

TC DOCUMENT

I. Basic Information for TC

▪ Country/Region:	Regional
▪ TC Name:	Advancing Gender Equality through Development Programs in IDB Member Countries
▪ TC Number:	RG-T3171
▪ Team Leader/Members:	Anne-Marie Urban (SCL/GDI), Team Leader; Diana Ortiz (SCL/GDI); Lina Uribe Vásquez; and Pilar Jimenez de Arechaga (LEG/SGO)
▪ Taxonomy:	Research and Dissemination
▪ Date of TC Abstract Authorization:	May 17, 2018
▪ Beneficiary:	IDB Borrowing Member Countries
▪ Executing Agency:	Inter-American Development Bank through the Gender and Diversity Division, Social Sector (SCL/GDI)
▪ Donors Providing Funding:	OC Strategic Development Program for Social Development (SOC)
▪ IDB Funding Requested:	US\$300,000
▪ Local Counterpart Funding:	US\$0
▪ Disbursement Period (which includes execution period):	20 months (18 months)
▪ Types of Consultants:	Individuals
▪ Prepared by Unit:	SCL/GDI
▪ Unit of Disbursement Responsibility:	Social Sector (SCL)
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Gender Equality and Diversity

II. Objective and Justification of the TC

- 2.1 **Objective.** The objective of this project is to provide support to help mainstream gender equality issues into the design and execution of lending operations financed by the IDB in its member countries.
- 2.2 The products associated with the project include: 1) analytical and technical inputs provided to facilitate quality gender mainstreaming¹ in the design of IDB-financed Sovereign Guarantee (SG) loans; 2) targeted analytical and technical inputs provided to contribute to the achievement of gender-related results during project execution; and 3) four sector-specific technical briefs on gender mainstreaming good practice to inform future operations.
- 2.3 The analytical and technical support provided by this project will prioritize operations in non-social sectors where the development of good practices and evidence-based approaches for advancing gender equality and women's empowerment in Latin American and the Caribbean (LAC) countries has been

¹ This includes three key elements: (i) analysis of gender gaps/issues; (ii) concrete actions to address them, based on evidence-based or promising practices; and (iii) gender-related results (GRR) indicators. These are also the elements required for loans to be considered "strategically aligned with gender (and diversity)," which is an IDB Corporate Results Framework (GN-2727-4) performance indicator that is also included as the measure of quality gender mainstreaming in project design in the Gender Action Plan 2017-2019.

more limited. It will also give priority to operations in countries that have demonstrated their interest² in advancing their work on gender equality in collaboration with the IDB.³

- 2.4 **Justification.** Progress reducing gender gaps and increasing women's empowerment across the Latin American and Caribbean (LAC) region has been significant over the past two decades. For example, the gender gap in primary education has now closed and even favors girls in some countries, women's participation in the labor force grew from 53% in 2010 to 68% in 2017, and the proportion of women in parliaments increased from 12.6% in 2000 to 25.4% in 2017.⁴
- 2.5 Nonetheless, many challenges for women persist across multiple sectors in LAC. These include: (i) an adolescent pregnancy rate that is 20 percentage points higher than the world average; (ii) gender gaps in school performance in math and science; in countries like Chile and Costa Rica, this gap favors young men by almost a half a year of schooling;⁵ and (iii) one of the highest rates of femicide globally: 14 of the 25 countries with the highest rates of femicide in the world are in LAC; 12 women die daily in the LAC region from this type of crime.⁶ Regarding economic opportunities, men's labor market participation is still 20 percentage points above women's, men are paid on average 17% more than women, and occupational segregation still prevails: 7 of every 10 women with jobs are employed in the services sector, while they are still poorly represented in other sectors with greater income and growth potential. Moreover, while 50% of the public sector's employees are women, they hold only 20% the managerial positions.⁷
- 2.6 The IDB has made great strides integrating gender equality issues into its lending portfolio. But while 41% of all SG loans approved by the IDB between 2014-2016 incorporated gender-related results (GRRs), only 25% included quality gender mainstreaming. The social sectors⁸ continued to lead with 63% of its loans including GRRs compared to 35% of the operations from non-social sectors.
- 2.7 Ensuring the achievement of GRRs during project execution and at project completion is another area that requires greater attention. Of all SG loans in execution in 2017 that included a GRR in their original design (28% of the total), approximately 70% were tracking at least one GRR in their Progress Monitoring Reports (PMRs). And of all the GRRs reported on in the Project Completion Reports published in 2017, only in 64% of the cases was the GRR target achieved.
- 2.8 According to the "External Assessment Report of the Implementation of the IDB Gender Policy and Gender Action Plan, 2014-2016" cited in the "Three-year Progress Report on the Implementation of the Operational Policy for Gender

² They are currently preparing or implementing programs with the IDB that mainstream or directly invest in gender equality.

³ These include, but are not limited to: Bolivia, Ecuador, Peru, Jamaica, the Bahamas, Honduras, Nicaragua, Haiti, Argentina, Paraguay and Uruguay.

⁴ Gender and Diversity Sector Framework Document (GN-2800-8). IDB, November 2017.

⁵ Idem.

⁶ Idem.

⁷ Idem.

⁸ Education, Social Protection and Health, and Labor Markets.

Equality in Development and the Gender Action Plan for Operations, 2014-2016 (GN-2531-15) having sector-specific gender experts working directly with project teams has a consistently positive effect on gender mainstreaming in public sector programs supported by IDB loans.⁹ An econometric analysis performed for the external assessment estimated that having a gender consultant in the division originating the loan the year of project approval increases the likelihood of a gender-related result being included in a loan by that division by 13 to 15 percentage.

- 2.9 In 2017, the IDB Administration approved a new Gender Action Plan (GAP, 2017-2019) that has as its objective to expand and improve the quality of the IDB-financed development interventions that support member countries' efforts to promote gender equality and women's empowerment. Because the use of sector-specific gender experts was successful in previous GAP, this TC will expand the use of such expertise, focusing on sectors that are less advanced in their mainstreaming performance.
- 2.10 **Alignment.** This TC is consistent with Bank's Operational Policy on Gender Equality in Development (OP-761) and its corresponding gender action plans, as well as the Update to the Institutional Strategy 2010-2020: Partnering with Latin America and the Caribbean to Improve Lives (UIS, AB-3008), which commits the Bank to work on gender equality and diversity as a cross cutting theme that should be taken into consideration across all of the development challenges it helps its member countries to address. It is also consistent with the Gender and Diversity Sector Framework Document (GN-2800-8), which states that the Bank will promote gender equality and women's empowerment by incorporating into Bank operations actions to help prevent violence against women, foster women's economic empowerment, provide public services that address women's needs, and promote women's leadership in the public sector, among others. The TC is also aligned with the objective of the Bank's Ordinary Capital-Strategic Development Program (OC-SDP) for Social Development (GN-2819-1) to improve the capacity of the IDB and member countries to foster social inclusion and promote gender equality and diversity through projects and programs.

III. Description of Activities/Components and Budget

- 3.1 **Component 1. Technical Support for Gender Mainstreaming in Project Design and Execution (US\$265,000).** The objective of this component is to expand the Bank's cadre of gender experts with sector-specific expertise to provide direct technical support to proactively address gender equality issues in project design and execution. The consultants will work directly with IDB teams and executing agencies in borrowing member countries to provide technical inputs that support: (i) the inclusion of an analysis of gender gaps/issues, actions to address them, and results indicators in the design of loan operations; and (ii) the achievement of the project's gender-related results during project execution.

⁹ Gammage, S., Alvarado, G. and Sultana, N. Assessment Report of the Implementation of the Operational Policy on Gender Equality in Development and Gender Action Plan for Operations, 2014-2016. International Center for Research on Women. Washington DC, March 2017.

- 3.2 This component will contribute to hiring the equivalent of three full-time consultants who will support a minimum of 20 operations in design¹⁰ in sectors that have shown more limited progress addressing gender issues, including housing and urban development, rural development and disaster risk management, transport, energy, and water and sanitation. These gender experts will also provide targeted technical support during the supervision of a minimum of 8 projects in execution in the same sectors that show potential for developing into a good practice, to help facilitate the achievement of the project's gender related-results.¹¹
- 3.3 These consultants will be complemented by other gender experts hired with IDB administrative budget and other TC funding to support gender mainstreaming in other non-social sectors.¹² This combined financing will enable the Bank to provide direct technical support to 9 of its 11 non-social sector operational divisions and their corresponding member country counterparts.
- 3.4 **Component 2. Sector-Specific Gender Mainstreaming Tools (US\$35,000).** The objective of this component is to support the preparation of four sector-specific tools (e.g. brief guides) that support gender mainstreaming in project design and execution in the same sectors that receive support from the consultants financed under Component 1 (see ¶3.2). It will also contribute to a technical brief on lessons learned for achieving gender-related results in project execution that will be informed by the work of the consultants as well as SCL/GDI staff.
- 3.5 The goal of these tools is to help VPS project teams and VPC country departments to sustain gender mainstreaming efforts with reduced levels of technical support from gender consultants in the future.
- 3.6 **Results.** The main results of this TC will be: (i) an increase in percentage of IDB lending operations that are strategically aligned with gender; and (ii) increased availability of practical tools that can help sustain gender mainstreaming beyond the direct support of gender consultants.
- 3.7 **Budget.** The total cost of the TC is US\$300,000 (see Indicative Budget) that will be financed by the Bank with non-reimbursable funds. The funds will be provided through the Bank's OC Strategic Development Program for Social Development (SOC). There will be no local counterpart.

¹⁰ These operations will be selected from the list of priority projects for gender mainstreaming in the IDB project pipeline for 2018 and 2019; this list was first established in early 2018 and will be updated each semester, by SCL/GDI and sector operational divisions in the IDB's Vice Presidency for Sectors and Knowledge (VPS). Priority projects, which constitute approximately 50% of project pipeline, are those for which gender mainstreaming seems strategic and feasible based on multiple factors, including: (i) the Gender Action Plan 2017-2019 strategic lines of action; (ii) inclusion of gender issues in the corresponding IDB country strategy; (iii) client receptivity and capacity; and (iv) early stages of project preparation.

¹¹ These projects will be selected by the division chiefs and gender focal points from the corresponding VPS sector divisions, in discussion with the corresponding country office chief of operations and/or Country Department gender focal points in the Vice Presidency for Countries (VPC).

¹² These include consultants working with the following Bank sector divisions: Climate Change and Sustainability (CSD/CCS), Fiscal and Municipal Management (IFD/FMM), Institutional Capacity (IFD/ICS), as well as a consultant who will be hired to work with Capital Markets and Finance (IFD/CMF) in the final trimester of 2018.

Indicative Budget (US\$)

Activity/Component	Description	IDB/Fund Funding (SOC)	Total Funding
Component 1 Year 1-2	Technical Support to mainstream gender into project design and execution provided by gender consultants with sector-specific expertise	265,000	265,000
Component 2. Year 2	Development of sector-specific gender mainstreaming tools	35,000	35,000
Total		300,000¹³	300,000

IV. Executing Agency and Execution Structure

- 4.1 The Bank, through the Gender and Diversity Division in the Social Sector (SCL/GDI), will be the executing agency for this operation. The Bank is well positioned to supervise gender mainstreaming technical support of the loans it finances in its borrowing member countries given its direct management of project design and supervision, its collaborative relationship with its public sector clients and executing agencies across sectors and countries in the region, and its knowledge of international best practices for addressing gender equality issues in multiple sectors that it can be shared with its member country governments.
- 4.2 When the work supported by this TC requires travel, letters from the corresponding countries will be requested.
- 4.3 **Technical and fiduciary responsibility.** SCL/GDI, through the Project Team, will be responsible for supervising the project, in close coordination with the corresponding operational division within the Vice Presidency for Sectors and Knowledge (VPS) and the IDB country office. The TC will be implemented over an 18-month period.
- 4.4 The Bank will contract individual consultants in accordance with current Bank procurement policies and procedures. Disbursements will be made directly from SCL.
- 4.5 **Sustainability.** Analytical and technical support for gender mainstreaming is also being supported by Bank administrative resources and co-financing from operational divisions in VPS. The consultancies fully financed by this TC will continue to be supported by VPS divisions beyond the life of this project to ensure continuity of mainstreaming efforts in non-social sectors.

¹³ These funds will be complemented by IDB Administrative Funds from the Corporate Input Product BK-C1037 Supporting the Implementation of the Gender Policy that also finances consultants to work directly in non-social sector operations.

V. Major Issues

- 5.1 This project has low fiduciary and governance risk. The principal risk of this project is potentially limited access of the gender consultants to relevant project information and key stakeholders in the region. This risk will be mitigated by embedding gender consultants into project teams from an early stage so that they have direct contact with IDB team members and key technical staff in sector ministries and executing agencies in the relevant borrowing member countries. Resources to support consultant travel to accompany projects in execution will be financed by VPS operational divisions.

VI. Exceptions to Bank Policy

- 6.1 No exceptions to Bank Policy are envisaged.

VII. Environmental and Social Strategy

- 7.1 In accordance with the Environment and Safeguards Compliance Policy (OP-703), this TC has been classified under [Category C](#).

Required Annexes:

- [Annex I. Results Matrix](#)
- [Annex II. Terms of Reference](#)
- [Annex III. Procurement Plan](#)

September 14, 2018

ADVANCING GENDER EQUALITY THROUGH DEVELOPMENT PROGRAMS IN IDB MEMBER COUNTRIES

RG-T3171

CERTIFICATION

I hereby certify that this operation was approved for financing under the **Ordinary Capital Strategic Development Program for Social Development (SOC)** through a communication dated May 17, 2018 and signed by Mariana Mendoza. Also, I certify that resources from said fund are available for up to **US\$300,000** in order to finance the activities described and budgeted in this document. This certification reserves resource 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, representing a risk that will not be absorbed by the Fund.

Certified by:

Sonia M. Rivera
Chief
Grants and Co-Financing Management Unit
ORP/GCM

Date

Approved by:

Andrew Robert Morrison
Division Chief
Gender and Diversity Division
SCL/GDI

Date