

4 December, 2023

Dear Team,

ADDITIONAL REFLECTIONS AND COMMENTS ON THE WORLD BANK GENDER STRATEGY

Upon revisiting the WBG Gender Strategy after the session 2 weeks ago, I would like to offer additional comments and reflections on the strategy.

- In terms of facilitating change in the country, considering the comprehensive nature of the strategy, it would be impactful to involve NGOs that concentrate on the welfare of the boy child and men for activities such as data collection and research. Some notable ones in Nigeria include: [Boys Quarters Africa](#), [Boys Transformation Centre](#), [Boys to men foundation](#).
- Recognizing that Gender-Based Violence (GBV) and harassment are issues that affect both genders in the workplace, it is crucial to address the needs and concerns of men. This involves incorporating perspectives related to male experiences into all country policies and laws.
- In light of the strategy, recognizing that positive gender outcomes can be expedited and expanded through a deeper comprehension of gender, social norms, and mindsets—how these factors shape daily expectations, priorities, and practices, as well as the nature and extent of power relationships—it may be advisable to integrate gender awareness and inclusion into each country's educational curriculum. By doing this, we can work towards reversing the negative effects of gender inequality, particularly with the younger generation. However, the gender curriculum may need to be meticulously tailored to align with each country's specific values, beliefs, and laws.
- To Improve equal access to more and better jobs, WBG could introduce a well defined and objective quota system that improves inclusivity for underrepresented groups, including women, minority ethnic groups, and individuals who are physically challenged. This quota system will incorporate specific indicators that assess competency beyond conventional or traditional criteria such as age, gender, race, physical ability, and years of experience. This approach is particularly important for addressing the challenges faced by women who may take career breaks to raise their children and can be significant in improving representation in the workplace.
- Explore Impact-linked Finance to accelerate gender equity initiatives, gender inclusive financing, and gender-forward enterprise particularly in the agric sectors where women are mainly represented.

These are the primary contributions and reflections that I would like to include, and I sincerely hope you find them valuable for the Gender Strategy.

Sincerely,
Ibukun Omololu
IFC-LPI Certified Trainer,
Principal Consultant
The Teal Tree Company.