

EXPERT GROUP MEETING  
5–6 October 2023

# THE WORLD SURVEY ON THE ROLE OF WOMEN IN DEVELOPMENT 2024

HARNESSING SOCIAL PROTECTION FOR GENDER  
EQUALITY, RESILIENCE AND TRANSFORMATION



International  
Labour  
Organization



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## 1. Overview

*The World Survey on the Role of Women in Development* is a Secretary General of the United Nations' report, mandated by the Economic and Financial Committee (Second Committee) of the General Assembly which focuses on macroeconomic policy, sustainable development, financing and poverty eradication. It is presented every five years and provides an important opportunity for a research product covering in-depth assessment of a theme related to gender equality and economic and social policy for deliberation by Member States. Since UN-Women was founded, the Research and Data section has produced two editions on sustainable development (2014) and on time and income poverty (2019).

The 2024 edition will focus on the role of social protection in a world of repeated shocks and protracted crises and highlight its contributions to advancing gender equality, resilience, and transformation. It will assess persistent gaps and challenges in making social protection systems work for women and girls; highlight promising approaches and good practices for strengthening social protection system design, delivery and financing, with particular attention to the challenges faced by low-income countries; and explore potential synergies that can be derived from greater coordination with other sectoral policies.

To inform the report's discussion about how this can be achieved, UN-Women and the ILO convened a two-day virtual expert group meeting on 5–6 October 2023. Session 1 of the EGM provided an opportunity for experts to provide feedback and inputs into the extended concept note for the World Survey report which was shared by the UN-Women team ahead of the meeting. Subsequent sessions discussed critical social protection design, delivery and financing issues from a gender perspective, including the need for integrated social protection, employment and care policies (Session 2); gender-responsive and rights-based approaches to social protection delivery systems, including the opportunities and challenges of digitalization (Session 3); and integrated financing systems for gender-responsive social protection (Session 4).

The EGM was attended by more than 40 participants, including experts from academia and civil society and observers from UN-Women, ILO and elsewhere in the United Nations System. A full list of participants, as well as a detailed agenda, can be found in the Annex of this report.

## 2. Session summaries and key takeaways

### Session 1: Harnessing social protection for gender equality, resilience and transformation

The first session of the EGM was entitled “Harnessing social protection for gender equality, resilience and transformation,” reflecting the working title of the concept note for the next edition of *the World Survey* report, which was the main focus of the session. The session was chaired by **Loui Williams** (UN-Women), and opened with a presentation from **Silke Staab** (UN-Women) who took attendees through a chapter-by-chapter overview of the proposed report contents:

- Chapter 1 would set the stage on the multiple intersecting crises that are exacerbating poverty and inequalities, with particularly detrimental impacts on women and girls, draw attention to longer-term trends in the world of work, demographic and family structures, and introduce the conceptual framework for the report.
- Chapter 2 would take stock on gender gaps in coverage, adequacy and comprehensiveness and explore pathways for strengthening the preventive and protective functions of social protection.

Starting from the basis that comprehensive and robust social protection systems are the most effective way to prevent poverty and downward mobility, the chapter would also engage with ongoing discussions about 'adaptive' social protection.

- Chapter 3 would explore how interlinkages and coordination with different policy areas, such as employment and care, can strengthen the promotive and transformative functions of social protection, by supporting the development of women's capabilities and sustainable livelihoods.
- Chapter 4 would zoom in on the implementation of social protection through an exploration of gender and human rights issues along the social protection delivery chain, looking at both digital as well as human and relational elements.
- Chapter 5 would aim to look at gaps in resources and financing for gender-responsive social protection. The chapter will also explore fiscal space options for filling these gaps, which, among others, could include a combination of domestic resource mobilization and international reforms.

The presentation was followed by interventions from three discussants:

- **Naila Kabeer** (London School of Economics) urged the UN-Women team to avoid narrow understandings of social protection that fall into technocratic traps, and instead draw on expansive understandings of social policy that are embedded in principles of solidarity, universality, redistribution, and intersectionality (acknowledging that there are tensions and unanswered questions therein). She further posited that the 'transformative' dimensions of social protection, often considered the biggest 'question mark' in the framework, should not be seen as separate from the other functions of social protection: rather, it is the extent to which rights, dignity and respect are built into the preventive, protective, and promotive functions of social protection, that will determine its transformative potential.
- **Leila Patel** (University of Johannesburg) pointed out the important role of this report in bringing together broad yet often siloed literature on social protection, as well as in defining some key terms used in different ways by different actors. She affirmed that the theme of multiple and intersecting crises is highly pertinent for today's world, yet also stressed that social protection has limits and cannot be a 'silver bullet' to cure the challenges of our times, pointing to the role of governance, corruption and state capture as just one example of that.
- **Shahra Razavi** (ILO), built on previous comments and argued that a missing aspect in the current framework is *redistribution*, not just on a global level, but also as a pathway to talking about inequalities between different groups of women facing multiple and intersecting forms of discrimination. Shahra proposed a series of principles as a framework for building rights-based social protection systems, and illustrated how taking a lifecycle approach to social protection can be a route to building cohesive societies and repairing the social contract.

The presentation and responses were followed by a 45-minute **discussion in plenary**, which made space for lively and engaged commentary from a range of attendees and set the stage for the unfolding of subsequent thematic sessions across the rest of the two days.

**Key takeaways** included:

- The report can contribute to debates on what makes social protection transformative from a gender perspective. Social protection is transformative when it is a guaranteed entitlement and based in human rights principles. 'Transformative' outcomes are only possible when the *process* of realizing the other functions of social protection, embed such principles in their approach. By extension,

so-called ‘gender-responsive’ social protection can have transformative outcomes, depending on how it is designed and embedded within the wider political economy. The report should feature concrete, contextualized examples of gender-responsive social protection policies and programmes and their potential contribution to transformative outcomes.

- The *redistributive* aspects of social protection need to come out more strongly in the report’s framing. Greater attention to vertical inequalities and redistribution will be an added-value to the Devereux and Sabates-Wheeler framework (which places greater emphasis on transforming horizontal inequalities). This will also allow the report to make the link to financing – and to address the conundrum that while social protection is centrally concerned with building capabilities from the bottom-up, achieving this requires *solidarity, broad risk-pooling* and *universal buy-in*.
- Relatedly, social protection and equitable financing can be a way to renew or strengthen *social contracts* by breaking the vicious cycle of austerity, poor state performance on social protection and public service delivery, and growing anti-state rhetoric. That said, the report should look critically at the constellation of actors within the social protection space – including the growing reliance on the private sector and ‘public private partnerships’ to carry out social protection activities, as well as the over-reliance on the unpaid or poorly paid work of civil society and community-based organizations where the state is absent or under-resourced.
- The framing of the current context of multiple and intersecting crises is important – however, this context should not be purely descriptive. Instead, we should lay this groundwork *in order to show* how crises have interconnected root causes, and so need to be addressed in an integrated way. From this standpoint, it becomes easy to show how the impacts of social protection are not limited to one ‘crisis,’ but rather, economic security builds resilience to crises of all kinds. This perspective also demonstrates how siloed approaches to social protection, including some ‘shock responsive’ social protection programs intended to respond to a singular shock, will not be transformative if they do not respond to the interconnected nature of such crises over time and space.
- Relatedly, the report should provide a critical perspective on shock-responsive or adaptive social protection approaches that seem to assume that ad hoc, flexible and less institutionalized responses are better; instead, it should look at how humanitarian actors in crisis settings can contribute to building of nationally-owned systems rather than perpetuating dependence on donors.
- Discussions of poverty within the report need to go beyond monetary poverty, to include broader understandings of multi-dimensional poverty, as well as acknowledge the arbitrary nature of poverty lines. Further, the framing of poverty as a *dynamic* process should be brought together with the transformative social protection framework, in order to demonstrate that people will be in need of different functions of social protection at different times – for some, a ‘safety net’ (protection and prevention) may be needed before they get on ‘the ladder’ (promotion and transformation) – yet no one person or household should be frozen in a specific category of poverty or presumed needs, which will change over time.

## Session 2: Social protection, work and care: Towards integrated approaches

The second session of the EGM, entitled “Social protection, work and care: Towards integrated approaches” was chaired by **Guillermina Martin** (UNDP, Latin America and the Caribbean) and consisted of four presentations summarised below.

- **Antonia Asenjo** (Universidad Alberto Hurtado, Chile) spoke about the integration of income support and labour market activation measures to address the dual challenge of social and labour market inclusion. In the Global North, integration efforts often focus on addressing open unemployment, whereas in the Global South the emphasis is on addressing working poverty and informality. From a gender perspective, social transfers can protect women's income and basic consumption, but they are insufficient to foster access to better jobs and livelihoods which can be supported by activation measures. However, participation is often time-consuming and costly, so the two approaches are complementary. Compulsory activation, in turn, undermines rights-based approaches and risks pushing households deeper into poverty. Furthermore, women's disproportionate responsibility for unpaid care and domestic work must be factored into the design of integrated approaches and artificial divides between workers and carers must be challenged. Without this, women may be excluded, self-select out of activation components, or overburdened with additional responsibilities.
- **Julio Bango** (Independent Consultant, Uruguay) proposed the inclusion of care as a fourth pillar of social protection systems, along with education, health, and income security. Care as a fourth pillar would ensure that the unpaid care responsibilities that predominantly fall on women could be recognized, reduced, and redistributed, thereby lifting a key barrier to women's access to decent jobs, and leading to positive spillover effects on education and health systems, particularly in the context of increasing numbers of older people needing care. Julio pointed to promising processes of building comprehensive care systems in Latin America and the Caribbean, including Argentina, Brazil, Colombia, Dominican Republic and Uruguay. To ensure transformative outcomes, care systems must integrate gender perspectives, be effectively integrated with health and economic policies, regulate working conditions for care workers' rights, ensure proper training of care workers for quality care services and have financial sustainability.
- **Ghada Barsoum** (The American University in Cairo, Egypt) discussed the complex intersection of life course and labour market vulnerabilities for women and its implications for social protection, with a focus on the Middle East and Northern Africa. Ghada focused her intervention on three gender-specific labour market situations that have gendered social protection outcomes. First, women are more likely to be out of the labour force. Second, women are more likely to be unemployed – particularly young women. Third, when women work, they are more likely to be at lower-end jobs, experiencing the twin-challenges of decent work deficit and time poverty. Ghada held labour force participation in the region is high among women who are highly educated; and among those who cannot afford *not* to work, but often face time and income poverty as a result of poor working conditions. In between, there is a large "missing middle." Social protection tools not only need to take a life-cycle approach, but also need to be designed to account for the complexities of women's labour market participation. These include gender-responsive activation measures, flexible contributory schemes that do not penalize women for leaving and re-entering the labour market and non-contributory schemes that rapidly activate upon exit from the labour market.
- **Flaubert Mbiekop** (IDRC West and Central Africa Regional Office, Senegal) outlined six key challenges faced by women in West and Central Africa and emphasized the importance of addressing them. These challenges include social norms and their potential to undermine women's participation, delayed fertility transition, women's constrained access to decent employment opportunities, the impact of climate change on unpaid care and domestic work, fragility and conflict, and the narrow fiscal space and limited institutional capacity. The policy priorities required to address these issues



include awareness raising, particularly among men and boys; tackling discriminatory social norms and gender-based violence; integrating state-provided health care and childcare into national and international climate policies; and recognizing care jobs as green jobs in national climate action plans.

The four presentations and responses were followed by a 50-minute **discussion in plenary**. Key takeaways included:

- Universal access to care services remains one of the most fundamental policies to improve employment outcomes and access to social protection for women.
- More and better jobs are needed for women. Bolstering the care economy addresses the first part but not the second, as jobs are often low paid and with limited access to social protection. Care work needs to be regulated to ensure decent wages and working conditions.
- Education – broadly understood – should be explored as a transformative tool to complement social protection, both for challenging harmful social norms and re-invigorating the social contract. This could include through educating children to view themselves as active members of society and as ‘global citizens’ with universal human rights, as well as challenging stereotypes on roles of women and girls in the household and the community.
- Social protection itself can also help challenge social norms on gender roles, whether through ALMPs designed to enable women’s entry into male-dominated industries like construction, or incentives for men to enter the care sector or take up parental leave. However, ALMPs do not guarantee social norms change. Women’s entry into the labour market does not automatically translate to a redistribution of unpaid care work at home. It is essential to combine ALMPs with efforts to strengthen care services and redistribute care work.
- ALMPs can have some design issues—for example, in the MENA region, ALMPs are primarily run by CSOs with donor support, and often operate in a pilot modality and target very limited groups, with limited learning or cumulative knowledge build-up.
- The financing question must be part of a general discussion on the value of social protection systems, and the contribution of different sectors of the economy to overall wellness. This will involve being strategic in different contexts – in some contexts in LAC, a ‘solidarity fund’ could be one route to financing, while elsewhere making a strong economic case for care as a necessary climate action, can open new opportunities.

### Session 3: Rights-based and gender-responsive social protection delivery systems

The third session, entitled “Rights-based and gender-responsive social protection delivery systems,” was chaired by **Nyasha Tirivayi** (UNICEF-Innocenti) and started with a presentation on rights-based and gender-responsive social protection delivery systems by two presenters:

- **Tara Cookson** (UBC, Canada) and **Alexandra Barrantes** (Independent Consultant, Colombia) emphasized that social protection is a human right and is recognized as such in several universal and regional human rights instruments. Tara and Alex outlined the key components of a rights-based approach to social protection, including principles of participation, adaptability, equality and non-discrimination, accessibility, accountability, dignity and autonomy of recipients, ensuring the right to privacy, and more. Such standards and principles need to be embedded in programs and services across all stages, however, evidence gaps remain around what makes delivery systems ‘gender-

responsive' or 'gender transformative' in practice, though it is clear that a lot of the human rights and gender discrimination practices come at the delivery and implementation level. As such, Tara and Alexandra emphasised the need to account for gendered realities in different contexts for delivery (including urban and rural, crisis and humanitarian, and climate change), as well as critically assessing the role of technology and 'street-level bureaucrats' from a gender perspective.

The presentation was followed by 10-minute interventions from three discussants:

- **Abeer Al-Absi** (Independent Consultant, Yemen) outlined challenges in upholding human rights principles in conflict and protracted crisis settings. In the context of Yemen, she spoke about broader contextual challenges to the rollout of social protection, including 9 years of war, extreme poverty, weakening health and education infrastructure, low literacy levels, and conservative gender norms in government and society. Specifically, Abeer identified challenges in implementing the Social Welfare Fund (SWF) which provides unconditional cash assistance. For political reasons, the list of recipients has been kept the same since 2014, although the number of people in vulnerable situations has increased, including women heads of households and people with disabilities. In addition, due to conservative social norms, women social workers in the northern part of Yemen have not been paid salaries since 2015 and have not benefited from social assistance programmes.
- **Mirai Chatterjee** (SEWA, India) highlighted the importance of a women workers' perspective in social protection delivery, particularly in context such as India where informality is pervasive. SEWA supports a holistic and comprehensive approach to social protection with a focus on health care and childcare as well as insurance, pensions, housing and basic amenities; service delivery by women, with women, for women workers; decentralized implementation, education and awareness raising; and 'phygital' solutions (combining physical and digital delivery mechanisms). Mirai highlighted how women's solidarity organizations, grounded in local realities, can help address some of the barriers women face in accessing social protection, including mobility constraints, laborious paperwork processes, lack of childcare, limited digital literacy and gender-based discrimination. For example, SEWA's Shakti Kendras (women's empowerment centres) are critical to help women navigate registration for government support programmes. They were especially critical during the COVID-19 pandemic. To enable this virtuous cycle, Mirai emphasised that organising is the first and most critical step, to build collective voice and a sense among women that it is their right to receive care and support.
- **Becky Faith** (Institute of Development Studies, UK) presented on the benefits and risks of harnessing digital technologies for social protection delivery. She pointed out the 'false narratives' around digitisation, including the ideal that governments can easily scale social protection with minimal cost. In fact, digitization can amplify existing inequalities, due to the gendered nature of digital tools and access to digital public services. For example, data indicates a persistent gendered digital exclusion with 440 million women lacking ownership of a mobile phone, and women being 20% less likely than men to have access to mobile internet. As such, potential benefits of digitization (including greater access for non-literate communities through biometrics, and improved access for 'hard-to-reach' communities through mobile vouchers) must be balanced against potential costs (the gendered 'digital divide' impacting women's access, security risks of collecting biometric data, women's lesser access to accountability systems).

The three presentations and responses were followed by a 45-minute **discussion in plenary**. Key takeaways included:

- Human rights standards and principles must guide the design, implementation, and delivery of social protection systems. From a gender perspective, this means balancing the simultaneous realities that (a) one size does not fit all, and social protection systems must account for the different needs of individuals, with (b) the goal of ensuring systems are as universal as possible, and ensuring redistributive policies are in place at the macro level.
- The report should pay attention to the interface between the women and the state, i.e. the human face of delivery. This is critical for gender responsive social protection because it is where rights are contested on the ground—a contestation that involves women as recipients, frontline workers and community activists. Local level bureaucrats and frontline workers can act both as gatekeepers (i.e. adding shadow conditionalities, or reinforcing traditional social norms), or as rights enhancers (i.e. supporting women’s access to social protection, particularly when collective organising is involved).
- Within human rights framings of social protection, a workers’ rights lens can be missing, which has gendered implications in the rollout of programs – for example, when the opening hours of health or childcare centres do not match women’s working hours. Bringing a stronger worker’s rights perspective within social protection is therefore important for women.
- At the policy level, there are often concerns about the feasibility of universal social protection due to cost and expense. To combat this, countries could start building universal social protection following principles of progressive rollout, such as by targeting the poorest first, covering everyone with minimum protection, and then expanding.
- In discussions around universality, the question of why we should support people who are better-off can also arise. Responses should be linked to the concept of solidarity, and the notion that better-off people in the pool can ensure collective functioning of social protection systems.
- The push for digitization as a ‘silver bullet’ within social protection systems is one particular lasting legacy of the COVID-19 pandemic, raising concerns about the tools being mainly focused on poverty targeting without prioritizing human rights and dignity. While digital tools do offer some promise from a gender perspective, the risks of digital exclusion remain high, and there are few examples of successful digitization. As such, the presence of manual/hybrid ‘phygital’ options is crucial, as well as tandem efforts to address gender gaps in access to technology.
- Collaboration with women’s community-based organisations and workers’ organisations can be a fruitful route to strengthening social protection. To enable this, capacity building of grassroots organisers is crucial. ‘Co-creation’ of social protection programs is recommended over ‘consultation,’ to ensure programs are truly rooted in local contexts and needs, and ensure cultural sensitivities are accounted for at the design level.

## Session 4: Financing gender-responsive social protection systems

The last session, focusing on “Financing gender-responsive social protection systems,” was chaired by **Katja Hujo** (UNRISD) and started with a presentation by Umberto Cattaneo on financing gaps in social protection and strategies for closing them.

- **Umberto Cattaneo** (ILO, Geneva) highlighted data limitations in estimating financing gaps, stemming from the fact that very few countries share sex-disaggregated data on the coverage of social protection floors (e.g. SDG 1.3.1), and that SDG 3.8.1, as an aggregate indicator by design, does not allow for the sex-disaggregation of data. After presenting preliminary data on financing gaps, disaggregated by sex, Umberto highlighted two critical pathways for closing those gaps: first, expanding social security coverage in a gender-transformative way, considering pension credits, formalization strategies for highly feminized sectors, expanding the availability and quality of childcare and long-term care services, and upskilling/reskilling targeted towards women. Second, he suggested gender-transformative interventions in tax policy to increase tax revenues and subsequently close the financing gap.

The presentation was followed by 10-minute interventions from three discussants:

- **Niyanthini Kadirgamar** (Sri Lankan Feminist Collective for Economic Justice) spoke about the 2022 economic crisis in Sri Lanka, stringent austerity measures and associated decline in state funding for social protection, despite a longstanding tradition of universal social protection including universal free health and free education. The crisis prompted a shift towards narrowly targeted social protection constituting 0.6% of GDP, in alignment with the preferences of the IMF. Niyanthini discussed a new World Bank cash transfer program, "Aswesuma," designed to phase out in three years, which has many issues, including a poorly defined framework that measures poverty based on asset ownership but not food security and the verification process using QR codes omitting many eligible individuals. Niyanthini contrasted this with Sri Lanka's main social protection program, the Samurdhi program, initiated in 1995, which had a broader scope covering aspects such as food stamps, cash transfers, micro-loans, a banking system and social development initiatives, creating some space for poor women to organize locally and negotiate with the state. Women's groups have demanded for universal social protection to be included as part of the recovery program. Niyanthini raised questions about who has the power to define social protection and decide on allocations for it when under severe austerity and what role the state can play.
- **Corina Rodriguez Enriquez** (DAWN and CIEPP, Argentina) presented on feminist alternatives to austerity, drawing on the case of Argentina. Corina identified the austerity-induced “financialization of life” as a major concern for feminists, resulting in the exclusion of vulnerable groups from social protection coverage, stagnation of poverty reduction and growing precarity. From the perspective of the Global South, the main fiscal challenges to extending social protection include regressive tax structures, high levels of informality, and the persistence of mechanisms for tax abuses, with implications for the legitimacy of the state. Addressing these realities requires building collective power to restructure taxation systems with a focus on life at the centre, enable tax cooperation at the international level, address illegal financial flows, and revoke fiscal privileges to sectors such as banking and big pharma.
- **Caren Grown** spoke about the role of taxation in financing gender- and climate-responsive social protection. She suggested that financing social protection systems needs to come from multiple

sources, including contributory elements (particularly for those who have a greater ability to pay and hence cross-subsidize), and through taxation and domestic revenue generation. From a gender perspective, features of tax systems that work include: (1) the unit of taxation is the individual, not the household; (2) strong progressivity is a key pillar, including regarding corporate taxation; (3) a focus on improving tax enforcement; and (4) building trust in the system. Caren pointed to additional avenues important for resource mobilization including carbon taxes and international financial transaction taxes. Caren also highlighted that raising revenues for public expenditure through taxes in the context of debt is a major issue for many lower and middle-income countries, and so taxation is not a silver bullet. While greater global action is needed, Caren also raised concerns that the proliferation of global vertical funds would exacerbate fragmentation rather than contributing to systems-building.

The three presentations and responses were followed by a 45-minute **discussion in plenary**. Key takeaways included:

- The report must make clear statements on the impact of debt and austerity on government ability to finance social protection, as well as upon the social contract. For instance, social protection is often seen as a governance tool, but where taxation is used excessively to pay off debt rather than provide social protection, this can lead to the erosion of democracy and a pathway to authoritarianism and repression.
- International cooperation is essential for restructuring the financial architecture and addressing issues such as tax evasion, debt and illicit financial flows. A global fund or facility for international social protection financing could be an option to support lower-income countries during times of shocks.
- Collective organising is an important way to build bottom-up power, increase public understanding of and debunk myths on taxation and austerity, find entryways into formal politics, and work to rebuild state legitimacy.
- Within the realm of development assistance, a significant challenge is fragmentation and competition. The emphasis within the report should therefore be on breaking silos and creating synergies across different financing mechanisms for social protection. For instance, climate finance can play a role not only in addressing climate-related issues but also in responding to pandemics and supporting the expansion of social protection coverage, comprehensiveness, and adequacy of benefits.

## Annex

### a. Agenda

<b>Day 1: 5 October</b>	
<b>8.00–8.30 a.m. ET</b>	<p><b>Opening</b></p> <ul style="list-style-type: none"> <li>• Housekeeping by <b>Silke Staab</b> (UN-Women)</li> <li>• Welcome and opening remarks by <b>Papa Seck</b>, Chief of the Research and Data section (UN-Women)</li> <li>• Welcome and opening remarks by <b>Shahra Razavi</b>, Director of the Social Protection Department (ILO)</li> </ul>
<b>Session 1      Harnessing social protection for gender equality, resilience, and transformation</b>	
<b>8.30–10.00 a.m.</b>	<p>Chair: <b>Loui Williams</b> (UN-Women)</p> <p>Presentation of report concept note (15 minutes):</p> <p><i>Harnessing social protection for gender equality, resilience, and transformation</i>  <b>Silke Staab</b> (UN-Women)</p> <p>Discussants (10 minutes each):</p> <ul style="list-style-type: none"> <li>• <b>Naila Kabeer</b> (London School of Economics, UK)</li> <li>• <b>Leila Patel</b> (University of Johannesburg, South Africa)</li> <li>• <b>Shahra Razavi</b> (ILO, Geneva)</li> </ul> <p>Discussion in plenary (45 minutes)</p>
<b>10.00–10.20 a.m.</b>	BREAK
<b>Session 2      Social protection, work, and care: towards integrated strategies</b>	
<b>10.20 a.m.– 12.00 p.m.</b>	<p>Chair: <b>Guillermina Martin</b> (UNDP, Latin America and the Caribbean)</p> <p>Presentations (10-12 minutes each)</p> <ul style="list-style-type: none"> <li>• <b>Antonia Asenjo</b> (Universidad Alberto Hurtado, Chile) <i>Integrating income, care and employment support – a gender perspective</i></li> <li>• <b>Julio Bango</b> (independent consultant, Uruguay) <i>Care as a fourth pillar of social protection systems</i></li> <li>• <b>Ghada Barsoum</b> (The American University in Cairo, Egypt) – <i>Enabling work-life transitions and women’s access to decent work and social protection in the Middle East and North Africa</i></li> <li>• <b>Flaubert Mbiekop</b> (IDRC West and Central Africa Regional Office, Senegal) – <i>Gender, unpaid care, and social protection: policy priorities for West and Central Africa</i></li> </ul> <p>Discussion in plenary (45-50 minutes)</p>

Recap and closing	
12.00–12.30 p.m.	<p>Chair: <b>Laura Turquet</b> (UN-Women)</p> <ul style="list-style-type: none"> <li>• Chairs' summaries of key takeaways from sessions 1 and 2 (chairs)</li> <li>• Additional comments and questions (presenters, participants, and observers)</li> <li>• Looking forward to day 2</li> </ul>
Day 2: 6 October	
8.00–8.15 a.m. ET	<p>Opening and recap of day 1</p> <p><b>Loui Williams</b> (UN-Women)</p>
Session 3	Rights-based and gender-responsive social protection delivery systems
8.15–9.45 a.m.	<p>Chair: <b>Nyasha Tirivayi</b> (UNICEF-Innocenti)</p> <p>Presentation (15 minutes)</p> <p><i>Rights-based and gender-responsive social protection delivery systems</i>  <b>Tara Cookson</b> (UBC, Canada) and <b>Alexandra Barrantes</b> (independent consultant, Colombia)</p> <p>Discussants (10 minutes each)</p> <ul style="list-style-type: none"> <li>• <b>Abeer Al-Absi</b> (Independent consultant, Yemen) – <i>Gender, social work, and social protection delivery in protracted crisis settings – insights from Yemen</i></li> <li>• <b>Mirai Chatterjee</b> (SEWA, India) – <i>Participation and accountability: the role of community-based organizations in social protection delivery</i></li> <li>• <b>Becky Faith</b> (Institute of Development Studies, UK) – <i>Harnessing digital technologies for social protection delivery: benefits and risks from a gender perspective</i></li> </ul> <p>Discussion in plenary (45 minutes)</p>
9.45–10.00 a.m.	BREAK
Session 4	Financing gender-responsive social protection systems
10.00–11.30 a.m.	<p>Chair: <b>Katja Hujo</b> (UNRISD)</p> <p>Presentation (15 minutes)</p> <p><i>Financing gaps in social protection and strategies for closing them</i>  <b>Umberto Cattaneo</b> (ILO, Geneva)</p> <p>Discussants (10 minutes each)</p> <ul style="list-style-type: none"> <li>• <b>Caren Grown</b> (Brookings, USA) – <i>Revisiting gender and taxation, including in the context of the climate crisis</i></li> <li>• <b>Niyanthini Kadirgamar</b> (Sri Lankan Feminist Collective for Economic Justice) – <i>Targeting social assistance in the context of crises and austerity: The case of Sri Lanka</i></li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Corina Rodriguez Enriquez</b> (DAWN and CIEPP, Argentina) – <i>Financing social protection: feminist alternatives to austerity</i></li> </ul> <p>Discussion in plenary (45 minutes)</p>
<b>Recap, closing and next steps</b>	
<b>11.30 a.m.– 12.00 p.m.</b>	<p>Chair: <b>Constanza Tabbush</b> (UN-Women)</p> <ul style="list-style-type: none"> <li>• Summary of key takeaways from sessions 3 and 4 (chairs)</li> <li>• Additional comments (presenters, participants, and observers)</li> <li>• What’s next? <b>Loui Williams</b> (UN-Women)</li> </ul>



## b. List of participants

### **Presenters and discussants**

- Abeer Al-Absi
- Antonia Asenjo
- Julio Bango
- Alexandra Barrantes
- Ghada Barsoum
- Umberto Cattaneo
- Mirai Chatterjee
- Becky Faith
- Caren Grown
- Katja Hujo
- Naila Kabeer
- Niyanthini Kadirgamar
- Guillermina Martin
- Flaubert Mbiekop
- Leila Patel
- Seemin Qayum
- Shahra Razavi
- Corina Rodriguez
- Papa Seck
- Silke Staab
- Nyasha Tirivayi
- Constanza Tabbush
- Laura Turquet
- Loui Williams

### **Additional Participants and observers**

- Mehjabeen Alarakhia
- Rima Al Mokdad
- Christina Behrendt
- Joana Borges
- Raquel Coello
- Lemonia Fokaidou
- Brianna Howell
- Isiuwa Iyahan
- Ian Orton
- Krithi Ramaswamy
- Marta San Juan Lopez
- Tanima Tanima
- Gergana Tsvetanova