



**IMPACT STORY**  
OCTOBER 2018

# Closing the Gender Equity Gap

## STORY HIGHLIGHTS

The World Bank Group's Gender Strategy aims to close gender gaps through lending operations ■

EGPS provides significant resources to develop and update new project preparation materials, increasing gender analysis and responses in lending operations ■

The World Bank Group organizes the first global "Gender in Oil, Gas and Mining Conference" to build partnerships and ensure knowledge, information, experience and expertise is shared widely ■

## Background

Extractive industries have potential to bring significant growth and development opportunities to resource-rich countries. However, the gender gaps in asset ownership, labor, livelihoods, social norms, legislation and decision-making mean that men and women are often affected in very different ways. The

gaps are also present at the technical and executive levels in international extractives companies. There are many dimensions to the challenge of ensuring the benefits from extractive industries are more equitable for men and women.

## Closing the Gender Equity Gap: A new WBG approach to addressing gender in development

Experience shows that to meet this challenge, early action, when companies and governments are exploring potential projects, is essential. Who is consulted at the planning stage (and how) informs efforts to increase opportunities for men and women to benefit

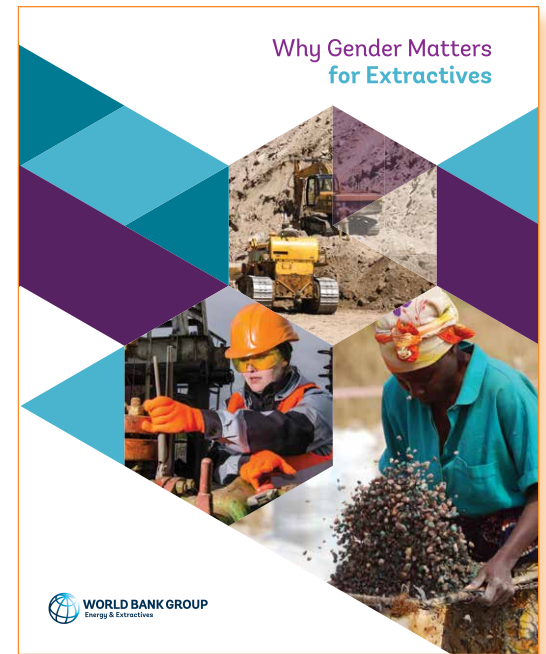
from extractive projects, and to reduce any risks from project development.

The World Bank Group's Gender Strategy provides the framework to unpack these challenges. It uses the concept of "gaps" to bring data and analysis to the forefront of how we

understand men's and women's development experiences.

The framework identifies four objectives, each of which is relevant to extractives:

1. Improving human endowments;
2. Removing constraints for more and better jobs;
3. Removing barriers to ownership and control of productive assets; and
4. Enhancing women's voice and agency and engaging men and boys.



## Improving the Ability to Identify and Address Gender Gaps in the Lending Portfolio

EGPS funds supported several measures to improve the Bank's ability to identify and address gender gaps.

### PORTFOLIO REVIEW AND QUALITATIVE INTERVIEWS

The effort started with a stocktaking, both material and human. Questions driving the initial portfolio review included: "Where are the majority of our efforts to close gender gaps? In which strategic objective? And with what types of activities?" After examining all 23 extractives lending operations approved by the World Bank Board from FY2006 to FY2017, it was learned that 17 (74 percent) included some gender-sensitive responses at different levels. However, less than 10 projects involved direct or concrete actions, rather than high-level policy guidelines, to address gender equality issues. Additional questions were asked, such as "What are the biggest challenges to incorporating more work on gender?" This was helpful as it showed that part of the problem was knowledge and part was lack of capacity.

### DEVELOPING MATERIALS

The EGPS grant was critical in the effort to develop materials for improving gender analysis and project design in the World Bank's lending portfolio. This includes:

1. Developing a Gender Note that outlines where the World Bank's Extractives Unit adds best value in the delivery of the corporate gender strategy;
2. Creating a "Why Gender Matters" brochure to frame the gender gaps discussion with governments; and
3. Developing a "Suggested Activities and Indicators" brochure to help World Bank staff identify concrete activities to address gender gaps in their projects and to ensure monitoring and evaluation of project impacts on those gaps.

### GLOBAL CONFERENCE ON GENDER, OIL, GAS AND MINING: NEW FRONTIERS OF PROGRESS, CHALLENGES AND SOLUTIONS

The World Bank Group hosted the first global conference on *Gender, Oil, Gas and Mining: New Frontiers of Progress, Challenges and*

*Solutions*, on June 26–27, 2018. More than 150 participants from Australia, Bolivia, Canada, Chile, Colombia, Democratic Republic of Congo, Dominican Republic, Ethiopia, Finland, France, Guyana, Kenya, Mongolia, Netherlands, Peru, South Africa, Uganda, the UK and the US attended. In their respective roles as representatives of government agencies, private corporations, research institutes, academia, civil society organizations and indigenous groups, participants shared the

many efforts being made to address gender gaps in the extractives sector. Partnerships to scale up specific gender actions and initiatives were discussed, and participants commented on the value of the networking opportunities. A conference video series was produced to capture key findings of the conference. In addition, a Special Issue on Gender in the *Extractives Industries and Society* journal is being developed to publish the papers presented at the global conference.

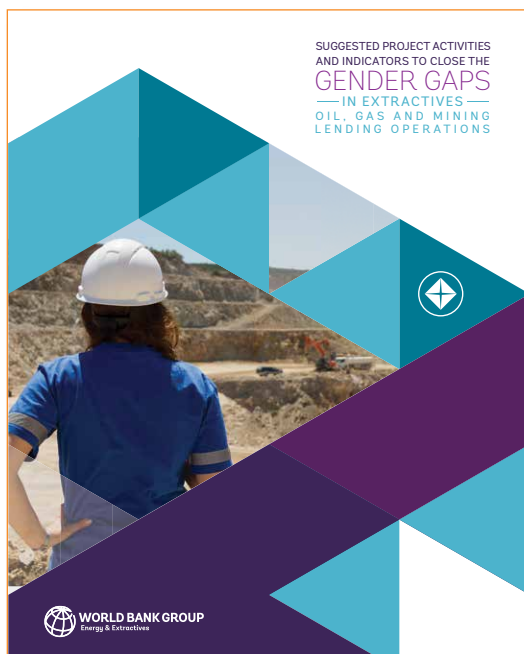
## Moving Forward

One of the key results measurements to improve gender equity across the World Bank lending portfolio is the Gender Tag. The Bank's Gender Group assigns the tag on a quarterly basis to projects that demonstrate transformational gender programming. Half of the Extractive Industries projects that went to the Board received the Tag. In the next fiscal year, the unit aims to increase the target to 75 percent. The Extractives unit's business plan, which is also funded by EGPS, will provide staff with the necessary technical and financial resources to conduct country-level gender gap analysis in the extractives sectors, and

to design activities and indicators to close these gaps.

Clearly, there is strong appetite to build and scale-up partnerships to address some of the most significant gender gaps in extractive industries. Part of the efforts this year will be to identify entry points, based on conversations and exchanges at the conference, for potential long-term programming. Though numerous requests were made to the World Bank to repeat the conference again this year, the team believes it is best to schedule the conference on a bi-annual basis.

Another goal this year is to standardize use of the gender materials across the lending pipeline and to monitor their implementation. Revisions may be made based upon the piloting conducted this year. The goal is to ensure all staff (100 percent) use these materials to ensure significant contributions to the Bank's overarching Gender goals.





## EGPS

The Extractives Global Programmatic Support (EGPS) is a multi-donor trust fund established by the World Bank's Energy and Extractives Global Practice. EGPS supports resource-rich developing countries to use their oil, gas and mineral resources sustainably and transparently to reduce poverty and boost sustainable economic growth. It is funded by Australia, Belgium, Canada, European Union, Finland, Germany, the Netherlands, Norway, Switzerland, and the United Kingdom.



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