn, Marketlinks.

The 'Canopy Cut' is not intended to be comprehensive and the emphasis on different angles of gender and social inclusion may vary from edition to edition.

The Canopy Lab

The Canopy Lab, a US small business, provides tailored and actionable solutions to a diverse range of international and domestic clients in four service areas: systems change, evaluation and learning, research and organizational development.

Our three Managing Partners have led and built teams to implement multimillion-dollar private sector development programs. They are also recognized for their work in adaptive management, monitoring and evaluating impact, and advancing approaches to women's economic empowerment and youth employment in market systems programs.

Together, they have over 55 years of experience delivering innovative, high quality work in 30+ African, Asian, Eastern European and Latin American countries for a diverse range of clients including Bill & Melinda Gates Foundation, DFAT, DFID, SDC, World Bank, and USAID. Recent examples of this work are highlighted below.

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