The consultation meeting with government representatives was held on July 24, 2015 in Maputo, Mozambique. After a presentation by the World Bank Group Gender Team on the background, intended scope and process for the strategy, the floor was open for participants’ comments and recommendations. The summary below captures the main points and recommendations raised during the meeting.

**Total Number of Participants: 4.**

**Feedback from Stakeholders**

1. **KEY GENDER GAPS THE WORLD BANK GROUP SHOULD TAKE INTO CONSIDERATION AS PRIORITY TO HELP COUNTRIES REDUCE POVERTY AND PROMOTE MORE EQUITABLE SOCIETIES**

   In Mozambique, the World Bank Group (WBG) should pay special attention to the following areas:

   - **Employment** is key: the Ministry of Transport, in its public works policy, requires contractors to train 5 percent of women in the skills required to get a high level position. Despite being a contractual requirement, the level of compliance is very low and this specificity in the contract is rarely enforced.

   - **Occupational segregation:** in Mozambique, competitive bidding procedures explicitly require that construction companies hire women to have specific jobs within the actual construction itself, not just in the administration, the kitchen, etc. The measure is getting some good results with big construction companies that are undertaking very big projects, but most of the companies do
not comply with the requirement. The Bank Group could help understanding better what the underlying issues behind the lack of compliance are.

- **Financial services** for micro, small and medium-size enterprises: it is especially hard for female entrepreneurs to access credit.
- **Education and training**: need to ensure we have the right training for employment. The World Bank Group could help the Ministry of Education to strengthen and broaden the scope of its gender strategy, which at presents focuses mostly on encouraging girls to conclude their education - there is a high rate of absenteeism, drop outs and early pregnancies. The existing gender strategy should also aim at encouraging girls in secondary schools to take science subjects, which then should set them up for vocational education.
- Need to introduce **sensitization programs for men**: so that they also welcome the way greater gender equality affects their lives. For example, in rural areas of Mozambique where the customary way of living is very entrenched, men and women are not used to work side by side. In situations like this, much can be achieved if men are sensitized and educated about the common benefits of greater participation of women in the productive sectors such as agriculture.
- **Land ownership, inheritance**: the difference between the law and the practice. Contrary to what is stated in the constitution, most widow women in Mozambique are denied the right to inherit land from their husbands as customary laws and traditional believes prevail. According to a government survey based on self-reporting, most of the land is indeed owned by man. It is important to raise awareness about the legal provisions allowing women to inherit.

### 5. RECOMMENDATIONS ON HOW THE WORLD BANK GROUP CAN BETTER SUPPORT COUNTRIES AND COMPANIES IN THEIR EFFORTS TO STRENGTHEN THEIR SYSTEMS AND INSTITUTIONS WITH RESPECT TO GENDER EQUALITY TO YIELD MORE SUSTAINABLE RESULTS

- Gender strategy needs to take into account difference between **rural and urban** areas: the level of education, lifestyle and adherence to tradition is different.