

WORLD BANK GROUP GENDER STRATEGY 2024-2030: ACCELERATE GENDER EQUALITY TO END POVERTY ON A LIVABLE PLANET



Gender equality is an urgent imperative. Crises, conflict, and global trends such as climate change, natural resource scarcity and technological transitions exacerbate inequalities. In many societies, reversals and backlash against gender equality as well as sluggish economic growth and government fiscal and debt burdens compound the challenge. Progress on gender equality Sustainable Development Goal 5 is worryingly off-track.

Gender equality for all people is a matter of fairness and justice. Gender equality is a principle of international law recognized in the Universal Declaration of Human Rights.

It is also essential for development. Growing evidence shows how removing gender barriers unlocks economic productivity, reduces poverty, deepens social cohesion, and enhances well-being and prosperity for current and future generations. Women’s participation and leadership improves the management of natural resources, strengthens resilience, and makes economies more competitive.

Yet, experience shows that achieving gender equality is uniquely challenging and complex. It calls for changes spanning country laws and policies, norms, public and private sector activities, and personal lives. Such changes are unachievable without a sustained and broad-based commitment. Results improve when approaches are comprehensive—with reforms and investments addressing multiple constraints simultaneously—and when they are supported by collective action.

The 2024–2030 Gender Strategy expresses the bold ambition to accelerate gender equality to end poverty on a livable planet. It proposes to engage differently, building on the lessons from the 2016–2023 Gender Strategy, and on feedback from a wide range of stakeholders. The new strategy prioritizes three strategic objectives: end gender-based violence and elevate human capital, expand and enable economic opportunities, and engage women as leaders. The strategic objectives will be measured by six outcomes (Figure 1) that reflect both the intrinsic value of gender equality and its contribution to poverty reduction and development.

FIGURE 1: STRATEGIC OBJECTIVES AND OUTCOMES OF THE 2024-2030 GENDER STRATEGY





The strategy acknowledges the centrality of investing in women and girls while recognizing the disadvantages facing **men and boys** and the vulnerabilities arising from the **intersection** of gender with poverty, ethnicity, disability, and other characteristics. It reaffirms the World Bank Group’s commitment to **nondiscrimination, inclusion, and equality of opportunity**, encompassing sexual and gender minorities. The strategy will be tailored to specific contexts, such as fragility, and to the needs of specific groups, such as adolescent girls. It will involve men and boys to address issues specific to them and issues that impede gender equality.

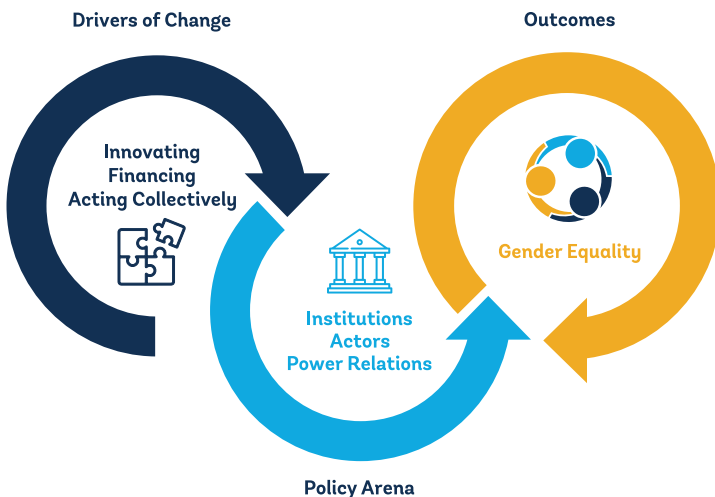
In its conceptual framework, the strategy identifies innovation, financing, and collective action as drivers of change toward gender equality (Figure 2). Innovation promotes reforms and programs based on data, evidence, technology, and behavioral insights among others, as well as learning from and refining local approaches. Financing involves securing and allocating public and private sector resources while distinguishing the different roles of public and private

finance for investments in people, prosperity, and a livable planet. Collective action enlists the concerted effort of a wide range of stakeholders and partners. The drivers of change can influence the policy arena (swaying formal and informal institutions and actors, while navigating their power relations) toward policies, programs, practices, and behaviors that advance gender equality.

The World Bank Group will implement the strategy in line with its country-led engagement model, which recognizes that countries face heterogeneous challenges and have differences in policies and legal frameworks. Country Partnership Frameworks will elevate gender equality outcomes in synergy with other development priorities, engage more actors in the gender space, and advance gender equality as One World Bank Group on across public and private sector.



FIGURE 2: CONCEPTUAL FRAMEWORK OF THE 2024-2030 GENDER STRATEGY



The World Bank Group will mobilize concerted action through data, knowledge, and advocacy with partners—including those in civil society—to facilitate reforms and implementation. It will assist clients to address structural limitations and advance gender equality outcomes through institutional and policy reforms and programs at scale. To expand and sustain such advances, the World Bank Group will help secure public resources and mobilize private sector capital. More broadly, the World Bank Group’s engagement across sectors will further contribute to gender equality.

The World Bank Group will translate its 2024-2030 Gender Strategy into targets and **measure progress toward gender equality outcomes. It will anchor accountability for gender equality outcomes in its Scorecard** and report on progress during implementation.

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