

A Feature, Not an Option: Putting Women's Empowerment at the Core of Our WorkWade Channel

Independent Consultant, formerly U.S. Agency for International Development (retired)

INTRODUCTION

Women's economic empowerment is fundamental to economic growth and development. Until now, it has been treated as an option – something nice to add, but not necessarily important. Recent studies are showing much the opposite – that women's equality is actually core to developing the kinds of countries, companies, and communities that we desire. We can and must continue to push for full equality.

AIM:

Participants will understand the evidence supporting the premise that women's equality is fundamental for economic growth and societal wellbeing:

- Participants will identify the business case for women's equality
- Participants will understand the cost of inequality (including the cost of gender-based violence) • Participants will understand actions they can take to promote women's economic empowerment in the workplace and with policymaker.

MATERIALS AND METHODS:

Based primarily on the work of Linda Scott (The Double X Economy) and Valerie Hudson, et al. (The First Political Order), it has become clear that women's inequality is a primary driver of poverty and state fragility in the world today. Conversely women's empowerment is a causal factor, not just correlation, in improving the welfare of nations. Unfortunately, women's equality has often been treated as an optional addition to policies that affect the welfare of nations and the wellbeing of citizens. This can change, and we can be the change agents in establishing women's equality as a feature of beneficial policies.

INTRODUCTION

Women's economic empowerment is fundamental to economic growth and development. Until now, it has been treated as an option – something nice to add, but not necessarily important. Recent studies are showing much the opposite – that women's equality is actually core to developing the kinds of countries, companies, and communities that we desire. We can and must continue to push for full equality.

AIM:

Participants will understand the evidence supporting the premise that women's equality is fundamental for economic growth and societal wellbeing:

- Participants will identify the business case for women's equality
- Participants will understand the cost of inequality (including the cost of gender-based violence) • Participants will understand actions they can take to promote women's economic empowerment in the workplace and with policymaker.

MATERIALS AND METHODS:

Based primarily on the work of Linda Scott (The Double X Economy) and Valerie Hudson, et al. (The First Political Order), it has become clear that women's inequality is a primary driver of poverty and state fragility in the world today. Conversely women's empowerment is a causal factor, not just correlation, in improving the welfare of nations. Unfortunately, women's equality has often been treated as an optional addition to policies that affect the welfare of nations and the wellbeing of citizens. This can change, and we can be the change agents in establishing women's equality as a feature of beneficial policies.

