

World Bank Gender Policy Concept Note
Feedback from the Gender Department at FHI 360 – 7.15.15

13 Overall Recommendations

- **Strengthen the Gender in Development focus:** Although the goal of gender equality is often highlighted, much of the context and many of the interventions are more women-focused than gender-focused. This is addressed on pg. 9, section 30, but it is almost half way into the main document. In order to build a stronger gender focus, highlight the importance of male engagement and positive masculinity, and address gender norms and power balances overall.
- **Prioritize youth.** The strategy needs a stronger focus on youth and the intended response to this demographic group's gender-related economic capacity building needs.
- **Emphasize women's leadership development and economic empowerment** - especially for those living in poverty - and define both within the strategy.
- **Highlight the need for social analysis.** The strategy should recognize that a one-size-fits-all model does not work, and that deeper analysis and corresponding program planning is needed to address the gender norms within countries, regions and different socio-economic groups.
- **Define women's and girls' voice and agency.** Despite a consistent focus on women's and girls' voice and agency, these priorities are not included in all applicable recommendations nor are they well defined. The definition should include emphasis on women's control over assets and resources and increased decision-making and other forms of power.
- **Expand the definition of country-led development to include local solutions.** Even if the WBG works more directly with governments, using a local solutions mindset should still be a priority.
- **Recognize non-job related income generation.** Although self-employment is mentioned, acknowledging the informal economy and the various forms of self-employment (including within agriculture,) will set the stage for a more inclusive approach.
- **Address additional gender discrimination and economic constraint issues.** The following key gender discrimination issues and constraints to women's economic empowerment are barely mentioned, if at all, and need highlighting: gender-based violence, sexual harassment, work place policies and benefits, lack of advancement opportunities, time poverty and care responsibilities, poor transportation infrastructure, poor natural resource management (NRM).
- **Recognize impact of climate change and NRM on gender equal economic empowerment.**
- **Focus on building local and national capacity.** Under operationalizing the approach, affirm the need to partner with and build capacity of women's & gender institutions and regional networks.
- **Prioritize internal gender capacity and performance.** Highlight the need for gender-related staff qualifications, on-going capacity building, and performance and evaluation standards.
- **Recognize and encourage a human rights based framework within the WBG gender strategy.**
- **Explain how the WBG will hold itself accountable to this gender strategy.**

Section Specific Recommendations

- Pg. 1 – It says that a new gender strategy would help the public and private sectors to focus on new practical approaches, but it would be helpful to civil society in many indirect ways as well.

- Pg. 2, Section 2 – Again, it talks about how the public and private sectors can form powerful partnerships to support women’s entrepreneurship, employment and access to resources, yet it does not mention civil society at all.
- Pg. 2, Section 3 – It says that critical gender gaps exist in women’s economic empowerment and voice and agency of girls and women. This is too narrow a summary of gaps. Many additional ones exist in health, education, etc. Need to also recognize other marginalized groups that are such as LGBT.
- Pg. 3, Section 5 – Add that in addition to the WBG trying to support more equitable outcomes for men and women, it’s also aiming to do so for youth.
- Pg. 7 - One of the lessons learned listed is the need for better sex disaggregated data, yet better gender analysis of data is also needed.
- Pg. 8, Section 25 – Expand this paragraph slightly in order to prioritize increasing women’s access to **and control over** productive assets.
- Pg. 12, Section 38 – Under constraints to women’s employment, it does not cover certain issues, such as gender discrimination, sexual harassment and unfair work policies and benefits.
- Pg. 13, Section 42 – Under constraints to women’s entrepreneurship, add in constraints to natural resource management and mitigation of climate change.
- Pg. 14-15, Section 46 – In addition to finding best practices, add lessons learned. Also recognize the need to look for best practices and lessons learned from other donors as well.
- Pg. 15, Section 48 – Is it possible to reference Data 2x here and any contributions from WBG?