



#AccelerateEquality



FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY

Consultation with International Monetary Fund (IMF)

November 7, 2023

World Bank Office, Washington DC

OVERVIEW

On November 7, 2023, the World Bank Group (WBG) held a consultation on the proposed gender strategy 2024-2030 with representatives from the International Monetary Fund (IMF). The aim of the discussion was to engage, learn, get feedback, better understand opportunities and challenges for gender equality and empowerment, and identify potential areas for collaboration. Key inputs are summarized below and will be considered in developing the strategy.

KEY THEMES AND FEEDBACK

World Bank Group (WBG) colleagues, representing different practices and groups, highlighted key areas of their gender work for enhanced collaboration with IMF.

Poverty and equity practice: Colleagues shared that they are undergoing a revamp of their core diagnostics, shifting from poverty assessments to poverty and equity assessments. This is aimed at increasing context specific policy impact and relevance, including:

- Economic empowerment – jobs as a pathway out of poverty.
- Fiscal policy – equity and gender aspects of fiscal policy.
- Climate – a framework on how climate affects people.
- Social norms – measuring and shifting them.
- Statistical modernization – improving gender statistics and enabling data use for informing policies.

Governance practice:

- [The Bureaucracy Lab](#) has partnered with the World Bank's research arm to gather data on civil servants, including gender dimensions, in 56 countries and expanding. This will give insights on the presence and grades held by women in public administration, with a focus on low- and middle-income countries (LMICs).
- The public financial management (PFM) team is working on gender-based budgeting.
- Exploring how institutions can be strengthened for gender diversity and inclusivity.



Macroeconomics, trade, and investment (MTI) practice:

- Revamping Public Financial Reviews (PFRs) by supporting country teams to mainstream gender into core diagnostics, specifically on how tax policies and expenditure on aspects like pensions and health can support gender equality.
- Technical assistance to countries through [global tax program](#). This includes gender relevant aspects in country economic memorandums (CEMs), like improving labor force participation and job quality for women.

A colleague from the gender team shared that other than partnerships at the global level, there are numerous collaborations at the country level connecting colleagues from different World Bank teams with IMF staff.

Colleagues from the IMF appreciated the WBG's draft gender strategy and mentioned that it resonates with their own strategy and work. They shared some challenges and recommendations from developing the IMF gender strategy.

IMF experiences from developing their gender strategy:

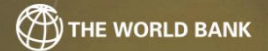
- **Focus on comparative advantage:** IMF prioritized their comparative advantage - emphasizing the macro-criticality of addressing gender gaps. This mainly entailed supporting countries in identifying macro-critical gender gaps, highlighting the macroeconomic benefits of closing gender gaps, and proposing policies to address them within the institution's expertise and in its surveillance, lending, and capacity development activities (including in the fiscal area such as gender budgeting and fiscal policy).
- **Work collaboratively:** They underscored the importance of partnerships, including with other multilateral development banks (MDBs) especially the WBG, to leverage institutions' comparative advantage, avoid duplication, and amplify impact in countries.
- **Inputs for operationalization:** IMF shared that considering country teams' existing work burden, providing timely support, proactively engaging early, prioritizing the issues, and ensuring accountability were key elements to sustain progress.

Suggestions by IMF for collaboratively achieving impact:

- Sharing success stories that could become examples to mobilize action in other countries.
- Further enhancing IMF-World Bank collaboration by identifying a set of priority countries for joint engagement on gender.
- IMF colleagues further shared that they aim to integrate gender in existing workstreams including tax administration and tax policy analysis, following a multiyear, country centered approach rather than a yearly, workstream approach. This could facilitate streamlining and effective collaboration.
- Suggested areas for deepening collaboration included tax policy, revenue administration, gender budgeting, expenditure policy and improving female labor force participation through fora like the [platform for collaboration on tax](#).
- Technical workshops for an upcoming publication were suggested as another arena to collaborate.



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- It was mentioned that exploiting complementarities could avoid overlaps and enable speaking in one voice by sharing information and working together. Doing so could also make the best of tools developed and analysis conducted by both organizations.

WBG suggestions and reactions for collaboration with IMF

- Colleagues from the World Bank Group underlined the current leadership's commitment to gender equality and emphasized the new strategy's focus on acting collectively, including with local, civil society organizations, which are influential in shifting norms and mindsets.
- They welcomed the inputs about partnering to showcase impact in selective countries and use them as examples for expanding impact.
- It was also suggested that it would be useful to collaborate on selected analytical products central to policy dialogue in countries prioritized for gender engagement by both institutions.

PARTICIPATING ORGANIZATIONS

International Monetary Fund

- Strategy, Policy, and Review Department, including the Inclusion and Gender Unit
- Fiscal Affairs Department