

## Outcomes of consultation with ILC members on WB Gender Strategy revision

Among the key areas of intervention suggested by ILC members for the World Bank Group to best help countries accelerate progress toward gender equality and empowerment, the main areas that emerged are<sup>1</sup>:

Political education and broadly support to women led initiatives and women's leadership

- Feminist economy and higher financial support to initiatives promoting gender justice and women's rights
- Introduce a requirement for a gender sensitive approach/gender perspective in any project funded by the WBG
- More focus on women land rights, in particular for marginalised group like small scale farmers and black women

According to ILC members the **most critical elements** to achieve positive change toward better gender outcomes are:

Women's participation in decision making and leadership

- Government policies and programs
- Government budget and resources
- Data knowledge, digital platforms, and other innovation
- Laws and regulations

ILC members identify the following **as key partners** for the World Bank Group in the effort to advance gender equality:

- Civil Society
- Multilateral organisations
- National and sub-national governments
- Public Sector institutions

In terms of **prioritisation of topics** for the new WBG Gender Strategy, ILC members suggest the following<sup>2</sup> :

### Highest

- Engage women as leaders and changemakers
- End gender-based violence (GBV)
- Expand economic opportunities for women

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<sup>1</sup> Full list of mentioned areas: *Leadership, Digital literacy and empowerment, Land access for black women, Women Land Right and Gender Equality, Political education, Support the establishment of women led initiatives, Women livelihood Security, Environment, Food sovereignty, Resource female Small scale farmers, Women Health Education, Mayores fondos, Economía feminista, Formación en los temas de empoderamiento, Capacitación, Equidad en tareas de cuidado, Acciones para eliminar la V.G, Leadership, Promouvoir les systèmes de financement communautaire, , Political education, Exiger une ligne directrice justice genre dans tout projet qu'il finance, Environment, Exiger le gender audit des organisations bénéficiaires de son financement et l'implémentation des actions plans y afférents*

<sup>2</sup> The outcomes are a weighted average based on ILC members responses. Full list of responses, by language is available below in annex 1

- Increase human capital gains such as health, education and social protection to foster gender equality
- Engage civil society and others to help shift collective mindset and gender norm

### High

- Leverage women's leadership to strengthen resilience to current and emerging crises, such as Fragile and Conflict and Violence (FCV) settings and climate change
- Generate knowledge and data on what works to promote gender equality and empowerment
- Address the diverse needs of women in relation to gender and race, ethnicity, and disability
- Engage local leaders and support collective action to change mindsets toward gender equality
- Take masculinity challenges including vulnerabilities faced by men and boys

### Medium

- Expand enabling services such as safe transport and childcare
- Engage a wide range of stakeholders such as government parastatals and private sector establishments in countries to facilitate change in gender sensitive policies and practices
- Support countries in prioritizing reforms and investments toward gender equality
- Build government, private sector and relevant stakeholders' capacity and accountability for results with incentives, monitoring, and clear commitments toward gender equality
- Address the diverse needs of all people marginalized by gender norms, including sexual orientation and gender identity (SOGI)

### further remark or suggestions by ILC members

It is important to encourage men to take up active roles in tackling gender bias and gender justice.

Social leaders (both men and women) should be granted access to relevant training (including at university level) so to be able to promote gender topics and knowledge within their communities.

Gender equality (and women's land rights) should be stand-alone topics

All stakeholders should be involved and all projects should engage in promoting gender justice.

## ENGLISH

	VERY LOW PRIORITY	LOW PRIORITY	MEDIUM PRIORITY	HIGH PRIORITY	HIGHEST PRIORITY	TOTAL	WEIGHTED AVERAGE
▼ Engage local leaders and support collective action to change mindsets toward gender equality	0.00% 0	25.00% 1	0.00% 0	50.00% 2	25.00% 1	4	3.75
▼ End gender-based violence (GBV)	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Expand enabling services such as safe transport and childcare	0.00% 0	0.00% 0	25.00% 1	50.00% 2	25.00% 1	4	4.00
▼ Expand economic opportunities for women	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Increase human capital gains such as health, education and social protection to foster gender equality	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Engage women as leaders and changemakers	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Address the diverse needs of all people marginalized by gender norms, including sexual orientation and gender identity (SOGI)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	4	3.50
▼ Engage civil society and others to help shift collective mindset and gender norms	0.00% 0	0.00% 0	0.00% 0	50.00% 2	50.00% 2	4	4.50
▼ Address the diverse needs of women in relation to gender and race, ethnicity, and disability	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Take masculinity challenges including vulnerabilities faced by men and boys	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Support countries in prioritizing reforms and investments toward gender equality	0.00% 0	25.00% 1	25.00% 1	0.00% 0	50.00% 2	4	3.75
▼ Leverage women's leadership to strengthen resilience to current and emerging crises, such as Fragile and Conflict and Violence (FCV) settings and climate change	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.25
▼ Generate knowledge and data on what works to promote gender equality and empowerment	0.00% 0	0.00% 0	50.00% 2	0.00% 0	50.00% 2	4	4.00

▼ Build government, private sector and relevant stakeholders' capacity and accountability for results with incentives, monitoring, and clear commitments toward gender equality	0.00% 0	25.00% 1	25.00% 1	0.00% 0	50.00% 2	4	3.75
▼ Engage a wide range of stakeholders such as government parastatals and private sector establishments in countries to facilitate change in gender sensitive policies and practices	0.00% 0	25.00% 1	0.00% 0	25.00% 1	50.00% 2	4	4.00

## FRENCH

▼	PRIORITÉ TRÈS FAIBLE	FAIBLE PRIORITÉ	PRIORITÉ MOYENNE	PRIORITÉ ÉLEVÉE	PRIORITÉ ABSOLUE	TOTAL	WEIGHTED AVERAGE
▼ Engager les dirigeants locaux et soutenir l'action collective pour faire évoluer les mentalités vers l'égalité des genres	50.00% 1	0.00% 0	0.00% 0	0.00% 0	50.00% 1	2	3.00
▼ Mettre fin à la violence fondée sur le genre (VFG)	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2	2.00
▼ Développer les services d'appui tels que les transports sécurisés et les services de garde d'enfants	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2	2.00
▼ Accroître les opportunités économiques pour les femmes	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	2	4.00
▼ Augmenter les gains en capital humain tels que la santé, l'éducation et la protection sociale pour favoriser l'égalité des genres	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2	3.00

▼ Engager les femmes en tant que leaders et actrices du changement	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	2	4.00
▼ Répondre aux divers besoins de toutes les personnes marginalisées par les normes de genre, y compris l'orientation sexuelle et l'identité de genre	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2	2.50
▼ Engager la société civile et d'autres acteurs pour faire évoluer la mentalité collective et les normes en matière de genre	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	2	3.50
▼ Répondre aux besoins divers des femmes en fonction de leur sexe, de leur race, de leur appartenance ethnique et de leur situation de handicap.	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2	2.50
▼ Relever les défis de la masculinité, y compris les vulnérabilités auxquelles sont confrontés les hommes et les garçons	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	2	3.50
▼ Aider les pays à donner la priorité aux réformes et aux investissements en faveur de l'égalité entre les femmes et les hommes	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	4.00
▼ Mettre à profit le leadership des femmes pour renforcer la résilience face aux crises actuelles et émergentes, telles que les situations de fragilité, de conflit et de violence (FCV) et le changement climatique.	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2	3.00
▼ Générer des connaissances et des données sur ce qui fonctionne pour promouvoir l'égalité des genres et l'autonomisation	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	2	3.50
▼ Renforcer les capacités et la responsabilité des gouvernements, du secteur privé et des parties prenantes concernées en matière de résultats grâce à des incitations, à un suivi et à des engagements clairs en faveur de l'égalité des genres.	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	2	4.00
▼ Engager un large éventail de parties prenantes, telles que les organismes parapublics et les établissements du secteur privé dans les pays, afin de faciliter le changement des politiques et des pratiques sensibles au genre.	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2	2.50

SPANISH

	MUY BAJA PRIORIDAD	BAJA PRIORIDAD	MEDIA PRIORIDAD	ALTA PRIORIDAD	MUY ALTA PRIORIDAD	TOTAL	WEIGHTED AVERAGE
▼ Implicar a los líderes locales y apoyar la acción colectiva para cambiar la mentalidad hacia la igualdad de género	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	3	4.33
▼ Poner fin a la violencia de género (VG)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	4.67
▼ Ampliar los servicios de apoyo, como transporte seguro y guarderías	0.00% 0	0.00% 0	33.33% 1	0.00% 0	66.67% 2	3	4.33
▼ Ampliar las oportunidades económicas de las mujeres	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	4.67
▼ Aumentar los beneficios del capital humano, como la sanidad, la educación y la protección social, para fomentar la igualdad de género	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	4.67
<b>Temas de género</b>							
▼ Involucrar a las mujeres como líderes y agentes de cambio	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3	3	5.00
▼ Abordar las diversas necesidades de todas las personas marginadas por las normas de género, incluida la orientación sexual y la identidad de género	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	4.00
▼ Implicar a la sociedad civil y a otros agentes para ayudar a cambiar la mentalidad colectiva y las normas de género	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	4.00
▼ Abordar las diversas necesidades de las mujeres en relación con el género y la raza, la etnia y la discapacidad	0.00% 0	0.00% 0	33.33% 1	0.00% 0	66.67% 2	3	4.33
▼ Abordar los retos de la masculinidad, incluidas las vulnerabilidades a las que se enfrentan los hombres y los niños	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	3	3.67

▼ Ayudar a los países a priorizar las reformas y las inversiones en favor de la igualdad de género.	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67
▼ Aprovechar el liderazgo de las mujeres para reforzar la resiliencia ante las crisis actuales y emergentes, como las situaciones de fragilidad, conflicto y violencia (FCV) y el cambio climático.	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	3	4.33
▼ Generar conocimientos y datos sobre lo que funciona para promover la igualdad de género y la capacitación	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	4.00
▼ Desarrollar la capacidad del gobierno, del sector privado y de las partes interesadas y la responsabilidad por los resultados con incentivos, seguimiento y compromisos claros hacia la igualdad de género	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	3	3.67
▼ Implicar a un amplio abanico de partes interesadas, como organismos paraestatales gubernamentales y establecimientos del sector privado de los países, para facilitar el cambio de políticas y prácticas que tengan en cuenta las cuestiones de género.	0.00% 0	0.00% 0	0.00% 0	100.00% 3	0.00% 0	3	4.00