



Towards a World Bank Group Gender Strategy Consultation Meeting: 6 May 2015 Feedback Summary Paris, France

The consultation meeting with **the participants of GenderNet hosted by Organization for Economic Co-operation and Development** was held on May 6 2015 in Paris, France. 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: 45. A participant list is available [here](#).

Feedback from Stakeholders

1. 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

- The World Bank Group (WBG) strategy should consider a **sector-specific approach**, which includes the engagement of sectoral line ministries. Based on experience, this approach has helped various sectors to understand their role in the operationalization of the gender strategy and to build ownership.
- The strategy could incorporate a **“lifecycle” approach** as a way to tackle endowment issues as well as the areas of job creation and asset ownership.
- Examples of **“strategic mainstreaming”** that the WBG could consider adapting and learn from include the following:

- Identify a desired outcome as well as corresponding entry points for action. During this process, forge key partnerships as way to amplify impact and to fill analytical gaps. Focus on the areas of the agency’s comparative advantage.
- Focus efforts where a theory of change on gender equality can be articulated. More specifically, conduct project-based gender analyses and outline the expected outcomes that will address gender gaps. If developing such an outcome statement is not possible, then gender integration is considered “limited”. The WBG should be cautious about its framing of “strategic mainstreaming” and ensure that incentives to staff continue to include minimum mainstreaming as needed.
- The WBG could benefit from learning from a **human-rights based approach**. Using both “human rights” and “smart economics” approaches are possible simultaneously.

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 continue to support countries and companies in their efforts to strengthen their systems and institutions by focusing on the following:
 - Build institutions and infrastructure to **provide an enabling environment** at the national level. The strategy could provide an opportunity to **consider national gender machineries**, which are generally underfunded.
 - Use its **convening power** to raise gender issues in high-level policy dialogue.
 - Facilitate **more effective dissemination of best practices** through a global platform, which would avoid duplication and provide a base from which to start when designing interventions.

3. 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.

- An example of a diagnostic tool for the Bank’s consideration is the “**strategic environment assessment**”. In applying this tool, change agents within government can be identified and mobilized. In Vietnam, for example, the cost-benefit analysis and lifecycle analysis have demonstrated the sustainable development gains of this type of assessment.
- In improving its diagnostics and data collection on gender, the strategy should also **incorporate other demographic data, including but not limited to ethnicity, race, and geography**.
- In developing the strategy, the WBG should continue to **focus on its analytical leadership** since this benefits client governments, bilateral agencies and other development partners; and look at ways to enhance knowledge management.

4. ANY ADDITIONAL COMMENTS OR SUGGESTIONS.

- The new strategy could include an **internal policy on gender equality**, which would show the WBG leading by example and create accountability among senior management.
- **Internal accountability mechanisms** should be considered in the strategy. Requirements for gender integration should be clear and manageable for operational staff.
- The Bank Group should **ensure that gender equality is adequately mainstreamed in its safeguards**.
- To properly acknowledge the serious and different challenges of **fragile and conflict-affected states (FCS)**, the WBG could better tailor its work to these contexts. Additionally, multi-donor trust funds are particularly important for FCS work, therefore, the strategy should address minimum standards for how these trust funds take gender into account.
- **Human and financial resources for implementation** should be addressed in the new strategy.
- To ensure greater clarity, the strategy could facilitate a shift in language: rather than using terms, such as “gender considerations” and other abstract phrases, common sense language on gender equality is preferable.