

World Bank Group Gender Equality Highlights

“Achieving equality for women and girls is an enormous challenge. I will do whatever it takes to ensure that we at the World Bank are helping to lead the way forward.”

—World Bank Group President Jim Yong Kim



Overview & Rationale

In October 2013, the World Bank Group Development Committee will consider the *Update on the Implementation of the Gender Equality Agenda at the World Bank Group*, reveals robust progress, with measures of gender mainstreaming improving in most areas and accelerated improvements in regions and sector previously identified as lagging. The International Finance Corporation (IFC) has now adopted gender as one of six cross-cutting strategic priorities, instituting structural reforms with the aim of advancing women as leaders, entrepreneurs, employees, consumers, and stakeholders.

Gender equality is essential to the World Bank Group's twin objectives of ending extreme poverty and increasing shared prosperity. As our 2012 *World Development Report* makes clear, gender equality is not only a core objective in its own right, but smart economics and a key driver of development. Investing in women and girls can have transformational impacts. Greater gender equality in all spheres—from households to houses of parliament—can enhance productivity, improve development outcomes for the next generation, and make institutions more representative. Gender inequality is associated with poverty, since gender-based discrimination undermines health, wellbeing, education, employment, and aspirations.

While women have seen major progress in recent decades in life expectancy, education, and employment, vast disparities remain in many countries. Girls and women still experience excess

deaths, educational disparities, unequal access to economic opportunities and health care, gender-based violence, inadequate legal rights, and deep-rooted stereotypes and exclusions. A recent World Health Organization study found more than 35 percent of women worldwide have experienced physical or sexual partner violence or non-partner sexual violence. And while women's legal status has improved globally, gender-unequal laws persist in developed and developing countries, and these restrict women's ability to effectively participate in the economy, as our *Women, Business, and the Law* survey of 143 economies shows.

Here you will find snapshots of progress in our corporate commitments, priority areas, private sector engagement through the IFC, and with stakeholders. We also look ahead to deeper integration of gender, scaled-up diagnostic work and more robust results monitoring, and enhanced efforts in frontier areas with transformational potential. These include gender-based violence, inequality in work and entrepreneurship, and legal discrimination, with a cross-cutting emphasis on results.

With thanks for your continued support in advancing this vital agenda,

Jeni Klugman,
Director, Gender & Development
The World Bank Group
October 2013

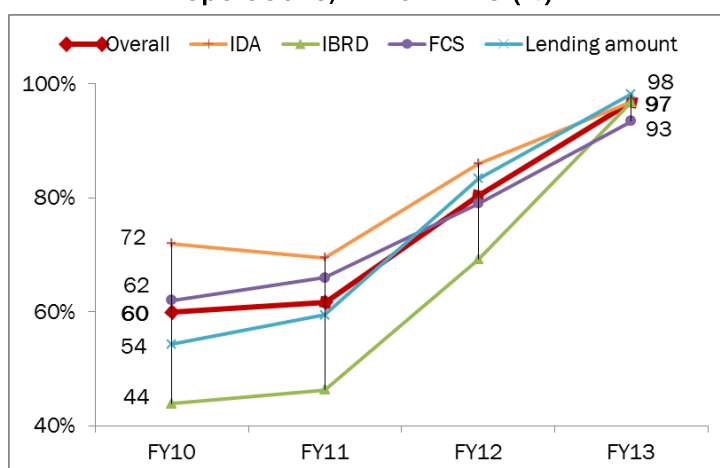
Corporate Commitments

The World Bank Group's key corporate targets have been met. Further deepening and greater attention to impacts and results on the ground are needed in the period ahead.

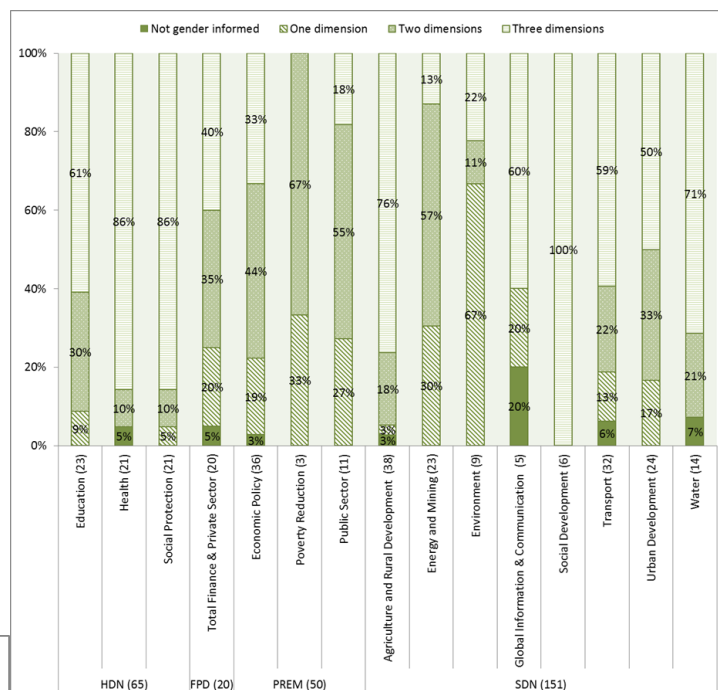
All country assistance strategies discussed in the last year were gender-informed—meaning gender has been taken into account in at least one of the following: analysis, actions, and/or monitoring and evaluation. Some 86 percent were rated highly satisfactory, including gender in the analysis, program content, and the results framework.

The total share of lending that was gender-informed rose from 54 percent to 98 percent between FY10 and FY13, or nearly US\$31 billion in FY13. Ninety-three percent of operations in fragile and conflict-affected states were gender-informed in FY13, up from 62 percent in FY10. Twenty out of 21 operations in conflict-affected states in Africa were gender-informed in FY13.

Steady increase in share of gender-informed operations, FY10–FY13 (%)



Gender-informed operations by network and sector, FY13



Gender-informed lending has deepened, with around 54 percent of FY13 operations including gender-informed analysis, actions, and monitoring and evaluation, more than double the FY10 share of 20 percent. In sum, more lending operations have included follow-up actions to address identified gender disparities. This is true across all groups of clients and sectors.

Gender is increasingly taken into account in analysis, action, and/or monitoring and evaluation.

Some recent good practice in country strategies

The **Burundi** Country Assistance Strategy outlines important existing gender gaps, including in secondary enrolment, economic opportunities and legislative barriers, including weak application of gender-based violence laws. Burundi also has one of the highest fertility rates in the world. The strategy mainstreams gender in its two pillars, including interventions to empower female entrepreneurs and support to results-based financing for improved provision of basic ser-

vices in health. Specific targets are set for fertility and participation by women in labor-intensive public works.

The **Yemen** Country Assistance Strategy identifies intensifying civic participation and inclusion, with a special focus on women and youth, as the guiding principle, recognizing that Yemen is one of the most gender-unequal countries in the world. Gender considerations are mainstreamed throughout the country portfolio, and new operations will consider gender and include specific actions to ensure the inclusion of women.

Some recent good practice in lagging sectors

Urban Development: The **Honduras** Disaster Risk Management project identifies a significant increase in violence against women in recent years and includes targeted actions to reduce levels of gender-based and domestic violence. This includes school-based violence prevention programming and community-based safety networks, counseling and referrals for

victims, and school-based education on reproductive and sexual health, masculinity, and gender roles.

Energy and Mining: The **Mozambique** Mining & Gas Technical Assistance Project identifies occupational segregation between as a problem in the mining sector and sets specific targets for female participation in training programs for artisanal and small miners. The share of women participating is tracked in the results matrix.

Some recent good practice in Development Policy Lending

Health: The **Brazil** Sergipe program describes the prevalence of domestic and gender-based violence, especially among less educated women, and plans to scale up programs. The results framework targets a 75 percent increase in the number of women seeking help in local counseling centers in situations of violence and vulnerability.

Economic Policy: The **Tunisia** Governance Opportunities & Jobs program details female employment patterns and points to specific constraints facing women in the national labor market. To increase female employment in the civil service, reforms in maternity leave and flexible working hours for employees with family responsibilities are envisaged. The results matrix includes several sex-disaggregated outcome indicators, including the number of female beneficiaries of newly introduced labor market programs.

Progress on Priorities

In September 2012, the Development Committee endorsed four priority areas for progress: providing more effective support to country teams and Task Team Leaders; scaling up efforts to address lagging sectors and regions; addressing critical knowledge gaps; and enhancing attention to data and results.

Task Team Leaders and country teams face constraints in advancing the gender agenda amid competing demands. To help alleviate this challenge, a range of Bank-wide initiatives are underway to ensure staff are better equipped to incorporate gender into their work, including through training and learning events, technical guidance, network support, and an improved Website. Strategic efforts at the regional and country level have focused attention on lagging regions and networks. We have ramped up courses and learning events available to staff on the front line. In FY13, more than 2,300 staff members received some gender training, not including training and events in-country or through regional efforts.

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Major progress has occurred in extending and deepening gender-informed operations in regions identified as lagging in the 2012 Board Update. This has been achieved through increased attention and concrete actions at the regional level. In East Asia and the Pacific, for example, a regional target of 100 percent gender informed projects was adopted.

Significant gaps remain in knowledge about what works and what does not work to reduce gender disparities and to promote women's full and equal participation in society. A broad range of efforts are underway to address critical gaps,

with a focus on building the evidence around expanding women's economic opportunities; women's voice, agency, and participation; and improving gender-relevant data.

As investments in gender-related evaluations increase, ensuring that findings and lessons are easily accessible to staff, policymakers, and stakeholders is vital. In FY13 the enGENDER IMPACT initiative compiled all World Bank Group gender-related Impact Evaluations, categorized by key outcome areas: gender-based violence; women's health; voice and agency; education and skills formation; and economic opportunities and control over assets. This initiative identified more than 160 in which gender is central to the design and/or analysis of the intervention. This database will be available at an online resource point, with brief profiles of key information and operational lessons, as well as policy and methods briefs on cross-cutting lessons.

Current **knowledge efforts** on women's economic empowerment, often in collaboration with development partners, include:

- A gender companion to the *World Development Report 2013* on Jobs.
- A women's leadership in SMEs initiative, in partnership with USAID, aims to promote a better understanding of the key determinants of success with funding for impact evaluations of 15 interventions to support entrepreneurship.
- *Building a Roadmap: Research Collaboration for Women's Economic Empowerment*, undertaken with the UN Foundation and Exxon Mobil, identifies proven and promising inter-

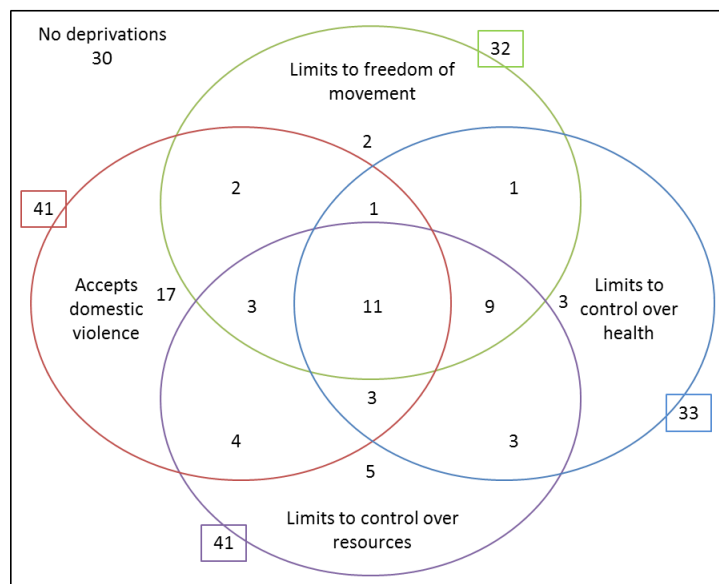
ventions to increase female entrepreneurs' productivity and earnings.

- The Adolescent Girls Initiative is adding critical knowledge by testing interventions that aim to smooth young women's transition into productive employment in Afghanistan, Haiti, Jordan, Lao PDR, Liberia, Nepal, Rwanda, and South Sudan.
- *Women, Business, & the Law* sheds light on which laws treat men and women differently and how they affect women's prospects of finding jobs, starting businesses, and reconciling family and work responsibilities.

The *World Development Report* 2012 identified women's voice, agency, and participation as key dimensions of gender equality, alongside endowments and economic opportunities, and as a major policy priority for future action. Work is now underway on a major global report that will deepen our understanding of the role of women's agency in achieving shared prosperity and ending extreme poverty, and the implications for policy.

The gender data gap remains large. From the list of 52 internationally agreed "core indicators," two-thirds of countries do not have more than one year available since 2007 for 33 indicators, so esti-

Many women experience overlapping deprivations in agency



Source: World Bank staff calculations based on Demographic Health Survey

imating global trends is often impossible. The World Bank Group is working with partners to identify and close gaps in gender-relevant data, through reviews, innovative tools, increased monitoring and sex-disaggregated beneficiary data collection, and training. This will remain a priority for the World Bank Group's gender work in the period ahead.

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“For many developing countries, we don’t have the data to help us understand just how big these gender gaps are, or how to address them. It simply doesn’t exist.”
—World Bank Group President Jim Yong Kim

Recent World Bank Group investments in gender-relevant data include:

- The launch and ongoing improvements to the Gender Data Portal, to include more micro databases and resources, with the aim of creating a one-stop Web-site for all gender-relevant data at <http://datatopics.worldbank.org/gender/>
- The Gender DataFinder app—freely downloaded onto smart phones and tablets—allows users to explore, analyze, and share gender-relevant data in English, Spanish, French, and Chinese
- Release of the third edition of the *Little Data Book on Gender* and first edition of the *Little Data Book on Gender in Africa*
- Training workshops in Africa and Asia on a new manual produced by the United Nations Statistical Division on why and how to collect gender-relevant data
- Support for new global partnerships to improve availability of gender-relevant data, including the Inter-Agency and Expert Group on Gender Statistics whose 52 gender indicators were endorsed by the UN Statistical Commission in 2013

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Gender in the Private Sector

The International Finance Corporation adopted gender as one of six cross-cutting strategic priorities in December 2012, with an overarching goal of strengthening women's roles as leaders, entrepreneurs, employees, consumers, and stakeholders through investment and advice to help clients expand access to finance and deliver business-skills training for women entrepreneurs, and advance the business case for creating opportunities for women.



The new IFC strategy aims to expand opportunities for women entrepreneurs to grow their businesses, improve opportunities and working conditions for women employees, by codifying and implementing best practices on women's employment, improve firms' understanding of women's markets and develop a roadmap for consumers beyond the financial sector, increase women's voice as leaders and stakeholders, including through expanded training for women directors on corporate boards, develop business and results measures for gender-focused activities through monitoring of gender-related dimensions and results of projects, and understanding the impact on targeted beneficiaries.

The IFC's approach to gender is mainstreamed throughout its Performance Standards, reflecting the expectation that these issues will be general requirements protecting all workers, and reducing risks and impacts to all communities.

Recent IFC highlights

- Investments in access to finance for women entrepreneurs through the **Banking on**

Women program continue to grow, consistent with corporate targets. To date US\$569 million has been invested for the IFC's account and syndicated loans and an additional US\$87.5 million has been mobilized from parallel lenders. Twenty-one clients have gender investment and or advisory projects and a strong pipeline is under development (approximately US\$500 million).

- Partnering with **Itau Unibanco** to invest US\$470 million to finance women entrepreneurs in Brazil—the largest Banking on Women investment to date. The partnership will promote inclusive growth and job creation, as well as additional development benefits that come through improved access to credit for women, such as access to quality education, housing, and health.
- A joint World Bank Group Program on **Gender Empowerment in the Pacific**, which includes activities to help improve equality with a focus on promoting women's migration to formal sector employment; improving women's access to public services and financial services; enhancing women's security and safety in private and public spaces; and increasing the number of women in positions of leadership in business and society.
- A joint survey, in partnership with **Vital**

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Voices and the MENA Businesswomen's Network, conducted across eight Middle East and North African economies to better understand businesswomen's needs and what obstacles they face in accessing finance—and to identify solutions to increase the economic contributions of women-owned small- and medium-sized businesses.

- Lead sponsorship of the **Global Banking Alliance for Women**, an initiative that brings together around 30 financial institutions committed to enhancing women's access to credit and banking services around

the world.

- The **G-20 Women's Finance Hub**, an online platform to help advance access to finance for women entrepreneurs by disseminating research and information on critical issues related to the women's market, was launched in FY13.
- At the IMF/World Bank Group Annual Meetings in 2012, **WINvest—Investing in Women**—a global initiative with private-sector companies aimed at generating attention, ideas, and best practices that result in better working conditions and job opportunities for women while improving business

Mobilizing Stakeholder Support

The World Bank Group is well positioned to champion gender equality and to form strong partnerships with a broad set of stakeholders by providing a platform for dialogue and debate based on solid analytical underpinnings.

The **Advisory Council on Gender & Development** met in October 2012 to discuss gender and jobs and again in December 2012 for a special session focused on women's voice, agency, and participation. At the 2013 Spring Meetings, the Advisory Council focused on gender in the post-2015 agenda and in IDA17.

In April, World Bank Group President Kim hosted **"From Promise to Progress: the Equal Futures Partnership."** Spearheaded by the White House and launched at the UN General Assembly in September 2012, Equal Futures partner countries have made specific commitments on women's economic empowerment and political voice. The April meeting brought together 35 delegates from founding partners and member countries to make new commitments, share ideas, and provide updates. President Kim pledged technical and financial assistance to partners as they work to implement their commitments. Alongside the UN General Assembly in September 2013, the partnership marked its first anniversary with new commitments and new members.

At the global level, strong collaboration with UN Women has continued, including through the Advisory Council on Gender & Development, where its Executive Director is a member

and active contributor. The World Bank Group has actively participated in and contributed to a range of important gender events organized by stakeholders—including the Women Deliver conference in Kuala Lumpur, Gendernet meetings in Paris, the *Club de Madrid* Annual Meeting in Arkansas, the Foreign Service Institute course on Gender Equality, and an International Women's Day event at the Rockefeller Foundation in New York.

Since its launch in 2012, the Umbrella Facility for Gender Equality (UFGE) has received generous contributions of US\$40 million from 11 country donors. This new partnership model aims to strengthen awareness, knowledge, and capacity for gender-informed policy-making, and provides a single vehicle through which trust fund resources for gender equality are channeled.

At the country and regional level, recent highlights include:

- Along with the government of Papua New Guinea, the World Bank Group and more than three dozen development partners co-delivered a participatory **Country Gender Assessment**, which created a platform for policy discussion and public outreach on gender-based violence. We also partnered

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around Country Gender Assessments with Lao PDR and the Philippines, with the Asian Development Bank, and with Vietnam, alongside AusAid, DFID, and UN Women.

- The World Bank Group's Africa Region maintains strong collaboration with the UN Foundation, joint research with

BRAC, the London School of Economics and University College London, and with DFID on the Gender Innovation Lab. The Bank's South Asia Region maintains active partnerships with Oxfam, UN Women, and the IFC around gender-based violence and works with AusAID.

Some of our partners



Looking Ahead

Tracking impacts, increasing focus on frontier areas

Advancing the World Bank Group's twin goals of ending extreme poverty and boosting shared prosperity hinge on closing gender gaps. The role of women in reducing poverty and promoting wellbeing at the family, community, and country levels is well-documented in our *World Development Report 2012*, which also demonstrated the intrinsic value of gender equality.

The World Bank Group is committed to promoting gender equality in people's outcomes and wellbeing in terms of education, health, economic opportunities, and voice and agency. Our record is strong, but major challenges remain, and our focus on follow-up actions and implementation and results must expand. We plan to more systematically track whether gender-informed analysis is leading to meaningful follow-up actions—and what results are emerging.

Strategic discussions with client governments and robust diagnostic work at the country level are crucial. Access to good practices is needed to help inform and inspire innovation, as is systematic monitoring of progress in the results frameworks. Special attention is needed in fragile states, where outcomes for women and girls are often lagging and gains may be easily reversed. At the same time, such contexts can allow possibilities for relatively rapid changes, as with girls' education in Afghanistan.

In the short term, we aim to deepen the integration of gender in our country assistance strategies and operations through support to staff and training, addressing critical knowledge gaps, and closing gaps on gender-related evidence and data.

In the medium term, a renewed strategy is needed to frame the World Bank Group's efforts to promote the gender agenda. New institutional goals and restructuring create new opportunities to advance this agenda across the whole World Bank Group. Recalibrating corporate targets is also timely in light of past

performance, new funding commitments, and the emerging post-2015 development agenda.

The medium-term agenda will involve enhanced efforts in frontier areas likely to have transformational impacts—gender-based violence, inequality in work and entrepreneurship, and legal discrimination, with a cross-cutting emphasis on results. These are interrelated and will require specific attention to strengthening access to justice, accountability measures, and voice in decision-making processes. These three areas have been selected in light of the scale and magnitude of the challenge that they represent and the potential for the World Bank Group to make a significant difference in global efforts to deliver changes that improve lives on the ground. Our experience and results on these fronts are promising, and we are well placed to produce and disseminate new knowledge about what works to improve outcomes in these areas.

Creating space and capacity for innovation, piloting, knowledge exchange among countries, the private sector, and civil society, and testing and capturing new ideas with rigorous evidence will remain vital. This will build on advances in impact evaluations in recent years. High-level leadership is also essential, along with commitments to resourcing and investments in staff skills and knowledge to deepen and extend expertise in mainstream and emerging issue areas. Actionable partnerships will facilitate success, at the community, national, regional and global levels.

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