



## Discussion on the proposed World Bank Group Gender Strategy 2024-2030 with the Uruguay National Gender Council

June 22, 2023 | Montevideo, Uruguay

On June 22, 2023, the World Bank Group (WBG) held a discussion with representatives of the Uruguay National Gender Council on the WBG Gender Strategy 2024-2030 in Montevideo, Uruguay. The aim of this discussion was to engage, learn and better understand opportunities and challenges for gender equality and empowerment, and potential areas for synergy and cooperation. Key inputs shared by participants are summarized below and will be considered in the development of the Strategy.

### Participating Organizations

- Secretariat of the Ministry of Labor and Social Security
- Central Board of Directors of the National Administration of Public Education
- Specialized Gender Unit of the Ministry of Tourism
- Specialized Gender Unit of the Ministry of Public Health
- Ministry of Livestock, Agriculture and Fisheries
- National Institute for Women, MIDES

### Presentation

Slides on the World Bank Group's Gender Strategy were presented, including evidence on gender gaps in Latin America and the Caribbean. The proposed WBG Gender Strategy 2024-2030 draws on evidence, data, and insights collected over the last 10 years. The presentation also included findings on an impact evaluation by the World Bank Gender Innovation Lab for the Latin America and Caribbean region on a major work-study program in the country and how it improved labor market outcomes, time allocation, and education for girls; as well as a discussion on the plans of the Ministry of Labor and Social Security to expand the program following the positive results of the evaluation.

### Questions and Comments

- **Key topics on gender in Uruguay discussed in the session included:**
  - Digital access for women in rural areas
  - School-to-work transition
  - Child and elder care
  - Gender wage gap
  - Poverty during old age
  - Occupational segregation

- Progress on gender equality in laws, but the prevalence of gender norms (e.g., penalizing maternity)

### **Recommendations for the Gender Strategy**

- Participants noted the need to engage men to address gender norms.
- Participants noted that, based on their experience, communication on gender equality must be done strategically. When “gender” is mentioned, few men participate.
- Participants shared their appreciation of the short videos to address gender stereotypes prepared by the CMU, which have had a very large audience and impact. Following a similar approach to disseminate the gender strategy was recommended.
- Participants noted the need for innovative financing, specifically gender bonds.
- Much of the conversation focused on discussion of how the new WBG Gender Strategy will be implemented.