



#AccelerateEquality



WORLD BANK GROUP
Gender

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

October 20-23, 2023

Almaty, Kazakhstan

Civil Society Organizations, International Donors, Multilateral Organizations

MISSION OVERVIEW

Between October 20 and 23, 2023, the World Bank Group conducted a series of consultations in Kazakhstan on the proposed World Bank Group Gender Strategy 2024-2030. 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.

KEY MESSAGES AND FEEDBACK

- The World Bank Group gender strategy consultations in Kazakhstan **endorsed the proposed strategic objectives**. Several points were highlighted, including:
 - The urgent need to end gender-based violence (GBV), noting that new legislation on sexual harassment in the workplace is being discussed;
 - Elevating human capital;
 - Expanding and enabling economic opportunities, with a particular focus on reducing occupational segregation and a persistent gender wage gap, and entrepreneurship; and
 - Engaging women as leaders in all sectors.
- Stakeholders called for the **inclusion of women in just transition and climate action programs**. They also demanded sex-disaggregated data, a better childcare system, safe public transport, and support for women entrepreneurship. The need for more **women as leaders**, including parliamentarians, was also emphasized.
- Partners and civil society organizations (CSOs) spoke of the re-traditionalization of gender attitudes, especially the need to **involve men and boys toward gender equality**. An example is the “He for She” program of UN Women that engages men against GBV, and the videos generated by the CMU on the safe roads project.
- As the World Bank Group country program in Kazakhstan seeks to advance gender equality, there is scope for **cooperation with UN agencies** on the social norms’ agenda, climate change adaptation with greater engagement of women, and **local CSOs** to reach remote areas.

- In alignment with the mission insights and the proposed World Bank Group Gender Strategy 2024-2030, the existing portfolio and pipeline in Central Asia could introduce further **behavioral and norms change interventions**, especially with respect to GBV and women’s economic participation, and to engage women as leaders.

MEETING TAKEAWAYS

Takeaways from stakeholder meetings included the following:

Meeting with Civil Society Organizations (CSOs)

Participants:

- Association for the Development of Civil Society "ARGO"
 - Institute of Equal Rights and Equal Opportunities of Kazakhstan
 - Kazakhstan feminist initiative “Feminita”
 - Ombudsperson for Children's Rights in Almaty
 - Public Foundation ADAM DAMU
 - Public Foundation SVET
 - Union of Crisis Centers
 - Zertteu Research Center
- Key topics discussed included GBV (including sexual harassment at the workplace, harmful practices, etc.), the need for education on gender equality for men, the need for sex-disaggregated data, engaging women as leaders, the expansion of economic opportunities for women, and occupational segregation.
 - Collaboration opportunities included norm-transformative interventions involving men and boys with the use of social media and traditional media, particularly in remote areas.

Meeting with International Donors and Multinational Organizations

Participants:

- Asian Development Bank
- CCD Islamic Organization for Food Security
- Embassy of Algeria in Kazakhstan
- Embassy of Belgium in Kazakhstan
- Embassy of Italy in Kazakhstan
- Embassy of Korea in Kazakhstan
- Embassy of Sweden in Kazakhstan
- Embassy of the State of Kuwait in Kazakhstan
- EU Delegation
- European Bank for Reconstruction and Development (EBRD)
- Organization for Security and Co-operation in Europe (OSCE)
- UN Women
- United Nations Children’s Fund (UNICEF)
- United Nations Development Programme (UNDP)

- Key topics discussed included the re-traditionalization of values in Central Asia, the Central Asia initiative to fight GBV, childcare, safe transport, women’s leadership in climate action, empowering women in rural areas, support for women entrepreneurs, and examples of crossovers to male-dominated sectors (e.g., road constructions project).
- Opportunities for collaboration included the design of support programs that allow women-led businesses to grow from small to medium-size firms, working with CSOs to reach remote areas, and collaboration on the norms’ agenda with initiatives at scale.

Meeting with UN Women

- Key topics discussed included the role of Central Asia in the global arena, collaboration to engage CSOs, and programs to change masculinities and perceptions around GBV (e.g., “He for She” program).
- Opportunities for collaboration included eliminating the lists of forbidden jobs for women and implementing interventions to encourage women's participation in those occupations, addressing GBV, social norms, and mapping developing partners.