



#AccelerateEquality



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FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GENDER STRATEGY

July 27, 2023
Dar es Salaam, Tanzania

OVERVIEW

On Thursday July 27, 2023, The World Bank organized a hybrid roundtable consultation on the draft World Bank Gender Strategy for 2024-30, chaired by Ms. Hana Bixi, Global Director, Gender, World Bank. The session presented the proposed draft Gender Strategy to engage, learn and better understand opportunities and challenges for gender equality and empowerment in Tanzania, and potential areas for synergy and cooperation. Key inputs shared by participants are summarized below.

KEY THEMES AND FEEDBACK

- **Gender and Social Norms:** Participants underscored the importance of shifting gendered social norms and roles including in asset ownership, domestic responsibilities, and women's views and beliefs regarding their abilities. These norms often limit women's development, growth, and progression to senior or leadership positions in the workplace. To address this issue, it is crucial to involve male key players from the community level in the implementation of areas in the strategy aimed at shifting gendered social norms and roles.
- **Innovation and Partnerships:** Participants endorsed the increased role for partnerships in the strategy. The new strategy's emphasis on innovation and partnerships, as well as its focus on leveraging collective efforts, was praised by various local NGOs, INGOs, and women's networks.
- **Access to Affordable and Accessible Digital Services:** Participants noted that rural women lag behind their urban counterparts in mobile phone ownership. Therefore, to narrow the gender digital divide, there is need to prioritize mobile phone accessibility and affordability to catalyze women's access to finance, financial inclusion, markets and services.
- **Data Generation and Data-Driven Decision-Making:** The participants endorsed the focus on generating data and making data-driven decisions. They acknowledged the lack of data available to inform gender-sensitive decision-making across sectors and expressed a need for additional data that follows the "lifecycle of women." Some participants shared examples of data generation on GBV management information systems, health, and nutrition and gender-budgeting, notably with the Government of Tanzania to build capacity across ministries on gender.



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- **Climate Change:** Women in rural areas are particularly vulnerable to the impacts of climate change due to factors like limited resources and education. Therefore, introducing this element to the strategy can increase awareness and build resilience to climate change. Participants suggested that this is an area that may need to be emphasized more strongly.
- **Opportunities For More Women and Girls In STEM:** Creating opportunities for more women and girls to enter STEM fields in Tanzania would enable them to take advantage of business and entrepreneurship opportunities, as well as emerging opportunities in the private sector, including digital. Participants emphasized the need for more transparency in hiring processes to account for gaps in childcare and address gender bias in hiring, particularly in corporate and banking sectors.
- **Institutional Capacity:** Participants emphasized the need to raise awareness among institutions on resource allocation, so that appropriate capacity can be built at the grassroots level to change mindsets towards gender equality.
- **Strategy Framework and Implementation:** The participants commended the strategy's framework and suggested coordination between different stakeholders to ensure its effective implementation. Participants also encouraged the Government of Tanzania to adopt a multisectoral approach. Male engagement was highlighted as a crucial aspect of the implementation process, involving key players from the community level, including religious leaders.

PARTICIPATING ORGANIZATIONS

The session was attended by over 20 diverse stakeholders from private sector, digital development professionals, financial service providers, civil society, and international organizations.

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| <ul style="list-style-type: none">• The Msichana Initiative• The Gender and Climate Change Tanzania Coalition (GCCTC)• Tanzania Wote Equality Alliance• FEMNET• Engender Health• Gender Committee/Forum• National Advisory and Coordination Committee on Generation Equality• Gender Equality Forum• Legal Groups• Tanzania Women's Lawyers Association (TAWLA) | <ul style="list-style-type: none">• Tanzania Wote Equality Alliance (TAWEA)• WildAf• UN Agencies• UN Women• UNFPA• UNICEF• Tanzania Women Chambers of Commerce (TWCC)• Financial Sector Deepening Trust (FSDT)• Tanzania Bankers Association (TBA)• Tanzania Horticultural Association (TAHA)• Alaska Tanzania• Warioba Ventures |
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