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# Gender Justice: Gender Accountability at the International Financial Institutions

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**Suzanna Dennis**

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## Why are gender policies important?

1. Policies establish measures staff must take to integrate gender into their work
  2. Women & men can seek remedy for policy violations at accountability mechanisms
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## IFIs lacking gender policies

- European Bank for Reconstruction & Development
  - European Investment Bank
  - International Monetary Fund
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# World Bank Gender Guidelines /1

- Mechanism for Gender Integration:  
Country Gender Assessment→  
Feeds into Country Assistance Strategy→  
Which informs Sector Work→  
Which feeds into Projects



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# International Finance Corporation & Multilateral Investment Guarantee Agency /2

## Performance Standard 1: Social and Environmental Assessment and Management Systems

“As part of the (Social and Environmental) Assessment, *the client will identify individuals and groups that may be differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status (including gender).*”

“Where groups are identified as disadvantaged or vulnerable, *the client will propose and implement differentiated measures so that adverse impacts do not fall disproportionately on them and they are not disadvantaged in sharing development benefits and opportunities*” (page 3).



# Asian Development Bank Gender Policies /3

- Country:  
Country Gender Assessment →  
Feeds into the Country Gender Strategy →  
Which feeds into the Country Strategy Program
- Project:  
Initial Poverty & Social Impact Assessment →  
Project classified with a Gender and Development theme →  
Project team prepares a Gender Action Plan



# African Development Bank Gender Policy /4

- Approach to Gender Integration:  
Multi-Sector Country Gender Profile→  
Feeds into Country Strategy Papers and  
sector work



# Inter-American Development Bank Operating Policy on Women in Development /5

- Plan for Gender Integration

Engender:

- Country Programming Papers
- Reports
- Projects





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## Common Shortcomings (1/1): Gender integration in macroeconomic programming

- **IDB** does not mention macroeconomics
  - **World Bank** gender policy excludes policy-based lending
  - **ADB** requires staff study “the impact of economic reform programs on women”
  - **AfDB** explicitly promotes gender-inclusive macroeconomics
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## Common Shortcomings (2/2)<sup>/6</sup>

IFI	Gender Specialists	Total IFI Staff	Percentage Gender Staff
ADB	10	2,000	.5
AfDB	7	1,012	.7
EBRD	1	1,203	.1
EIB	0	1,325	0
IDB	12	1,852	.7
IFC	8	2,433	.3
IMF	0	2,633	0
MIGA	0	~100	0
World Bank	115	15,000	.7



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## Recommendations

1. Establish incentives and sanctions
  2. End policy-based lending
  3. Clarify language: “staff are” vs. “must”
  4. ‘Trigger’ gender considerations
  5. Provide more, better funding
  6. Hire more gender experts
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