



World Bank Group Gender Strategy 2024-2030

**ACCELERATE
GENDER EQUALITY
TO END POVERTY
ON A LIVABLE PLANET**

It's time to do more to unleash women's potential in economic development



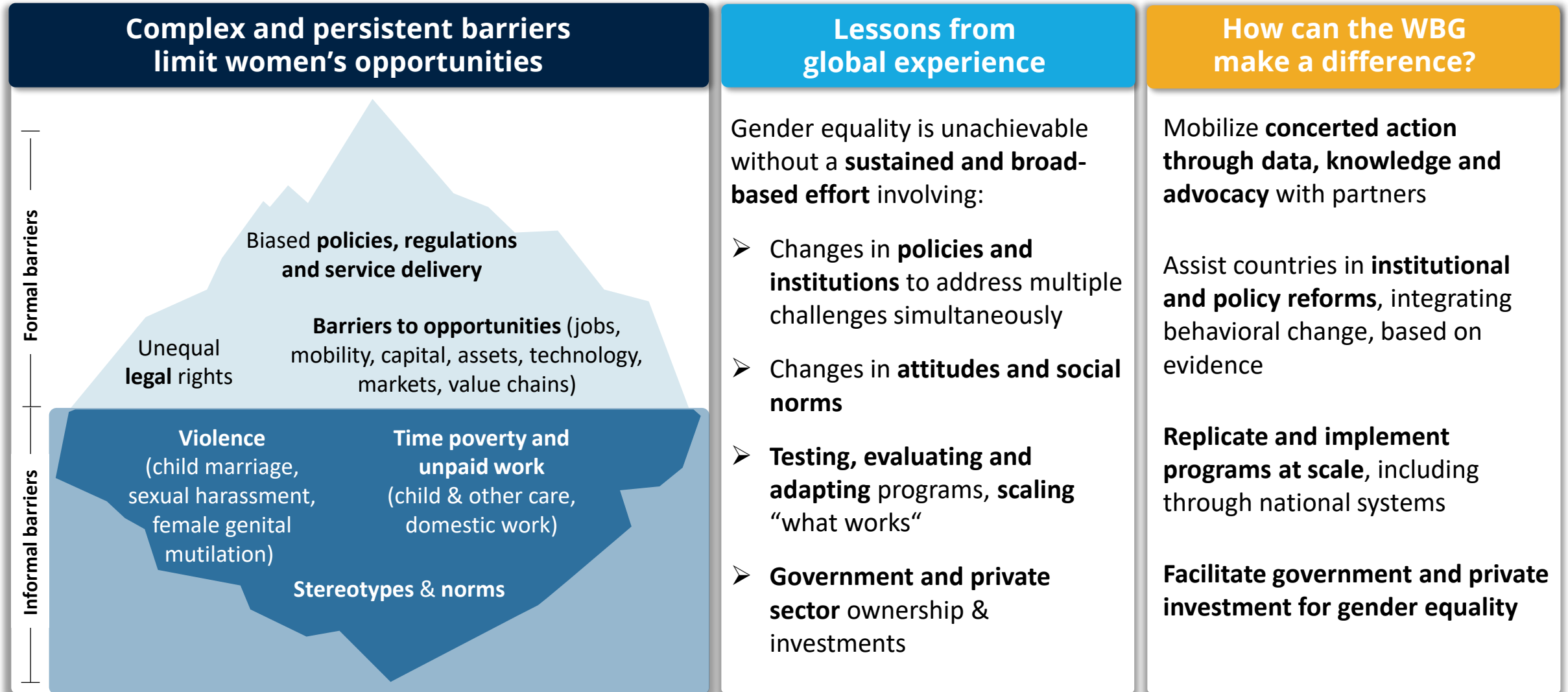
Why?

- **Women are 50% of the population, we cannot end poverty on a livable planet with half the population excluded from opportunity**
- When women thrive, countries and communities thrive
 - Long-run **income per capita would be 20% higher** if women were employed at the same rate as men
 - Women's safety and opportunities, including access to jobs, finance, childcare, technology, land, and markets, boost **productivity**
- **Women's leadership** improves outcomes, including food security, natural resource management, community resilience & services; children's health, education and future incomes; profitability in the private sector

Why do we need to do more?

- **Progress toward gender equality has been slow, uneven, and sometimes reversed**
- Women around the world still have **just 2/3 of the legal rights** of men (Women, Business & the Law 2024)
- **Women have near equal access to education but fall behind on economic opportunities**
 - Globally, girls and boys achieved parity in primary and secondary school completion (at 90% and 77%, respectively). Yet, **in Africa, 50% of 15–19-year-old girls are out of school, married, or have a child**; child marriage, adolescent pregnancy and violence curtail girls' education & opportunities
 - Women participate at lower rates in the labor force and face higher unemployment rates. Average female labor force participation has been stagnant since 1990 at **53%**
 - Women are **half as likely** to have full-time wage jobs and represent only **30%** in STEM workforce globally
 - Women lack access to capital: women-owned MSMEs represent 23% of all MSMEs but account for **32%** of the US\$5 trillion MSME financing gap
- **Gender-based violence** is alarming, spiking in fragility, forced displacement and crises such as the Covid-19 pandemic
 - Child and forced marriage, sexual exploitation and harassment, intimate partner violence, and female genital mutilation remain widespread
 - Online abuse is affecting **85%** of women and girls globally

But its not going to be easy: unleashing women's potential requires addressing complex and persistent barriers



The WBG Gender Strategy 2024-2030 prioritizes key objectives for advancing equality

The strategy has 3 objectives measured by 6 outcomes:

STRATEGIC OBJECTIVES

OUTCOMES



END GENDER BASED VIOLENCE
AND ELEVATE HUMAN CAPITAL

EXPAND AND ENABLE
ECONOMIC OPPORTUNITIES

ENGAGE WOMEN AS LEADERS

1: Progress in ending all forms of gender-based violence
2: Stronger and more resilient human capital

3: More and better jobs, including jobs of the future
4: Greater ownership and use of economic assets
5: Wider access to and use of enabling services

6: Advances in women's participation in decision-making

**We will engage with greater ambition and differently.
And we will measure outcomes.**

And commits us to engage differently (1/2)



Mobilize concerted action through data, knowledge and advocacy with partners

- **Generate and share global data** (e.g., Women, Business and the Law; Gender Data Portal; Human Capital Index) and promote **data transparency** (e.g., WE Finance Code)
- **Advance knowledge in frontier areas** including testing and evaluating new approaches (e.g., Gender Innovation Labs)
- **Expand partnerships** at global (e.g., UN agencies, We-Fi, WePower), regional (e.g., Mashreq Gender Facility) and local levels (e.g., women's organizations, influencers)
- **Use evidence to mobilize action** (e.g., Knowledge Academy)



Assist countries in institutional and policy reforms

- **Strengthen prioritization** of selected gender equality outcomes, starting in “fast-track” countries (including Bosnia & Herzegovina, Cabo Verde, India, Jordan, Morocco, Mozambique, Nigeria, Peru, Tajikistan, Tanzania, Togo)
- **More systematically support reforms** addressing gender constraints (e.g., through Development Policy Operations, fiscal and sector policy reforms, strengthening national systems)
- **Update analytics** to integrate gender analysis (e.g., in Growth and Jobs CEMs, Public Finance Reviews, Human Capital Reviews)

And commits us to engage differently (2/2)



Replicate and implement programs at scale

- **Replicate and scale programs** that work, starting with Global Challenge Programs (e.g., digitalization) and Multiphase Programmatic Approaches (e.g., adolescent girls in Africa)
- **Improve results-focus in projects** to address key constraints to gender equality and track outcomes (e.g., WBG Scorecard, WBG Gender Network)
- **Measure and report on progress** towards targets (e.g., Annual Board Updates)

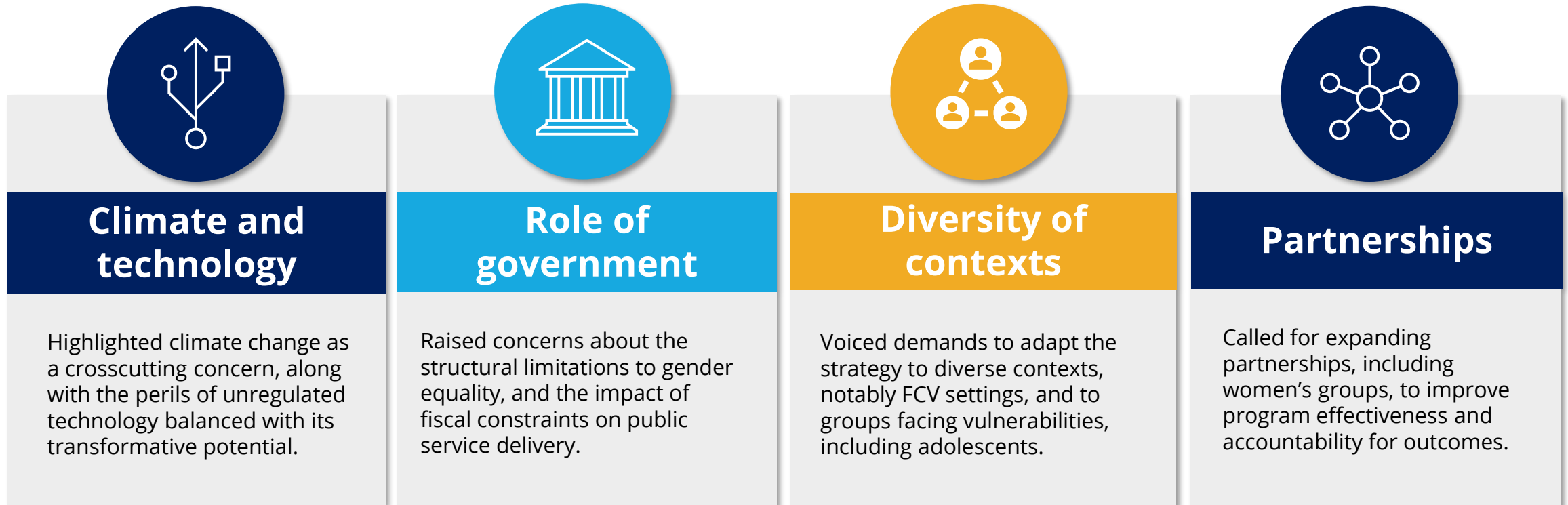


Facilitate government and private investment

- **Engage as One World Bank** on gender equality across public and private sector (e.g., coordinated approaches)
- **Mobilize government and private financing** toward gender equality (e.g., Knowledge Academy, Public Expenditure and Financial Accountability, blended finance, sustainability-linked finance, credit for women-owned MSMEs)

We have received valuable feedback through extensive consultations on the WBG Gender Strategy

The WBG held on-demand consultations in 28 countries, and engaged in person with representatives of over 600 entities across a wide range of stakeholders from more than 110 countries.



Consultations endorsed the proposed strategic objectives and drivers of change.

Underscored WBG's role to mobilize concerted actions through data, knowledge & partnerships as well as help address financing and structural constraints.

Opportunities for Partnership



Data & knowledge

- Knowledge for impact, incl. Gender Innovation Labs
- Gender Data Portal (incl. country landscapes)

Impact Areas for Collaboration

- **Economic participation:** Expand and enable economic opportunities: removing trade barriers that impede women's access to international markets and improving women's access to education, financial services, and digital technologies.
- **Leadership:** Engage women as leaders in trade policies and across sectors

Fast-tracking WBG Gender Strategy implementation in countries

- Opportunities to integrate WBG strategic objectives on gender equality more fully (e.g., expanding economic opportunities, promoting leadership)
- Emphasis on gender equality outcomes in project implementation and alignment with country priorities
- Showcasing and sharing lessons: **Cabo Verde, Bosnia and Herzegovina, India, Jordan, Morocco, Mozambique, Nigeria, Peru, Tajikistan, Tanzania, and Togo.**

