



Discussion on Gender Strategy with Inter-American Development Bank (IDB) April 27, 2023

On April 27, 2023, the World Bank Group (WBG)—consisting of the Multilateral Investment Guarantee Agency (MIGA), the International Finance Corporation (IFC), and The World Bank-- held a hybrid discussion with the Inter-American Development Bank Group (that includes IDB, IDB Invest and IDB Lab) on the WBG Gender Strategy 2024-2030. The aim of this discussion was for the WBG to engage with and learn from IDB in the process of drafting the WBG Gender Strategy 2024-2030. Key takeaways are summarized below and will be considered in the development of the Strategy.

Key Takeaways

Conceptual framework and approaches:

- IDB participants appreciated the proposed **transversal approach**, as opposed to a sectoral one, to prevent gender mainstreaming from getting siloed.
- In the discussion on the conceptual framework, participants suggested the WBG consider what instruments would be key for **structural change** to address gender gaps. In particular, to consider whether innovation and technology would help or make gender gaps more profound – and how to manage this. Participants asked how, in such a dynamic world, the new Gender Strategy could be framed proactively to address new frontiers.
- IDB participants also asked about the overall purpose of the Strategy, to foster external changes or also **drive internal change** at the WBG.
- The WBG could examine the tools at its disposal to understand what best works to promote actions and policies that **advance gender equality** at the highest levels of government, including Performance Based Loans (PBL) on gender.

Insights and suggestions across key themes:

- The WBG could consider how any changes in the Strategy in terms of **collaboration with the private and public sectors** will have implications for WBG actions and priorities.
- The **care economy** is a key strategic priority that the World Bank Group could feature prominently in the new Strategy.
- Participants shared that IDB takes an **intersectional approach** to gender and diversity, including indigenous persons, afro descendants, persons with disabilities, LGBTQI+ persons and those who

have been historically oppressed. A good practice shared is to have the same teams working across these areas to maintain focus on the most disadvantaged.

- Participants highlighted that in many regions like Latin America and the Caribbean (LAC), most people work in the **informal economy**. This requires a different toolbox to address poverty, inequality, and marginalization. European and U.S. based research may not be best applied where informality is prevalent.
- The WBG could identify future areas of **research on social norms** to ensure that “what works” can be implemented at scale. Participants mentioned that IDB is launching a study on incentives for norms change, this could be an area for further collaboration.
- Participants perceived **human capital** to be the most powerful arena to make change towards greater equality, especially early on in a person’s lifecycle, which may even cause shifts in norms and care systems by investing better in human capital.
- The implementation gap and the rule of law was cited as a key area for consideration. Participants mentioned that in many countries in LAC, **legislation** is not always implemented and suggested the WBG consider how to engage constructively with governments about legislation that is not enforced as well as the role of collective action in recognizing or addressing the limitations of legislation.
- IDB participants underscored the importance of **accountability** in the implementation of the new Strategy, including in measurement and reporting.