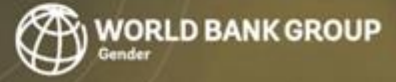




#AccelerateEquality



WORLD BANK GROUP 2024-2030 GENDER STRATEGY CONSULTATION MISSION FEEDBACK SUMMARY

November 24, 2023

Hanoi, Viet Nam

Private Sector and Development Organizations

MISSION OVERVIEW

On November 24, 2023, the International Finance Corporation (IFC) held a consultation workshop with stakeholders from the private sector and academia in Viet Nam on the proposed World Bank Group Gender Strategy 2024-2030. The discussion aimed to engage with IFC clients and partners, better understand opportunities and challenges for gender equality and empowerment, get feedback on the proposed strategy, and identify potential areas for collaboration. Key inputs from the consultation are summarized below and will be considered in developing the strategy.

KEY MESSAGES AND FEEDBACK

- Participants **endorsed the strategic objectives** of the proposed World Bank Group Gender Strategy 2024–2030 and **IFC’s priority areas** to deliver the strategy.
- The consultation **welcomed the proposed drivers of change**, especially collective action and synergies across organizations, learning from others, and facilitating positive changes at scale.
- Participants **emphasized the importance of strategic alliances and collaboration** across organizations to address gender inequality for sustainable development, particularly in the following areas: women’s employment, women’s leadership, social norms, engaging men and boys, and addressing root causes of gender inequality, such as gender-based violence and access to childcare.
- Some topics of importance and shared interests among IFC clients and partners were:
 - **Removing barriers to women’s employment and leadership, including:**
 - Addressing social norms that hinder women’s full participation in and equal benefit from economic development, including how to engage men and boys, and having more female role models to inspire change.
 - Seeking transformative approaches and solutions to accelerate the journey towards gender equality, for instance better alignment to address root causes of gender inequality like access to childcare and gender-based violence.

- Making a business case for gender equality, sharing industry good practices, and inspiring organizations to apply these practices and/or design initiatives to incorporate gender into workplace policies and strategy.
- Measuring impacts on business and on women and men with meaningful indicators to better influence organizational behavior changes and scale up with broader regional impact.
- **Accelerating financial inclusion:**
 - Women customers and women-led SMEs are strategic business segments for financial institutions in the Vietnamese market. Consequently, reaching the women's market and ensuring equal access to financial services for women and women-led SMEs are critical and have high potential for financial institutions.
 - Support services beyond financial services to women and women-led SMEs, such as mentoring, networking, and other professional development opportunities, help women enter new and non-traditional roles and gain better access to markets.
- **Expanding access to markets:**
 - The importance of women's leadership and representation and women's roles in supply chains was underscored, given the significance and potential for Vietnam's manufacturing sector.
 - Global buyers play a critical role in facilitating initiatives that lead to impact across their supply chains, such as addressing gender-based violence and harassment, enhancing women's representation in management, and fostering cross-learning and collaboration to drive change.