



## Towards a World Bank Group Gender Strategy Consultation Meeting July 23, 2015 Feedback Summary Maputo, Mozambique

---

The consultation meeting with civil society representatives was held on July 23, 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: 6.**

### 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

The World Bank Group (WBG) should consider as priority areas:

- **Data and analysis:** There is a need for more, better sex-disaggregated data, especially in the area of agriculture and land use and tenure. It is also important to have more data on female headed households and on common law marriage. The WBG could provide support to the government to enhance the data collection and statistical system in the country. Capacity building on data analysis would also help designing more effective policies.
- **Access to credit:** The lack of financing is a major constraint to women's entrepreneurship. In Mozambique, the requirements to access credit often include providing a work contract and collateral but most women work in the informal sector and have no

assets registered under their name, so their ability to borrow money from the formal financial sector is very limited. The new strategy should explore ways to increase women's ability to signal credit worthiness.

- **Education:** It is important that we go beyond looking at enrollment numbers when measuring progress in education. A challenge in Mozambique is to get women interested in pursuing professional careers in activities that have been traditionally male dominated, which often are better remunerated.
- **Employment** is key. The strategy should make sure it covers employment issues in depth including sub-issues like labor rights, job protection, nature of contracts, as well as informality in jobs including social security/social protection issues.
- **Norms, traditional and cultural issues:** The Concept Notes fails to acknowledge the effect traditional and cultural issues have in women's participation in the economy and their access to jobs and productive assets. For example, in Mozambique, early marriage is a common practice and directly affects the level of school drop-outs amongst adolescent girls; traditional norms often hamper women's ability to inherit land and, as a result of tradition, men tend to be the only household members with decision-making power.
- **Engaging with men and boys:** To move forward the gender equality agenda it is important to also include the perspective of men and to sensitize them about the benefits of gender equality. The World Bank should consider introducing gender equality policies aimed at men.
- **Gaps in access to identification and its links to social protection:** In Mozambique, despite the legal provisions that allow women to apply for a national Identification Card, the rate of identified women is very low. Lack of identification then limits women's access to social protection services (e.g. maternity leave), aggravating the precarious working conditions they are often subject to. This is especially acute in the case of housemaids, a sector unregulated in Mozambique.
- **Gender-based violence (GBV):** There is a need for more information about the rate of incidence – in Mozambique GBV is under-reported, the data collected only covers physical violence not psychological, data, and it is not done in a centralized manner. Need to look at GBV-response such as constructing shelters for abused women. In the case of Mozambique, the WB could help building such shelters.
- The renewed strategy should address **sexual and reproductive rights** and respond to different population issues.
- **Regulatory issues:** There is a disconnect between what the law says and what the common practice is; how to move from law to implementation is a challenge. In Mozambique, the law provides equal rights (e.g. on land tenure, access to ID cards, employment) but women do not get this in practice. Need for better monitoring on legal compliance.

The renewed strategy should also **raise awareness** among women about their rights. In Mozambique for example, the law provides equal access to land for men and women, and also allows for women to inherit land. In practice, customary laws favoring man's access

to land prevail. This is aggravated by the fact that more than 50% of unions are de-facto marriages, not official marriages which are not specifically addressed in the law.

The renewed strategy should also provide training on **human rights issues** for women, elderly and persons with disabilities.

## 2. 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 has to be looked at as a **cross-cutting issue**, not in isolation.
- The renewed gender strategy would benefit from a **country-based approach**. The strategy should not only address the differences between countries but also within each country. In the case of Mozambique, there are significant differences between the north and the south and solutions need to be tailored to all these particularities.
- Need for a **more systematic and broader engagement with CSOs**. In some countries, like Mozambique, informal civil society organizations that work at the grass-root level can provide very valuable feedback on day to day level of barriers to which the more formal (international) organizations have no access.
- It is important to learn and build upon **existing solutions**. The Bank should look at informal existing mechanisms already working in the country to facilitate access to credit and savings in the country, from saving groups to leasing, micro-insurance, etc.

## 3. 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

- Need more information about the process to **move from micro to small** businesses.

## 4. ANY ADDITIONAL COMMENTS OR SUGGESTIONS.

- Consultations on the **resettlement** should be more inclusive, in Mozambique they are done by men for men. It would be important to ensure women can influence the decision-making processes.