



MIDDLE EAST AND NORTH AFRICA

REGIONAL GENDER ACTION PLAN

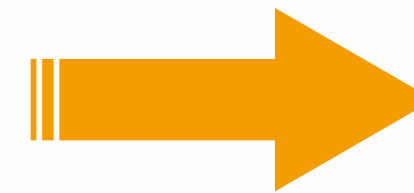
2025-2030

FEBRUARY 2025

EXPANDING WOMEN'S ECONOMIC OPPORTUNITIES IMPERATIVE FOR INCLUSIVE GROWTH IN MENA

Economic growth and job creation are major development challenges in the MENA region.

This is even more pronounced for women as the region presents the lowest rates of female labor force participation, the highest unemployment rates, the most legal discriminations and the most restrictive social gender norms in the world.



In MENA, GDP per capita would be around 50% higher in the typical economy if gender employment gaps were closed.

(Fiuratti, Pennings, and Torres 2024)

Gender equality, and in particular women's contributions to economic development, is **central to achieve inclusive growth and resilient, peaceful societies**. Empowering women and girls has an **intrinsic** value and is also **instrumental** to achieve better results for families, communities, firms and economies at large.

Women's empowerment and gender equality directly contribute to the World Bank's vision of a world free of poverty on a livable planet.

NEW & PERSISTENT GENDER GAPS IN MENA ARE MORE COMPLEX

High dropout rates among boys in secondary school

33% in Lebanon, 50% in Algeria

Women have more education than men

43% of women, 39% of men enrolled in tertiary education, female graduates are more likely to work (66%).

Women have on average one more year of Learning-Adjusted Years of School compared to men.

Children with disabilities excluded, affecting care responsibilities

21 million children with disabilities live in MENA, with limited care, education, nutrition & social protection

Girls at risk: FGM still common, with 93% of women 15-49 circumcised in Djibouti, 87% in Egypt.

In Yemen, 32% of girls are married by 18.

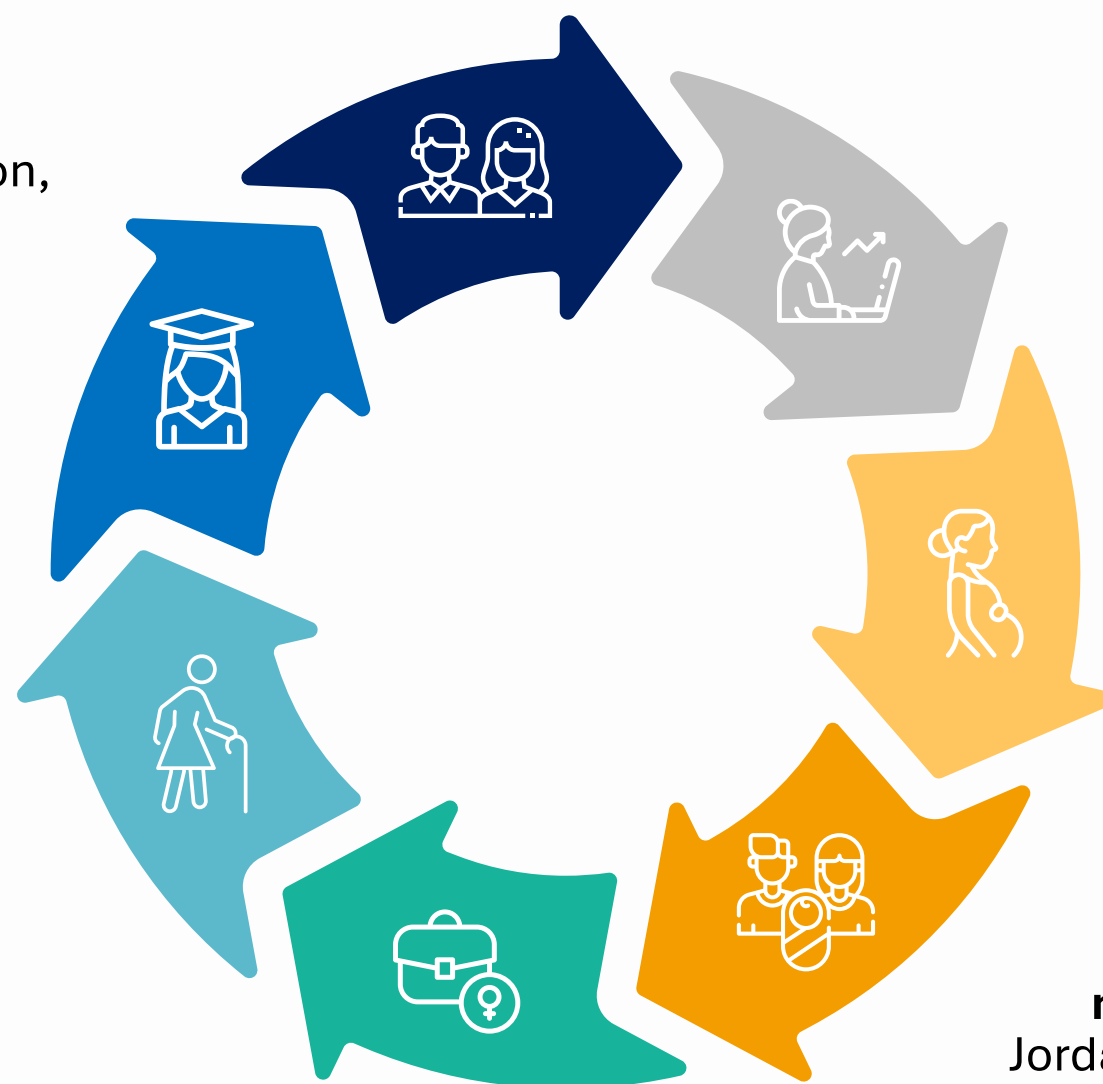
Men are more likely than women to die from non-communicable diseases Egypt, Yemen highest burden of NCDs, with more than 800 deaths/100,000 pop

Inequitable access & inclusion in economy

Leadership: 7% of firms led by women

Digital inclusion: 64% of women use internet

Financial inclusion: 46% of women have financial accounts in their name



Few women enter the labor market

FLFP: 19%, compared to 71% of men (global 47%), decreasing in Egypt & Morocco. 16% of women unemployed; 40% of young women.

Most legal restrictions in MENA according to WBL

WBL 2.0 legal framework score 38.6 (global 64.2)

Lack of public transport options prevent women from looking for a job: 6/10 in Amman, 4/10 in Cairo

Reproductive health risk exposure

Maternal mortality rate is 56 (per 100,000 live births), but as high as 234 in Djibouti, 183 in Yemen

Adolescent fertility rate is 35 births per 1,000 women 15-19

Family obligations & lack of childcare restrict labor market reentry: Up to 87% of men, over 52% of women in Jordan consider that a woman's most important role is to take care of the home and family

Lack of childcare identified as the most challenging barrier for mothers to work in MENA: 38% in Egypt; over 30% in Jordan, Tunisia, Morocco

IPV persistent form of GBV: 40% of women have experienced physical and/or sexual violence by an intimate partner in their lifetime

HETEROGENEOUS MACRO & SOCIOPOLITICAL CONTEXT WITH CHALLENGES THAT EXACERBATES GENDER ISSUES

FRAGILITY & CONFLICT



- Several economies/areas with **active, violent conflict** → men more likely to die in violent conflict; women higher risk of GBV. Gendered coping mechanisms.
- **Social & political fragility** limits access to services, justice, and impedes broad participation.
- **Forced displacement & climate change** induced migration with increased share of vulnerable FHH and livelihood challenges.

WEAK FORMAL INSTITUTIONS



- Discriminative **legal framework** restricting women's activity; weak enforcement of existing laws; limited access to justice.
- **Public sector inefficiency**; weak PFM systems; corruption and weak anti-corruption institutions & measures.
- Despite some progress in **Gender Responsive Budgeting**, lack of effective execution & monitoring of gender programs/policies.
- Limited **citizen engagement**.

ANEMIC GROWTH & JOB CREATION



- **Slow growth**: between 2000-2019 most MENA economies grew at rates well below typical growth rates observed in the rest of the world.
- **Private investments halted** due to conflict and uncertainty, coupled with high levels of debt-to-GDP ratios in oil importing countries.
- **Lack of market contestability and private sector firm growth**: few new firms, low investment in fixed assets & workforce → few new jobs.

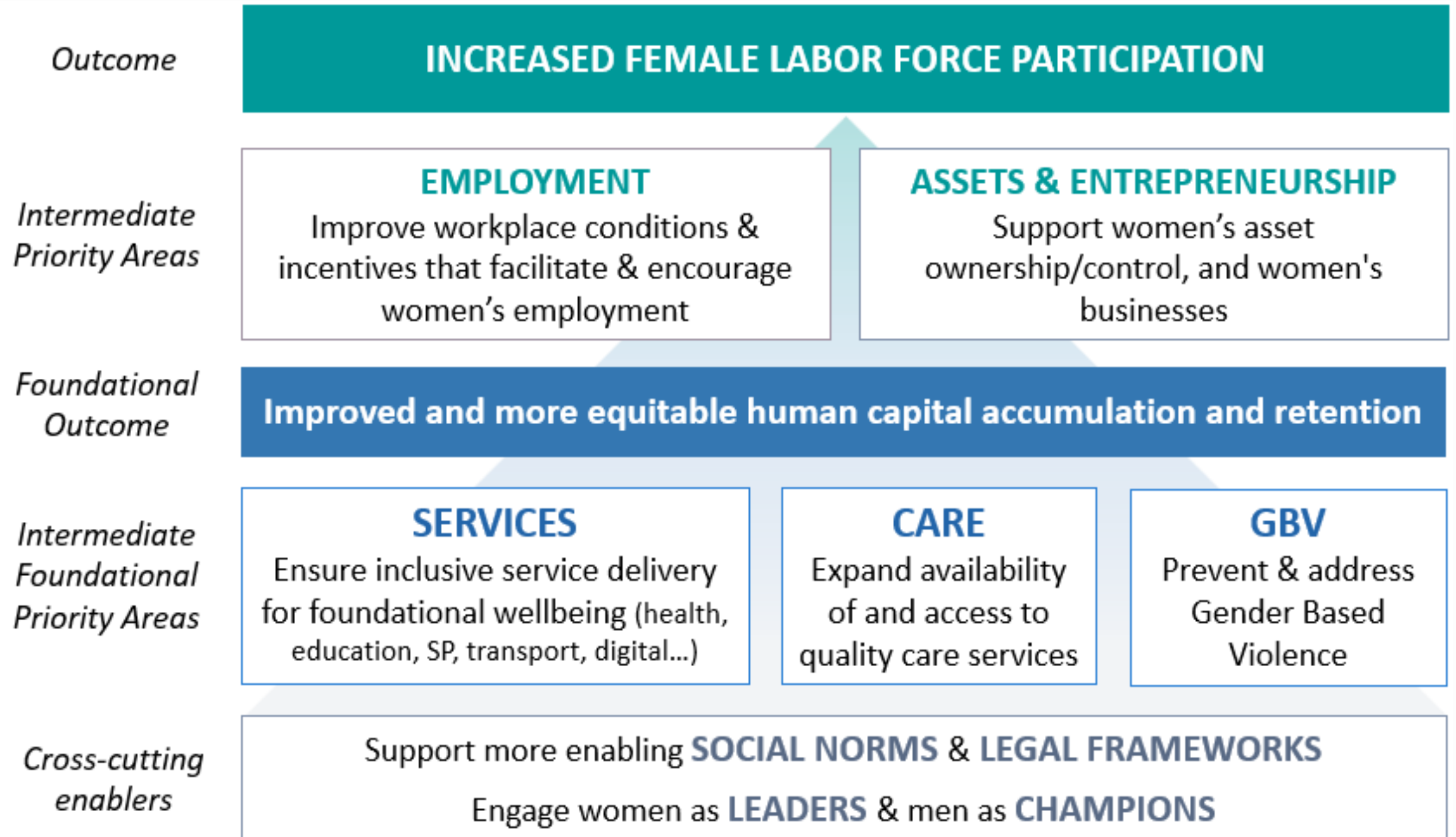
MENA REGIONAL GENDER ACTION PLAN 2025-2030

OBJECTIVE:

To provide a roadmap for the WBG to contribute to meaningful, measurable change for women’s agency, economic activity and gender equality in the MENA region, supporting a collaborative country-led approach based on knowledge, partnerships & innovation.

Focusing on priority areas in which the WB can have a transformational impact for women’s economic activity and gender equality, as per:

- Regional data & evidence
- Operational & analytical focus
- Comparative advantage & value add
- Corporate priorities



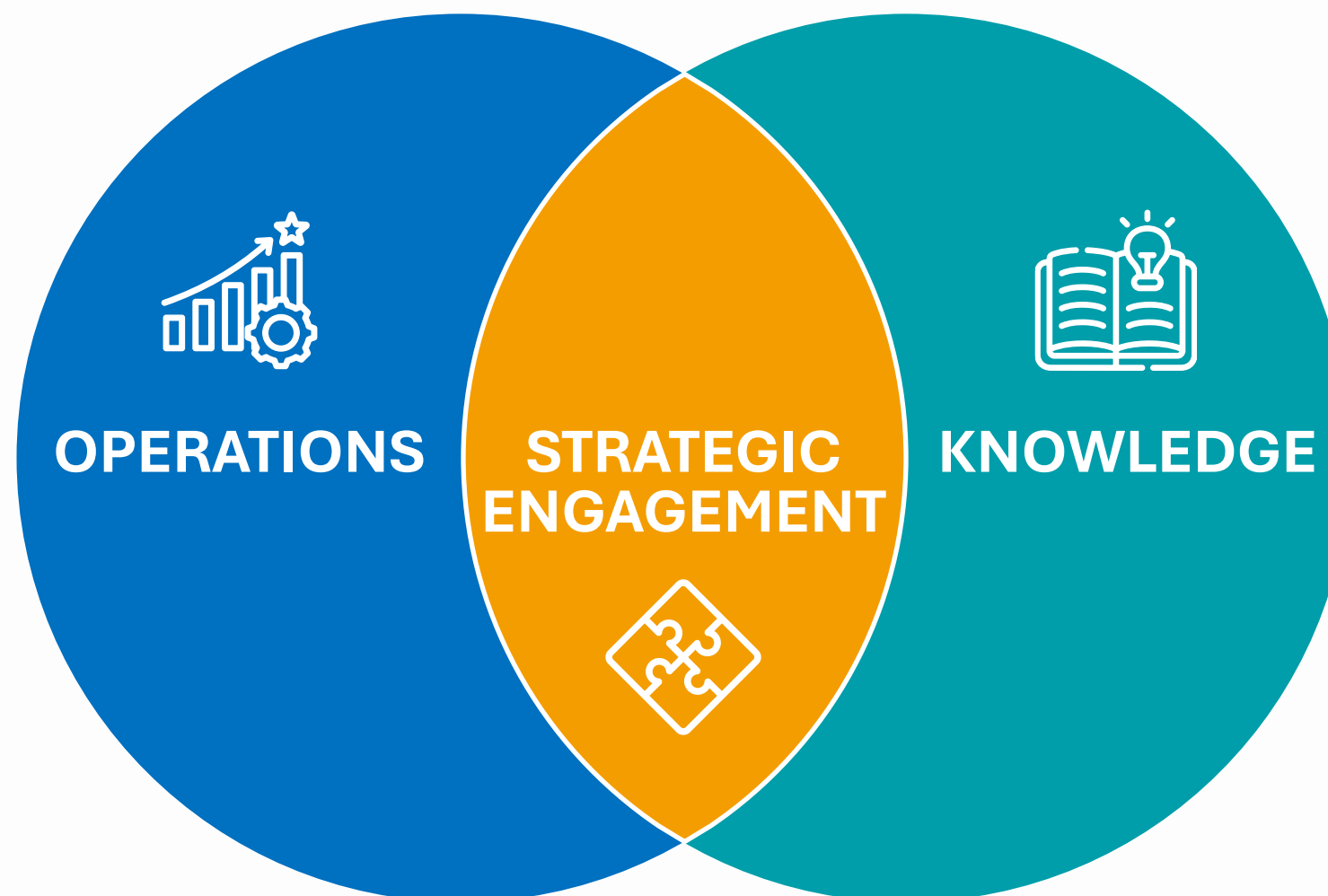
HOW? Strategically deploying our operational tools & knowledge work through a three-tiered implementation approach

MORE ROBUST OPERATIONAL ENGAGEMENT ON GENDER

Focus on transformational change through policy reforms and investments in priority areas & One WB in focus countries.

Gender Tag/Flag: Optimize gender lens across lending portfolio, emphasizing implementation & results.

Environmental & Social Framework as entry point to strengthen focus on e.g., GBV, and to engage women leaders & beneficiaries.



INCREASE REGION- & COUNTRY DATA & EVIDENCE ON GENDER

New and innovative data & evaluations on priority areas, leveraging the MNA Gender Innovation Lab.

Core analytics: Integrate gender in core country analytical reports on the economy, poverty, private sector, climate, etc.

Capacity building targeting policy makers & practitioners through knowledge events, peer exchanges, and trainings.

COLLECTIVE LEADERSHIP, PARTNERSHIPS & VOICE ON GENDER IN MENA, BOTH INTERNALLY AND EXTERNALLY

The WBG will expand communication, collaboration & partnerships to maximize outreach & impact, based on knowledge & best practices. With the support of regional leadership & technical coordination, a more explicit focus on jobs for women will be expected in Country Partnership Frameworks.



PRIORITY AREAS

PRIORITY 1: EMPLOYMENT

Expand jobs for women, improve workplace conditions & incentives for women's employment

CONTEXT

- Large share of women's employment is in public sector.
- Job growth in MENA is private-sector led.
- Private sector needs to be a more feasible & attractive option for women.
- More workplace gender diversity boosts company profitability, strengthens client relations, provides access to wider talent pool of employees.

RGAP ENGAGEMENT FOCUS

More gender equitable laws & policies that promote women's employment across sectors: maternity/parental leave, flexible work, sexual harassment, non-discrimination, childcare support, etc.; coupled with behavioral change interventions

Examples: Support to gender reforms [MA, JO, EG] and implementation [JO].

Support market demand, private sector growth & job creation: strengthen overall firm growth & competitiveness with improved investment climate, finance & trade; expand jobs for women in sectors like agriculture, digital & green economy

Examples: Jobs in climate friendly sectors [MA]. Private sector capital mobilization [MIGA].

Promote female representation & incentives for employers to hire, retain & promote women: business case, training, awards/recognition, tax incentives; quotas, women on boards

Examples: Employer-side HR policies and outcome-based incentives, matching grants, impact bonds, wage subsidies, etc. [WB&G, JO]. Private sector engagement to scale solutions [MIGA]

Strengthen labor supply: School to work transition; developing skills for the labor market

Examples: Internships, apprenticeships, vocational training [MA, TN, LB]. Re-skilling, upskilling [MA, DJ, Skilling-Up Mashreq]. Women in research [MIGA]. Female role models, male champions [RENEW MENA].

Fill data & knowledge gaps on sectoral segregation, wage gaps, policy implementation, etc.

PRIORITY 2: ASSETS & ENTREPRENEURSHIP

Increase women's asset ownership & control, and support women's businesses

CONTEXT

- Women's ownership & control over productive assets expands agency and is instrumental for income generation and wealth for women, families, economies
- Entrepreneurship can provide income & more flexibility (time, resources, care, location)
- Tapping into female talent to spur entrepreneurial innovation & business creation.
- Women-led firms tend to hire more women.

RGAP ENGAGEMENT FOCUS

Improve policies & digitization: simplify regulations & licensing; public procurement opportunities; digitize processes for establishing & operating businesses.

Examples: Procurement reforms for women-led businesses [JO]; small claims procedures [EG].

Promote women's asset ownership & control: to promote women's agency and income-earning potential; explore collective/joint land/property ownership. Financial literacy.

Examples: Agricultural & productive asset ownership through grants, training, finance, climate-smart technologies [MA, TN, YM]. Housing ownership, subsidies & financing schemes [EG, DJ]. Digital wage payment, e-Wallets [JO]. Women-targeted lending & training in financial institutions [MIGA]

Target & support women entrepreneurs: access to credit, financial products & services, markets, non-financial support to enable firm establishment & growth. Digital skills.

Examples: Financing for climate-friendly sectors [MA, TN, LB]. Lines of credit, flexible loans, lower down payments, grants for WOLB [TN, YM DJ, LB, EG]. Business development services, e.g. mentorship, networks, training [MA, JO, EG, WB&G]. E-commerce, digital platforms for access to markets [We-Fi]

Fill data gaps and standardize definitions on firm/farm ownership; land/housing/property/financial assets; impact on growth.

PRIORITY 3: SERVICES

Ensure inclusive service delivery for foundational wellbeing & integration

CONTEXT

- A country's investment in its human capital is key to increase well-being, productivity, growth.
- Girls generally outperform boys in school, with girls' access to education lagging in rural areas, low learning outcomes across.
- Gendered health outcomes: Women still face sexual & reproductive health & rights issues; gender differentiated NCD risk behaviors & impact.
- People need social protection to cope with poverty and shocks (economic/climate).
- Feminization of aging.

RGAP ENGAGEMENT FOCUS

Ensure equitable social protection across lifecycle, including cash transfers & pensions.

Examples: (Conditional) cash support to female-headed households [EG, IQ, JO, LB, YM]. Improved targeting on women based on better, more timely data [LB, IQ].

Address gender-differentiated health issues: with focus on reducing early marriage & pregnancies; improved, more affordable sexual & reproductive healthcare; elderly care.

Examples: Maternal, reproductive health services incl. family planning [MA, EG, LB, YM, IQ, WB&G]. Awareness & preventative services for NCDs, sexual & reproductive health [YM, EG, JO].

Focus on quality of education to address learning outcomes, especially among boys and rural children, and to avoid gender segregation in fields of higher study.

Examples: Address gender biases & stereotypes in teaching & curriculum [MA, DJ]. Enhance focus on socio-emotional skills in schooling [JO]. Support expansion of mandated early education [MA].

Promote citizen-centric services & infrastructure for women's economic integration

Examples: Investments & technical assistance in areas such as unique IDs, systems/platforms for access to information & services [JO, MA, LB]; safe & affordable transport based on women's mobility patterns [EG, MA, JO]; and access to justice [MA], to energy [JO, YM] & to internet [DJ]

Enhance knowledge about restrictive & enabling gender norms to inform interventions

PRIORITY 4: CARE

CONTEXT

- Lack of affordable, quality care services limits women's ability to enter & stay in the labor market.
- Expanding care services encourages women to work, creates jobs for women.
- Expanding quality childcare is an investment in a country's stock of human capital.
- Unequal distribution of household care work leads to women's time poverty & unaccounted, unpaid work.
- Social norms perpetuate the idea of women as primary caretaker, men as primary provider.

Expand quality care services for job creation & to address the top constraint for women's work force participation

RGAP ENGAGEMENT FOCUS

Identify & support childcare laws & policies: childcare modalities, national policy frameworks, parental leave legislation & policies (incl. private sector), subsidies.

Examples: licensing home-based nurseries, national childcare policy, incentivize HR policies to implement in private sector [JO, IFC Care Arabia, UAE]

Expand access to diverse types of childcare services and working with private sector employers to incentivize investment & sector growth.

Examples: Government subsidies to childcare facilities & to vulnerable mothers [JO]. Private sector employer-supported childcare & entrepreneurship [IFC Care Arabia].

Improve quality of caregivers & care facilities, incl. professionalization.

Examples: training caregivers/frontliners on basic care techniques [LB, JO, IFC Care Arabia].

Incentivize a shift in norms & behaviors related to gendered divisions of labor incl. household work, caregiving & caretaking.

Examples: involving fathers in caregiving through awareness & capacity [WB&G, LB].

Fill knowledge gaps on the care economy and its role for FLFP; account for & quantify unpaid work incl. care of elderly, disabled, sick; innovate & test models for scaling up.

Examples: childcare demand & supply assessments or data-driven identification of needs & gaps [Mashreq, EG, JO, LB].

PRIORITY 5: GBV

Prevent & address Gender Based Violence, applying a survivor-centered approach

CONTEXT

- GBV is a barrier to build human capital & access labor market; and to achieve broad gender & development goals, with high economic costs.
- Region with highest prevalence of several types of GBV: high rates of FGM, femicide/honor killings & child marriage in some countries.
- Large gaps in legal framework & implementation of laws/policies.

RGAP ENGAGEMENT FOCUS

Strengthen legal and policy frameworks to recognize all forms of GBV, define sanctions, establish strong prevention and response mechanisms, and improve referral systems.

Examples: Government-led reforms to address sexual harassment in labor code [LB, JO]. Operational standards for service providers for GBV survivors [EG].

Expand prevention interventions & improve service delivery across sectors: health, education, justice, social protection, transport. Partner with civil society for implementation, esp. in FCV settings. Use **ESF** as entry point to discuss & address GBV.

Examples: Mental health, psychosocial, legal support for survivors [DJ, WB&G, YM, LB]. Using social protection systems to provide complementary services [LB]. GBV shelters/one stop centers [LB, EG]. Build awareness & capacity among health [MA, LB] & education professionals [DJ, JO, MA] to prevent & address GBV. Safety in public transport [MA, JO].

Promote community, local level awareness & interventions, with prevention & norms focus.

Examples: Working closely with (local) government partners, private sector & civil society, support home visits, public sensitization & awareness campaigns [EG, WB&G, LB].

Fill data & knowledge gaps such as prevalence data on different types of GBV, what works to prevent GBV in MENA, the role of gender and social norms.

Examples: Country level GBV assessments & service provider mapping [YM, MA]. Regional GBV Action Plan.

CROSS-CUTTING ENABLERS

Social Norms, Legal Framework, Leader- & Championship

The MENA region has the most restrictive legal framework and social norms related to women's economic participation. In addition, there are few women leaders in both public and private spaces.

To achieve results under the priority areas of employment, assets & entrepreneurship, services, care and GBV in the MENA region, the WBG will:

OPERATIONS



- Use Development Policy Lending to push legal reforms
- Pilot behavioral change interventions that address restrictive norms
- Promote women in decision-making roles, including at the local level

KNOWLEDGE



- Leverage the global Women, Business and the Law to inform policy dialogue on laws & their implementation
- Increase understanding of social norms constraints, through more data and evaluations
- Use women's networks to share good practices and examples across the region in addressing constraints



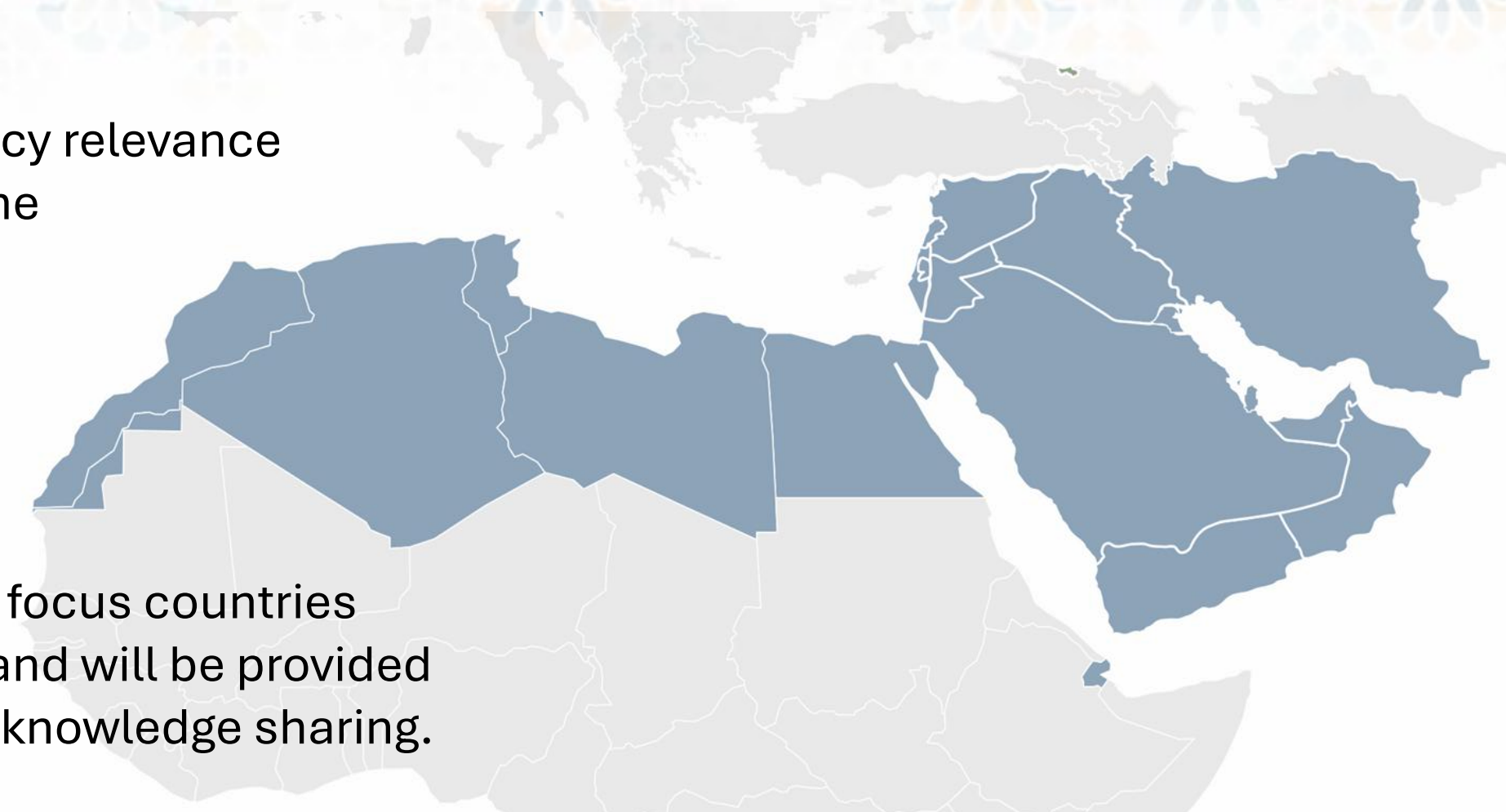
COUNTRY FOCUS

COUNTRY-LED ENGAGEMENT TAILORS RESPONSE





Country Management Units (CMUs) lead the dialogue & ensure policy relevance across the analytical and operational portfolio, in coherence with the respective partnership frameworks.

MENA is a heterogeneous region and the following slides present the CMU approaches and country-specific focus related to the priority areas based on the active engagement.

As per the WBG Gender Strategy, Jordan & Morocco are considered focus countries to fast-track & showcase implementation towards gender equality and will be provided some additional support for enhanced cross-sector alignment and knowledge sharing.



MNC01 Countries

-  Algeria
-  Libya
-  Malta
-  Morocco
-  Tunisia

MNC02 Countries

-  Iran, Islamic Republic of
-  Iraq
-  Jordan
-  Lebanon
-  Syrian Arab Republic

MNC03 Countries

-  Djibouti
-  Egypt, Arab Republic of
-  Yemen, Republic of

MNC04 Countries

-  West Bank and Gaza

MNC05 Countries

-  Bahrain
-  Kuwait
-  Oman
-  Qatar
-  Saudi Arabia
-  United Arab Emirates

MNC01 Maghreb

MAGHREB FACILITY FOR WOMEN'S ECONOMIC & SOCIAL INCLUSION

CMU umbrella for strategic engagement & partnership for coordinated identification & response to FLFP challenges, and women's social inclusion.

Builds evidence base on FLFP across sectors, fund-raises for targeted activities & creates space for broad collaboration. Informs & shapes policy dialogue.



MOROCCO: Collaborative, broad engagement around FLFP, with strong operational portfolio, including on access to justice, promoting job creation & entrepreneurship, and with large investments in human capital. GBV assessment & capacity building. Analytical work & engagement around financial & digital inclusion, workplace conditions, mobility & transport, and childcare, with social norms as crosscutting. A WBG Gender Strategy Focus Country, with IFC & MIGA to support implementation of the Bank-wide strategy.

CPF FY19-24: Gender cross cutting theme; learning review resulted in expanded focus on gender through the creation of the Facility.



TUNISIA: Efforts focus on women's work in the private sector supporting women-led SMEs & agri-businesses, with focus on climate-smart tech; increasing female enrollment in priority disciplines, internship programs to enhance employability. Investments in health & education services strengthen human capital.

CPF 2023-27: Gender cross cutting theme.



*World Bank activity in **ALGERIA & LIBYA** is limited, with some work on female entrepreneurship. Analytical work & engagement on gender planned as allowed by the context, with incipient work under way in Algeria.*



MNC02 Mashreq

MASHREQ GENDER FACILITY

WB-IFC initiative for TA to improve women's economic opportunities in IQ, JO, LB based on country & regional workplans in collaboration with governments & development partners. Results include legal reforms, private sector commitment, norms campaigns, leveraging WB projects & engagement. MGF 2.0 to be launched 2025.



JORDAN: Strategic engagement across lending portfolio & knowledge on women's labor force participation.

Enhancing Women's Economic Opportunities flagship operation addresses key constraints to women joining & staying in the labor market, incl. childcare. Gender Strategy Focus Country with IFC to support and showcase implementation of the Bank-wide Gender Strategy.

CPF 2024-2029: High level objective on more & better private sector jobs for women (and youth), with objective to reduce barriers to FLFP.



LEBANON: Focus on women's economic activity, and attention to women in response, recovery, and reconstruction

through scaling social protection for FHHs, restoring basic services such as health, GBV referrals & counseling, incl. for IDPs; short-term employment & SME grants for women; continuous support to legal reforms.

No current CPF.



IRAQ: Engagement focuses on human capital recovery & development, and on women's employment.

Operations include support to women's education & vocational training, access to finance, and to reproductive health services in rural/underserved areas; while capacity building & dialogue has a broader focus on women's economic empowerment.

CPF 2022-2026: Includes results on access to basic health & education for females.



*World Bank activity in **IRAN & SYRIA** is limited, but any future engagement will build on existing & new analytical work to identify & address gender gaps. In particular related to potential support to reconstruction & recovery in Syria.*



MNC03

Egypt, Djibouti, Yemen

DIFFERENTIATED ENGAGEMENT APPROACH ON GENDER

recognizes & addresses the specific needs in each country, supported by programmatic engagement:

- Facilitating Women's Economic & Social Empowerment in Egypt
- Advancing Women's Empowerment and Wellbeing in Yemen
- Advancing Women's Economic Empowerment in Djibouti

DJIBOUTI: Focus on women's economic inclusion & protection against GBV.

First standalone MENA project focused on addressing GBV. Operations address foundational needs for women, incl. digital inclusion, skills development, livelihoods support & access to asset ownership & services. Support to improve gender statistics.

CPF 2021-2026: Promoting gender parity a crosscutting theme with results on women's access to reproductive health & nutrition.



EGYPT: Long-term strategic engagement on women's economic & social empowerment.

Expanding data & evidence informs dialogue. Operations provide financial and non-financial support to women-owned businesses incl. debt financing. Women's financial & digital inclusion, incl through targeted cash transfers. Improving services for GBV survivors; access to justice; and regulatory reforms to expand women's economic opportunities, with IFC & WBL.

CPF FY2023-27: Women's empowerment crosscutting theme with results on women's asset ownership, social protection, economic inclusion.



YEMEN: Supports the protection of human capital, access to basic services, and female entrepreneurship. Operations provide critical services incl. WASH, maternal health; capacity building & access to finance for female entrepreneurs. Analytical work expands understanding of women's situation & needs, informing projects & partner dialogue.

No current partnership or assistance framework.



MNC04

West Bank & Gaza

THIRD COUNTRY GENDER ACTION PLAN FOR PALESTINIAN TERRITORIES (FY23-FY25)

The Plan was developed to guide country engagement on gender with a focus on reducing inequalities between women & men, promoting inclusive, equitable development. Four pillars are identified:

- Promote gender parity in learning outcomes;
- Increase female employment, esp. for skilled workers;
- Elevate women in leadership & tech entrepreneurship;
- Combat GBV & promote adolescent girls' agency

Next CGAP is under preparation.

Current context has called for a focus on women in response, recovery, and reconstruction support. This includes developing critical infrastructure services, expanding cash assistance for female headed households, and providing psychosocial and health services for GBV survivors. Additional – and continuous - efforts include creating an enabling environment for women-owned businesses through financial inclusion and skills development and creating job opportunities in non-traditional sectors to support a gradual transition towards economic recovery.

Country Assistance Strategy FY22-25: Gender as a cross-cutting theme; focuses on enhancing economic opportunities & agency

Interim RDNA (April 2024): Gender as a cross-cutting theme; early recovery actions for women include access to health services esp. pregnant women, menstrual hygiene, psychosocial support, & access to safe housing.

Previously, WB&G has had several operations supporting women's employment & entrepreneurship, incl. innovative support such as real estate registration & cash for work programs for young women. The Partnership for Infrastructure Development Gender Financing Window supports technical assistance and actions to address gender gaps in the Infrastructure and Sustainable Development (now Planet) sectors. The Palestinian Fund for Reconstruction and Development (PFRD) integrates gender as a crosscutting theme.



MNC05

Gulf Corporation Council Countries

Analytical & advisory services across the Gulf emphasizes key reforms to enhance women's economic participation.

Support focuses on labor market reforms & measures to address workplace challenges. Engagement with private sector to support women's leadership, entrepreneurship & employment.

SAUDI ARABIA: Engagement focus on female labor force participation. Based on analytical work, and with advisory services & technical assistance the World Bank accompanies Saudi Arabia in their labor market reforms aimed at engaging more women in the economy, including within the public sector. Budding work to support female entrepreneurship.



UNITED ARAB EMIRATES: Partnership with the Gender Balance Council established the Gender Center for Excellence for knowledge exchange to incentivize & support actions towards women's empowerment. The World Bank accompanies UAE in legal reforms to strengthen women's empowerment.

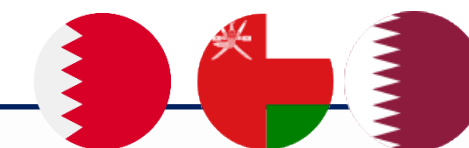


KUWAIT: Engagement on women's economic opportunities includes support to key reforms for women's employment, aligned with the 3rd National Development Plan

CEF 2021-2025: Gender crosscutting, guided by a Gender Engagement Framework focusing on women's employment, entrepreneurship, and leadership.



*World Bank engagement in **BAHRAIN, OMAN & QATAR** is limited, but includes support to improved business environment (OM, QT), which will benefit women. Future advisory services & dialogue will identify gender gaps and promote actions to address these.*



SPECIALIZED TECHNICAL KNOWLEDGE & EXPERIENCE PROVIDE SOLUTIONS TO RESPOND TO CLIENT NEEDS

Specialized departments lead the sector-specific operational and analytical work as part of the different country teams where they are active and contribute to increasing women's agency, economic activity and gender equality. These departments are organized into five verticals: People, Planet, Prosperity, Infrastructure and Digital Transformation.



PEOPLE

EDUCATION. Supports equal access to safe school & learning, school-to-work transition, technical & vocational education for skills development. Early childhood development.

HEALTH, NUTRITION & POPULATION. Expands coverage and improves quality of healthcare services, especially for vulnerable populations and women.

SOCIAL PROTECTION. Improves legislation & delivery of better social protection against life-cycle shocks for women's livelihoods & jobs.



PLANET

AGRICULTURE & FOOD. Builds capacities, provides financial support to female farmers & entrepreneurs across the value chain.

ENVIRONMENT. Enhances the social & economic engagement of women, recognizing their contributions to green, blue, brown economy.

SOCIAL DEVELOPMENT. Engages women through citizen engagement; addressing GBV across sectors.

WATER. Ensures female representation in water sector for increased access & use.

SPECIALIZED TECHNICAL KNOWLEDGE & EXPERIENCE PROVIDE SOLUTIONS TO RESPOND TO CLIENT NEEDS *[continued]*



PROSPERITY

ECONOMIC POLICY. Incentivizes an enabling environment for women through fiscal policies, labor market & legal reforms.

POVERTY. Provides gender data for evidence-based policy-making, improved targeting & project design. Support cross-sectoral engagement on gender.

INSTITUTIONS. Promotes gender responsive public finance, budgeting & procurement in public sector. Improves service delivery for women; gender-equitable judicial reforms.

FINANCE, COMPETITIVENESS & INVESTMENTS. Supports business environment, women's financial inclusion & asset ownership & women's participation in the private sector.



INFRASTRUCTURE

ENERGY & EXTRACTIVES. Promotes women's economic participation in the energy sector; addressing household vulnerabilities (by gender) through financial inclusion; professional women's network.

TRANSPORT. Supports safety & security in public transport through legal reforms, modernizing measures, awareness raising, and enhancing economic opportunities along transportation corridors.

URBAN, DISASTER RISK MANAGEMENT, RESILIENCE & LAND. Creates opportunities for women-owned businesses, incentivizing more and better jobs for women. Supports women's leadership in communities & institutions.



DIGITAL TRANSFORMATION

Works across sectors to improve digital & financial inclusion, access to information & services, through digital public infrastructure, digital government services. Creates opportunities for women & women-owned firms in digital entrepreneurship. Promotes & supports jobs for women equipped with digital skills in the digital economy. Facilitates women's leadership in the sector to fostering a more enabling environment for women in technology fields.

IFC & MIGA ENGAGEMENT ENSURE COMPLEMENTARITIES BETWEEN PRIVATE & PUBLIC SECTOR, MAXIMIZING RESULTS FOR WOMEN



Private sector employment: more diverse & equitable working environment, motivated by business case.
Expanding care economy: workplace-based childcare support, women entrepreneurs in care sector, Care Arabia.
Access to finance: financial institutions' capacity & services to women-led businesses.

Financial tools, including incentive-based finance, partial risk guarantee to commercial banks.
Advisory services, including peer learning platforms & EDGE.

Building on the experience working closely with Bank teams through, for example, the joint Mashreq Gender Facility, the IFC & the WB will continue to collaborate on these topics, with a focus on Egypt, Jordan & Morocco.

WHAT?

Private sector employment & leadership: Business case for increasing share of women, through targeted private sector initiatives.
Access to capital: increased capacity to serve women, lending commitments for women & women-owned/ led businesses.

HOW?

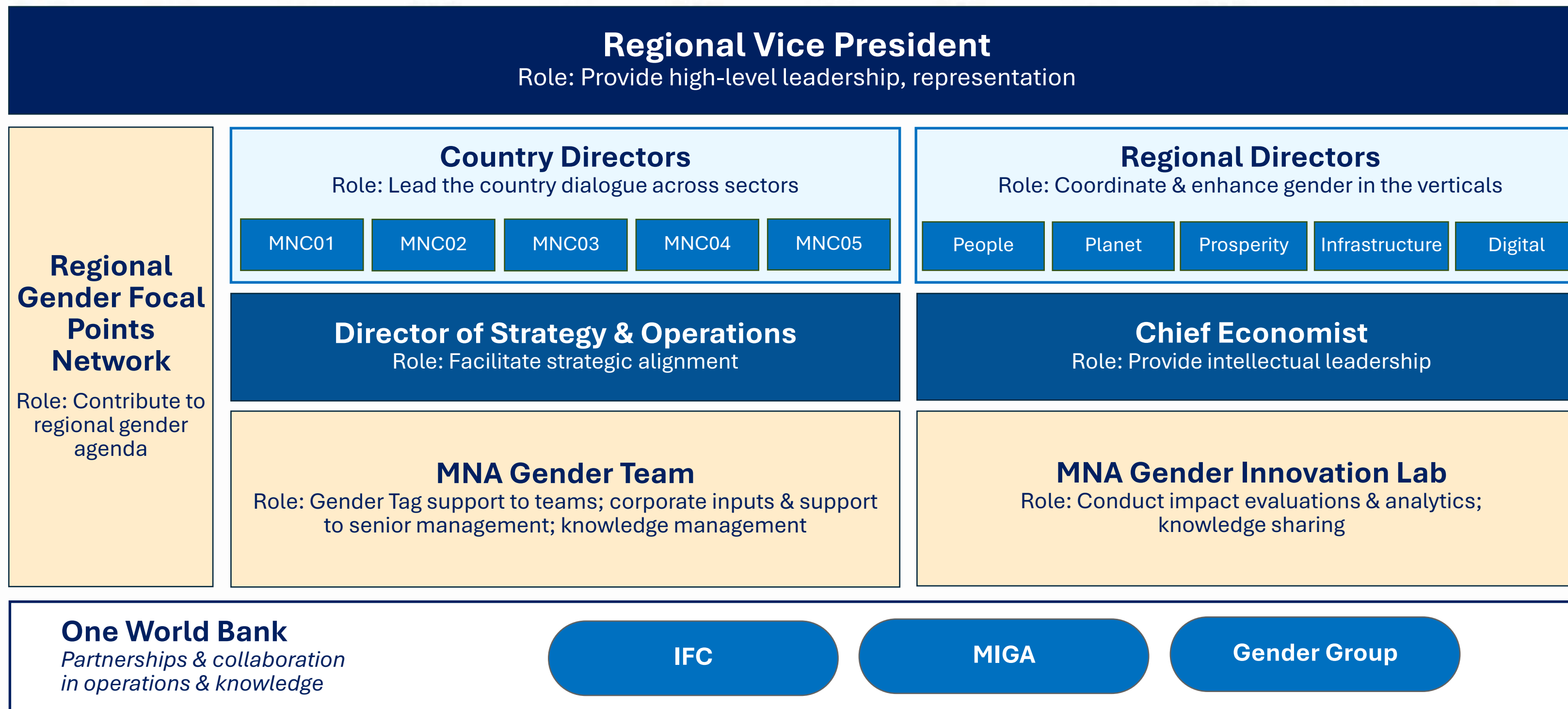
Promoting private sector investments through guarantees.
Strengthening & recognizing client commitments for gender equality (Gender Action Plans, Leadership Award).

Building on private sector client relationships, and through the WBG Guarantee Platform, MIGA will continue to address gaps based on client demand, with focus on Egypt & Morocco.






IMPLEMENTATION

ADDRESSING GENDER IN MENA: WHO WE ARE




RGAP RESULTS FRAMEWORK

TIER	INDICATOR	TARGET (2030)
 Operations	Share of projects with Gender Tag (IBRD/IDA)	95%
	Number of operations that include a specific objective to advance gender equality	4
	Number of operations that support institutional/policy reforms to advance gender equality	8
	Share of gender-tagged operations that meet gender equality outcomes at completion	tbd
	Number of projects using MENA Gender Innovation Lab evidence	2
	Number of new projects that includes indicators measuring progress in any of the priority areas (1) Employment; (2) Entrepreneurship & Assets; (3) Services; (4) Care; (5) GBV	30
 Knowledge	Number of new regional (multi-country) reports on gender produced & disseminated	5
	Number of new impact evaluations launched by the MENA Gender Innovation Lab	2
	Number of core analytical products that integrate gender analysis	10
 Strategic Engagement	Share of new Country Partnership Frameworks with objective that tracks gender equality result	100%
	Number of internal & external regional learning & engagement activities	10

Annual internal reporting will serve to discuss progress, key gender results & challenges, aligned with corporate bank-wide targets.

LEVERAGING EXTERNAL PARTNERSHIPS TO AMPLIFY IMPACT

Given the complex and multi-sectoral challenge of improving women's economic opportunities in the region, the WBG is strongly committed to strengthening partnerships to **drive innovation, share knowledge, and leverage our respective strengths and resources to achieve transformational impact.**



Bring together public and private sector stakeholders around regional priorities together with partners. Examples include RENEW MENA (2022), engaging women in the energy sector, and the Women in Transport network (2025), supporting women leaders and employees across MNA & ECA.

Enhance collaboration with development partners to achieve our ambitious goals for women's empowerment and gender equality by sharing experiences, knowledge, and exploring co-financing opportunities.

Engage Arab women leaders through country, regional and global fora to learn from their experience and showcase the impact of female leadership in the region.

Improve outreach through communications, as powerful tool to learn about what works to address gender issues, and to raise awareness of WBG operational, analytical and engagement gender work. Expand behaviorally-informed campaigns to boost dialogue around persistent gender norms.