



Gender Justice: Gender Accountability at the International Financial Institutions



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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
- Gender Policy Excludes Policy Based Lending
- Emphasis on Women's *Economic* Empowerment



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
- Policy-Based Lending



African Development Bank Gender Policy /4

- Approach to Gender Integration:
Multi-Sector Country Gender Profile →
Feeds into Country Strategy Papers and
sector work
- Explicitly promotes gender-inclusive
macroeconomics



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

- Plan for Gender Integration

Engender:

- Country Programming Papers
- Reports
- Projects

Common Shortcomings ^{/6}

IFI	Full-time 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



Conclusions & 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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