

TC DOCUMENT

I. Basic Project Data

▪ Country/Region:	Regional
▪ TC Name:	Economic Empowerment of Women Conference
▪ TC Number:	RG-T2657
▪ Team Leader/Members:	Claudia Piras, Team Leader (SCL/GDI); Anne-Marie Urban (SCL/GDI); Denisse Wolfenzon (SCL/GDI); Sandra Darville (VPP/VPP); Lina Uribe (SCL/GDI); Carmen Masters (SCL/GDI); Elba Luna (KNL/KNL); Mónica Lugo (LEG/SGO); and Liza Lutz (LEG/SGO)
▪ Indicate if: Operational Support, Client Support, or Research & Dissemination.	Research & Dissemination
▪ Date of TC Abstract authorization:	July 9, 2015
▪ Beneficiary (countries or entities which are the recipient of the technical assistance):	Ministries of Labor, Ministries of Social Inclusion, Ministries of Women Affairs, and private sector entities
▪ Executing Agency and contact name (Organization or entity responsible for executing the TC Program) {If Bank: Contracting entity} {If the same as Beneficiary, please indicate}	Inter-American Development Bank, through the Gender and Diversity Division (SCL/GDI). Claudia Piras
▪ Donors Providing Funding:	Gender and Diversity Special Program (GDF)
▪ IDB Funding Requested:	US\$198,000
▪ Local counterpart funding, if any:	US\$0
▪ Disbursement period (which includes execution period):	18 months (12 months of execution)
▪ Required start date:	December 1, 2015
▪ Types of consultants (firm or individual consultants):	Individual consultants
▪ Prepared by Unit:	Gender and Diversity Division, Social Sector (SCL/GDI)
▪ Unit of Disbursement Responsibility:	Social Sector (SCL)
▪ Included in Country Strategy (y/n);	No
▪ TC included in CPD (y/n):	No
▪ GCI-9 Sector Priority:	Strategy on Social Policy for Equity and Productivity

II. Objective and Justification of the TC

- 2.1 As a group, the Multilateral Development Banks (MDBs) play a very important role in development cooperation across the globe. Cooperation among the MDBs has made great strides in recent years, in areas such as development effectiveness, harmonization of operational policies and practices, and managing for development results. Using their joint convening power, MDBs are increasingly reaching out to other development partners and stakeholders to build support for common approaches and their practical application. In order to tackle multiple global development issues simultaneously, the MDBs have created more than a dozen thematic working groups that meet annually to share

new knowledge, develop common positions, and foster joint initiatives or new partnerships.

- 2.2 The MDB Working Group on Gender (MDB WGG) was set up in 2001 with the aim of strengthening information-sharing and collaboration on gender equality in operations among the MDBs. The working group members include the Asian Development Bank (ADB), the African Development Bank (AfDB), the Inter-American Development Bank Group (IDBG), the European Bank for Reconstruction and Development (EBRD) and the World Bank Group (WBG). The Islamic Development Bank (IsDB), Caribbean Development Bank (CDB) and European Investment Bank (EIB) have also joined as observers in different years.
- 2.3 As part of its efforts to exchange knowledge and foster dialogue, the MDB WGG organizes inter-regional conferences to share new evidence and cutting-edge research on emerging gender equality issues, and best practices for addressing them. These inter-regional events are crucial for promoting cross-fertilization of ideas and experiences and accelerating the pace of learning to ensure that MDBs are encouraging state-of-the-art policies and initiatives among their respective clients.
- 2.4 The MDB WGG has, to date, held five international conferences. The first three were regional events on gender and infrastructure, held in Manila (2008), Peru (2009) and Addis Ababa (2011), hosted by the ADB, WB-IDB, and AfDB respectively. They raised awareness on how the infrastructure sector can contribute to women's empowerment as well as how gender equality can contribute to the effectiveness of infrastructure investments. The fourth conference addressing women's employment was hosted by EBRD in Istanbul (2012), and the fifth was dedicated to issues of women's voice and agency and was hosted by the ADB in Manila (2014). The specific results of these conferences were not explicitly tracked nor documented, although information exchanged among working group members indicates that they contributed to increasing the focus on gender in infrastructure lending operations and to undertaking new research in the areas addressed, including women's labor market participation and violence against women.
- 2.5 At the last meeting in Manila, the MDB WGG agreed to jointly organize its sixth conference in 2016 on the topic of women's economic empowerment (WEE), led by the IDB, which is a strategic priority of almost every international, regional and national gender equality agenda worldwide. There is a growing recognition among governments and other key stakeholders across regions that improving labor market outcomes for women and strengthening their ability to be successful entrepreneurs produce a powerful multiplier effect for productivity and economic growth, while also contributing to poverty reduction. All of the MDBs have a long history supporting initiatives aimed at increasing women's economic opportunities. At present, common priorities include: (i) expanding support for women entrepreneurs beyond credit to help them to grow their businesses; (ii) reducing labor market segregation while fostering greater participation of women in more productive high-paying sectors; (iii) promoting gender-friendly labor market policies; (iv) generating a stronger evidence base for what works; (v)

proactively promoting innovation that makes full use of new technologies; and (vi) promoting dynamic partnerships across regions.

- 2.6 The objective of this technical cooperation is to facilitate the exchange of new knowledge on innovative and evidence-based approaches for advancing women's economic empowerment. Specifically, it will support the preparation, implementation and documentation of results of the Economic Empowerment of Women Conference.
- 2.7 Representatives of member countries will benefit directly from the knowledge exchange that will take place during the conference. Member countries will also benefit indirectly by the increased capacity of the IDB to integrate state-of-the-art gender policies and practices into its operations and technical assistance.
- 2.8 This TC contributes to the Knowledge Management Component of the Gender and Diversity Fund (GDF), supporting the generation and dissemination of new evidence and knowledge to increase governments' capacity to incorporate gender and diversity issues in development policies, programs and projects. In addition, the objective of this TC is strongly aligned with Inter-American Development Bank's Operational Policy on Gender Equality in Development (GN-2531-10), which calls upon the Bank to foster greater gender equality and women's economic empowerment through Latin America and the Caribbean through engagement with the Bank's clients. It also addresses one of the specific priority issues identified in the IDB's Gender and Diversity Sector Framework Document (GN-2800).

III. Description of Activities/Components and Budget

- 3.1 The event will disseminate knowledge on effective approaches for achieving women's economic empowerment to policy-makers, development institutions and representatives from the private sector from Latin America and the Caribbean and other regions of the world. The technical content and format of the conference will highlight innovation and partnerships. This approach will begin during the design phase through the active involvement of an advisory committee with representatives from each of the MDBs. An initial draft agenda developed by the IDBG and the WBG will launch this collaborative process. The coordination team within the IDB will also include multiple actors working on the issues of women's economic empowerment, including SCL/GDI, NewCo, as well as the Bank's External Relations and Knowledge and Learning Departments, and the Office of the Executive Vice President.
- 3.2 The event will be an interactive, two-day event that will be structured as a combination of plenary sessions, roundtables, interviews with opinion leaders, and presentations by beneficiaries of innovative WEE initiatives from LAC and other regions.
- 3.3 Participants will include representatives from each of the MDBs, UN Agencies operating in the area, government officials (including Ministries of Labor, Social Development, Information Technology, and Women's Affairs), regional NGOs, private sector representatives and other development partners. There will be a total of 200 participants; the IDB plans to sponsor 25 from Latin America and the

Caribbean, including expert panelists and strategic partners. It is expected that the other MDBs will support the attendance of a similar number of participants from their respective regions.

- 3.4 The expert panelists will be selected based on their expertise and experience on the subject matter. With regards to the selection criteria for the participants, the MDBs will identify strategic partners who are currently engaged in designing or implementing promising WEE initiatives or who could be future allies for expanding or improving programmatic work in their countries. To complement the selection criteria, participants will also be identified through consultation with their respective governments to ensure the participation of senior level decision-makers from governments and private sector.
- 3.5 The topics to be discussed will be selected based on the current challenges and new promising initiatives in the promotion of female employment and entrepreneurship. Potential themes to be addressed are the following ([see Draft Agenda](#)):
- (i) ***Public policies that increase opportunities for women's employment.*** The session will explore governments' actions to explicitly promote women's labor force participation, including wage subsidies, legislation reforms related to maternity/paternity leave, expansion of care models for children and the elderly, and flexible work arrangements.
 - (ii) ***Policies to create quality jobs for women.*** The session will discuss the effectiveness of programs that promote better working conditions and combat gender discrimination, including gender equity certification programs, pay equity calculators, workplace policies and practices that have helped reduce sexual harassment and sectoral initiatives with high participation of women workers (garment sector). It will address the role of the public and private sectors.
 - (iii) ***Reducing occupational gender segregation.*** Discussion will include men's and women's segregation into different jobs, industries and types of firms, which explains much of the pay gap. The session will focus on public and private sector initiatives to entice girls into STEM fields of study and attract women into non-traditional jobs. In addition, the session will examine whether quotas are necessary to increase female labor force participation in leadership roles. Possible ways to address legal barriers and traditional norms will also be reviewed.
 - (iv) ***Women's entrepreneurship: successes and challenges.*** The session will discuss new developments in the ecosystem for female entrepreneurship, innovations in access to financial services, new findings about the cost-effectiveness of business skills programs and the challenges of replicating these initiatives in rural areas.
 - (v) ***Promoting inclusive procurement practices and women-led SMEs in value chains.*** Discussion will include lessons learned in promoting social inclusion in procurement practices. The session will examine the importance

of certification programs of Women Led Business (WLB) and whether legislation is necessary to promote it.

(vi) ***New gender data initiatives and the main challenges in data collection and use.*** The session will focus on persisting data gaps, the use of big data to promote women's empowerment, advances in sex-disaggregated data in the financial sector and how to encourage further use of gender data for policy decisions.

- 3.6 **Expected Results.** It is expected that the event will increase the knowledge of conference participants on innovative and evidence-based approaches for women's economic empowerment. Through this platform, policy-makers and other key stakeholder will exchange experiences that have been implemented in their respective regions and establish connections to facilitate replication and scaling up.
- 3.7 The conference will have 200 participants, and an additional 200 are expected to be reached through web live streaming. Simultaneous interpretation will be available in Spanish, English and French. A conference website will be developed before the event to provide participants with timely information related to the event's activities as well as all of conference presentations and materials.
- 3.8 Finally, there will be a report after the conference that will include a summary of the issues discussed in each session, number of participants by category, and concrete further steps to implement good practices as indicated in the Results Matrix.
- 3.9 The achievement of the project expected results will be monitored and evaluated through the participants' survey/evaluation, the final report of conference results, and the IDB EXR digital toolbox.

Indicative Results Matrix

Outcomes Indicators	Unit	Baseline	Target	Means of Verification		
		Value	Year	Value	Year	
Knowledge on effective and evidence-based approaches disseminated through a global conference on women's economic empowerment	Percentage of participants reporting knowledge acquisition	0	2016	75%	2016	Participant survey/ evaluation
High level of satisfaction among conference participants	Value of the Satisfaction index (maximum is 5)	0	2016	4	2016	Participant survey/ evaluation
Output Indicators	Unit	Baseline	Target	Means of Verification		
		Value	Year	Value	Year	
Event agenda and materials finalized	Agenda and materials	0	2016	1	May 2016	Agenda and materials
Final report documenting conference results, (women's employment, occupational segregation, women's entrepreneurship and female leadership) prepared and uploaded on IDB website	Number of conference reports	0	2016	1	Oct. 2016	Conference report
Conference participants (face to face)	Participants at conference venue	0	2016	200	Aug. 2016	Conference Report
Conference participants (on-line)	Visitors to the live stream conference	0	2016	200	Nov 2016	IDB EXR
Survey/evaluation of conference participants applied	Conference survey	0	2016	1	Aug. 2016	KNL
Broad global dissemination	Unique visitors to the conference website	0	2016	400	Nov. 2016	IDB EXR digital toolbox
	Tweets and retweets disseminated in social media	0	2016	250	Nov. 2016	IDB EXR digital toolbox
	Views of blog	0	2016	400	Nov 2016	IDB EXR digital toolbox

3.10 Budget. The total amount of this TC is US\$198,000. The TC is entirely funded by the Gender and Diversity Special Program (GDF).

Indicative Budget (US\$)				
Activity/Component	Description	IDB/Fund Funding	Counterpart Funding	Total Funding
Exchange of best practices and innovations	Transportation and per-diem of policy-makers and renowned international experts (including panelists and participants)	60,000	0	60,000
Technical and logistics services	Translation, audio/visual equipment, catering services, web streaming, communications, editing, printing, etc.	83,000	0	83,000
Coordination	Event coordinator	30,000	0	30,000
Contingencies		25,000	0	25,000
Total		198,000	0	198,000

IV. Executing Agency and Execution Structure

- 4.1 This TC will be executed by the IDB through the Gender and Diversity Division, Social Sector (SCL/GDI).
- 4.2 **Procurement.** The Bank will contract individual consultants, consulting firms and non-consulting services in accordance with the Bank's procurement policies and procedures.

V. Major Issues

- 5.1 The main risks of this TC are the coordination of the priorities of the different MDBs, the complexity of organizing the logistics and agendas of panelists in all the regions of the world, and documenting results of the conference. To mitigate the risk of coordination among MDB there will be an advisory committee integrated by representatives from the MDB WGG. To deliver a high quality event that includes participants from multiple regions, an event coordinator will be hired. In terms of measuring results, KNL will support determining the value to participants of the knowledge exchange.

VI. Exceptions to Bank Policy

- 6.1 N/A.

VII. Environmental and Social Classification

- 7.1 No negative environmental impact is anticipated given the nature of this project. In accordance with the Environment and Safeguard Compliance Guidelines and OP-703, the operation has been classified as [Category C](#).

Required Annexes

Annex I. Request from the Client. N/A

Annex II. [Terms of Reference](#)

Annex III. [Procurement Plan](#)

November 5, 2015

ECONOMIC EMPOWERMENT OF WOMEN CONFERENCE

RG-T2657

CERTIFICATION

I hereby certify that this operation was approved for financing under IDB Gender and Diversity Special Program (**GDF**) through a communication dated July 9, 2015 and signed by Mariana Mendoza, ORP/GCM. Also, I certify that resources from said fund are available for up to **US\$198,000** in order to finance the activities described and budgeted in this document. This certification reserves resources for the referenced project for a period of four (4) calendar months counted from the date of eligibility from the funding source. If the project is not approved by the IDB within that period, the reserve of resources will be cancelled, except in the case a new certification is granted. The commitment and disbursement of these resources shall be made only by the Bank in US dollars. The same currency shall be used to stipulate the remuneration and payments to consultants, except in the case of local consultants working in their own borrowing member country who shall have their remuneration defined and paid in the currency of such country. No resources of the Fund shall be made available to cover amounts greater than the amount certified herein above for the implementation of this operation. Amounts greater than the certified amount may arise from commitments on contracts denominated in a currency other than the Fund currency, resulting in currency exchange rate differences, for which the Fund is not at risk.

Sonia M. Rivera
Chief
Grants and Cofinancing Management Unit
ORP/GCM

Date

APPROVAL

Approved:

Andrew Morrison
Division Chief
Gender and Diversity Division
SCL/GCI

Date