



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

The consultation meeting with **private sector leaders** 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: 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

- **Education and skills:** in Mozambique, managerial positions tend to be male dominated in part because females are lacking the skills needed. The Bank Group should ensure the gender strategy addresses the need for more technical and life-skills training for women so that they can compete during the recruitment processes with men.
- **Occupational sex-segregation:** there is too much of a focus on increasing the number of women working within looking at the sectors they are working in. In Mozambique, most women work in low-skill poor-remunerated sectors. The Bank Group could provide support by introducing specific training for women so that they can participate in traditionally male-dominated sectors. It could also help by raising awareness on women's potential to be agricultural technicians, entrepreneurs, etc.

- **Work with men and boys:** need to work with men to sensitize them about the overall gains of greater women economic empowerment. In Mozambique, men are not prepared yet to have a wife that professionally is as strong or even above him.
- **Cultural issues:** need to provide women with **roles** that break old **stereotypes** such as those that portray men as bread winners and women as care providers and housewives. The family structure and the power relationships within the household are a significant constraint for women's access to the job market – as women are expected to take care of the kids and do the house chores. In the case of Mozambique, cultural issues should be looked into through a sub-national lens as the influence of family structure is especially strong in rural areas.
- **Meritocracy and gender-equality:** gender equality should be about equality for women and men so that everyone has the same opportunities regardless of their gender. Private sector companies should embrace the concept of meritocracy. The Bank Group could help promoting a broader equality agenda based on equality of opportunity.
- **Access to jobs:** private sector companies should revise their recruitment, safety and hygiene policies to better accommodate for female workers. At the recruitment point there are often hidden barriers to entry for women based like the perception that female workers will get pregnant, take maternity leave and request reduced schedule for breastfeeding, etc. The Bank Group could share the experiences of the private sector in other countries, and share best practices to retain women in the workforce after motherhood.
- **Maternity Leave:** in Mozambique, the National Social Security Institute (INSS) is not paying the maternity leave subsidy to women on time so the private companies are subsidizing it in advance. This situation exacerbates the barrier to entry for women.
- **Access to assets, collateral needs:** women have a problem to access financing due to lack of collateral in their name. Private banks in Mozambique are developing a scoring system that will assess the level of risk of each client to provide an alternative to the traditional use of collateral. Mutual collateral and mutual guarantees could also help address the lack of access to finance for women.

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

- **ICT** and more significantly **mobile banking** could help women to have greater access to financing. The culture of quick adherence to technology in Mozambique could help push this.

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

- **Business case:** The WBG renewed gender strategy should clearly spell out the business case for gender equality. Gender balance is good from a business point of view and having women in management teams give more diverse points of view. This approach to women's economic empowerment helps to change the way HR services think of the workforce of the company.
- **Job & Assets:** we need to understand as well that we have here a situation (developing vs. emerging markets, the situation is not so equal but emerging markets, if we don't take care of it we will have the same **demographic problems** where population gets old and less babies are born). Need to help women to grow in their professional career but need to educate children so that they also have opportunities to raise their own families.
- **Definitions:** the concept of gender is controversial and often, poorly understood. Need to sensitize decision-makers (from the household all the way up to the authorities) about gender equality being not only a female but also male issue.

4. RECOMMENDATIONS AND/OR EXAMPLES OF BETTER DIAGNOSTIC TOOLS THAT CAN BE USED TO HELP THE UNDERSTANDING OF CONSTRAINTS TO GENDER EQUALITY – BEYOND THOSE CURRENTLY USED BY THE WORLD BANK GROUP, IE. COUNTRY GENDER ASSESSMENT AND RESEARCH ON GENDER.

- **Targets should be able to reflect quality not only quantity:** counting the number of girls attending school or women having a job is not good enough, we need to set targets that look into the quality of that education, the type of work women are doing, etc.