



IDA20 SPECIAL THEME: GENDER AND DEVELOPMENT

June 11, 2021

ACRONYMS AND ABBREVIATIONS

Fiscal Year (FY) = July 1 to June 30

All dollar amounts are US dollars

CPF	Country Partnership Framework	ICT	Information and Communications Technology
CSO	Civil Society Organization		
D4P	Data for Policy	IDA	International Development Association
DRC	Democratic Republic of Congo	IFC	International Finance Corporation
EAP	East Asia and Pacific	JET	Jobs and Economic Transformation
ECA	Europe and Central Asia		
FCS	Fragile and Conflict-Affected Situations	PDO	Project Development Objective
FCV	Fragility, Conflict and Violence	PforR	Program-for-Results
GBV	Gender-based Violence	RGAP	Regional Gender Action Plans
GDP	Gross Domestic Product	SAR	South Asia Region
GFF	Global Financing Facility	SCD	Systematic Country Diagnostic
GP	Global Practice	SDG	Sustainable Development Goal
HCI	Human Capital Index	STEM	Science, Technology, Engineering and Math
HCP	Human Capital Project		
HNP	Health, Nutrition and Population	SME	Small and Medium Enterprises
IBRD	International Bank for Reconstruction and Development	WBG	World Bank Group

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EXECUTIVE SUMMARY

i. **While IDA countries have made progress to close gender gaps over the past few decades, significant pre-COVID gaps remained between women and men, and such gaps have been exacerbated by the pandemic and related economic slowdown.** In some IDA countries, women and girls have faced disruptions in reproductive and adolescent health services. School closures may put adolescent girls at increased risk of early marriage and childbearing. Women have lost their jobs at a faster rate than men, as they are more likely to be employed in sectors hardest hit by long lockdowns such as retail, tourism, restaurants and hotels. They predominate in informal employment, which lacks access to social protection and other safety nets. In addition to the economic impacts of the pandemic, women also face increased responsibilities for care of children due to school closures and of ill or elder family members. Reports of gender-based violence have skyrocketed around the world.

ii. **Responding to the crisis presents an opportunity to make important reforms to close gender gaps with the potential for positive effects that outlast the pandemic.** Many countries have expanded coverage of cash transfer programs, taken efforts to accelerate digitalization, initiated responses to gender-based violence, and provided support for women-owned firms through policy and regulatory reforms as well as other initiatives. Guided by the WBG Gender Strategy, teams are realigning operations and research with the new challenges and modifying data collection methodologies through phone surveys to capture sex-disaggregated impacts. IDA20 will prioritize developing and scaling solutions in these areas, with potential for short-term impact and longer-term outcomes.

iii. **Looking forward, the Bank can help client countries implement policies and programs to build a green, resilient, and inclusive recovery in a way that closes gender gaps.** Adaptive social protection can help women smallholders and subsistence producers to transition to climate friendly approaches in agriculture, fisheries, and other sectors. A green, resilient and inclusive recovery requires understanding of how investments can create job and entrepreneurship opportunities for both women and men in sectors transitioning to a low-carbon footprint, including renewables, that overcome sex segregation and low productivity employment for women. Delivery systems for government services can become more inclusive and effective through digitalization. And, finally, tax and expenditure systems that enable countries to meet the SDGs can be strengthened to support gender equality objectives.

iv. **IDA20 Policy Commitments will build on achievements made during previous IDA cycles, incorporate lessons from IDA19 implementation and strengthen resilience and recovery by scaling solutions to close key gaps, especially those exacerbated by COVID-19.** IDA20 consolidates the IDA19 commitments on more and better jobs for women, while leveraging access to and use of digital technology for job creation, including in the context of fragility and violence. Two new Policy Commitments are proposed to help women transition back to paid employment: the first emphasizes the importance of productive economic inclusion in sectors like social protection, urban development and agriculture, while the second seeks to improve the quality and affordability of childcare. IDA19 helped countries make good progress on GBV prevention and response in health and education systems. IDA20 will focus on strengthening countries' national frameworks on GBV. Ensuring adequate resources for gender equality will be

important for these interventions, and IDA20 proposes a new Policy Commitment to help build more inclusive and gender responsive fiscal policy and budget systems. Finally, IDA20 will continue strengthening linkages across special themes, to ensure that women and men benefit from IDA interventions that build and protect human capital, promote jobs and economic transformation and interventions in fragile and conflict situations.

v. **Management would welcome feedback from IDA Deputies and Borrower Representatives on the proposed Policy Commitments for the IDA20 Gender and Development Special Theme set out in this paper.**

Table ES. 1. Proposed Objectives and Policy Commitments under IDA20

Objectives	Policy Commitments
Removing Constraints for More and Better Jobs	
<p><i>Scaling productive economic inclusion</i></p> <p><i>Expanding childcare</i></p> <p><i>Supporting medium and high skilled employment opportunities for women</i></p>	<p>1. Incorporate specific productive economic inclusion components (e.g., producer cooperatives/associations, digital finance/savings and service delivery, entrepreneurship support, social care services, regulatory frameworks, and/or links to market support) for women in at least 30 IDA social protection/jobs, agriculture, urban, and/or community development projects.</p> <p>2. Support at least 15 IDA countries to expand access to quality, affordable childcare, especially for low-income parents.</p> <p>3. At least 35 percent of IDA20 infrastructure operations (transport, energy, and water) will include actions to create employment opportunities for women in medium and high skilled jobs in these sectors.</p>
Removing Barriers to Women’s Ownership of and Control over Assets	
<p><i>Closing gaps in digital technology</i></p> <p><i>Strengthening women’s land rights</i></p>	<p>4. At least 30 IDA20 operations in digital development, financial inclusion, and agriculture will increase women’s access to and usage of digital technology to close gender gaps in access and usage.</p> <p>5. At least 70 percent of IDA20 operations with land activities in (i) land administration, (ii) post-disaster reconstruction and resilient recovery, and (iii) urban development will include specific actions to strengthen women’s land rights.</p>
Enhancing Women’s Voice and Agency	
<p><i>Increasing support to prevention of and response to GBV</i></p>	<p>6. Support at least 10 IDA countries to strengthen national policy frameworks for prevention of and response to GBV, and in at least 15 IDA countries, of which 5 are FCS, support GBV related services in health systems, and implement GBV prevention and response protocols as part of safe and inclusive educational institutions.</p>

Table ES.1 *continued*

Governance and Fiscal Reforms	
<i>Implementing fiscal policy and budget systems to close gender gaps</i>	7. Support at least 10 IDA countries to make their fiscal policy and budget systems more inclusive and gender responsive by, for example, budget reforms, removing discriminatory provisions from tax legislation and/or monitoring the effectiveness of public spending for gender equality policies.
Interlinked Policy Commitments covered under other Special Themes	
Human Capital: Improving Human Endowments	
<i>Investing in nutrition, early years and women's empowerment</i>	To empower women and support children's formative years, restore and expand access to quality maternal and reproductive health, early years and nutrition services, in at least 30 IDA countries, of which 15 countries with the lowest HCI.
<i>Supporting core social service delivery systems</i>	To address gaps exacerbated by the COVID-19 crisis in at least 40 IDA countries, of which 10 are FCS, support access to core, quality, inclusive social services focused on: (i) social protection for urban informal workers, or (ii) students' return to school and accelerated recovery of learning losses, or (iii) children's immunizations.
Jobs and Economic Transformation: Data for Policy Making	
<i>Leveraging One WBG to increase private investments</i>	In the context of IDA Private Sector Window (PSW) operations involving IFC, IFC will aim to increase the share of its commitments in FCS-IDA17 & LIC-IDA17 countries, reaching 12-17 percent commitments on average during the IDA20 cycle, with an intent to reach an annual commitment of 14-17 percent in the last fiscal year of IDA20. Consistent with this aim, targeted platforms and programmatic approaches for IDA PSW- eligible countries will be supported to develop and encourage scalable initiatives across sectors in these countries, including those targeted to support small and medium-sized enterprises (SMEs), for trade finance purposes, in support of gender, and for climate friendly investments focused on mitigation and adaptation.
<i>Creating better jobs and sustainable, inclusive economic transformation in high potential sectors</i>	Support interventions to address market failures and remove constraints in sectors with high potential for the private sector to drive sustainable and inclusive economic transformation and create better jobs, or where women and youth disproportionately work, in 20 IDA countries, of which 5 are FCS, including through upstream activities to develop private sector engagements, grounded in data-driven diagnostics such as Country Private Sector Diagnostics (CPSD) and selected in agreement with country authorities.
<i>Boosting institutional capacity to improve data for policy decision-making</i>	Support 34 IDA countries including those with ongoing statistical operations (i) to strengthen institutions and build capacity to reduce gaps in the availability of core data for evidence-based policy making, including disaggregation by sex and disability where appropriate; and (ii) to increase resilience of statistical systems, including through investments in digital technology and high-frequency monitoring capabilities.

I. INTRODUCTION

1. **The launch of the WBG Gender Strategy (FY16 – FY23) helped set the stage for IDA’s improved effectiveness in targeting the closure of critical gaps between women and men, and in measuring results.** Closing gender gaps can help set countries on a sustainable path towards more diversified economies, higher levels of productivity and better prospects for the next generation. At the same time, the private sector increasingly recognizes that closing gender gaps in employment, leadership, and entrepreneurship can lead to improved competitive advantage and higher profits through better talent acquisition, higher productivity, more innovation, and a wider customer pool or supply base. Evidence shows that public policies and business practices can close gender gaps and create a better environment for tackling adverse norms and expectations about female and male roles and ending discrimination against women and girls, especially the poorest or those facing multiple disadvantages. However, closing gaps between males and females, especially economic participation as well as voice and agency, in IDA countries has been challenging on many fronts.

2. **Even prior to the pandemic, significant gaps between men and women were evident in IDA countries.** While maternal mortality decreased globally to 211 deaths per 100,000 live births by 2017 from 342 in 2000, the progress was slower in Sub-Saharan Africa. In IDA countries, four out of 10 adolescent girls were already out of school before the pandemic struck. Moreover, gender inequality has been stubbornly persistent across multiple dimensions of work. Pre-pandemic data from 2018 show that in low and lower-middle income countries, a higher proportion of women than men were in informal employment. In addition, compared to men, women in informal employment were more often found to be in the most vulnerable types of jobs—such as domestic and home-based work. Similarly, women’s ownership of and secure access to physical/financial assets lagged that of men’s in IDA countries. The gender gap in developing economies at nine percentage points widened between 2014-2017, and fifty-six percent of all unbanked adults were women. Before the pandemic, only 29 percent of firms in IDA countries had female participation in ownership and the share of firms with women as top managers was only 16.9 percent.

3. **The crisis is exacerbating gender gaps and reversing decades of progress. At the same time, recovery efforts present an opportunity to not only protect gains but also make critical reforms with impacts that will endure beyond the pandemic.** The pandemic has exposed serious weaknesses in IDA countries, with major gaps in safety net coverage for informal workers (especially women in urban areas), productive economic inclusion programs, affordable and quality childcare, access to finance, insurance, digital technology, skills, and comprehensive GBV prevention and response services. IDA20 will prioritize scaling up of development solutions in these areas, in ways that evidence suggests will generate the greatest potential for short-term impact but also contribute to longer term development outcomes.

Covid-19 Impacts on Gender Gaps

4. **Data indicate that gender gaps are widening following the COVID-19 pandemic and its economic effects.** While the incidence of COVID-19 hospitalizations and fatalities has been higher for men than for women, gains in women’s and girls’ accumulation of human capital,

economic empowerment, and voice and agency painstakingly built over past decades are now at risk of reversing.

5. **Policy Commitments in IDA19 Gender Special Theme took on added urgency with the pandemic and its consequences.** Surveys of health facilities show that family planning consultations and deliveries declined, either due to disruptions in services or fear of contracting the virus. This has had serious consequences, including for pregnant women, and underscores the importance of IDA’s work to empower women and increase access to quality reproductive, adolescent, and primary health care in the most human capital-starved settings (Policy Commitment 1). Lockdowns in IDA countries across the world shine a spotlight on the digital gender divide, and especially how it exacerbates lack of women’s economic opportunity, and the need to redress the issue by boosting digital skills, access to mobile technology and online work (Policy Commitment 2 and Policy Commitment 4). Data from IDA countries and beyond make clear the alarming spike in GBV, stressing the need for more comprehensive approaches to prevent and respond to GBV (Policy Commitment 6).

6. **Gaps in human endowments are widening.** Even prior to COVID, fertility rates were high in several IDA countries, putting women at higher mortality risk, reducing their economic opportunities, and holding back the demographic transition. Alarmingly, during the pandemic, progress towards lower maternal mortality rates has stalled and may have even reversed. A meta-analysis of 40 studies from different countries conducted over the last year concludes that an increase in maternal deaths, stillbirths (by 28 percent), ruptured ectopic pregnancies (nearly six times as many women needed surgery), and maternal depression has been registered at the global level, with especially relevant dimensions in lower-income settings.

7. **While data is still scant on the effects of COVID on enrollment and completion, previous public health crises suggest that there can be important differences between boys and girls in permanent drop-out rates across regions and educational levels.** Pre-COVID, gaps in various dimensions of education had closed, although girls still lagged behind boys in educational enrolment and attainment, especially in secondary education, in parts of countries or regions (such as in the Sahel) while in some MENA countries boys lagged behind girls in learning outcomes. Being born into a minority ethnic group and/or having a disability compounds these gaps. Due to lack of data, it remains unclear whether it is girls or boys in IDA countries who are at higher risk of not returning as schools reopen, but one multi-country study (including 46 countries across regions) on the impacts of COVID-19 on children found that 63 percent of girls compared to 43 percent of boys reported an increase in household chores, with one in five girls reporting having too many chores to be able to learn, double the proportion of boys (10 percent).¹

8. **Significantly more women than men lost their jobs during the early stages of the pandemic and, most troubling, women have been slower to return to paid employment than men—exacerbating an already stubborn gender gap.** Early data collection efforts show that gender differences in work stoppage were larger than differences by age, education or locality (urban/rural) in most regions, which is partially explained by women’s disproportionate employment in service sectors hit hardest by the crisis (i.e., hospitality industry and retail).² Given

¹ Loperfido, 2020

² Kugler et al., forthcoming

the pre-existing structural constraints to women’s labor force participation (such as lack of childcare, safe transportation, access to technology and enabling social norms), these recent trends add urgency to the IDA19 policy commitments on creating more and better jobs and better access to economic opportunities for women in the short-term and building the foundation for women’s access to higher productivity employment, especially in green jobs, in the longer-term.

9. **Similarly, women-owned and -led MSMEs are also more severely affected than men-owned ones.** Research finds that this gender gap is largely driven by impacts on women-led microbusinesses, women-led businesses in the hospitality industry, and women-led businesses in countries more severely affected by COVID-19. This includes gender gaps in temporary business closures, declines in sales revenue, and cash availability.³ Data from surveys conducted in late October 2020 also show that 18 percent of female and 10 percent of male business leaders spent six or more hours on domestic tasks, and 23 percent of female business leaders with a partner spent more than six hours per day on domestic tasks, compared to only 12 percent of male business leaders, severely impacting the time they devote to their businesses.^{4,5}

10. **In most countries COVID19 also translated into disproportionate increases in both unpaid domestic and unpaid care work due to school closures and care of ill or elder family members.** The disruption of services with school and childcare closures led to an increase in the responsibility for care-related tasks – impacting women and girls more than men and boys. Rapid Assessment Survey data from a sample of Asian countries⁶ shows that in most countries women were more likely than men to experience increases in both unpaid domestic and unpaid care work since the spread of COVID-19 and were also more likely than men to report being in charge of unpaid childcare, unpaid adult care and unpaid domestic work. A Facebook survey conducted in July 2020, which reached a sample of approximately half a million people globally, found that in many regions, women were more likely than men to report an increase in time spent on unpaid care and other domestic work as a result of COVID-19.⁷ The crisis has laid bare the need for a robust care infrastructure, and that affordable and quality care is a binding constraint to realizing the economic benefits of expanding employment opportunities for women.

11. **Spikes in gender-based violence (GBV) following the outbreak of COVID-19 highlights the urgent need for strengthened prevention and response systems.** Data suggest sharp increases in GBV in countries of all income levels. Specific groups of women may be particularly exposed to the risk of violence. For instance, workers in healthcare professions at the forefront of the pandemic response, 70 percent of whom are women, face multiple risks to their health, wellbeing, and safety.⁸ Migrant domestic workers (predominantly women) were also vulnerable during the confinement measures.⁹ And a survey administered directly to women refugees and IDPs - as well as additional key informant interviews with GBV experts in 15 humanitarian response settings revealed increases in violence against women and girls. Strong

³ Torres et al, 2021

⁴ Facebook, OECD, World Bank, 2020

⁵ Surveys covering 25,000 business leaders across 49 countries from 23–31 October 2020

⁶ [UN Women, 2020](#); [Seck et al., 2021](#)

⁷ Facebook 2020

⁸ De Paz et al, forthcoming; Fraser, 2020; Pozzan et al, 2020

⁹ De Paz et al, forthcoming; Fraser, 2020

systems including health, education, and judicial are needed to prevent gender-based violence and respond to survivors, mitigating not only risks of sexual exploitation, abuse and harassment, but also to bolster outcomes for men and women, communities, and countries.

12. **These serious effects of the pandemic suggest a way forward under IDA20 towards building greener, more resilient and inclusive economies and societies that are better able to weather future crises and close gender gaps.** Key areas include women’s empowerment through health and education systems; digitalization through Government to Persons Payment Platforms (G2P) for access to public services; accelerating digitalization in access to finance and markets; and stronger private sector investments. Climate finance can be leveraged to close gender gaps and build resilience, including through women’s access to “new economy” jobs, and equity and debt investment for women entrepreneurs in renewables and sectors that are transitioning to a low-carbon footprint. It is also critical to foster women’s leadership in climate adaptation and mitigation, including in nature-based and hydromet solutions, as well as in disaster planning and crisis response. These areas offer opportunities to address structural constraints and close persistent gaps.

II. IDA’S APPROACH TO GENDER EQUALITY AND LESSONS LEARNED

13. **Gender and Development has been a Special Theme since IDA16—reflecting a broad consensus that closing gaps between women and men, and boys and girls are essential for reducing poverty and boosting shared prosperity.** IDA’s approach to gender has significantly evolved over the past replenishment cycles. This approach included improving outcomes for women and girls in health, education, social protection and agriculture, committing to introduce Regional Gender Action Plans (RGAPs), and completing the 2012 World Development Report: *Gender Equality and Development* in IDA16, strengthening accountability by better monitoring progress toward outcomes, improving the collection of sex-disaggregated data, and launching work to address gaps in fragile and conflict situations in IDA17. IDA17 also committed to have all IDA Country Partnership Frameworks (CPFs) incorporate gender considerations into the analysis, content of the program, and the results framework. Finally, under IDA17 the WBG committed to a new corporate-wide gender strategy, which began implementation in 2016.

14. **The WBG Gender Strategy has anchored IDA’s policy commitments since IDA18 and has helped to raise ambitions in closing specific gaps in human capital, access to more and better jobs, ownership and control over assets, and voice and agency.** IDA19 further deepened work on specific gaps in digital skills and financial services, a move to “higher-skilled” jobs in the male-dominated infrastructure sectors and addressing GBV beyond contexts of fragility, conflict and violence to developing scalable approaches for prevention and response in health and education systems. As IDA19 comes to a close, gaps remain in these critical areas, which should remain in focus under IDA20.

15. **Compressing the IDA19 cycle to two years required small adjustments to some of the policy commitments adopted under the Gender Special Theme.** Due to the shortened timeframe, IDA expects reductions in the number of the lowest-HCI countries able to launch

operations on women's empowerment and access to quality reproductive, adolescent, and primary health care (10 instead of 15 out of 30 HCI countries), in digital skills development operations (from 60 percent of projects to 50 percent of projects), and in system-wide approaches to prevent and respond to gender-based violence (eight instead of ten school and health systems). Despite the shortened timeframe, IDA expects to deliver against original Policy Commitment targets on medium to high-level employment opportunities for women in infrastructure, digital access, and for land rights operations.

16. At the same time, the IDA19 policy commitments reflect areas hit hardest by COVID, underscoring the areas where IDA20 can take short-term action and accelerate progress in the longer-term. IDA20 not only builds on the past trajectory with policy commitments that reflect unfinished agendas, but also manifests increased ambition, especially in areas that are new for the Bank Group. Several IDA19 policy commitments on more and better jobs have been strengthened in IDA20, re-focusing our efforts to increase access to and usage of digital technology, including in agriculture, urban development and financial inclusion. In addition, IDA20 proposes to add two new policy commitments on productive economic inclusion and childcare, especially for the poorest workers. The IDA20 Policy Commitment to prevent and respond to GBV goes beyond IDA19, not only increasing the number of countries for scaling work in education and health systems, but also increasing the scope to help countries strengthen national country frameworks on GBV. And finally, IDA20 proposes a new commitment to help countries strengthen gender equality objectives in their tax and expenditure policies.

A. Progress to Date

i. Human Endowments

17. Prior to the pandemic outbreak, IDA supported health and education outcomes, and contributed to the closing of gaps between women and men, boys and girls. For instance, 13 IDA-financed projects, of which five were in FCV countries, were launched in FY20 to address remaining gaps in maternal mortality and promote adolescent reproductive health. For example, the Health Equity and Quality Improvement Project in Cambodia supported the inclusion of poor pregnant women and young children in a conditional cash transfer program originally focusing on informal workers. Another 11 IDA-financed operations launched in FY20 facilitate girls' and women's participation in STEM education, which is almost double the number from FY19. As one example, the Second Africa Higher Education Centers of Excellence project addresses a gap in higher education in sub-Saharan Africa, where women comprise a small share of PhD/Master's programs in the STEM fields, and aims to improve women's role in management positions in project-supported centers. Each center will have policies backed by specific interventions to increase the number of females within their student body, faculty, and academic leadership, which include training, mentoring, and funding of female students and faculty, and support peer learning among centers.

18. Following the outbreak of the COVID-19 pandemic, IDA put health service delivery and strengthening of health systems front and center of the emergency response effort. Operations were deployed rapidly to address the pandemic emergency, and some emergency projects financed by IDA19, included components to address gender gaps, for instance by

supporting continued routine services like neonatal and nutrition services for pregnant and breastfeeding women, supporting frontline health workers with training and tools to deal with GBV both for themselves and for patients who may be victims, setting up hotlines to direct GBV survivors to mental health and other services, and promoting women's representation in decision-making bodies at the local and national levels.

19. Beyond emergency operations in the health sector, IDA19 has helped expand social protection coverage, especially important for women who are informally employed or are own-account workers. Between March and July 2020, in response to COVID, there was a four-fold increase in the number of social protection measures, reaching approximately 915 million additional beneficiaries. Digitizing these and other social benefit transfers was especially important for reaching women at scale with more secure economic transfers and including them in the financial system.

ii. Removing Constraints for More and Better Jobs

20. Before the outbreak of the pandemic, IDA-financed operations had been supporting women's economic activities for several IDA cycles, addressing structural disparities that persisted before COVID. IDA currently helps finance operations that address constraints underlying women's lower labor force participation and incomes, as well as occupational sex-segregation. Interventions include expansion of cash transfer programs, childcare support in public works, agricultural inputs for farmers, access to finance for firms, including extended access to credit and liquidity, women's access to technical and managerial positions, women's access to digital services in rural communities, access to markets and better productivity through digital platforms, and safe transport. For instance, in FY19 and FY20, 25 IDA operations (nine in FCV) address different mobility and personal security needs of women and men (falling from 18 in FY19 to seven in FY20 as the pandemic broke out).

21. In FY21, nine IDA-financed operations included components that target women's access to medium and high-skilled jobs in infrastructure sectors (water, energy, and transport), including in Haiti, the Maldives, and Afghanistan. The project in Afghanistan aims to increase the number of women in technical and leadership positions by offering internships and improving the working environment and conditions for female staff as an enabling factor to attract more women to the sector. It supports the development of a gender policy for increasing women's participation in the sector, including implementation of an anti-harassment policy. In another example, the Kiribati Outer Islands Transport Infrastructure Investment Project promotes the employment of female graduates from construction related courses, pilots an all-female routing maintenance team for causeway/maritime facilities and establishes a Women in Infrastructure (WIN) network to promote women working in non-traditional fields.

Box 1. 1.Partnering to Promote Women’s Economic Inclusion

The Novissi program in Togo illustrates the power of IDA partnerships to buffer households from the COVID-19 crisis while expanding social protection and economic inclusion for women. Launched by the Government of Togo in April 2020, the program draws on machine learning techniques to deliver contactless, emergency cash transfers to the poorest households—with the highest payouts reserved for women given their caregiving responsibilities. The Government-led program, which drew on IDA financing for development and deployment of the machine-learning methods, is being implemented in partnership with donor partners (Agence française de Développement), academia (University of California, Berkeley and Northwestern University), and an international non-profit (GiveDirectly). Togo further benefited from IDA support, including \$72 million to finance the country’s social protection delivery systems, and communications equipment from the United Nations Development Program (UNDP) for its emergency response to the pandemic. Novissi has already shown promising results, with women making up nearly two-thirds of the 572,852 beneficiaries during the first six months of the program.

The World Bank also leverages partnerships to advance gender equality in the most challenging of FCV settings. For example, the World Bank has partnered with the United Nations High Commissioner for Refugees (UNHCR) to scale up assistance to displaced populations through the Chad Refugees and Host Communities Support Project. The additional financing operation, which is funded by the IDA19 regional sub-window for refugees and host communities, ensures women's equal access to productive inclusion measures, prioritizes women for cash transfers and human capital support, and embeds GBV prevention measures into its activities. The project also benefits from collaborations with the World Food Program (WFP) and European Civil Protection and Humanitarian Aid Operations (ECHO).

22. **IFC continues to improve women’s employment, by helping clients to recruit, retain and promote women, notably by addressing a major constraint to women’s access to more and better jobs: lack of affordable childcare.** In FY19, IFC published the Guide for Employer-Supported Childcare. This practical guide for private sector companies addresses various aspects of employer-supported childcare, including quality, financial sustainability, and results measurement. The publication was developed in response to demand for guidance from companies seeking to implement childcare, so they can join a growing number of family-friendly employers. The guide was prepared by the IFC-led Global Tackling Childcare Working Group, composed of more than 30 members, including international organizations, care providers, companies, research institutions, nonprofit organizations, and governments. Operational work has been rolled out, including in IDA countries. In 2019-2020, 13 Pakistani companies, employing more than 85,000 employees, came together as part of a peer learning collaboration led by IFC and Pakistan Business Council and made commitments to become more family-friendly employers by sharing experiences and implementing policies such as childcare, flex work, and paid leave.

23. **IFC’s Women on Boards and in Business Leadership program aims to strengthen the executive pipeline for women and grow the number of women on boards.** Through this initiative, in FY19-20 IFC delivered eight trainings and workshops in six countries, resulting in the creation of a virtual network of over 500 female executives. Seven publications on gender diversity have been produced (including in Bangladesh and Nigeria) and additional workshops are planned to be delivered virtually throughout the pandemic.

Box 1. 2. Examples of IDA-Supported Operations that Help Remove Constraints for More and Better Jobs

In Nigeria, a \$500 million National Social Safety Nets Project draws on findings from the AFR Gender Innovation Lab that cash transfers to women in extremely vulnerable households have an immediate, positive impact: women were more likely to work, and the entire household ate more food, more regularly, and diversified their diet. These households also invested more in assets, and women were more likely to engage in economic activity. The National Social Safety Nets project intends to expand gradually to cover over four million households in at least 24 states.

A public works program in the Central African Republic increased the number of days worked as well as monthly earnings (by roughly 10 percent), and ownership of durable goods for both male and female participants. Projects address institutional constraints such as lower access to digital accounts to overcome mobility restrictions for women.

In Mozambique, Mauritania, and Afghanistan, IDA operations provide cash transfers using mobile payments to address lower income levels and bank account ownership among women.

In Nepal, IDA is building women’s entrepreneurial and innovative business development skills while providing equipment to ease the burden of farming. The operation also specifically targets the economic participation of women in business development activities and incubator hubs include activities dedicated to women entrepreneurs in partnership with various women’s networks. The project leverages the potential of these networks for information sharing, including on market information.

In Haiti, an IDA operation connects female producers to Family Field Schools that enhance their technical knowledge and provides matching grants for agricultural inputs and access to markets.

In Ethiopia, an Urban Productive Safety Net and Jobs operation discusses women’s care responsibilities and the impact on jobs. The project provides apprenticeship opportunities and financial support to cover the childcare costs. Mobile childcare for children ages 2 to 6 years at public workplaces—designed and tested in the current program in collaboration with UNICEF—will be expanded.

iii. Removing Barriers to Women’s Ownership and Control over Assets

24. **IDA-financed projects target structural gaps between men and women that persisted before COVID.** IDA launched 20 operations in FY19 and FY20 to support the closing of gaps in asset ownership and control, in Agriculture, FCI, MTI, Poverty, Urban, Resilience and Land, and Water. IDA also targets the stubborn gender gap in access to financial services between women and men in IDA countries, with 37 new operations launched in FY19 and FY20 in sectors like agriculture, digital development, energy and extractives, environment, finance, macroeconomics, poverty assessment, social protection, urban development, land administration, water management

and transport. IDA countries can make longer-term progress towards closing these gaps by wisely investing in pandemic recovery to close gaps in access to and use of digital technology, in financial services, as well as in online skills.

25. **The increased spread of mobile technology has been driving access to and use of financial services in IDA countries.** Access to digital technology helps improve women's employment opportunities, especially when mobility is a constraint, and increase women's productivity – by enabling women to break patterns of occupational sex-segregation, or by increasing access to markets, knowledge, and information. Although mobile phone access has been driving increased access to financial services for women, the gender gap in smart phone ownership between women and men remains at 20 percent globally.¹⁰

26. **IDA19 operations include multi-sector investments that address barriers to access, affordability, knowledge and skills, safety, and security, as well as making relevant content, products, and services more available to women.** For example, in Haiti, where only 7 percent of women and girls have access to the internet, the Digital Acceleration Program provides training which targeted female cyber security professionals, as well as advanced tech and soft skills training, with a focus on artificial intelligence, blockchain, and coding, with a target of having women account for 30 percent of beneficiaries. The operation works directly with women's groups to deliver digital literacy training. In Niger, the gender gap in mobile phone ownership limits access to digital financial services for women. The Smart Villages for Rural Growth and Digital Inclusion Project increases mobile broadband penetration rates for women and use of mobile money by supporting public access centers designed to meet women's needs, innovative pricing schemes for women by private mobile operators, employment of women in digital centers, development of digital financial products for women, access to financial services through mobile money and e-KYC (Know Your Customer) registry.

27. **Lessons during the pandemic also include the importance of expanded access to mobile technology to help provide vital information about the pandemic, and bundling financial services – such as credit, savings, and insurance with the provision of mobile phones - has supported women's ability to maintain their livelihoods.** Scaling up investments in digitization and fostering broader access to information, opportunities, and services through technology - for those who were previously hard to reach - will ultimately lead to a more resilient and inclusive recovery. Impact evaluation evidence suggests bundled services are essential going forward.

28. **To strengthen women's ability to cope with shocks, land rights and tenure security – both for land and housing - are critical.** Ownership rights and tenure security provide shelter, and security, and enable wealth accumulation in the longer-term. The IDA-19 special commitment on women's land rights expanded Bank operations in post disaster reconstruction and recovery and urban development. Some recent good examples include the Second Kenya Informal Settlements Improvement Project, which features the formalization of tenure in informal settlements along with infrastructure upgrading. The Project supports efforts to increase joint titling and monitors results. Another example is the Comoros Post-Kenneth Recovery and Resilience Project which seeks to maximize women's access to land tenure rights by establishing

¹⁰ Rowntree, 2020

procedures for prior registration of male and female owners of houses and land; improving women's awareness about the benefits of registering a land title; and setting up an accessible feedback and grievance redress mechanism to address land-titling processes.

29. Women are at the nexus of improvements in food and nutrition security and increasing agricultural productivity, as they make up a large share of agricultural labor force in IDA countries. In Africa, more than 60 percent of all employed women work in agriculture. Women farmers often have lower access to productive inputs, information, and liquidity than men farmers—so in times of crisis, their farm productivity and food security is hit hard. Ensuring secure land/tenure rights and providing productive inputs directly to women farmers have positive impacts, both for women—including increasing their use of those inputs, shifting time-use patterns, and encouraging dietary diversity—and can increase agricultural output and foster resilience and economic growth.

30. IFC is working with clients in IDA countries to provide tailored financial services and business support to female customers. This now includes not just credit and saving products but a broader suite of financial services, such as insurance, digital finance, and housing finance. IFC with the support of the Women Entrepreneurship Finance Initiative (We-Fi) invested in Technology and Innovation for Developing Economies (TIDE) Africa Fund to provide technology entrepreneurs with access to early and mid-stage capital and increase the inclusion of women-owned businesses in the Sub-Saharan Africa technology ecosystem. The We-Fi support to TIDE Africa helps catalyze the fund's outreach and provision of finance to early stage, high-impact and women-owned/managed technology startups. IFC also published its new report *Her Home: Housing Finance for Women* (January 2020), which provides insights on the significant demand for housing finance from the women's market, including in Kenya. The report generated interest which led to a panel discussion in Kenya to highlight challenges as well as experiences with housing finance for the low-income segment.

31. IFC is also expanding its work with the insurance sector, which has not targeted the women's market in the past. For example, together with insurance company Leadway Vie in Côte d'Ivoire, IFC aims to increase access to life insurance for women and create jobs for women as insurance brokers in the country.

iv. Voice and Agency - Launching Systemic Approaches to Prevent and Respond to GBV

32. Women and girls in IDA countries are often deprived of voice and agency, with the incidence of GBV alarmingly high. More than one in three women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence. IDA has developed a portfolio of projects that dedicate substantial funding to prevent and/or respond to GBV in areas including social protection, health, education, safe transport, agribusiness, finance, urban and rural development. Other areas of support include strengthening policy responses to GBV at a national level. For instance, in Central Africa Republic, Bangladesh, and Niger, development policy lending has reinforced access to free quality health services for all survivors of GBV. In Niger, the operation facilitates the removal of barriers of access to health services for girls who have married early, eliminating permissions from husbands and family members previously required to receive health services. In Madagascar, policy lending supports a

commitment to strengthen the national legal regimes for prevention and prosecution of child marriage.

Box 1. 3. Strengthening Support for Survivors of Gender-Based Violence (GBV) in Health Delivery Systems - Health and Gender Support Project for Cox's Bazar District (HGSP)

Women and girls comprise 52 percent of the displaced Rohingya population, with an estimated 25,560 pregnant women per year and 188,960 are children under-five. Women in the camps are at risk of gender-based violence, exacerbated by COVID-19. The prevalence of GBV is also high in Chattogram Division and the availability of services, especially those associated with health services, is low. The project, supported by the Refugee Window, is expected to benefit around 3.6 million people currently residing in Cox's Bazaar and is intended to enhance GBV response and prevention services in the health system and the camps. Working in partnership with WHO, UNICEF, UNFPA and the IOM, in coordination with local NGOs, and in further discussion with the Government of Bangladesh, the project supports a number of actions, including: the expansion and training of critical health staff; deployment of a standardized and integrated HNP and GBV service package that includes psychosocial counselling, provision of emergency contraceptives, and referral to other health centers; and awareness-raising and behavior change communication activities in the camps and host communities.

33. **A challenge at the outset of IDA19 was to build a portfolio, innovate, track what works, replicate and scale up evidence-based solutions for GBV prevention and responses.** Significant progress has been made with IDA operations across regions and in many sectors, increasing their support for GBV prevention and responses within their operations, such as health, education, trade and competitiveness, transport, and social development.¹¹ The opportunity now is for IDA to support strengthening essential systems and institutions for the effective prevention and responses to GBV, including psychosocial services in clinics, hospitals and schools. The operational experience to date demonstrates an increased appetite by clients to leverage IDA funding to fill longstanding institutional deficiencies and create systems that support GBV prevention and services for survivors.

34. **IFC has increased its focus on workplace responses to GBV, contributing to the shift towards prevention and response by building capacity, generating knowledge, raising awareness, and adding to the existing business case on why it matters.** For example, IFC published The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji and subsequently convened a coalition of ten large companies to take specific measures on addressing domestic violence and sexual harassment.

v. Fragility, Conflict, and Violence

35. **IDA19 goes beyond previous IDA cycles in addressing issues related to GBV in countries facing FCV to support women through social and economic participation, which is essential for sustained recovery from conflict.** More than half of IDA's FCV projects in FY20 addressed gender gaps in human endowments and jobs, by supporting women's and girls' access to education and cash assistance, and by promoting women's participation in economic activity through provision of childcare services, training opportunities, and technical and financial

¹¹ In FY19 32 IDA operations in four World Bank regions included specific actions to address GBV.

assistance to women-led enterprises. The Yemen Emergency Crisis Response Project is one example, providing cash assistance to hard-to-reach women, while supporting women to access grants, training and employment opportunities. In Iraq, IDA and IFC support the growth of more women-led, early-stage start-ups in the digital economy and increasing the number of women in paid employment or improving salary in private sector jobs. This work aligns with the WBG Gender Strategy and has helped lay the foundation for continued and deepened IDA assistance.

36. Through investments and advisory projects in FCV settings, IFC works to enhance women’s voice and agency. For example, following empirical research in Fiji that made the business case to take action on barriers such as lack of childcare and GBV, IFC’s Investing in Women project launched the Rakorako (‘Respect’) Peer Learning Series in November 2019 with 28 large businesses committing to implement changes in their workplace. Delivery was adapted, in both content and structure, following lockdowns and travel restrictions due to COVID-19 and the business impacts of Tropical Cyclone Harold in early 2020. Virtual trainings promoted action on safe and resilient workplaces, including tips for remote and flexible working as well as addressing the increased risks of GBV due to the pandemic.

III. WAY FORWARD AND PROPOSED POLICY COMMITMENTS

37. Closing gender gaps is a complex task spanning multiple sectors and requiring sustained effort over long periods. IDA20 will deepen the implementation of the WBG Gender Strategy linked to the strategy’s four pillars: improving gaps in human endowments, removing constraints for more and better jobs, removing barriers to women’s ownership and control of assets, and enabling women’s voice and agency. IDA20 will continue sharpening the results focus and adopting policy actions that build on IDA19 and going farther to strengthen resilience by scaling solutions to close key gaps in fragile and conflict affected contexts and in sectors transitioning to climate-friendly technology, jobs, and investment. It will strengthen linkages across the special themes to ensure that women and men, girls and boys benefit from IDA interventions.

38. Most IDA19 policy commitments will be retained and strengthened in IDA20, while adding two new commitments addressing COVID impacts on female employment. IDA20 will increase its ambition on targets where gender gaps have been exacerbated by the COVID pandemic, including in access to reproductive and adolescent health (now addressed under the Human Capital special theme) and in women’s return to paid employment. IDA20 will continue to focus on women’s access to medium and high skilled jobs in the infrastructure sector. IDA19’s focus on closing the gender digital divide will be enhanced through accelerating digitalization of identification systems and government payment platforms, as well as pursuing opportunities with the private sector to provide phones and access to ICT infrastructure. In addition, digitalization can enhance women’s access to climate services, including information, hydromet services, and early warning systems, helping build their resilience to climate shocks.

39. In addition, IDA20 proposes to add two new commitments to address urgent needs exposed by COVID: improving the quality and affordability of childcare and addressing persistent gaps in women’s productive economic inclusion. Improved access to affordable and

quality childcare will target the lowest income workers and parents, and scaling up productive economic inclusion programs (extending access to credit, savings, and insurance) will focus on female-owned firms and female farmers, especially the poorest, through social safety nets, urban development and community development programs. Evidence from multiple low-income countries suggests that childcare availability improves the employment of women with young children, as well as opportunities for girls to continue their education in contexts of early childbearing. In addition, the childcare sector creates jobs directly and indirectly in other sectors that provide inputs to the childcare sector and through increased earnings. Quality childcare also improves early learning outcomes. Productive economic inclusion programs – especially those with bundled interventions – provide a springboard out of poverty and into sustained livelihoods for women. With smart design, productive economic inclusion can support women in climate affected sectors like agriculture, forestry, and fisheries to adapt with more resilient skills and knowledge to more sustainable livelihoods.

40. Scaling up efforts on prevention and response services for survivors of GBV can not only mitigate sexual exploitation, abuse and harassment in projects, but also lay the foundation for broader societal change. IDA20 proposes to help countries strengthen their national policy frameworks for prevention and response for survivors, and build stronger systems for prevention in educational institutions, in access to and quality of services in health, the legal/justice sector, and through community-level interventions.

41. Progress against these commitments depends to a large extent on fiscal policy, which is a country's most important instrument for policy formulation and implementation. Taxes and expenditure policies determine the allocation of resources and can be an additional tool for promoting gender equality. While some IDA countries have sought to promote gender equality – especially aimed at increasing female labor force participation, among other objectives - through spending measures, very few have done so with tax measures. The Bank has recently initiated work programs to develop tools for bringing gender analysis into country fiscal incidence studies and public expenditure reviews in order to inform the policy dialog to close gaps in human endowments, jobs, and assets and finance, and strengthen the capacity of tax and expenditure authorities to better use revenue and expenditures to target gender equality. IDA will continue to support governments in these efforts and look for further innovations that can accelerate this work.

A. Core Commitments to Deepen the Implementation of the WBG Gender Strategy

42. IDA20 identifies key areas to strengthen our approach to build a green, inclusive and resilient recovery. IDA20 goes farther in all IDA19 commitments, including with more ambitious targets and efforts to bring evidence to scale. And it presents new policy commitments in areas where there is scope to move the needle - for instance in childcare services - and create economies that are resilient to future crises – through stronger social protection and job creation. IDA20 will continue to help countries deepen gender data collection for policy design and strengthen their fiscal systems to ensure that gaps between women and men are exacerbated.

43. **Priority opportunities to address the effects of the pandemic while building resilient economies include:**

a. ***Jobs: IDA20 will continue to support women's access to more and better jobs.***

IDA's work to help women return to economic activity, and in the longer-term access higher-productivity jobs (IDA19's Policy Commitment 3) remains unfinished – especially in the green economy - and will continue as a policy commitment under IDA20, with a more ambitious target. Removing barriers to access to more and better jobs will be particularly important in the context of the transition to a green economy to avoid occupational segregation, promote women in leadership roles and continue to leverage access to digital and other skills. In addition to scaling up efforts in existing policy commitments, COVID exposed additional areas where urgent attention is needed, especially in terms of robust care infrastructure, as well as productive economic inclusion in social protection systems and other types of projects. Two new policy commitments – on elevating productive economic inclusion for women and supporting countries to expand access to childcare - will address these issues.

b. ***Assets: IDA20 will continue to support women's ownership of and control over assets.***

COVID has shown the importance of reducing the gender digital divide while accelerating the spread of digital technology. IDA20 will increase the ambition for operations that support women's increased access to and usage of digital technology, through increased coverage in sectors like agriculture and finance. In addition, the IDA19 policy commitment to strengthen women's land rights will be rolled over and scaled up under IDA20.

Policy Commitment 1: Incorporate specific productive economic inclusion components (e.g., producer cooperatives/associations, digital finance/savings and service delivery, entrepreneurship support, social care services, regulatory frameworks, and/or links to market support) for women in at least 30 IDA social protection/jobs, agriculture, urban, and/or community development projects.

Policy Commitment 2: Support at least 15 IDA countries to expand access to quality, affordable childcare, especially for low-income parents.

Policy Commitment 3: At least 35 percent of IDA20 infrastructure operations (transport, energy, and water) will include actions to create employment opportunities for women in medium and high skilled jobs in these sectors.

Policy Commitment 4: At least 30 IDA20 operations in digital development, financial inclusion, and agriculture will increase women's access to and usage of digital technology to close gender gaps in access and usage.

Policy Commitment 5: At least 70 percent of IDA20 operations with land activities in (i) land administration, (ii) post-disaster reconstruction and resilient recovery, and (iii) urban development will include specific actions to strengthen women's land rights.

a. ***Voice and Agency: IDA20 will continue to support women’s voice and agency by strengthening country frameworks and public systems to effectively prevent and respond to GBV.*** To address the alarming spike in violence following the COVID-19 crisis, and to develop longer-term systems better able to prevent and respond to GBV, IDA20 will scale up the IDA19 commitment on system-wide approaches to prevent and respond to GBV through provision of education and health services in a larger number of countries, including FCS. IDA20 expands the scope of this commitment, to support IDA country governments to strengthen national policy frameworks for GBV prevention and responses, including access to justice, women’s rights and safety.

Policy Commitment 6: Support at least 10 IDA countries to strengthen national policy frameworks for prevention of and response to GBV, and in at least 15 IDA countries, of which 5 are FCS, support GBV related services in health systems, and implement GBV prevention and response protocols as part of safe and inclusive educational institutions.

b. ***Support to Governments to Bring Gender Analysis into Fiscal Policy: IDA20 will work with a selected set of countries to enhance the capacity of tax and expenditure authorities to more effectively use government budgets to accelerate efforts to close gender gaps.*** This new policy commitment reflects recent Bank efforts to help IDA countries take into account the effects of revenue raising measures on gender equality and the economic participation of women, including changes to tax systems to eliminate explicit and implicit gender biases, taking measures to support households struggling with added homecare responsibilities and services disproportionately affected by COVID-19, and taking steps to develop sex-disaggregated tax, and expenditure data required to analyze the gendered effect of fiscal policies.

Policy Commitment 7: Support at least 10 IDA countries to make their fiscal policy and budget systems more inclusive and gender responsive by, for example, budget reforms, removing discriminatory provisions from tax legislation, and/or monitoring the effectiveness of public spending for gender equality policies.

B. Contribution to Other Special Themes

44. **Policy actions under other IDA19 special themes will also advance gender equality, underlining strong interlinkages among special themes.** For instance, as part of the Human Capital commitment, health systems will need to address the rise in maternal mortality and morbidity driven by the lack of access to core essential health services – especially maternal, reproductive, and adolescent health services - which are one pillar of a strong and resilient health system. The priorities and core themes under JET are closely aligned with the WBG Gender Strategy. A special focus under IDA20 will be to close gender data gaps for evidence-based policymaking. In FCV situations, IDA’s work on refugees and host communities will seek to use project design to close gaps in accessing core social services, and to prevent and mitigate the effects of GBV, particularly for displaced populations and migrants along with the communities

that host them, addressing women's and men's distinctive economic and social needs and opportunities, and promoting their voice and agency.

***Human Capital Policy Commitment 2:** To empower women and support children's formative years, restore and expand access to quality maternal and reproductive health, early years and nutrition services, in at least 30 IDA countries, of which 15 with the lowest HCI.*

***Human Capital Policy Commitment 3:** To address gaps exacerbated by the COVID-19 crisis in at least 40 IDA countries, of which 10 are FCS, support access to core, quality, inclusive social services focused on: (i) social protection for urban informal workers, or (ii) students' return to school and accelerated recovery of learning losses, or (iii) children's immunizations.*

***JET Policy Commitment 2:** In the context of IDA Private Sector Window (PSW) operations involving IFC, IFC will aim to increase the share of its commitments in FCS-IDA17 & LIC-IDA17 countries, reaching 12-17 percent commitments on average during the IDA20 cycle, with an intent to reach an annual commitment of 14-17 percent in the last fiscal year of IDA20. Consistent with this aim, targeted platforms and programmatic approaches for IDA PSW- eligible countries will be supported to develop and encourage scalable initiatives across sectors in these countries, including those targeted to support small and medium-sized enterprises (SMEs), for trade finance purposes, in support of gender, and for climate friendly investments focused on mitigation and adaptation.*

***JET Policy Commitment 4:** Support interventions to address market failures and remove constraints in sectors with high potential for the private sector to drive sustainable and inclusive economic transformation and create better jobs, or where women and youth disproportionately work, in 20 IDA countries, of which 5 are FCS, including through upstream activities to develop private sector engagements, grounded in data-driven diagnostics such as Country Private Sector Diagnostics (CPSD) and selected in agreement with country authorities.*

***JET Policy Commitment 8:** Support 34 IDA countries including those with ongoing statistical operations (i) to strengthen institutions and build capacity to reduce gaps in the availability of core data for evidence-based policy making, including disaggregation by sex, and disability where appropriate; and (ii) to increase resilience of statistical systems, including through investments in digital technology and high-frequency monitoring capabilities.*

IV. ISSUES FOR DISCUSSION

45. Management would welcome feedback from IDA Deputies and Borrower Representatives on the proposed policy commitments for the IDA20 Gender and Development Special Theme set out in this paper.

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Annex 1. Proposed IDA20 and Status of IDA19 Policy Commitments

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
Improving Human Endowments	IDA19 financing operations will support women’s empowerment, including through increased access to quality reproductive, adolescent, and primary health care in at least 15 of the 30 countries with the lowest HCI.	On track to meet the revised target of 10 countries during the shortened IDA19 cycle. This policy commitment will move to the Human Capital Special Theme in IDA20.	REVISED – under Human Capital Policy Commitment 2 <i>Investing in nutrition, early years and women’s empowerment:</i> To empower women and support children’s formative years, restore and expand access to quality maternal and reproductive health, early years and nutrition services, in at least 30 IDA countries, of which 15 countries with the lowest HCI.
	At least 60 percent of IDA19 financing operations for digital skills development will support women’s access to higher productivity jobs, including online work.	On track to meet the revised target of 50 percent of projects during the shortened IDA19 cycle, and will be consolidated with Policy Commitment 4 (below) in IDA20.	REVISED – Policy Commitment 4 <i>Closing gaps in digital technology:</i> At least 30 IDA20 operations in digital development, financial inclusion, and agriculture will increase women’s access to and usage of digital technology to close gender gaps in access and usage.
	Policy Commitment 3: At least 30 percent of IDA19 infrastructure operations (transport, energy, and water) will include actions to create employment opportunities for women in medium and high skilled jobs in these sectors.	On track to meet the target during the shortened IDA19 cycle, and increasing the ambition in IDA20.	REVISED – Policy Commitment 3 <i>Supporting medium and high skilled employment opportunities for women:</i> At least 35 percent of IDA20 infrastructure operations (transport, energy, and water) will include actions to create employment opportunities for women in medium and high skilled jobs in these sectors.
			NEW – Policy Commitment 1 <i>Scaling productive economic inclusion:</i> Incorporate specific productive economic

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
Removing Constraints for More and Better Jobs			inclusion components (e.g., producer cooperatives/associations, digital finance/savings and service delivery, entrepreneurship support, social care services, regulatory frameworks, and/or links to market support) for women in at least 30 IDA social protection/jobs, agriculture, urban, and/or community development projects.
			NEW – Policy Commitment 2 <i>Expanding childcare</i> : Support at least 15 IDA countries to expand access to quality, affordable childcare, especially for low-income parents.
Removing Barriers to Women’s Ownership of and Control over Assets	Policy Commitment 4: All IDA19 financing operations for Digital Development will support women’s increased access to and usage of digital services.	On track to meet the target during the shortened IDA19 cycle, and will be consolidated with Policy Commitment 2 in IDA20.	REVISED – merged with Policy Commitment 4
	Policy Commitment 5: At least 50 percent of IDA19 operations with land activities in (i) land administration, (ii) post-disaster reconstruction and resilient recovery, and (iii) urban development will include specific actions to strengthen women’s land rights.	On track to meet the target during the shortened IDA19 cycle, and increasing the ambition in IDA20.	REVISED – Policy Commitment 5 <i>Strengthening women’s land rights</i> : At least 70 percent of IDA20 operations with land activities in (i) land administration, (ii) post-disaster reconstruction and resilient recovery, and (iii) urban development will include specific actions to strengthen women’s land rights.
Enhancing Women’s Voice and Agency	Policy Commitment 6: Support at least five IDA countries to invest in GBV prevention and response,	On track to meet the revised target of 8 countries during the shortened IDA19 cycle,	REVISED – Policy Commitment 6 <i>Increasing support to prevention of and response to GBV</i> : Support at least 10

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
	delivering safe, quality, inclusive health care and other services through health systems, and five countries to implement GBV prevention and response protocols as part of safe and inclusive schools.	and increasing the ambition in IDA20.	IDA countries to strengthen national policy frameworks for prevention and response to GBV, and in at least 15 IDA countries, of which 5 are FCS, support GBV related services in health systems, and implement GBV prevention and response protocols as part of safe and inclusive educational institutions.
Governance and Fiscal Reform			NEW – Policy Commitment 7 <i>Implementing fiscal policy and budget systems to close gender gaps:</i> Support at least 10 IDA countries to make their fiscal policy and budget systems more inclusive and gender responsive by, for example, budget reforms, removing discriminatory provisions from tax legislation and/or monitoring the effectiveness of public spending for gender equality policies.
Interlinked Policy Commitments covered under other Special Themes			
Emergency crisis response	FCV Policy Commitment 3: At least 20 IDA FCS country portfolios will support improvements in social sector service delivery (i.e., health, education and social protection), with a focus on addressing the differential constraints faced by men and women, boys and girls, and by persons with disabilities.	As of end FY21 Q3, one country portfolio is confirmed as meeting the commitment The FCV Policy Commitment 3 was reduced in ambition/scale during IDA19 because of the extra time needed to build a strong pipeline of projects that address the differential constraints faced by persons	REVISED - This policy commitment has been revised and added to the Human Capital Special Theme as: <i>Supporting core social service delivery systems</i> To address gaps exacerbated by the COVID-19 crisis in at least 40 IDA countries, of which 10 are FCS, support access to core, quality, inclusive social services focused on: (i) social protection for urban informal workers, or (ii) students’ return to school and accelerated

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
		with disabilities. This work is now well under way and will be addressed squarely in IDA20.	recovery of learning losses, or (iii) children’s immunizations.
Enabling Foundations for Private Investment	JET Policy Commitment 6: The International Finance Corporation (IFC) will aim to increase the share of its commitments in FCS-IDA17 & LIC-IDA17 countries, reaching 10-15 percent of its own-account commitments on average during the IDA19 cycle.	On track to meet the lower end of the target given the challenges with the pandemic and crisis	REVISED - JET Policy Commitment 2 <i>Leveraging One WBG to increase private investments:</i> In the context of IDA PSW operations involving IFC, IFC will aim to increase the share of its commitments in FCS-IDA17 & LIC-IDA17 countries , reaching 12-17 percent of its own-account commitments on average during the IDA20 cycle, with an intent to reach an annual commitment of 14 -17 percent in the last fiscal year of IDA20. Consistent with this aim, targeted platforms and programmatic approaches for IDA PSW- eligible countries will be supported to develop and encourage scalable initiatives across sectors in these countries, including those targeted to support SMEs, for trade finance purposes, in support of gender, and for climate friendly investments, focused on mitigation and adaptation.
Sectoral Diversification & Competitiveness	Policy Commitment 1: WBG will undertake interventions in 10-15 countries to help them address bottlenecks in sectors with high potential for private-sector led job creation and economic transformation, which will be	On track to deliver the 15 even as the sectors with high potential have been shifting in light of the crisis	REVISED - JET Policy Commitment 4 <i>Creating better jobs and sustainable, inclusive economic transformation in high potential sectors:</i> Support interventions to address market failures and remove constraints in

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
	<p>country specific and could include sectors such as agribusiness, manufacturing and others. Proposed WBG actions will be grounded in diagnostics, such as the Country Private Sector Diagnostics (CPSD) findings and jobs diagnostics, and selected in agreement with country authorities.</p>		<p>sectors with high potential for the private sector to drive sustainable and inclusive economic transformation and create better jobs, or where women and youth disproportionately work, in 20 IDA countries, of which 5 are FCS, including through upstream activities to develop private sector engagements, grounded in data-driven diagnostics such as Country Private Sector Diagnostics (CPSD) and selected in agreement with country authorities.</p>
<p>Data for Policy Making</p>	<p>JET Policy Commitment 7: 50 percent of entrepreneurship and Micro, Small and Medium Enterprises (MSME) projects will incorporate digital financial services and/or digital entrepreneurship elements – and ensure they address particular constraints facing women and persons with disabilities.</p>	<p>On track</p>	<p>NEW – JET Policy Commitment 8</p> <p><i>Boosting institutional capacity to improve data for policy decision-making:</i> Support 34 IDA countries including those with ongoing statistical operations (i) to strengthen institutions and build capacity to reduce gaps in the availability of core data for evidence-based policy making, including disaggregation by sex and disability where appropriate, and (ii) to increase resilience of statistical systems, including through investments in digital technology and high-frequency monitoring capabilities.</p>
	<p>JET Policy Commitment 8: IDA will support at least 15 IDA countries, including at least 12 of those among the 30 with the lowest HCI, with programs or policies to</p>	<p>On track</p>	<p>REVISED – see above Policy Commitment 4</p>

Objectives	IDA19 Policy Commitments	Status	Proposed IDA20 Policy Commitments
	improve skills and employability toward more and higher-quality jobs, considering the differential constraints facing young women and men, and people with disabilities.		
Support multi-stakeholder approaches to policy making and implementation	GOV Policy Commitment 10: Support at least 50 percent of IDA countries to establish and strengthen platforms for engaging with multiple stakeholders, including women as well as vulnerable groups, in policy making and implementation to enhance public participation, accountability and responsiveness.	On track to meet the revised target of 40 percent during the shortened IDA19 cycle. This policy commitment will be revised and move to the Gender and Development Special Theme in IDA20.	REVISED- see above Policy Commitment 7