

# Consultations on the World Bank Gender Strategy 2024-2030: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future

The World Bank is preparing a new [Gender Strategy 2024-2030: Accelerate Gender Equality for a Sustainable, Resilient and Inclusive Future](#). The Strategy is being shaped by [extensive and inclusive engagement](#) with public and private sector clients, development partners, civil society, and other key stakeholders. The World Bank formal consultation process is open until November 30, 2023.

## General comments

- Congratulations on such a great effort to elaborate the Gender Strategy 2024-2030, stepping up from the previous one, covering different relevant areas and introducing dimensions that were not considered in previous strategies. The strategy is aligned with what UNDP has identified as priorities as well and it is well substantiated with good analysis.
- Special congratulations for introducing a gender tag and a gender flag for accountability at the outcome level.
- Suggest to better explain what the role of the Bank on gender equality is, what is its value added compared to other actors.
- Suggest making stronger references to existing commitments of member countries to gender equality.
- References to the need for structural changes, including social norms, digital strategies, expansion of care systems, and beyond are appreciated. Although, there could be a bit more on how current economic systems generate and maintain inequalities. For example, reliance on GDP as a symbol of economic health and prosperity. At UNDP and at the UN, we look for other indicators of wellbeing, including human development index, multidimensional poverty, and there are efforts to go beyond GDP by the whole UN. This is something requested for long by feminist economists. Is there any positioning on this?
- Suggested to consider the inclusion of some more objectives for internal change, involving capacity development and senior management accountability.
- There are several similarities with UNDP’s gender equality strategy, which reveals a huge potential to collaborate with UNDP. The strategy has a similar structure, with analysis of the context, lessons learned, and priorities. Some of the areas to highlight are the alignment with the World Bank’s evolution roadmap, the focus on progress that is slow and often reversed, inclusion of dimensions on GBV and care, the definition of three drivers of change where two of them are equal to UNDP enablers (innovation and financing), example of similar language (Elevating the ambition to accelerate gender equality for all), engagement of men and boys, generate and use of gender data and knowledge, testing and expanding innovative solutions and approaches based on behavioral science.

## Questions

- How does the Measures for Advancing Gender Equality (MAGNET) initiative fits in the Gender Strategy 2024-2030?

## Specific comments

Section	Page	Comment	
Overview	Page i	Acknowledge reversals in several countries not just Afghanistan. Other countries seeing worrying reversals have been Iran, Israel, South Korea, Myanmar, etc.	CRV
Overview		Start with <i>hard won gains on women's human capital?</i> Instead of putting human capital upfront (as it feels that it reduces human existence to market terms), maybe it could start with more general hard-won gains on gender equality, or women's economic, social, and political empowerment? Together with the mention of gender equality as a human right and as a matter of fairness and justice, maybe it could be linked to global collective commitments? The SDGs?	AS
Overview, The Historic and ongoing urgent challenge	Page i and 1	Add to the context most recent global developments and consequences in increased displaced population and the burden of conflict and displacement on women (greater risk of sexual violence, less access to services, unemployment, etc).	CRV
The Historic and ongoing urgent challenge	Page 1	Add definition of human capital at the very beginning, people not familiar with the word bank concept might not know what it means. In this same line we recommend having a glossary of terms including also ethnic minorities and sexual and gender minorities.	CRV
The Historic and ongoing urgent challenge		Brave to have a definition. LGBTI and conservative groups may both disagree though: <i>gender is defined as the social, behavioral, cultural attributes, expectations, and norms associated with biological sex. While sex is mostly based on biological differences, gender is also a social construct that determines roles and economic opportunities.</i>  para. 7. Job losses in manufacturing and mining where men are majority. While of course the presence of men in mining and related are because of gender horizontal labor segregation, but not sure if the job losses by men are a gender issue per se. Gender issues are those related to power relations and gender roles. (Agree for example that higher rates of suicide of men are a gender issue, often related to the weapon chosen (guns and hanging), as women tend to do more attempts, but die less, using poison in majority of cases). For example, the gender social norms index shows that, in times of scarcity, 50% of men think that Jobs should be prioritized by men. Just food for thought on how this is presented.  para. 12. The affirmation of <i>Women create and adopt climate change solutions on farms, in businesses, and at</i>	AS

		<i>home, and they engage in preserving natural assets, may risk of naturalizing roles that are social gender roles. Also, men help in these, maybe it could be rephrased so it reflects the importance of having women at the table, but without naturalizing.</i>	
The Historic and ongoing urgent challenge	Page 3 Paragraph 6	There is no mention on the important role of gender social norms affecting GBV.	CRV
The Historic and ongoing urgent challenge	Pages 2 to 4	Suggestion to add a paragraph characterizing the burden in unpaid care work, also mentioning the role of gender norms.	CRV
The Historic and ongoing urgent challenge	Page 6, Paragraph 15	Suggestion to add the difficulty to reach the SDGs as well to support the argument.	CRV
Evidence and lessons learned inspire and inform the way forward	para 15.	Very frank and direct statement on political polarization around gender equality. Not sure if the affirmation would be that achieving gender equality is hard, but instead it could be said that it requires a political will not always present, despite global commitments towards gender equality, such as with CEDAW, Beijing and SDGs.	
Conceptual framework		Conceptual framework Ok, though it would be good to have it aligned with already existing objectives and commitments by member countries (CEDAW, BPfA, SDGs, G20, regional commitments, etc)  A reflection about the role of the Bank is missing in such a context and multiple actors: What is WB's value added? What should be its role? How can the Bank contribute to this conceptual framework?	AS
Shaping the world bank gender strategy	Page 12	Outcome 2 Build and protect human capital seems to be a crosscutting outcome across the three strategic objectives and not just under GBV. The suggestion is to have building and protecting human capital as a separate strategic objective and outcome	CRV
Shaping the world bank gender strategy	Page 15, Paragraph 41	The paragraph brings care as an economic asset and integrates it into the strategic result on economic opportunities. Nevertheless, the case for care is not strongly defended when describing the current challenges. Additionally, when introduced as a priority, it is limited to childcare. Finally, I think there are plenty of possibilities to introduce care work linking it to labor force participation for instance or recognizing the value of unpaid care work.	CRV
Shaping the world bank gender strategy	Page 18, Paragraphs 52 to 56	In the overview it is mentioned that the concepts of voice and agency were considered as strategic objectives and outcomes in the past gender strategy. I think it is important that even though they are not an objective or an outcome, both concepts are still considered and emphasized across	CRV

		the text. The objective of participation, decision making, and leadership opens an ideal space to make sure the relevance of agency and voice is conveyed.	
Shaping the world bank gender strategy	Page 18, Paragraphs 52 to 56	In the objective of participation, decision making, and leadership it would be good to mention and explain a bit the linkage to gender social norms and their role in hindering women being in positions of power. The gender biases are barely mentioned.	CRV
Shaping the world bank gender strategy		Is the Bank aiming to help governments to achieve these objectives, or is the Bank planning to be a direct implementer in the field? Not clear on the role of the Bank in the implementation. Is fiscal policy reform envisaged to help expand care systems and social protection? On financing, just saw debt instruments, blended finance, and private finance, but guess that the expansion of care systems will not be done through debt.	AS
Implementing the Gender Strategy	Page 21, Paragraph 63	There are several mentions to consider groups where gender intersects with other characteristics, recommendation to name explicitly intersectionality and add the term to the recommended glossary of terms.	CRV
Implementing the Gender Strategy	Page 22, Paragraph 65	Suggest adding the potential exploration of partnerships with UNDP on common areas, such as GBV, care work, gender social norms, gender, and climate, or other.	CRV
Implementing the Gender Strategy	Page 25, Paragraph 75	Regarding accountability, suggestion to also add a mechanism for leadership in the organization to be accountable on their performance to support the implementation of the strategy, build a more inclusive and gender equal environment and push towards gender equality.	CRV
Implementing the Gender Strategy		The strengthening of the gender tag is welcome, as well as leveraging in the gender specialists, gender architecture to inform WB's country implementation.  However, there are three critical elements that could help improve implementation of the Strategy: 1) Not only tagging but minimum requirements to work on gender equality, particularly budgetary requirements. At UNDP for instance, it is 15% minimum of programs dedicated to a stand-alone output. paragraph 82 refers to the monitoring and support in budgeting, but maybe some objective could be indicated?  2) Capacity development. Internal efforts to generate capacities are advised to be better stated. Para. 82 mentions the development of guidelines, materials, and training, but maybe something more concrete on capacity development could be mentioned? For example,	AS

		<p>we are familiar with a course on feminist economics that the Bank developed for its staff.</p> <p>3) Senior management engagement. How is their accountability going to be ensured? At UNDP, we have the Gender Steering and Implementation Committee, headed by the Administrator, and formed by all bureau directors, that meet twice a year. We also launched a leadership course for resident representatives in case this helps.</p> <p>Additional objectives could be communication on gender equality, and some accountability mechanisms. For example, para. 70 on financing to secure resources for gender equality, are there any quantifiable objectives to achieve? Is it going to be monitored?</p>	
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