

# **Implementation of the Gender Action Plan for Operations, 2017-2019**

2017 Annual Progress Report

# Introduction

This document summarizes the main results from the first year of implementation of the Gender Action Plan (GAP), 2017-2019, in the areas of action associated with the Inter-American Development Bank's (IDB) operational work, agenda setting, gender safeguards and knowledge generation.

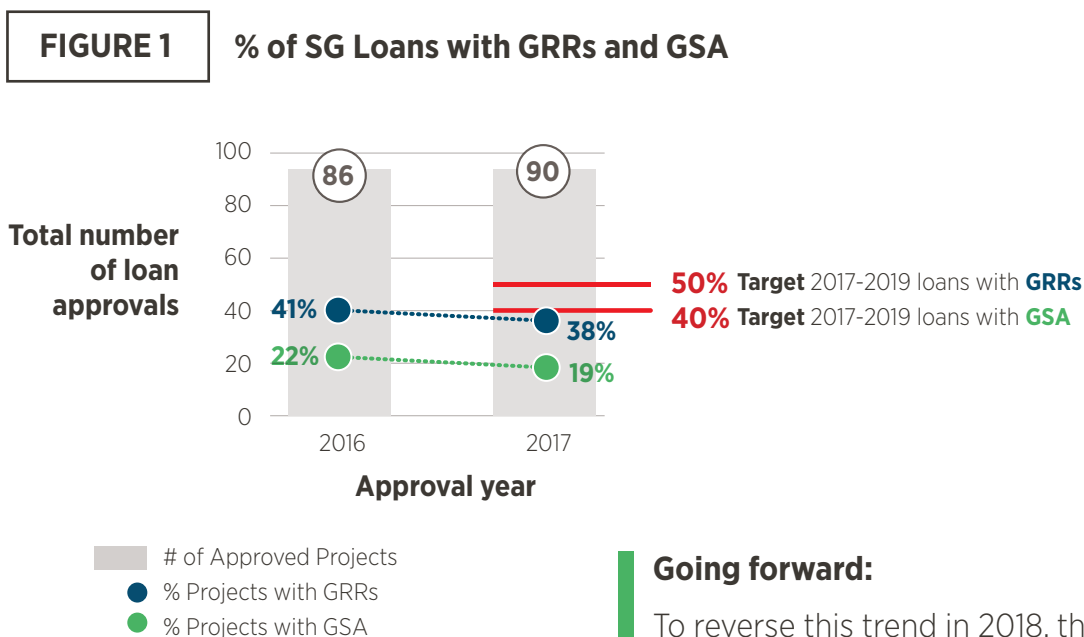
## 1 Proactively Addressing Gender Equality in IDB Operations

The IDB offers proactive support for gender equality through (1) gender mainstreaming in project design, (2) direct investment operations, and (3) tracking results during project execution.

### A. Mainstreaming Gender in the Design of Sovereign Guaranteed (SG) Loans


#### Results:

- A modest reduction<sup>1</sup> between 2016 and 2017 in the [% of SG loans approved with Gender-related Results \(GRRs\)<sup>2</sup> and with Gender Strategic Alignment \(GSA\)<sup>3</sup>](#) (Figure 1) 



#### Going forward:

To reverse this trend in 2018, the Bank broadened its [definition of GSA](#) to encourage teams to mainstream gender, and GDI is increasing its technical support.

 GAP 2017-2019 results matrix indicator

<sup>1</sup> This reflects a difference of 1 loan with GRRs (35 of 90 vs 34 of 86) and 2 loans with GSA (19 vs 17 loans).

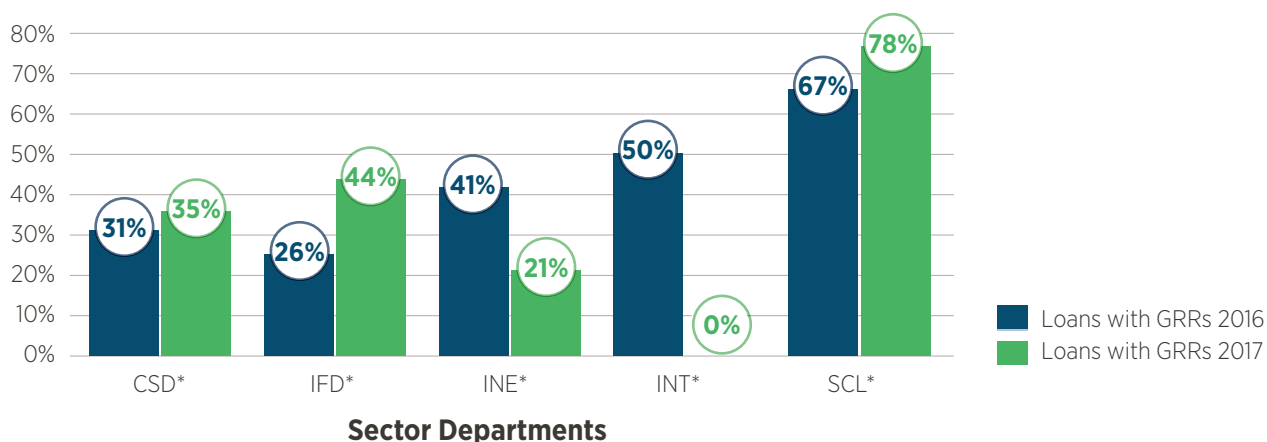
<sup>2</sup> GRRs are outputs, outcomes or impacts that contribute to gender equality/women's empowerment.

<sup>3</sup> SG Loans with GSA are those that (1) are reported as strategically aligned to "gender equality and diversity" through the Corporate Results Framework (details are available [here](#)), and (2) have 1 or more GRR(s).

- Varied level of integration of GRRs across sectors.
  - The Institutions for Development Sector (IFD) made the most substantial gains (Figure 2).

**FIGURE 2**

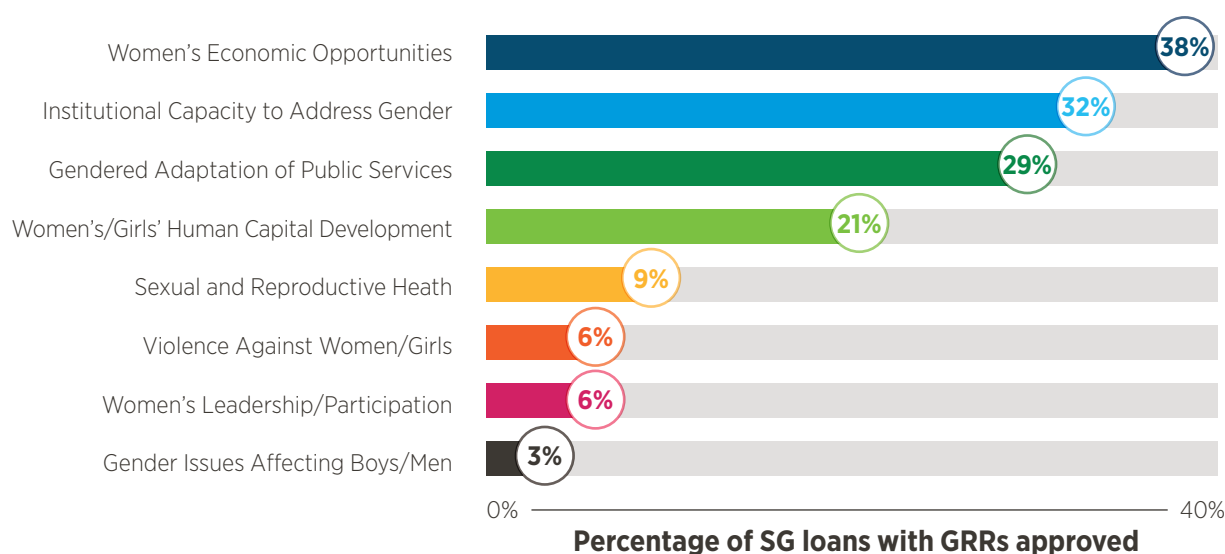
**% of SG Loans with GRRs by Sector, 2016 & 2017**



- 88% of loans with GRRs addressed one or more of the Sectors' strategic lines of action in the GAP. Figure 3 shows that a greater portion of these loans address lines of action in the areas of women's economic opportunities and institutional capacity. 🎯

**FIGURE 3**

**% of SG Loans with GRRs Addressing GAP Strategic Lines of Actions (grouped by thematic area), 2017**



\*The IDB Sectors: Climate Change and Sustainable Development Sector, Institutions for Development Sector, Infrastructure & Energy Sector, Integration and Trade Sector, Social Sector.

## Projects approved in 2017 that mainstream gender in design

**Management of employment promotion policies (ME-L1258)** promotes gender equality in Mexico's Public Employment Service through employment fairs for women, promoting equality for women in algorithms to assign vacancies to job seekers, and capacity building to help reduce gender biases in selection and promotion.

**Port-Au-Prince Water and Sanitation (HA-L1103)** will increase women's participation in water-related decision-making and jobs in water kiosk management, and improve local menstrual hygiene.



**The Energy Matrix Transition Program (EC-L1223)** will develop a Strategy for Promoting Gender Equality in Ecuador's Electricity Sector that will include: a study on the barriers women face working in the sector; an analysis of on going electricity projects to determine how to improve their impact on gender equality; and a Gender Action Plan with five-year targets and resources.

## B. Direct Investments in Gender Equality

### Results:

- [31 new projects were approved that directly invest in gender equality](#).<sup>4</sup> All were financed through grants in 2017; no direct investment loans were approved.<sup>5</sup>

- These projects represent 5% (29 of 530) of all technical cooperations (TCs) and Multilateral Investment Fund (MIF) projects approved (the target for the 2017-2019 GAP period is 7%), plus 4 Investment Grants. These projects totaled US\$ 15.4 M (Figure 4).

**FIGURE 4**

### Resources (US\$) Approved for Direct Investments in Gender Equality



<sup>4</sup> Projects that have gender equality/women's empowerment as their primary objective.

<sup>5</sup> In 2016, there was 1 direct investment loan, and 22 direct investment TCs and MIF projects.

### Direct investment projects approved in 2017

**Gender Equality in Extractive Industries (RG-T3050)** promotes the inclusion of women and ethnically diverse peoples in the governance and opportunities associated with mining, oil, and gas investments in Colombia and Peru.



### Unlocking The Potential of Latin America: Women STEMpreneurs (RG-T3019)

The project will support women who are university students or recent graduates in STEM disciplines to start and grow high-impact entrepreneurial ventures, thus adding female talent to the entrepreneurship value chain in new sectors of the economy.

## C. Project Execution and Completion

### Results:

- 28% of SG loans in execution in 2017 included a GRR in their original design; of these projects, 72% were tracking at least one GRR in their Progress Monitoring Reports (the target for the 2017-2019 GAP period is 80%).



- Of the 39 [Project Completion Reports \(PCRs\)](#) prepared in 2017 for SG loans, 7 were for projects that included GRRs in their original design. 6 out of these 7 (86%) reported results associated with GRRs in the PCR. 83% (35 of 42) of the GRRs included in these 6 projects achieved positive results; 64% fully achieved or exceeded their targets, and 19% achieved an average of 87% of their targets.



### Gender-related results in project execution

**Integrated Health Program (ES-L1027)** The percentage of pregnant women registered for prenatal care increased from 56% to 90%; and those who received at least 4 prenatal checkups in the intervention area increased from 58.9% in 2010 to 71.6% in 2016.

### Rural Roads (PR-L1092)

Workers' camps were modified to accommodate women workers; a "coexistence" manual was put in place for men and women working together; 61 women (37% of the total) participated in workshops of 80-120 hours on heavy machinery, topography and soil management; and 19 women operators participated in a paid internship.





**The Citizen Security and Justice Program III (JA-L1043)** has completed: (i) 490 training courses on healthy gender norms benefiting 27,000 male and 18,000 female youth at-risk; (ii) 27 peace treaty activities with 5,000 beneficiaries, primarily young men, to address violence and promote gang interruption in 85 communities; and (iii) 21 community centers with adapted infrastructure to address differentiated gender needs (bathrooms, child care facilities).

## 2 Agenda Setting

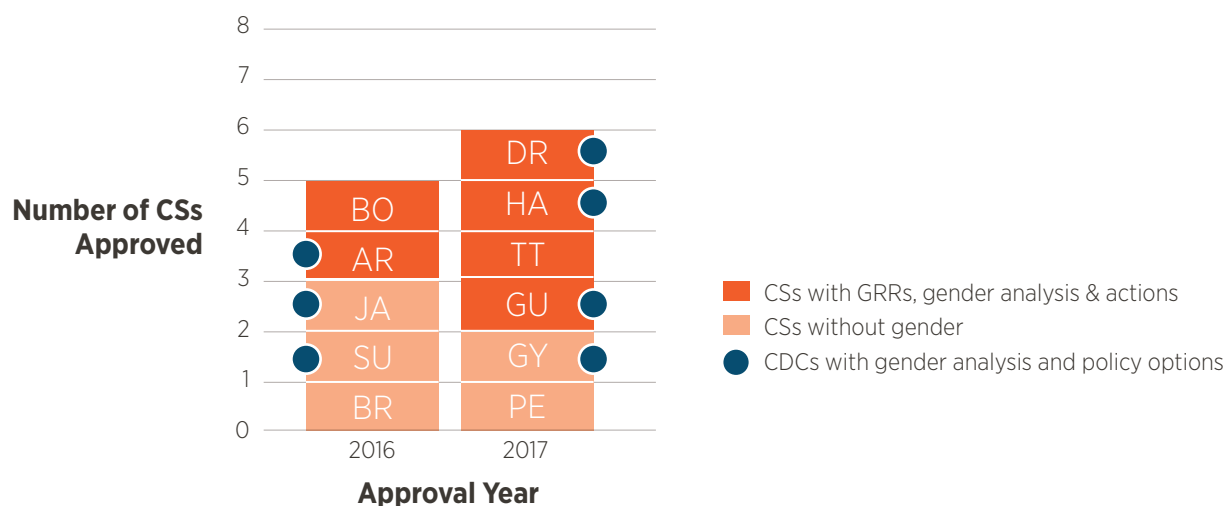
The IDB helps facilitate greater visibility of gender equality on the LAC region's policy agenda through its (1) country strategies, (2) policy dialogue and partnerships, and (3) communications.

### A. Country Strategies

#### Results:


-  - 4 of 6 (67%) of Country Strategies (CSs) approved in 2017 included a GRR, gender analysis and policy actions to address them. This is an increase compared to 40% in 2016.
-  - 67% of Country Development Challenges Documents (CDCs) incorporated gender analysis and policy options.



**FIGURE 5**
**CSs and CDCs that Integrate Gender Issues**

**B. Policy Dialogues and Partnerships**

- IDB led

**17** [high level meetings and regional policy dialogues](#)

that addressed gender equality (ICS, CTI, CMF, EDU, SPH, TSP, INT and GDI)\* 

Example

**Regional policy dialogue on gender equality**

The Third Regional Policy Dialogue Meeting of the IDB's Gender Equality Network explored women economic growth from multiple vantage points, including the labor market, small enterprise development and fiscal policy. The session dedicated to fiscal policy engaged finance ministries, women's ministries and fiscal experts on international experiences developing budgets with a gender perspective and the IDB's Fiscal Management Division study on the gender-differentiated impacts of taxes given women's and men's consumption patterns and income.



\*The IDB sector divisions: Innovation in Citizen Services, Competitiveness Technology and Innovation, Connectivity Markets and Finance, Education, Social Protection and Health, Transport, Integration and Trade, and Gender and Diversity.



- The IDB engaged in **8 Strategic Partnerships** that produced joint knowledge products or policy initiatives on gender equality. 

Examples of partners:

### Economic Opportunities and Productivity



### Institutional Capacity - Knowledge Generation



### Human Capital Development



## Partnerships for gender equality

### Examples

**The Gender Parity Task Force in Panama** is a public-private collaboration to boost female participation in the workforce, reduce gender wage gaps, and increase female representation in leadership positions. Panama is the third country in the region to launch such a task force in partnership with the IDB and WEF (following Chile and Argentina).





## Emerging women leaders program and PROLID network

- 56 public sector women in the Dominican Republic and Panama graduated from the IDBs Emerging Women Leaders Program<sup>6</sup>.

- The [PROLID Network](#)<sup>7</sup> created 2 communities of practice to support them.



Mujeres Líderes del Sector Público

### C. Communications

- The principal communications initiatives were framed within the campaign 



Committed to Gender Equality.

By the end of 2017, measurement of digital “share of voice” positioned the IDB as the leader of the global conversation on gender issues **with**

**39%**  
above our main competitors

WB with **38%**  
CEPAL with **19%**  
CAF with **3%**

 - Communications activities implemented in 2017

**10**  
Op-eds

**11**  
one-on-one  
interviews

**19**  
blog  
post

**6**  
videos

**4**  
Facebook  
lives

**1**  
digital  
promotion

- Results

 [@BID\\_Igualdad](#) experienced a

**70.5%**

increase in engagement  
and

**40.5%**

increase in followers

- Major external campaigns were executed on **International’s Women Day** and **International Day for the Elimination of Violence against Women**, including a FB live in partnership with the NGO PROMUNDO and El País, which reached **44,000 views**, becoming the most watched in the IDBG’s history.

<sup>6</sup> The Program aims to strengthen the managerial and leadership capacity of women in senior civil service positions.

<sup>7</sup> An online platform that provides mentoring, networking and skills-building for women leaders in the public sector.

# 3 Gender Safeguards

100% 

of operations

(loans and grants) categorized with high and medium environmental and social risk (category A and B) included a gender-risk analysis.

35 of the 41

category A and B operations approved in 2017

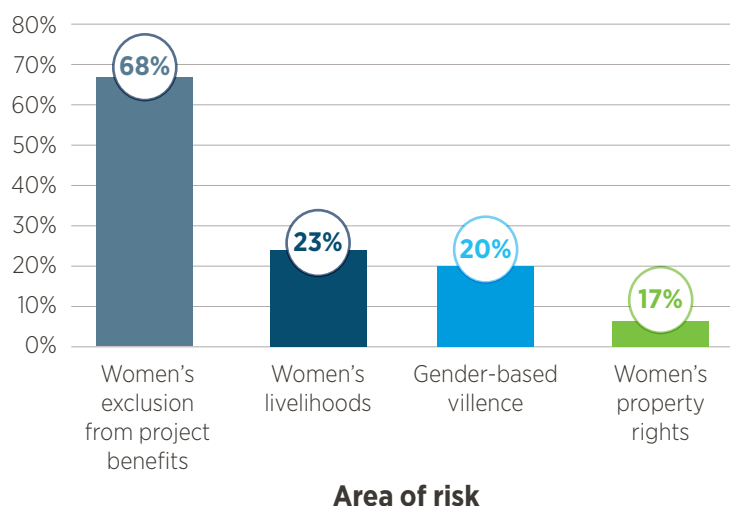
were identified to have gender-based risks; the gender-based risks identified were in four key areas (Figure 6).

100% 

of these projects included mitigation measures to address the risks in design.

FIGURE 6

Category A and B Projects that Identified Gender Based Risks (%)



## Note

Some projects had more than one risk.

## Gender safeguards in project design

## Examples

### Agricultural and Agroforestry Technological Innovation Program (HA-L1107).

To mitigate the risk of women's exclusion from project benefits, the project's environmental and social mitigation plan has a gender strategy that includes research projects to develop new agricultural technologies for women's crops and support for post-harvest technologies targeted at women.

### Program to Recover Locations Degraded by Solid Waste (PE-L1153).

To safeguard women's livelihoods, the project includes a Recyclers' Social Inclusion Plan that includes actions aimed at formalizing female recyclers' activities, promoting women to leadership in newly established recyclers' associations and training women for higher quality jobs.



## 4 Knowledge Agenda

The Bank pursues a robust knowledge agenda to generate new knowledge on regional gender issues and what works to address them.

The IDB completed many [new gender knowledge products](#) across multiple sectors:

## 30 new



analytical studies (compared to 15 in 2016) addressing one or more of the following areas:

- Women's Economic Empowerment
- Sexual and Reproductive Health
- Women's Human Capital Development
- Violence Against Women and Girls
- Institutional Capacity

## Analytical Studies

**Gender Gaps and Scientific Productivity in Middle-Income Countries:** Evidence from Mexico [The study](#), which is part of a five-working paper series on the costs of gender gaps in Science, Technology and Innovation in LAC, found that women produce higher quality research than men, often publishing in more prestigious scholarly journals with longer-term impacts in the field, but that they are rewarded less for their achievements.

**Mujeres y ciclismo urbano:** Promoviendo políticas inclusivas de movilidad en América Latina

A [case study](#) from Buenos Aires that identifies five key elements to design an urban cycling public policy targeted to women.

**Where the Girls Are Not:** Households, Teachers, and Gender Gaps in Early Math Achievement [suggests](#) that mother's education and home environments reduce gender gaps in math achievement among children in early elementary school.



🎯 • **2 impact evaluations** that offer new information on the positive effects of:

[Livestock transfers on women's food security and empowerment](#)

[Rapid responses to crisis hotline callers to reduce future incidence of intimate partner violence.](#)



• A [seven module toolkit](#) on how to design and operationalize Integrated Services for Women's Empowerment based on the Women's City model.



Gender and Diversity Division  
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