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
IFI's lacking gender policies

- European Bank for Reconstruction & Development
- European Investment Bank
- International Monetary Fund
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

/1 Operational Policy & Bank Procedure 4.20: Gender and Development (2003); Integrating Gender into the World Bank’s Work: A Strategy for Action (2002); Gender Equality as Smart Economics (2006)
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).

/2 Performance Standards on Social & Environmental Sustainability (2006)
Asian Development Bank Gender Policies

- **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**

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

Explicitly promotes gender-inclusive macroeconomics

/4 The Gender Policy (2001); Gender Plan of Action (2004)
Plan for Gender Integration
Engender:
- Country Programming Papers
- Reports
- Projects

/5 Operating Policy on Women in Development (1987);
## Common Shortcomings

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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