



Towards a World Bank Group Gender Strategy Consultation Meeting July 10, 2015 Feedback Summary Nairobi, Kenya

The consultation meeting with development partners was held on July 10th, 2015 in Nairobi, Kenya. 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: 10.

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

- Need to engage with men and boys. For gender to be an agenda for all we need to engage with both **men and women**. The WBG could help change the narrative and deconstruct the benefits of gender empowerment for society and make the case to ensure men are engaged.
- Need for **capacity building programs**. In the case of Kenya, given the devolution of powers, it is important to foster capacity at the county level since often those in charge of gender issues have no specific training so they might have very good ideas but implementations falls along the way.

- **Technical skills training.** In Kenya, many women don't know how to reach markets so despite the preferential procurement quotas that sets 30 percent of set-aside contracts for women entrepreneurs, the target is rarely met. The Bank Group could help raising the level of technical skills.
- **Need for more, better and more usable data.** Evidence is crucial to move the agenda process, if we don't have the data to explain why women empowerment is important then gender becomes and activist issue, thus considered less important. The work the Bank Group is doing collecting and analyzing data on gender could be complemented by data analysis of non-gender-specific issues such as agricultural outputs done under a gender lens. The Bank Group could also help unpack data to make it more usable, by for example breaking it down in simple stories and using language more accessible to all the constituencies.
- **Gender-based violence (GBV).** It is important to address GBV from all its multiple angles, from sexual violence at schools, in areas of cross-border trade, within the household and harassment at work. Many times women do not know how to respond, where to go to ask for help or seek justice. It is also important to deconstruct cultural issues and challenge the conversation on GBV at the community level and use positive cultural practices in the African context as many perpetrators hid their behavior arguing is a cultural issue. The Bank Group could help strengthening the chain of evidence by enhancing the ability from the judiciary, health and psycho-social services to collect evidence and respond to victims – in Kenya many times a lack of admissible forensic evidence hampers judicial prosecution of perpetrators. When addressing GBV is important to understand the power dynamics within the communities and in the case of Kenya it is especially important to engage with the Council of Elders.

2. EXAMPLES OF PUBLIC AND PRIVATE SECTOR POLICIES, APPROACHES AND PROGRAMS THAT HAVE HELPED REMOVE ECONOMIC AND SOCIAL CONSTRAINTS TO WOMEN AND GIRLS AND THAT THE WORLD BANK GROUP STRATEGY COULD LEARN FROM

- To give greater impulse to the gender agenda it would be useful to identify male champions to raise awareness of behalf of women on issues such as gender-based violence. Different development partners have used different strategies to increase the number of men working on gender issues. For example, Swedish DANIDA has gender focal points appointed (not volunteered) by the manager. In its staffing planning,
- UNWOMEN is deliberately increasing the number of men working on gender issues.
- ILO and the Ministry of Devolution are developing together a women's economic empowerment strategic framework to increase women's economic participation and entrepreneurship including men as contributors to women's empowerment.

3. 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

- There needs to be **an integrative approach to women entrepreneurship**; evidence shows that finding or training in isolation do not work, we need finance, soft and technical skills development. Preliminary findings from ILO and WBG testing of the business management training, GetAhead, show that training needs to be accompanied of other interventions to ensure it leads to entrepreneurialism, for example by one-on-one mentoring.
- The WBG should explicitly acknowledge in the renewed strategy that women are not all the same, there are **subgroups within women** (for example widows and single mothers) that have specific problems.
- Need to **embed gender in the budget process** because policies are implemented by numbers. The Bank could help enable policy framework to have more inclusive budget.
- The renewed gender strategy could benefit from a **human rights based approach**.
- Need for **multi-sectoral approach**.
- Need to ensure the **local context** is understood and need therefore to engage with local communities.