



GENDER-EQUAL RIGHTS AND JUSTICE

Gender Policy Tips for Newer IFIs

Lessons from Traditional IFIs Gender Policies - a Factsheet and Table

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About Gender Action: Gender Action was established in 2002. It is the first and lead organization dedicated to promoting gender justice and equal rights in all International Financial Institution (IFI) investments such as those of the World Bank. Gender Action's goal is to ensure that women, men and sexual minorities equally participate in and benefit from all IFI investments.

Gender Action
www.genderaction.org

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Factsheet

Why Gender Policy Tips and Recommendations?: To guide newer IFIs in adopting gender policies, this Factsheet and Table present qualitative and quantitative analyses of traditional IFI gender policy good features. New IFIs need robust mandatory gender policies to ensure their projects benefit and do not harm men, women and sexual minorities.

The Factsheet identifies and recommends traditional IFI gender policy good features including:

- Gender equal rights frameworks at the core of goals and priorities
- Staff performance evaluation incentives and mandatory training that promotes gender equality
- Safeguards to prevent and redress harmful project impacts on and exclusion of women and LGBTQ+ people
- Adequate and consistent core funding to promote gender equality
- A priority to eliminate gender discrimination issues, such as unpaid care labor, SGBV, and patriarchal land ownership

Why This Factsheet and Table: Since the rapidly-growing China-headquartered AIIB and NDB began approving and disbursing loans in 2016, they have yet to adopt gender policies, which are essential although insufficient prerequisites for ensuring gender-sensitive projects that benefit and do not harm men, women and sexual minorities. Since 2016, Gender Action has annually met with AIIB and NDB officials to try to persuade them to adopt gender policies but they have not yet done so. As the AIIB and NDB approach their fifth lending year, we present this Factsheet and Table analyzing traditional IFI gender policies and highlighting their good and weak features to persuade newer IFIs to create and train all staff to implement strong mandatory gender policies.¹

Qualitative Findings: Good and Weak Features: This Factsheet spotlights good and weak features of select traditional IFI gender policies, strategies, action and operational plans (herein called gender policies) to motivate the newer IFIs to adopt and implement robust mandatory gender policies. We deduced the good and weak features bulleted below from our detailed ten-indicator analysis in the enclosed “Table: IFI Gender Policies, Strategies and Action & Operational Plans”.²

Good Features

- Goals: ADB, AfDB, EIB, and IDB all embrace a gender-equal rights approach, which complements economic opportunities for women. An exceptional gender policy is the IDB’s operational policy, which promotes gender equal rights, applies to all operations and contains a do-no-harm gender safeguard.

¹ In future, Gender Action intends to improve these Factsheet and Table contents by more deeply analyzing traditional IFI gender policies as well as Environmental and Social Safeguards/Standards (ESSs)’ gender dimensions.

² If we fail to commend certain IFIs’ good gender practices it is likely because the gender policies analyzed did not articulate them. If we actually missed any IFI good gender practices please respond to the final Feedback section.

- Priorities: Strong priorities promote rural development and other infrastructure for women, and mainstream gender into national budgets and legal reforms. Exceptional priorities include strengthening women's legal and property rights, and mainstreaming gender equality in all project phases.
- Mandate: EIB and IDB hold the strongest mandates; their policies feature safeguards to prevent harm. The IDB gender policy is explicitly included among the IFI's six environmental and social policies.
- Mechanisms to Engender Operations: Good features include solid tools, such as addressing gender issues within macro-economic policy frameworks, and providing ample technical assistance for mainstreaming gender throughout the entire project cycle.
- Staffing: All of the analyzed IFI gender policies provide voluntary tools and/or training to enhance staff gender capacity. ABD, EBRD, and AfDB commit to hiring gender specialists or creating networks of gender champions among staff. Best features include incentives to increase staff's gender expertise, which IDB and AfDB do by incorporating gender into annual staff performance evaluations.
- Funding: Strong funding practices include core funding for banks to develop and durably implement gender policies, eliminating worry about possibly unsustainable bilateral donor contributions. WB, IDB, and ADB direct core funding towards gender initiatives, although it is difficult to determine if the amounts allocated provide sufficient funding for proposed initiatives.
- Monitoring and Evaluation (M&E): The strongest M&E guidelines, specifically IDB's, commit to evaluating project impacts beyond the design stage. Strong M&E practices create development effectiveness matrices to determine impacts and schedule reporting to ensure accountability. Another strong practice is the collection of sex-disaggregated data throughout the project cycle.
- Sexual Minority Discrimination: IDB is the only IFI that commits to consider sexual orientation in project gender analysis.
- Sexual and Gender Based Violence: IDB and WB emphasize prevention efforts and response mechanisms to SGBV. AfDB's Strategy, IDB's GAP, and ADB's Plan promote justice sector reforms to protect survivors of SGBV. AfDB's Strategy also highlights the increased SGBV danger introduced by road projects, requiring design prevention measures.³ ADB's Plan also incorporates SGBV into its' priorities.
- Unpaid Care Economy: EIB and IDB promote the strongest unpaid care work policies, namely to invest in care infrastructure and enterprises. AfDB prioritizes creating more child-care options. Several other policies include initiatives to redistribute care work across genders and/or other plans to relieve unpaid care work.

Weak Features

- Goals: Some gender policies focus unilaterally on economic growth and women's access to capital while neglecting complementary gender-equal rights.
- Priorities: Similarly some gender priorities focus on women's roles in public-private partnerships and/or private sector finance and business-related goals without community engagement.
- Mandates: Some gender policies have vague language lacking compliance requirements.
- Mechanisms to Engender Operations: Weaker gender policies call for creating Steering Committees and 'dialogue', without specifying responsible parties or intended outcomes.
- Staffing: Weaker gender policies create voluntary materials and training and lack career advancement incentives for promoting gender equality.

³ New IFI gender policies, such as the AfDB's, incorporate lessons from a World Bank Uganda road project's tragic SGBV outcomes: See World Bank. 2016. 'Managing the Risks of Adverse Impacts on Communities from Temporary Project Induced Labor Influx.'

- **Funding:** Some gender policies designate no core funding, as is the case with EIB. Additionally, IFIs that rely entirely on term-limited bilateral donor funding are at greater risk of being under-resourced than are core-funded policies.
- **Sexual Minority Discrimination:** None of the reviewed IFI gender policies include sexual and gender minorities in stated goals, priorities, or interventions.
- **Sexual and Gender Based Violence:** Although most IFIs name SGBV as an issue, ADB, EBRD, and EIB do not outline guidelines or initiatives to counter it. None address SGBV against LGBTQ+ people.
- **Unpaid Care Work:** Some IFI gender policies, for example EBRD, do not mention this deep economic- and rights-based gender problem.

Quantitative Analysis of IFI Gender Policy Good Features:

# of Gender Policies Featuring:	Gender Equal Rights Approach	Safeguard	LGBTQ+ Rights	SGBV Prevention	Unpaid Care Work Reduction	Staff Incentives	Core Funding	Sex - Disaggregated Data Collection
In x of 12 documents since 2001	5	4	0	5	4	3	4	4
In x of 6 IFIs ⁴ since 2013	2	2	0	4	2	2	3	3

Quantitative Findings: A disappointing trend is that although 5 (42%) of all gender policies analyzed contained strong gender-equal rights language, only 2 (33%) of the most recent policies espouse a gender-equal rights perspective. Reflecting improvement over time, 4 out of 6 (67%) of IFIs’ most recent gender policies commit to investing in SGBV prevention, and 50% commit to collecting gender-disaggregated data, and directing core funding towards gender equality initiatives. Only 33% of IFIs’ most recent documents call for investments in care work, include incentives for staff to carry out gender mainstreaming, and outline safeguards to prevent harm.

Caveats: Important caveats include, first, that comparing the Factsheet and Table’s varied IFI gender policies is an imperfect exercise since they have different goals and vintages. Nevertheless, we can identify and recommend their good features as examples for effective, robust AIIB and NDB gender policies.

A second caveat is that the Factsheet and Table contents aim to reflect what IFI gender policies articulate. While all or most IFIs may promote mainstreaming gender, collecting sex-disaggregated data and producing M&E reports for IFI boards, we report what their gender policies explicitly state.

A third caveat is that the Factsheet and Table gender policy analysis reflects IFI implementation intentions but not the extent to which they are implemented.⁵

Feedback Invited: Since this Factsheet and Table compose a first building block in a project that will generate deeper IFI gender policy analyses we invite readers’ feedback for improvement.⁶

⁴ IFIs most recent gender policies.

⁵ Our future deeper dive into IFI gender policies might also discuss implementation. Meanwhile see Gender Action reports including several case studies analyzing IFI gender policy implementation at genderaction.org/publications.html.

⁶ Send feedback to elainez@genderaction.org. Please label subject line, “Gender Policy Tips”.

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Table: IFI Gender Policies, Strategies and Action & Operational Plans

This table analyzes 12 select IFI gender policies, strategies, action & operational plans by applying 10 Gender Action indicators.# To accommodate them, the table is in 2 parts. Part I indicators include goals, priorities, mandate, mechanisms and staffing. Part II indicators include funding, M&E, sexual minorities and care work.

PART I

IFI	Document	Goals	Priorities	Mandate	Mechanisms	Staffing
ADB	Policy on Gender and Development (2003)	<u>Strong</u> - Adopts GM as a key strategy in promoting GER and gender equity in all aspects of operations	<u>Strong</u> - Prioritizes reducing social and economic disparities - Promotes equal opportunities and gender sensitivity	<u>Adequate:</u> - Mandatory - Lacks safeguard	<u>Strong</u> - Establishes Forum on Gender - GE considered in initial social assessments of all projects and in Country Strategies - Enhances GE capacity in member countries through GE TAs and gender specialists	<u>Adequate</u> - Has two part-time gender specialists, hiring two more full-time - Voluntary database on best practices and GE implementation manual - No incentives
ADB	Gender Equality and Women's Empowerment Operational Plan, 2013- 2020 (2013)	<u>Strong</u> - Demonstrates an awareness of a broad range of gender-related issues - Prioritizes GER in all development efforts	<u>Strong</u> - GM in all sectors - Better M&E and implementation - Prioritizes equity themed operations (access to credit, etc.)	<u>Adequate</u> - Voluntary - Gender is a priority in ADB 2020 strategy - Frameworks target GM in 45% of all and 55% ADF operations	<u>Strong</u> - Focuses on implementation, M&E, and GE capacity building - Project tracking systems and reports to include GE results - Ensures gender-informed country strategies	<u>Adequate</u> - Converts three consultants to permanent gender staff - Hires 2 GE specialists - Sector-specific training - No incentives
AfDB	Gender Policy (2001)	<u>Strong</u> - Uses GM to foster GER, and human and economic development - Ensures equal gender access to all bank resources	<u>Adequate</u> - Supports access to health and education - Promotes agriculture and rural development - Establishes good governance	<u>Adequate</u> - Mandatory - Lacks safeguard	<u>Strong</u> - Adopts gender macro-economic policy framework - Revises policies/manuals to include GE goals in projects - Consultations, reviews, and dialogue with partners	<u>Weak</u> - Voluntary training, materials, and guides - No incentives, but recommends training follow-ups
AfDB	Gender Equality and Women's Empowerment: An Updated Gender Plan of Action (UGPOA, 2008)	<u>Weak</u> - Economic empowerment through GM - Economic focus does not adopt GER	<u>Strong</u> - Invests in infrastructure for empowerment - Builds gender capacity and knowledge - Mainstreams gender into national budgets and legal reforms	<u>Adequate</u> - Voluntary - Results-oriented approach focuses on implementing institutional accountability and strategic priorities	<u>Strong</u> - Promotes integration of gender into national budgets - Includes gender perspectives in country/ regional strategies - Enforces full gender assessments in projects - Establishes "Gender Help Desk"	<u>Adequate</u> - Voluntary trainings and online GE tools - Gender Champion to implement trainings - Suggests GE in annual staff evaluation *

IFI	Document	Goals	Priorities	Mandate	Mechanisms	Staffing
AFDB	Bank Group Gender Strategy: Investing in Gender Equality for Africa's Transformation (2014-2018)	<u>Strong</u> - Promotes GE through GER and economic perspective - Creates equal opportunities for wealth creation - Informs bank policies	<u>Strong</u> - Reduces gender inequalities - Strengthens women's legal and property rights - Promotes women's economic empowerment - Enhances knowledge and capacity on GE	<u>Weak</u> - Lacks mandate - Internal reviews report limited compliance	<u>Strong</u> - Strengthens M&E in all phases - Internal/external peer review mechanism on GE progress - Scales-up knowledge and capacity-building on GE - Country gender assessments - Operational procedures and GM guidelines	<u>Strong</u> - Hires gender specialists - Mandatory GE trainings - TA and advisory support - Appoints network of gender champions - Incentives through performance evaluations for sector champions
EBRD	Gender Action Plan (2009)**	<u>Weak</u> - Promotes GE and increases economic participation of women in private sector - Lacks GER	<u>Weak</u> - Focuses on private sector - Build GM and economic empowerment capacity - Develops GE monitoring and assessment tools	<u>Weak</u> - Voluntary - Calls for the revision of ESP to strengthen gender due diligence practices	<u>Adequate</u> - Establishes Gender Steering Committee to develop policy - Pilots gender programs - Encourages GE dialogue - Creates tools and trainings for project implementation	<u>Adequate</u> - Mandatory training for staff and Board members - One year contract for a gender specialist - No incentives
EBRD	Strategy for the Promotion of Gender Equality 2016-2020 (2015)	<u>Weak</u> - Promotes equal opportunities and economic empowerment - Lacks GER	<u>Weak</u> - Increase access to finance support, skill and employment opportunities, and social services	<u>Adequate</u> - Lacks mandate - Bound by relevant ILO standards on gender	<u>Adequate</u> - Builds GE capacity through policy dialogue, partnerships, and best practices sharing - Mainstreams GE into operations by 2020	<u>Adequate</u> - Gender champions in management - No staff incentives - Voluntary GE trainings - Provides child-care
EIB	The EIB Group Strategy on Gender Equality and Women's Economic Empowerment (2016)	<u>Adequate</u> - Embeds GE in business model - GER uses rights-language to highlight the importance of protecting women	<u>Strong</u> - Promotes GE in design and implementation - Invests in women's employment opportunities, social infrastructure, and the care economy	<u>Strong</u> - Mandate is folded into due diligence - GE is a priority in the Environmental and Social Principles and Standards to which all projects adhere	<u>Adequate</u> - Gender analysis in assessments and projects - Incorporates gender into the Environmental and Social due diligence process - Builds staff capacity and disseminate good practices	<u>Weak</u> - Analytical tools and guidance for GE - No dedicated gender staff, no staff incentives - Voluntary staff trainings on GE

IFI	Document	Goals	Priorities	Mandate	Mechanisms	Staffing
EIB	EIB Group Gender Action Plan (2018)	<u>Adequate</u> - Builds on Strategy's embedding of GE in business model - Aims to embed GE in operations	<u>Strong</u> - Adds institutional development on gender to existing EIB pillars - Updates GE content for capacity-building	<u>Strong</u> - Strong accountability mechanisms - Action Plan is voluntary, but ensured by strong ESP	<u>Adequate</u> - Internal/external GE plans - Lacks specificity on who will implement said plans - Gender due diligence guidelines	<u>Weak</u> - Voluntary tools and resources for GM - GE capacity-building program for staff and senior management - Lack incentives
IDB	Operational Policy on Gender Equality and Development (2010)	<u>Strong</u> - Promotes GM as cross-cutting issue, and proactive and preventive action - Promotes robust GER	<u>Strong</u> - Invests directly in in depth GE areas (prevention of SGBV) and GM - Prioritizes measures to avoid gender exclusion	<u>Strong</u> - Mandatory - Incorporates enforceable gender safeguards	<u>Adequate</u> - Staff must use GM in all interventions, analyze and promote GE issues - Gender safeguards used to assess and mitigate adverse gender impacts	<u>Strong</u> - Develops voluntary GE sector notes - Includes gender in annual staff evaluations*** and public acknowledgements
IDB	Gender Action Plan for Operations, 2017-2019 (2017)	<u>Adequate</u> - Improves interventions' ability to address GE and intersectional needs - Lacks full GER: addresses reproductive health, lacks other rights	<u>Strong</u> - Expands quantity and quality of GE operations - Prioritizes actions on reproductive health, female leadership, SGBV, and capital development	<u>Strong</u> - Mandatory safeguard element - Environmental and Social Safeguards Unit will systematically apply gender safeguards	<u>Strong</u> - Incorporates GE issues in each Country Strategy - Outlines responsible parties and steps for policy dialogue, partnerships, GM, and project design and execution - Offers extensive tools and trainings for GM	<u>Strong</u> - Proposes GE incentives through performance reviews, awards, etc.
WB	Gender Strategy (FY 2016-2023): Gender Equality, Poverty Reduction and Inclusive Growth (2015)	<u>Adequate</u> - Focuses on GE as smart policy - Acknowledges GE reproductive and land ownership rights - Lacks GER in other areas	<u>Strong</u> - Improves human endowments - Removes barriers to women's employment and asset ownership - Enhances women's voice and agency	<u>Adequate</u> - Not mandatory - Expands requirements for gender inclusion in operations	<u>Adequate</u> - Frameworks, best practices, partnerships and capacity-building for GE work - Country Management Units oversee GE operations - Emphasizes working with public and private sectors	<u>Weak</u> - Offers voluntary tools and trainings - Lacks clear language on gender training, staff requirements, and incentives

PART II

IFI	Document	Funding	M&E	Sexual Minorities	SGBV	Care Work
ADB	Policy on Gender and Development (2003)	<u>Weak</u> - Under-resourced compared to other objectives - Mobilizes co-financing from aid sources for TA	<u>Adequate</u> - Consistent and strong implementation reviews - Interim report after two years, policy review after 5	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Adequate</u> - SGBV mentioned as a barrier to productivity - Promotes campaigns, counseling, and advisory services to address female-focused violence	<u>Weak</u> - No indicators or support for unpaid care work
ADB	Gender Equality and Women's Empowerment Operational Plan, 2013-2020 (2013)	<u>Strong</u> - County gender analyses and plans financed through core funding - Pilot innovation activities to require additional funding	<u>Strong</u> - Improving M&E at all stages is a priority - Biennial progress reports - Annual development effectiveness reviews - Public project database	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Strong</u> - SGBV part of priorities - Explores opportunities for direct investment in policy and legal reforms to tackle SGBV	<u>Weak</u> - Explores opportunities to introduce time-saving technologies to enhance female productivity - No indicators or support for unpaid care work
AfDB	Gender Policy (2001)	<u>Adequate</u> - GM integrated into regular project costs - Uses non-lending budget resources for project cycle activities	<u>Adequate</u> - Yearly progress reports - Creates GE indicators for mainstreaming effectiveness - Gender-disaggregated data when possible	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Weak</u> - Reflects CEDAW, which names SGBV as a critical area of concern - Includes no guidelines, initiatives, or funding for SGBV	<u>Strong</u> - Division of household labor considered in Gender Analytical Framework - Prioritizes establishing child-care and preschools
AfDB	Gender Equality and Women's Empowerment: An Updated Gender Plan of Action (2008)	<u>Adequate</u> - No designated core funding - Mobilizes resources from bilateral funds - Priority actions part of regional budgets - Trainings funded by HR	<u>Adequate</u> - Monitors country gender impacts - Presents annual and mid-term progress reports - Integrates GE indicators in Key Performance Indicators and Results Framework	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Adequate</u> - Commits to addressing SGBV but only in fragile and post-conflict states	<u>Adequate</u> - Invests in infrastructure (transportation, energy, etc.) to mitigate women's time spent on unpaid household labor

IFI	Document	Funding	M&E	Sexual Minorities	SGBV	Care Work
AfDB	Bank Group Gender Strategy (2014-2018)	<u>Adequate</u> - Funding from existing budgets of dedicated gender units - Relies on outside regional funds that are “expected” to grow	<u>Strong</u> - Results framework for the gender strategy - Rolling action plans and budgets every three years - Sex-disaggregated indicators in regular Results Monitoring Framework	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Strong</u> - Promotes justice sector reforms that protect and advance women’s rights to reduce SGBV - Road projects to be designed to reduce SGBV	<u>Adequate</u> - Plans to emphasize infrastructure that reduces time spent on household labor - Includes no indicators or investment in care work
EBRD	Gender Action Plan (2009)	<u>Adequate</u> - Proposes \$2 million Euro 2-year budget - Funding from EBRD, Shareholder Special Fund, and donors	<u>Adequate</u> - Calls for continuous GE activity impact monitoring - Analysis of gender impact in annual reports	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Weak</u> - No mention of SGBV	<u>Weak</u> - No indicators or support for unpaid care work
EBRD	Strategy for the Promotion of Gender Equality 2016-2020 (2015)	<u>Adequate</u> - Relies on bilateral donor funding - Pursues GE funding through relevant programs (climate, etc.) - Extends donor outreach	<u>Adequate</u> - Commits to quantifying gender commitments - Gender Performance Monitoring Framework - No formal reporting mechanisms	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Weak</u> - Encourages policy dialogue on SGBV - No guidelines, initiatives, or funding for SGBV	<u>Weak</u> - No indicators or support for unpaid care work
EIB	Strategy on Gender Equality and Women’s Economic Empowerment (2016)	<u>Weak</u> - No mention of gender funding sources	<u>Adequate</u> - Commits to monitoring and ensuring accountability - Lacks accountability framework - - Gender Action Plan every two years to update and guide implementation	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Weak</u> - Acknowledges SGBV as an issue - No guidelines, initiatives, or funding for SGBV	<u>Strong</u> - Invests in enterprises or collectives in the care economy - Supports social infrastructure and care enterprises

IFI	Document	Funding	M&E	Sexual Minorities	SGBV	Care Work
EIB	EIB Group Gender Action Plan (2018)	<u>Weak</u> - Uses blended funds to support projects with high gender potential	<u>Adequate</u> - Commits to collecting sex-disaggregated data - Incorporates GE into evaluation work plan - Plans progress evaluations	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Weak</u> - No guidelines, initiatives, or funding for SGBV	<u>Strong</u> - Prioritizes investing in the care economy - Outlines steps to begin supporting care infrastructure
IDB	Operational Policy on Gender Equality and Development (2010)	<u>Strong</u> - Gender adopted into IDB Ninth General Increase in Resources - Periodic additional funding from Board	<u>Strong</u> - Indicators measure GM in all phases of projects - Development Effectiveness Matrix determines impact - Annual reporting and 3-year reports to the Board	<u>Adequate</u> - Commits to analyzing the operational impacts of exclusion based on sexual orientation	<u>Strong</u> - Prioritizes direct investment to the prevention of SGBV - Supports measures like surveillance systems when risk is identified in projects	<u>Adequate</u> - Identifies equalizing unequal distribution of care labor as a priority investment area and operational impact analysis priority
IDB	Gender Action Plan for Operations, 2017-2019 (2017)	<u>Strong</u> - GM and investments to be financed through Bank capital, grants, administrative budgets, trust funds, etc.	<u>Strong</u> - Contains specific mechanisms, indicators and compliance goals for project design, execution, and monitoring	<u>Weak</u> - No mention of LGBTQ+ people, or sexual and gender minorities	<u>Strong</u> - Strengthens justice system response to SGBV - Expands services for survivors of SGBV - Coordinates SGBV prevention/ response	<u>Strong</u> - Acknowledges household disparities - Supports care services and policies that redistribute care work
WB	Gender Strategy FY 2016-2023 (2015)	<u>Strong</u> - Core funding committed through IDA 17	<u>Adequate</u> - Sex-disaggregated data - Partnerships for GE data - Strategy focuses on data to monitor countries but not Bank operations	<u>Weak</u> - References a staff resource guide available concerning "sexual and gender minority women"****	<u>Strong</u> - Supports SGBV response interventions, and integrates SGBV components across sectors - Creates SGBV staff resources	<u>Adequate</u> - Supports care programs for working mothers - Scale up supply of center-based care for young children

Acronyms

AfDB- African Development Bank
ADB- Asian Development Bank
CEDAW- The Convention on the Elimination of all Forms of Discrimination Against Women
EBRD- European Bank for Reconstruction and Development
EIB- European Investment Bank
ESP/ESF- Environmental and Social Policy/ Framework
F&T- Factsheet and Table
GE- Gender Equality
GER- Gender Equal Rights
GM- Gender Mainstreaming
IDB- Inter-American Development Bank
IFI- International Financial Institution
ILO- International Labor Organization
LGBTQ+- Lesbian, Gay, Bisexual, Transgender, Queer + (Asexual, Intersex, etc.)
M&E- Monitoring and Evaluation
SGBV- Sexual and Gender Based Violence
TA- Technical Assistance
WB- World Bank

Table Endnotes

See Sarah Bibler. 2013. **How Do IFI Gender Policies Stack Up?**. Gender Action.

*- Our research could not confirm whether gender integration is in fact part of staff evaluations. Without this, staff attention to gender is likely to be limited.

** - Draft for Discussion 06/2008 used because final version of this document is no longer available on the EBRD website https://bankwatch.org/wp-content/uploads/2008/06/draft_EBRD_Gender_Action_Plan_06_08.pdf

*** - Personal communications with IDB, Sarah Bibler, January 7, 2013. Bibler ibid

****- In 2015-16, the World Bank established a Sexual Orientation and Gender Identity (SOGI) Task Force and hired a senior SOGI advisor who are pushing a strong SOGI agenda.

