



#AccelerateEquality



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

September 24-27, 2023

Luanda, Angola

Cooperation Partners, Civil Society Organizations, Government Representatives

MISSION OVERVIEW

Between September 24 and 27, 2023, the World Bank Group held consultations on the proposed World Bank Group Gender Strategy 2024-2030 with representatives from cooperation partners and civil society organizations (CSOs) working in the gender space in Angola. These discussions aimed to engage, learn, get feedback, better understand opportunities and challenges for gender equality and empowerment, and identify potential areas for collaboration. Key inputs from the consultations are summarized below and will be considered in developing the strategy. Detailed meeting summaries are provided in the annexes.

KEY MESSAGES AND FEEDBACK

- **Endorsement of the gender strategy:** Consultations supported the proposed gender strategy's strategic objectives, underscoring a focus on human development, including human capital development, ending gender-based violence (GBV), and women's leadership. Key priorities discussed across consultations included education, sexual and reproductive health, and rights (SRHR), women's agency, child marriages, adolescent pregnancies, and women's economic empowerment.
- **Engaging women as leaders:** Participants stressed the imperative of increased representation of women in government and civil society organizations (CSOs). They also highlighted the need for women in leadership roles to be involved in programs and technical positions in the government. Recommendations were made for development organizations to assist governmental efforts in providing training for women's leadership roles.
- **Social norms and gender-based violence (GBV):** Community awareness was highlighted to educate women about their rights, with a specific emphasis on engaging men and boys in dismantling detrimental social norms.
- **Sexual and reproductive health and rights (SRHR):** The importance of advocacy to enable women and girls to make their own decisions regarding family formation and equip them with the information, knowledge, and service access to implement those decisions was underscored. Participants emphasized the need to involve men and community leaders in empowering women's decision-making processes.

- **Enforcement of laws and policies:** Concerns were voiced regarding implementation gaps in the existing laws in Angola. Weak commitment and capacity for enforcement were cited, with examples ranging from GBV-related legislation to multiple other domains such as challenges in school infrastructure affecting girls' attendance.
- **Poverty and economic problems:** Gender disparities in Angola were described as complex. Significant variations in poverty rates are primarily observed in female-headed households with three or more children, both in urban and rural areas. This suggests that the correlation between poverty and gender is likely influenced by high fertility rates. Concerning job opportunities, women encounter fewer economic prospects as compared to similarly skilled men. Women in agriculture face resource and training limitations, while those in informal businesses need support to formalize and develop their businesses through skills development, access to finance, market linkages, etc. Challenges faced by women working in garbage dump areas were highlighted, emphasizing the need for training and protective measures.

MEETING TAKEAWAYS

Takeaways from stakeholder meetings included the following:

Meeting with Government Representatives

Participants:

Ms. Luisa Maria Alves Grilo, Minister of Education, Government of Angola

- Community engagement plays a crucial role in education, particularly in collaboration with parents' associations and community leaders to promote the enrollment of girls in school. The president of Angola stands as a key ally in the Ministry's endeavors to educate both Angolan boys and girls. However, there is a pressing need for increased investment in the education sector. The inadequate salaries of teachers contribute to a decline in the quality of education. Currently, there is minimal budget allocation for Operations and Maintenance (O&M) to sustain infrastructure across the country. Commitments for a higher budget in FY2024, specifically earmarked for gender initiatives, will aid in supporting young pregnant girls to pursue their education. Additionally, the provision of free meals through school feed programs in schools is deemed essential.
- A notable challenge in girls' education lies in teenage pregnancy, primarily prevalent in impoverished households. To address this, additional investment is necessary in social protection programs. These programs will not only provide support to pregnant adolescent girls in continuing their education but also foster their economic independence.

Ms. Alcina Lopes da Cunha Kindanda, Secretary of State for the Family and Promotion of Women, Ministry of Social Action, Family and Promotion of Women, Government of Angola

- The Ministry implements various programs aimed at supporting women and families, particularly in the economic empowerment of women and assisting rural women in the agribusiness sector. Given that women are primarily concentrated in the informal sectors, they are working on different programs led by the Ministry of Economy and Planning to help women-owned businesses formalize and access various support systems, including training and technical assistance, to facilitate their transition from informal to formal sectors, promoting their financial independence.

- Through the African Women Network, the Ministry also collaborates with women to develop their leadership capabilities and encourage their participation in leadership roles.
- They have programs within the health sector that provide counseling support to women, especially those who have experienced GBV and domestic violence. To specifically address GBV and domestic violence, they have established a hotline where women can report their complaints and seek assistance.
- Adolescent pregnancies and child marriages are sensitive issues in Angola. They are collaborating with the Ministry of Education to provide information on family planning, delaying family formation, and addressing teen pregnancies through awareness-raising efforts to keep girls in school.
- They have implemented behavioral change programs to address prevailing social norms and strive to bring about positive changes in society.
- The Constitution of Angola upholds gender equality, with men and women enjoying equal rights and no inherent bias.

ANNEX 1: FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH COOPERATION PARTNERS

September 24, 2023

World Bank Group Office, Luanda, Angola

Participating organizations:

- International Monetary Fund (IMF)
 - Japan International Cooperation Agency (JICA)
 - United Nations Children’s Fund (UNICEF)
 - United Nations Development Programme (UNDP)
 - United Nations Fund for Population (UNFPA)
 - United Nations Resident Coordinator
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- **Endorsement of the gender strategy:** It was noted that consultations supported the proposed strategic objectives, with a focus on human development, eliminating GBV, and women's leadership.
 - **Key priorities** that emerged during the consultations included the importance of education for girls and boys, sexual and reproductive health rights (SRHR), women's agency, child marriages, adolescent pregnancies, and women's economic empowerment.
 - **Child marriages and adolescent pregnancies:** It was observed that high child marriage rates in Angola result from social norms, lack of awareness, and limited financial resources, leading to school dropouts, and limited educational and job opportunities. Participants also noted the need for comprehensive sex education programs in schools to raise awareness and avoid teen pregnancies. Some UN agencies are actively addressing these harmful social norms by engaging young boys and girls, families, and communities through behavioral change programs, advocating for delayed family formation and responsible parenthood.
 - **Gender-based violence (GBV) and sexual exploitation:** The vulnerability of Angolan women in informal, low-wage jobs to exploitation and abuse, with no support or services, was a concern emphasized by participants. Women often pay for vending space but receive no benefits in return.
 - **Partnerships with government and civil society organizations (CSOs):** Participants stressed the importance of engagement with the government, especially on sensitive topics like feminism, and collaboration with CSOs to address gender gaps. They also highlighted the need for improved cooperation and coordination among partners for collective action.
 - **Data and evidence:** Some participants highlighted the need for more data to create impactful programs and campaigns, emphasizing the importance of collecting time series data to gather evidence on what works and what doesn't. The United Nations Development Programme (UNDP) plans to collect both qualitative and quantitative data to share with partners.
 - **Women’s economic empowerment:** Participants underscored the importance of investing in women's economic empowerment programs to address income-generating challenges and time poverty. This investment would enable women to access better job opportunities and resources.

- **Engaging women as leaders:** Participants appreciated that a prominent focus of the proposed gender strategy was to engage women as leaders. It was noted that while women are represented in senior leadership roles, there is a need for increased representation in mid-level bureaucracy and technical positions to effectively empower women.

ANNEX 2: FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH CIVIL SOCIETY ORGANIZATIONS

September 26, 2023

World Bank Group Office, Luanda, Angola

Participating organizations:

- Associação de Actores Sociais Chave do Saber Angola (Rede Educação para Todas)
 - Associação para Mulher e Criança
 - Centro de Empoderamento da Mulher Onjango da Du
 - Conselho Nacional da Juventude (CNJ)
 - Consultora Pesquisadora do Centro de Cidadania e Direitos Humanos da UCAN
 - Development Workshop Angola
 - Federação das Mulheres Empreendedoras de Angola
 - Forum Internacional de Jovens com as Embaixadas (FIJE)
 - ONG - Observatório de Género para as Políticas Públicas (ASSOGE)
 - Rede Mulher Organization
 - Young African Leadership Initiative
- **Social norms and gender-based violence (GBV):** Participants emphasized that raising awareness at the community level is crucial to inform women about their rights. Participants stressed the importance of involving men and boys in addressing social norms, citing examples of women and smallholder farmers in general lacking knowledge of their land rights, and facing challenges in rural areas.
 - **Engaging women as leaders:** Participants highlighted the need for women's representation in government and civil society organizations (CSOs). They emphasized the importance of engaging the government and noted that while women are in leadership positions, there is a lack of women leading programs or holding technical roles. Development organizations were urged to support the government in training women for leadership roles, and the World Bank was encouraged to collaborate to ensure a gender-informed national budget with allocations for women's programs.
 - **Implementation of laws:** It was noted that although laws exist on paper, their implementation in Angola is weak. Participants expressed concern that good regulatory frameworks and policies are insufficient without commitment and capacity for implementation. They cited examples such as schools lacking toilets and security, making attendance difficult for girls, and night school shifts beginning late, impacting girls' participation and commitment to advance their education.
 - **Poverty and economic problems:** Participants described gender disparities in Angola as complex, highlighting the high poverty rate among women, especially in rural areas. Women in agriculture, especially in rural areas face limited access to resources and training, while those involved in informal businesses need support to enhance their income. Women working in garbage dump areas need training, safety gear, and protection for themselves and their children from diseases and microbes.
 - **Sexual and reproductive health and rights (SRHR):** It was emphasized that awareness and advocacy are crucial to address fertility issues and promote family planning. Participants stressed the need to

engage men and community elders in efforts to empower women in decision-making regarding family planning and pregnancy spacing.