

# REGIONAL GENDER ACTION PLAN

FOR EASTERN AND SOUTHERN AFRICA (AFE)

(FY 24-28)



# ACRONYMS

**4Es:** Empowering women, enhancing access to reproductive health services, educating girls, and employing women

**AFE:** Africa Eastern and Southern

**CEP:** Country Engagement Product

**CMU:** Country Management Unit

**CPF:** Country Partnership Framework

**CSC:** World Bank Corporate Score Card

**DPF:** Development Policy Financing

**DPO:** Development Policy Operation

**DRC:** Democratic Republic of the Congo

**EAGER:** East Africa Girls' Empowerment and Resilience Project

**EFI:** Equitable Growth, Finance and Institutions

**FCS:** Fragile and Conflict-Affected Situations

**FCV:** Fragility, Conflict, and Violence

**FGM/C:** Female Genital Mutilation/Cutting

**FY:** Fiscal Year

**GBV:** Gender-based violence

**GDP:** Gross Domestic Product

**GIL:** Gender Innovation Lab

**GP:** Global Practice

**HD:** Human Development

**ICT:** Information and communication technologies

**IDA RMS:** International Development Association Results Measurement System

**INFRA:** Infrastructure

**IPF:** Investment Project Financing

**IPV:** Intimate Partner Violence

**ITU:** The International Telecommunication Union

**LIC:** Low-income country

**LMIC:** Lower-Middle-Income Country

**MPA:** Multiphase Programmatic Approach

**MSME:** Micro, Small, and Medium Enterprise

**P4R:** Program-for-Results Financing

**PG:** Practice Group

**PHC:** Primary Health Care

**RGAP:** Regional Gender Action Plan

**SD:** Sustainable Development

**SDG:** Sustainable Development Goal

**SEA/SH:** Sexual exploitation and abuse and sexual harassment

**SRH:** Sexual and Reproductive Health

**SSI:** Social Sustainability and Inclusion

**STEM:** Science, Technology, Engineering, and Math

**TVET:** Technical and Vocational Education and Training

**UMIC:** Upper-Middle-Income Country

**VAC:** Violence against children

**VAW:** Violence against women

**WASH:** Water Supply, Sanitation, and Hygiene

**WB:** World Bank

**WBL:** Women, Business, and the Law

**WDI:** World Development Indicators

# THE CHALLENGE: A WOMAN OR GIRL IN AFE...



Has a **59% chance** of not being enrolled in secondary school



Has over **20% chance** of starting childbearing as a teenager



Has a **42% chance** of finding it justifiable for a man to beat his wife



Earns **significantly less than a male** farmer, entrepreneur, or wage worker

# THE CHALLENGE: A WOMAN OR GIRL IN AFE...



Has a **42% chance** not to be participating in decisions about own health care, major household purchases, and visiting family



Has only a **34% chance** (vs 41% for men) to have made/received a digital payment in the last year



Has ~ **30% chance** of being married before the age of 18



Enjoys only **74% of the legal rights of men** across laws included in Women, Business and the Law

**Is worse-off across all dimensions if she lives in a rural area, is poor, disabled, or belongs to an ethnic minority.**

- Uganda: A girl in the poorest wealth quintile has a 30% chance of starting childbearing while still a teenager (vs 9% if she is in wealthiest quintile) and a 7% chance of attending secondary school (vs 42%).
- Madagascar: A girl in a rural area has a 1% chance of having completed lower secondary education (vs 40% if in an urban area) and a 42% chance of starting childbearing while still a teenager (vs 19% if in an urban area).
- Higher gender gaps among these groups of women also result in weaker development outcomes for their children.

# CRISES COMPOUND THE CHALLENGES WOMEN FACE

## Fragility, Conflict, and Violence

- 10 AFE countries on World Bank fragile and conflict-affected situations list
- FCV intensify existing gender inequalities and create new ones
  - Men and boys more exposed to direct impacts of conflict
  - Women more exposed by reduced access to basic services
  - Normalization of violence and weakening of institutions provide environment for GBV to thrive
- Nearly 11.8 million new cases of internal displacement due to conflict, violence, or disasters were recorded in AFE in 2021
  - Displaced women often fare worse than men in terms of access to employment, financial inclusion, and intimate partner violence

## Climate change & food security

- Women's resilience to climate and other shocks negatively impacted by their lower asset base and agricultural productivity and gender-specific barriers to certain adaptation strategies
- Women face higher morbidity and mortality in natural disasters and adverse reproductive outcomes linked to temperature shocks
- GBV can be exacerbated by droughts, floods, displacement

## Other crises: The experience of COVID

- **Emerging evidence from COVID**
- **Health:** Interrupted supply/demand for reproductive & maternal care
- **Education:** School drop-out and early childbearing
- **Economic participation and productivity:** unequal household care duties impeded women's economic outcomes
- **GBV:** Increased rates of domestic violence and reduced access to services

# THE OPPORTUNITY: INVESTMENT IN GENDER EQUALITY WILL CHANGE THE GAME



- **Accelerating the demographic transition** → 11 to 15 percent GDP growth in Africa by 2030 and 40 to 60 million fewer people in poverty
- For each **extra year of school**, a girl in Africa will earn on average 14% more
- **Enhancing economic opportunities:** closing Ethiopia's farm and entrepreneurship gaps could unlock \$2.2b in GDP
- **Combating GBV**, in addition to being a moral imperative, can erase an economic cost of up to 4% of GDP

# A NEW REGIONAL GENDER ACTION PLAN (RGAP) FOR STRONGER WB SUPPORT



## AREAS FOR IMPROVEMENT

- Only a fraction of needs met and many investments do not target the most at-risk women and girls
- Specific reforms supported in DPF could be more ambitious and better linked with Investment Project Financing (IPFs)
- Few interventions involve men/boys as critical contributors or barriers to gender equality
- Cross-country learning and dialogue is still limited, and we could use evidence more widely and systematically
- Main system of accountability (gender tag) is at project level, impeding country portfolio-wide approach and prioritization
- New RGAP needs greater visibility/ownership to structure a stronger WB engagement at regional and country levels



## ENCOURAGING TRENDS

- More projects investing in women and girls, including standalone women empowerment projects (e.g. EAGER MPA)
- Stronger results: 22.4 million women and girls accessed improved health, water, and sanitation services in the past decade
- Higher awareness of sub-national variations (“hotspots”)
- Increased collaboration between sectors
- More operations addressing social norms
- Ground-breaking knowledge being generated and used
- Development Policy Financing (DPF) increasingly gender tagged (25% FY17, 55% FY23)
- Increased integration of gender into Country Engagement Products

# THIS RGAP IS KEY FOR REGIONAL AND CORPORATE GOALS



## WB AFRICA STRATEGY:

RGAP will support efforts on all strategic priorities:

- Creating jobs and transforming economies
- Building up the digital economy
- Making institutions more efficient and accountable
- Investing in people
- Supporting climate change mitigation and adaptation
- Addressing the drivers of FCV



## AFR HUMAN CAPITAL PLAN:

Emphasis on reducing adolescent fertility and empowering women to move towards a demographic dividend



# THIS RGAP IS KEY FOR REGIONAL AND CORPORATE GOALS



## WBG GENDER STRATEGY 2024-30:

RGAP supports implementation across the 3 strategic priorities (GBV & human capital; economic opportunities; leadership) via alignment of themes/frontier issues and selection of PG targets. Specific details of implementation at country level to be laid out by CMUs in each CPF



## GENDER TAG:

Need to increase ambition for impact, with AFE performance improving from 56% (FY17) to 92% (FY23)



## IDA20:

Reproductive and adolescent health, productive economic inclusion, childcare, jobs, digital inclusion, land rights, GBV, gender-responsive fiscal policy and budgets



# ALIGNMENT WITH WBG GENDER STRATEGY 2024-2030

## 3 Strategic Objectives of WBG Gender Strategy



### End gender-based violence and elevate human capital

- RGAP: thematic priorities on GBV, education, and sexual and reproductive health



### Expand and enable economic opportunities

- RGAP: thematic priorities on closing earnings and asset gaps



### Engage women as leaders

- RGAP: “Frontier Issue” and integrated across Plan at project level (e.g., strengthening women’s leadership in community platforms) and in country engagement (e.g., Country Teams ensuring engagement of women-led institutions in portfolio design)

## Overlap with WBG Gender Strategy also reflected in results frameworks

- Common indicators shared between Gender Strategy and AFE RGAP regional indicators on:
  - Share of women in wage employment
  - Financial account ownership
  - Adolescent fertility rate
  - Legal reforms addressing GBV
- Divergence on education indicator reflects data availability and the specific priorities of the AFE region (AFE regional indicator focuses on lower secondary completion by sex)

RGAP’s frontier issues (norms, digital, policy reforms, engaging men, leadership) reflect the Gender Strategy's new priorities



# ALIGNMENT WITH **WBG GENDER STRATEGY 2024-2030**

WBG Gender Strategy outlines 3  
'directions for implementation'...



## Direction #1:

Knowledge, capacity, and  
partnerships



## Direction #2:

Deploy the drivers of change  
(Innovation, financing,  
collective action)



## Direction #3:

Strengthen accountability for  
gender equality outcomes

...the AFE RGAP supports these directions for  
implementation

- Strengthening knowledge and data in a way that builds capacity and is directed to serving policies and programs is integral to RGAP implementation model (see slide "From gender data to analysis, evidence, and programs")
- AFE benefits from the largest of the regional GILs whose operational model is built around testing, adapting, and scaling innovations for impact
- The RGAP includes a focus on integrating gender into core analytics, including those that can motivate greater financing of gender priorities
- The RGAP reflects the country-driven approach to accountability advocated by the Gender Strategy, including via the use of country strategies (CPFs) as core channel for vision/accountability on gender

# I. THEMATIC PRIORITIES

1



CLOSE EARNINGS GAPS

2



CLOSE ASSET GAPS

3



CLOSE EDUCATION GAPS

4



IMPROVE REPRODUCTIVE &  
SEXUAL HEALTH

5



ADDRESS IMPACTS AND  
LOWER RATES OF GBV

- Based on data and evidence on size and impact of gaps
- Consistent with WB comparative advantage and corporate priorities
- Refined and validated through consultations
- Leaving space for country-specific strategies
- Framed as outcomes under which multiple Bank teams contribute

# 1



## CLOSE EARNINGS GAPS

### THE CHALLENGE:

- Entrepreneurship: **profit gender gaps** of 31% in Malawi, 49% in DRC, sales gap of 79% in Ethiopia
- Agriculture: **yield gaps** (by farm manager) of 13% in Uganda, 25% in Malawi, 36% in Ethiopia (+ post-production gaps)
- Wage work: Gaps of 20% in Zambia, 44% in Ethiopia, 77% in DRC
- Focus on wage work will gain in importance as the region makes progress towards structural transformation
- 3 groups of constraints drive these gaps:
  - **Endowments:** land, labor, finance/assets, skills, networks
  - **Context:** laws, norms, risk of GBV
  - **Household:** intra-household allocation of resources/time
- Relative importance of each constraint varies by employment type



# 1



## CLOSE EARNINGS GAPS

### WB APPROACH:

- Ownership and control over assets and productive inputs: incentives for households to include women on land titles; financial products with little or no collateral requirements
- Skills and education: making TVET learning environments more women-friendly; non-cognitive skills training; ensure women's representation as service delivery agents
- Information: providing information on higher earnings in male-dominated sectors; role models for women in leadership and higher paying jobs; mobile phones for market information
- Domestic work burden: childcare provision; household access to energy; safe transport to connect women to jobs and markets



# 2



## CLOSE ASSET GAPS

### THE CHALLENGE:

- Gaps in land, financial accounts, credit, and equity
- Underpinned by gaps in endowments (financial literacy, collateral), context (norms, GBV), and household allocation of resources (women's revenues diverted to competing needs)
- Some illustrative statistics:
  - Women have half the chance of owning land alone as men (11% vs 22%)
  - Women's security of tenure lower and less documented (Malawi: 2% women, 5% men have title deeds)
  - 29% women have account at financial institution versus 37% of men though there is a smaller gender gap and increasing absolute access to mobile money (24% vs 28%)
  - Loan volumes of women SMSEs lower (40% the volume of men's average loan in DRC)
  - Start-ups with all female ownership less likely to attract investor funding



# 2



## CLOSE ASSET GAPS

### WB APPROACH:

Interventions supporting women's secure land access, control, use

- Nudges to encourage registration of land in name of female partners/spouses (economic incentives; information; compulsory joint registration of spouses)
- Formalization of customary land
- Sensitization to increase awareness of women's legal rights

Interventions supporting women's access to finance

- Financial products with little or no collateral and of higher volumes ('missing middle') for growth-oriented women
- Expansion of mobile money and other digital financial services
- Address perceived risk of lending to women businesses
- Training on hard/soft skills (financial literacy, confidence) linked to accessing equity investment/credit
- Offering collateral alternatives for credit
- Engaging stakeholders to shift social norms around empowered women
- Build resilience to shocks (e.g. climate, conflict shocks)





# 3



## CLOSE EDUCATION GAPS

### THE CHALLENGE:

**AFE Gender Parity Index for primary, secondary enrollment close to parity but hides variation between/within countries:**

- **Primary:** Fragile countries have primary enrollment gaps that disadvantage girls (South Sudan at 71%)
- **Secondary:** Fragile countries have wider gaps disadvantaging girls while LMICs/UMICs show disadvantage for boys (Lesotho at 135%, Burundi 121%, STP 116%, Rwanda 113%, Botswana 111%)
- Gender gaps wider in rural than urban areas regardless of whether they disadvantage girls or boys: e.g., Angola (89% for rural, 62% for urban), Lesotho (113%, 165%)

**Male disadvantage at secondary level as common as female disadvantage but girls and boys face different barriers**



# 3



## CLOSE EDUCATION GAPS

### **WB APPROACH:**

#### **Short-term interventions:**

- Construct schools to minimize distance to school, reduce GBV in and on the way to school
- Improve safe transport connectivity to schools
- Reduce cost of education through cash transfers, scholarships for girls
- Support social change strategies to foster positive attitudes toward girls' education and safe school initiatives
- Increase access to childcare so girls can remain in school rather than care for siblings/own children

#### **Medium-term systemic changes:**

- Expand access to secondary education in underserved areas by reducing barriers and/or providing incentives
- Attract, train and develop female teachers, especially in STEM through incentives and leadership opportunities

**Conduct analytical work and operational learning around boys' disadvantage**



# 4



## IMPROVE REPRODUCTIVE & SEXUAL HEALTH



### THE CHALLENGE:

**Early pregnancy and poor health limit women's and girls' opportunities:**

- Child marriage and adolescent fertility is high: 32% of girls report being married by age 18; 97 births per 1,000 women ages 15-19 (compared to 43 globally)
- All AFE country income groups underperforming on MMR: AFE LIC vs Global LIC (460 v 453); LMIC (369 v 253); UMIC (130 v 41)
- More than 20 million people living with HIV (women/girls represent 60% of infections)

**REDUCING FERTILITY RATES AND IMPROVING HEALTH OUTCOMES IS CRITICAL TO THE DEMOGRAPHIC DIVIDEND AND INCLUSIVE GROWTH:**

- High fertility puts efforts to improve human capital and accelerate growth at risk
- Large numbers of children associated with lower household/public investment in human capital

# 4



## IMPROVE REPRODUCTIVE & SEXUAL HEALTH

### WB APPROACH:

#### Multisector interventions to spark the demographic transition:

- 4Es approach shows importance of multisector effort including health, nutrition, education, agency and economic empowerment
- Potential for transformational impacts on next generation.

#### Interventions to increase supply/demand for SRH services:

- Integrating SRH interventions into health benefit packages, PHC reforms (P4R operations in Mozambique, Ethiopia, IPF operations in Uganda, DRC)
- Support supply chain reforms and inputs to ensure women and girls can access critical health products
- Improving transport connectivity to services also critical
- Without a focus on SRH the potential benefits of other longer-term investments in skills development, jobs and savings will be reduced



5



## ADDRESS IMPACTS AND LOWER RATES OF GBV

### THE CHALLENGE:

- GBV pervasive: 42% of women have experienced physical, sexual or emotional IPV
- Acceptance of violence high: 62% of women in Burundi and 45% in Zambia justify wife-beating
- Other harmful practices persist: 99% of women in Somalia and 89% in Sudan experienced FGM/C; 40% of women in Ethiopia are married before 18
- GBV worsens in context of conflict and other crises (10 AFE countries on FCS list)
- WB-financed operations can contribute to risks
- Socio-economic impacts severe: Physical and psychological harm to individuals and communities; economic costs also high (estimated cost of 2-4% of GDP)

5



## ADDRESS IMPACTS AND LOWER RATES OF GBV

### **WB APPROACH:**

#### **Addressing GBV as a development challenge:**

- Strengthening multi-sectoral response services
- Prevention via evidence-based interventions including integration into sector work (e.g., safer schools initiatives, WASH programming to reduce distance to water points)
- Strengthening institutional capacity, policy/legal framework
- Standalone or project components

#### **GBV (SEA/SH) Risk Management:**

- Enhanced risk assessment and management at project level (see Good Practice Notes for Civil Works/HD operations)
- Portfolio-level approaches (SEA/SH risk portfolio reviews in Malawi, Somalia, South Sudan, Tanzania, Zambia)

#### **Knowledge, Learning and Innovation:**

- WB/SVRI Development Marketplace for Prevention GBV
- Gender Innovation Lab impact evaluations/qualitative research
- Exploration of cutting-edge themes: intersection of VAW and VAC, parenting programming, climate change and GBV
- Leverage SSI Gender Platforms for knowledge sharing and partnership building (e.g., with service providers, GBV experts).

# II. FRONTIER ISSUES

**A**



**COUNTERPRODUCTIVE  
SOCIAL NORMS**

**D**



**DIGITAL GENDER GAPS**

**B**



**ENGAGING MEN AND BOYS**

**E**



**WOMEN'S LEADERSHIP**

**C**



**INEQUITABLE LAWS AND  
REGULATIONS**



# HOW WERE FRONTIER ISSUES IDENTIFIED?

## SAME FILTERS AS FOR THEMATIC PRIORITIES:

- Based on data and evidence on size and impact of gaps
- Consistent with WB comparative advantage and corporate priorities
- Validated through consultations
- Leaving space for country-specific strategies

## BUT FRONTIER ISSUES DIFFER FROM THEMATIC PRIORITIES:

- We know they are important in terms of impact on gender gaps
- But we have less systematic evidence on how to address them in operations
- Individual examples of success rather than classes of intervention
- Rather than being outcomes, the frontier issues are instruments that can deliver success on the outcomes associated with each thematic priority. They can do this partly by amplifying women's voice in society.





A



## COUNTERPRODUCTIVE SOCIAL NORMS

### RESTRICTIVE SOCIAL NORMS

- Acceptance of violence, child marriage and FGM/C.
- Exclusion from household decision making.
- Beliefs that domestic work is women's work.
- Discriminatory customs, laws and practice on inheritance, family or property.

### MULTIPLE IMPACTS ON WOMEN'S WELLBEING AND OPPORTUNITIES

- Adverse effects on health, education, and overall development of adolescents and youth
- Influence on women's access to assets, participation and roles in the labor force
- Gaps in use of and returns to capital, technology/know how, and labor



# A



## COUNTERPRODUCTIVE SOCIAL NORMS

### WB APPROACH:

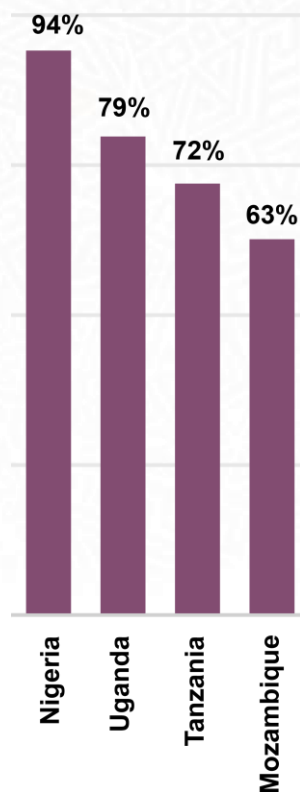
- ✔ **DRC GBV Prevention and Response Project** integrates prevention and gender-transformative interventions to address norms that undermine women's empowerment and perpetuate violence.
- ✔ **Angola Girls Empowerment and Learning for All project** includes activities to strengthen the information for girls, boys, parents, community leaders to boost uptake of SRH services.
- ✔ **Sustainable Energy and Broadband Access in Rural Mozambique Project** includes interventions to train male gender champions and ensure women's participation in decision-making committees on energy/broadband solutions.
- ✔ **Harnessing the Demographic Dividend Project in Mozambique** addresses social norms and information constraints to empower adolescent girls through school and community engagement.

# B



## ENGAGING MEN AND BOYS

Proportion of men who report feeling stressed or depressed because of not having enough work or income.



Source: IMAGES 2022

### THE CHALLENGE:

#### Restrictive and inequitable views of men and women persist

- Household power is unequal and contested
- Household division of labor is inequitable
- Men exert power/control over women through violence
- Younger men not necessarily more gender equitable than older men
- But: Norms can change

#### Gendered social norms also negatively impact men and boys

- Men's health and well-being negatively impacted by inequitable gender norms
- Rigid notions of men as 'providers' and 'protectors' significant source of stress

**B**

## ENGAGING MEN AND BOYS



### **WB APPROACH:**

**Engaging men and boys as partners and promoters for more equitable families and societies; explicit intention to change norms, shift opportunities, and build resources and agency for women and girls**

- Engaging Men through Accountable Practice (EMAP) Program embedded in DRC GBV Prevention and Response Project

**Engaging men and boys as beneficiaries who gain from more equitable norms and relationships**

- GIL-evaluated Bandedereho couples' intervention in Rwanda

**Evidence indicates effectiveness of gender norm transformative approaches, as well as gender synchronized programming targeting both men and women in single or mixed groups**

# C



## INEQUITABLE LAWS AND REGULATIONS

Women, Business and the Law (2023) shows that despite progress women across AFE have only achieved 74% gender equality in legal protections critical to entrepreneurship and employment.

### **AFE countries have made significant progress**

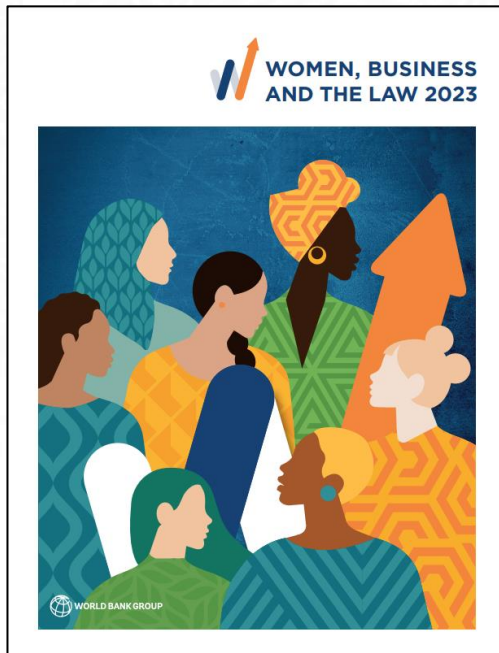
- Wide variation but in general legal protections AFE higher than in AFW countries
- Notable areas of progress: protection from GBV, access to bank accounts and credit, labor participation of women
- But reform agenda remains vast and implementation and enforcement are often lacking

### **WB increasingly addressing gender with DPOs**

- Madagascar DPF: Prior Action supporting first comprehensive legislation against domestic violence, with criminal penalties
- Sao Tome and Principe DPO: PA supporting regulations to address SEA/SH in schools and sexual/reproductive health curriculum.

### **Moving to a proactive, strategic approach**

- Identify reform opportunities upstream (CEPs, core diagnostics)
- Improved data, analytics to strengthen policy dialogue
- Stronger partnerships (champions and development partners)
- Complementary investments accompanying DPOs
- Use COVID recovery to advance these reforms



**D**

# DIGITAL GENDER GAPS

## THE CHALLENGE:

### Gaps in access to digital tools and skills to use them

- **Data limited but suggest gaps in use and nature of use**
  - 34% women (41% men) report having made/received digital payment in past year
  - Kenya: 10% women (22% men) used mobile to get info on products/services
- **Data on skills gaps even more limited**
  - Basic skills: only Zimbabwe has sex-disaggregated data on all 8 digital skills monitored by ITU
  - Higher level skills: women make up only ~ 30% of tertiary ICT graduates in AFE countries with data.
- **Multiple factors hinder women's access to/use of digital tools: affordability, literacy, digital literacy, ID requirements, risk of online abuse, and lack of content/applications/services targeting women.**
  - Kenya: 40% women/men report affordability as top barrier to mobile use
  - Ethiopia/Mozambique: 20pp/14 pp gender gap in ID
  - Uganda: 45% of women (8% men) experienced online harassment, bullying or stalking

# D

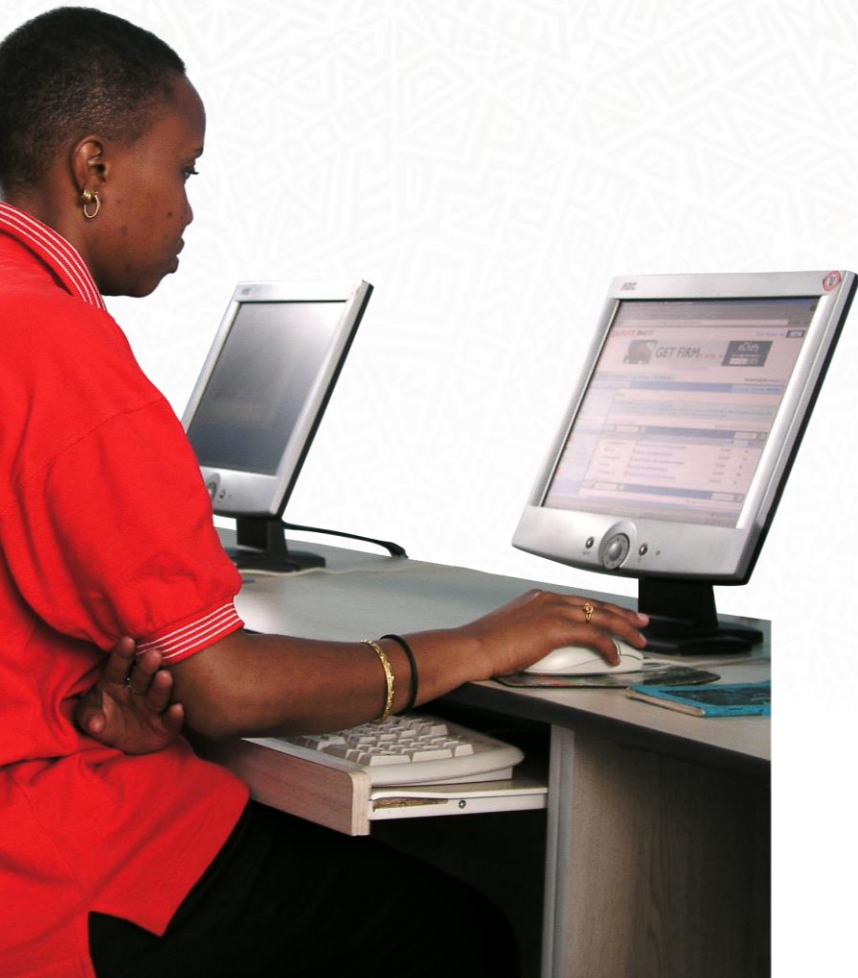


## DIGITAL GENDER GAPS

### THE CHALLENGE:

#### The gender digital divide matters

- Digital skills and tools increasingly essential to access services (health, education, financial). Especially critical in context of poor transport infrastructure, high GBV rates, and childcare burden.
- Access to digital platforms critical to economic agency: counters women's weaker access to information/networks
- Women's low digital skills cuts them off from emerging employment opportunities in tech sector
- Risks of abuse and violence for women and girls on digital platforms



# D



## DIGITAL GENDER GAPS

### WB APPROACH:



**Infrastructure** to support affordable internet access: innovative pricing models and subsidies for women's access to devices; coverage in remote areas; public access centers that are safe and accessible to women



**ICT policies** that integrate a gender lens with sex disaggregated targets, use of gender champions, and opening of procurement opportunities to women owned firms



**Improving accessibility** of products and services (including government services) through digital ID



**Building basic and advanced digital skills** tailored to women's needs and interests



**Supporting digitally enabled firms** with funding, networks/market access, and skills tailored to women



**Increasing access to digital finance** and putting in place Africa-wide payment infrastructure



**Building evidence** on country level gaps and on what works to close these, including by piloting approaches to digital skills building



E



## WOMEN'S LEADERSHIP

### THE CHALLENGE:

#### Gender gaps in leadership

Women in AFE exercise leadership roles at lower levels than men across all domains of society

- Only 26% of Parliamentarians across Africa are female
- 15% of firms in Mozambique have a female top manager
- Across 23 countries in Africa, 2/5 of women report that their husband solely makes decisions about major household purchases



E



## WOMEN'S LEADERSHIP

### WB APPROACH:

- Strengthen women's roles in community platforms and service delivery governance structures
- Expand women's business leadership in the private sector
- Boost the decision-making power of women within their households
- Leverage the contributions of women leaders for stronger climate action
- Engage women-led organizations in WB country strategies
- Test approaches to address norms and bias barriers to women's leadership
- Expand the data and evidence on solutions to advance women's leadership

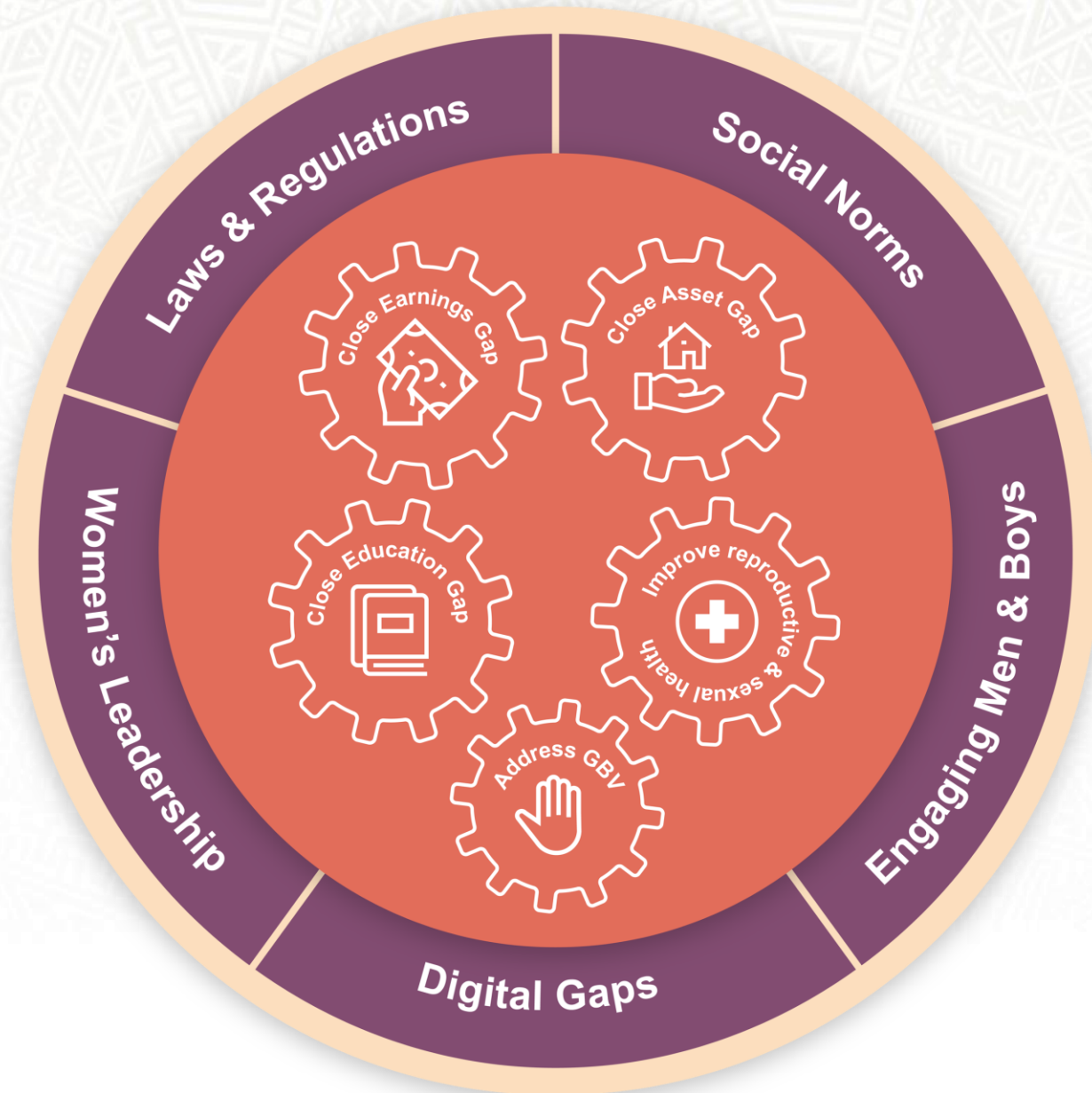


● = Thematic Priorities

● = Frontier Priorities

## POSITIVE SPILLOVERS: PROGRESS IN EACH THEME SUPPORTS PROGRESS IN OTHERS

- Staying in school delays childbearing; enabling women to delay childbearing helps them stay in school
- Child marriage is a form of GBV and underpins high early childbearing and high fertility
- Education level is positively correlated with earnings; while higher earnings increase the returns to investing in education
- Earnings empower women to enjoy more equal and less abusive relationships; GBV can discourage women's labor force participation
- Delaying childbearing improves earnings trajectories; higher earnings increase opportunity cost of women's time
- GBV in schools may prevent access/learning



# AFE RGAP REGIONAL INDICATORS

In addition to internal targets at country and practice group level, overall progress in the region will be monitored via 5 indicators covering each thematic priority

Thematic Priority	Indicator	Availability	Baseline (Latest Available Data)	
			Female:	Male:
Close Earnings Gaps	Wage employment rate (by sex)*	WDI	19.9%	31.6%
Close Asset Gaps	Adults with a financial account (by sex)*	WBG CSC, IDA RMS, SDG	44.7%	52.4%
Close Education Gaps	Lower secondary completion, by sex	WBG CSC, SDG	43.5%	45.6%
Improve Sexual and Reproductive Health	Adolescent fertility rate*	IDA RMS, SDG	96.2 births per 1,000 women ages 15-19	
Address Impacts and Lower Rates of GBV	Countries enacting legal changes to respond to GBV against women and girls in the home and in the workplace*	WBL	16 / 26 countries	

\*WBG 2024-2030 Gender Strategy Indicator



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