



## Towards a World Bank Group Gender Strategy Consultation Meeting May 28<sup>th</sup>, 2015 Feedback Summary Rabat, Morocco

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A consultation meeting with **government representatives** was held **on May 28th, 2015 in Rabat**, Morocco. 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: 36.**

### 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 developing the renewed gender strategy, the World Bank Group should pay attention to the following:

- **Occupational sex segregation:** women are often employed in low-remuneration jobs and part of it is due to a gender-biased educational system. In Morocco, girls at school are often directed towards economic sectors traditionally considered feminine-sectors (e.g. beauty parlors) with lower wages than jobs in sectors considered more masculine. The renewed WBG strategy could help bring down the barriers so that jobs are no longer perceived as masculine or feminine.
- **Gender barriers to transport:** the lack of mobility is a major reason behind the low participation of women in the economy. An affordable and safe public transport system would help increase the rates of participation of women in the job market and the

economy as a whole and the WBG renewed gender strategy could help identify different solutions based on the country's specificities.

- **Lack of childcare services:** are considered a major reason in Morocco behind women's high labor-force dropout rates. The lack of childcare services often pushes women to leave their jobs after motherhood. This trend is especially acute in the private sector where the work day is longer, thus making more difficult for women to conciliate their professional and personal life.
- **Access to housing:** in Morocco, women have very limited access to housing, making it very difficult for them to live an independent life, whether as a single women or a divorcee.
- **The disconnect between good policies and faulty implementation:** for example in Morocco, the legal framework introduced after the constitutional reforms of 2011 is quite progressive and government policies tend to include specific remarks about women's needs. Yet, at the implementation point the gender-sensitiveness is often missing. The new strategy should help identifying or proposing new mechanisms to translate the laws and strategies into real actions. The WBG could also help by encouraging the government to organize inter-ministerial meetings so all ministries coordinate better their interventions on gender equality, which is especially important considering the transversal nature of gender.
- **Data availability, usage and assessment.** Overall, it is important to use the data already available and to ensure it is shared in a systematic manner. For example, in Morocco, there is data but it is often kept within ministries and not widely shared. The WBG could help the Moroccan government to do more systematic impact evaluation of its laws, policies and interventions.

## 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

- **Gender-sensitive budget** could be an instrument that could help streamline gender across all ministries' strategies, policies and programs. In Morocco, for example, the Budgeting Organic Law requires results-based budget management across ministries and in its Art. 39 stipulates that the gender dimension needs to be taken into account into each ministries' strategies. The Moroccan experience shows that a gender-sensitive budget is a good instrument to address gender issues but that it requires training for staff, specific legal provisions and other pre-requisites, gender-based budget cannot be considered in isolation. In the case of Morocco, the process of incorporating a gender-based budget started in 2002 with the introduction of a results-oriented budget that was firstly introduced in a few ministries as a pilot, including finance, foreign affairs, education, health, water and agriculture. Each ministry participating in the pilot needs to clearly define its action strategy, objectives, indicators and the gender dimension needs to be integrated at all levels. To date, implementation amongst ministries is uneven, some are very advanced integrating the gender dimension in their budgets, others are doing progress and moving forward and others are lagging behind.

3. RECOMMENDATIONS ON SOLUTIONS NEEDED TO INCREASE OWNERSHIP OF OR ACCESS TO LAND, HOUSING, FINANCE, AND TECHNOLOGY FOR WOMEN.

- Gender mainstreaming requires the **institutionalization of the gender strategy** throughout the line ministries. The WBG could help by sharing examples of how this institutionalization has taken place in other countries.

4. 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

- The renewed WBG gender strategy should introduce a **multi-sector approach**. The strategy should be holistic and provide framework accompanied by sector-based action-plans with specific instruments to implement the strategy.
- The renewed strategy should allow enough flexibility so that it can be adapted to each **country's specificities**. In practical terms, the strategy needs to be anchored firstly in the region and then in country. Policies need to be as close as possible to the beneficiaries and have specific and tailored indicators. The WBG should reckon that even national strategies sometimes fail to acknowledge the difference of the urban and rural areas.

5. IMPORTANT KNOWLEDGE GAPS – AREAS WHERE WE DON'T KNOW ENOUGH AND THE WORLD BANK GROUP SHOULD PRIORITIZE IN ITS WORK TO HELP CLOSE GENDER GAPS

- The renewed strategy could benefit from an **in-depth assessment of the underlying causes** of low representation of women in the labor force covering from cultural aspects, to the difficulties to conciliate personal and professional life and other barriers to entry.
- The WBG could help the Government of Morocco to assess the impact of all the local measures that have been put in place over the years to narrow the gaps of gender equality, including the impact of the Constitutional reforms of 2011. An assessment of the existing public policies would help the government understand better what works and what doesn't.