



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

The consultation meeting with the development partners 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: 14. A participant list is available [here](#)

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

Overall support for the **selectivity approach** and the clear focus in jobs and assets. Prioritization seen as positive.

The World Bank Group (WBG) should prioritize the following areas in Mozambique:

- **Data collection, utilization, tools and analysis:** In Mozambique, there is a significant lack of data on labor-related issues, asset ownership and informal markets. There is also very limited sex-disaggregated data. The WBG could help building national

statistics by bringing knowledge, data and measurement tools; by providing capacity building on how to interpret and use the data to incorporate it into the development policy design process.

- **Diagnostics work and impact analysis:** Need for more ex-post impact analysis of policies. The WBG is seen as having a comparative advantage to help identify what works and what doesn't.
- **Education** is key: In Mozambique, despite achievements in access to primary education and progress in greater girl's access to secondary education, there are still a number of challenges such as completion of secondary school (retention) and greater participation in technical education (occupational segregation).The school curriculum could benefit of an update to adequate better to the skills that the country will need in a ten-year timeframe.
- **Engaging with men and boys.**

In Mozambique, the World Bank Group should also focus on:

- The **power dynamics of decision making, agency over jobs and assets**, especially within the family structure.
- **Emerging jobs** like in the agro-processing, extractives, environment, and solid-waste management sectors. The Bank Group could help identifying the skills that the new economic areas will require and introduce **vocational training** for women to facilitate their recruitment.
- Raising **awareness about women's rights**, putting a special emphasis on **sexual harassment prevention**. Sexual harassment is a big challenge in Mozambique as it is widespread and to some extent culturally accepted. The WBG could help engage with women and girls, men and boys in this topic to help change the mindsets towards this and other types of violence against women.

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

- **The WBG should focus on the economic aspects of gender** and use its comparative advantage in doing macro-policy dialogue to ensure that line ministries like labor, trade, commerce and agriculture bring forward the gender agenda by integrating gender across government policies.
- The **country-approach** is key, it is important to focus on contextualized outcomes.
- Consider **rural-urban divide**.

- When talking about women, consider the **different groups of women** as not all women are the same. A first division should be made by age.

In Mozambique, it is also important to take into account:

- **Internal immigration** from the rural to the urban areas.
- The **potential of ICT** despite the high cost.

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

- The Bank Group could help bringing some light on transition process from **informal to formal economy** by studying how this process has taken place in different countries, what have been the **determinant factors, etc.**
- The WBG could play a critical role in introducing deeper indicators of success that reflect not only quantity but also quality. Results are currently measured by numbers (e.g. number of girls enrolled in secondary school) but there is none or very little information about the quality of the services. The Bank Group should **focus on results at a deeper level.**
- Need to do more **systematic risk analysis** of interventions. There is evidence that when the rate of women's access to jobs increase so does the rate of Intimate Partner Violence (IPV). It is important to assess the risks of introducing policies aimed at increasing economic empowerment of women so that any negative externalities can be addressed from the onset.
- The WBG should provide more information about how the gender dimension can be integrated in hard sectors like energy, transport and/or infrastructure.
- In Mozambique, the WBG should do a Country Gender Analysis to reflect the new challenges the country is facing.
- The Bank Group should do an in-depth study of the informal sector to learn more about women's economic participation in different informal sectors, the power dynamics, the challenges and the opportunities.
- In terms of evidence, the WBG, through the Africa Gender Innovation Labs, could help bringing up the evidence on who are the women that manage to succeed getting out of traditionally female-jobs and getting into traditionally male-dominated jobs, what were the conditions that help them overcome the occupational gap, etc.

4. ANY ADDITIONAL COMMENTS OR SUGGESTIONS.

- The Bank Group needs to coordinate better with other development partners.
- The WBG could improve its consultation process so that there is a more continuous engagement. Development partners are often consulted at the policy and project level but rarely get an explanation of how the comments were integrated in the final product.