

World Bank Group

2016-2023 Gender Strategy

Gender Equality, Poverty Reduction and Inclusive Growth

2017 Update to the Board



Overview



- Changing the Way We Do Business
- Innovating in our Country Engagement, Institutional Processes and Key Partnerships



CHANGING THE WAY WE DO BUSINESS

- ❖ The new Gender Strategy emphasizes measurable results based on data and evidence of what works.
- ❖ It raises the bar and positions the WBG to be a more effective actor in tackling specific gender gaps.
- ❖ It has generated higher ambition for policies and operations. For example, the Strategy set the stage for robust, results-oriented commitments under IDA 18.
- ❖ But FY17 is a transitional year as changes work their way through our systems.

There have been significant changes thus far.



DEEPER ANALYTICAL WORK ON GENDER EQUALITY.

For instance, among 25 SCDs approved between Nov 2014–Dec 2016 and reviewed by the Gender CCSA, all identify specific gaps between males and females in endowments and jobs. Many also propose specific actions as a basis for policy dialogue.



INCREASED FOCUS ON KEY RESULTS.

A new and more robust monitoring system and more outcome oriented IDA 18 policy commitments.



NEW COUNTRY ENGAGEMENT TOOLS & INNOVATIONS.

More aligned RGAPs, Country Gender Action Briefs, and innovative approaches like Gender and Social Inclusion Platforms help mobilize staff and clients.



INCREASED FOCUS ON FRAGILE AND CONFLICT-AFFECTED SITUATIONS.

Increasing the number of operations in fragile contexts that include gender-based violence prevention/response and linkages to economic/livelihood activities.



INCREASED COLLABORATION ACROSS THE WBG.

More integrated approaches to closing gaps between women and men that engage both the public and private sectors in countries and at the global level.

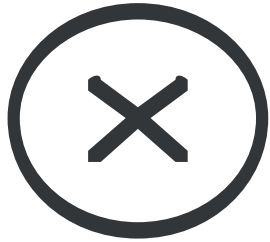


MORE DATA AND EVIDENCE ON GENDER EQUALITY.

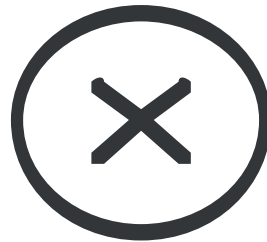
Increase in the availability and quality of sex-disaggregated data, a more systematic approach to understanding what works, and bringing the evidence to task teams.

But challenges remain.

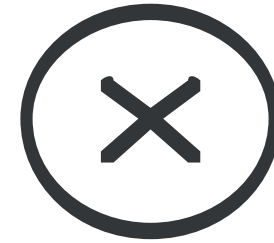
For example:



Specific country challenges, including sticky norms, uneven capacity, and inconsistent demand from clients.



Transitioning in new systems and a results focus takes time and processing before becoming part of WBG DNA.



Operational staff with gender skills diffused across decentralized institution.

FY 17 is laying the groundwork needed to shift the institution in ways that enable the WBG to achieve the four strategic objectives.



Analytical and operational pivots are underway.



Stronger country-driven approach with better diagnostics and policy dialogue.

A holistic WBG country program is being designed in Sri Lanka aiming to close economic gaps between men and women. It was informed by the Bank's mixed methods study on female labor force participation, which will be launched on International Women's Day 2017. A DFAT grant supports the work on women in the private sector.

*The Afghanistan SCD identifies specific gaps for all 4 objectives and suggests policies to close them. For example, targeted scholarships to raise girls' enrollment and retention rates, targeted transportation, and child care services to boost access to jobs.



Building more systematically on what works and bringing the evidence to task teams and clients.

T&C and the AFR GIL are increasing the take-up of effective interventions. A recent impact evaluation of non-cognitive skills development in Togo demonstrated increases of 40% on profits of women-owned businesses. Replications underway in Mexico, Mauritania, Mozambique, and Ethiopia.

IFC's *SheWorks* partnership expanded job opportunities and improved working conditions for more than 300,000 women. Companies implemented effective sponsorship programs, developed parental leave programs, and established effective anti-sexual harassment policies and practices.



Improving availability and quality of sex-disaggregated data, especially on jobs and assets.

Under IDA 18, pilot data collection will be launched in at least six IDA countries to gather direct respondent, intra-household level information on employment, assets, and entrepreneurship.

The IFC and F&M GP represent the WBG, along with the IMF and the Alliance for Financial Inclusion, in the new Women's Financial Inclusion Data Partnership to increase financial institution reporting of sex-disaggregated data.

Deeper engagement in the four strategic objectives.

1

Improving Human Endowments: Health



- Addressing the remaining gaps in maternal mortality and boosting access to health services for women and girls.
- Working on emerging issues, like ageing and non-communicable diseases, among women, and smoking, drug and alcohol abuse, and poor diets among men.



Analytical Work.

*In Cameroon, the SCD identifies teenage pregnancy, high fertility rates and very high maternal mortality rates as key priorities.



Operational Work.

*The Cameroon Health Systems Performance Reinforcement Project supports the availability and use of a package of reproductive health services specifically targeting adolescent girls, with a focus on family planning.

The Global Financing Facility supports the project, which builds on the successful Performance Based Financing program.



All IDA18 financing operations for maternal and reproductive health will target the improvement of the availability and affordability of reproductive health services, including for survivors of gender-based violence.

Examples in the following slides are illustrative of the types of operational work/approach being expanded in IDA, IBRD, IFC portfolios.

**Project followed the Strategy.*

Deeper engagement in the four strategic objectives.

1 Improving Human Endowments: Education/Social Protection



- Tackling first generation gaps in education and social protection.
- Focusing on emerging education issues, such as the school-to-work transition, curricula reform, STEM and early childhood development.
- Addressing emerging social protection issues, such as linking SSNs to adult literacy, reproductive health and access to finance; and engaging more men in SSN interventions.



All applicable IDA18 financing operations in primary and secondary education will address gender-based disparities, for instance, by incentivizing enrollment, attendance and retention for girls.

Nigeria State Education Program Investment project will contribute to the return of students—particularly girls—to schools in the states of Borno, Yobe, Adamawa, Bauchi, Gombe, and Taraba. The project will also incentivize skilled teachers to return to schools, and improve the learning environment.

**Project followed the Strategy.*

*Tejaswini: Socioeconomic Empowerment of Adolescent Girls & Young Women Project , Jharkhand, India

will help 680,000 adolescent girls and women complete their secondary education and acquire market-driven skills. They will also receive life skills training in resilience, problem-solving, health and nutrition, sanitation and financial literacy.

*Nepal School Sector Development Program is a P4R that supports the government in provision of scholarships to girls in grades 1-8, and a pro-poor scholarship scheme for girls in grades 9-12.

Other components include scholarships to increase girls' participation in science subjects in grades 11 and 12, sanitation facilities for girls, and increased deployment of female teachers in basic and secondary schools.

Deeper engagement in the four strategic objectives.

2 Removing Constraints for More and Better Jobs



- Working to increase women's mobility, reduce legal barriers, enable more and better care services, decrease occupational sex segregation and narrow skills gaps in order to increase women's economic participation where low, and boost the quality of jobs.

The ILO-IFC Better Work program reduced sexual harassment by 18%, narrowed the gender pay gap by 17%, improved women's voice in the workplace by 22%, and increased access to pregnancy related healthcare by 26%. Next, the program will develop a strategy for 2017-2022 that will be rolled out across 8 countries.

*IFC launched the **Tackling Childcare** project together with DEC's Women, Business and the Law team with the aim of encouraging employer supported childcare.

IFC launched a new program in the **Solomon Islands** that helps companies to increase their female leadership by providing training courses for women in mid-management and working with companies to build a more diverse talent pipeline.

**Project followed the Strategy.*

*US\$1 billion **Skill Mission India Operation (SIMO)** includes a component to address India's low FLFP (31%). It will support making training programs sensitive to women-specific constraints, and increasing women's access to information, social support and financial assistance. It will also support the design and evaluation of pilots to test the cost-effectiveness and impact of financial incentives to bolster participation and placement outcomes for women.



At least 75 percent of IDA18 financing operations for skills development will consider how to support women's participation and productivity in the labor market and/or consider how to reduce occupational segregation.

At least two-thirds of all IDA18 financing operations in urban passenger transport will address the different mobility and personal security needs of women and men.

Deeper engagement in the four strategic objectives.

3

Removing Barriers to Women's Ownership and Control of Assets



- Focusing on key productive assets such as land, housing, financial services and technology, with a special effort by IFC to promote women's access to financial products, technology and agricultural supply chains.



*The Madagascar- Second South West Indian Ocean Fisheries Governance and Shared Growth Project (SWIOFish2) project will improve the management of selected priority fisheries at regional, national and community levels and increase access to alternative livelihood activities. Over 1M people, of which 45% are women, are active in small-scale fisheries, and in processing, trading and marketing fish.



*F&M is building the capacity of financial regulators to collect and analyze gender-disaggregated data. This will provide data for women-specific results indicators in WBG projects and to meet the new IDA 18 targets for women's financial inclusion.



*IFC is on track to meet its strategy implementation goal of doubling its Banking on Women program from 1 billion in FY16 to \$2 billion in investments for women entrepreneurs by the end of FY19. Banking on Women's committed portfolio currently stands at 1.3 billion USD.



IFC's SME Ventures program has incorporated support to fund managers enabling them to seek out high-growth women-owned SMEs as potential investment opportunities.



At least 10 IDA18 financing operations and ASA for financial inclusion will address gaps in men's and women's access to and use of financial services and at least 10 Financial Inclusion strategies in IDA countries will provide sex-disaggregated reporting and put in place actions to target specifically women's financial inclusion; and at least half of all IDA18 financing operations in the ICT portfolio will support better access to the Internet and better access to ICT services for women.

Deeper engagement in the four strategic objectives.

4 Enhancing Women's Voice & Agency and Engaging Men and Boys



- Supporting the reduction of gender-based violence, engaging men and boys to better shift social norms, and increasing women's voice and decision-making in service delivery.

Sustainable Rural and Small Towns Water and Sanitation, Haiti

The Sustainable Rural and Small Towns Water and Sanitation project includes a gender action plan that seeks to demonstrate how the water sector can strengthen voice and agency in a fragile context battling cholera.

IFC

IFC working to increase women's representation in client company leadership and community consultations. For example, IFC examined 1000 companies in Jordan and found those with female directors outperformed those without. IFC is also working with client boards to recruit women into their leadership structures.



Under IDA18, the WBG will increase the number of operations in fragile contexts which prevent or respond to gender-based violence, including through access to essential services and livelihood support activities for women.

WEvolve, India

The program aims to change gender norms and attitudes related to gender equality with the help of powerful and persuasive visual and performing arts. The program engages citizens across the country, especially boys, in discussions on changing gender norms that may inhibit women's participation in economic and social spaces, and may lead to GBV.

Forest Carbon Partnership Facility (FCPF)

*FCPF making a concerted effort to include women, indigenous peoples as partners in the planning, operation of funds, and the deployment of climate finance. REDD+ Participant Countries will be required to systematically conduct a gender assessment, using country-specific sex-disaggregated data and analyzing differentials in the strategy areas.

Enhancing focus on prevention and response to GBV.

DEVELOPMENT MARKETPLACE ON GBV

The initiative surfaces innovation, and generates awareness and support for GBV interventions. 9 projects funded in FY 16.

TACKLING GBV WITH THE PRIVATE SECTOR

IFC has worked with 50+ businesses in PNG to develop and implement family and sexual violence policies. Employees have experienced increased safety at the workplace and at home.

TASK FORCE ON SEXUAL EXPLOITATION AND ABUSE

Building on lessons learned from the Uganda inspection panel case, President Kim launched the Task Force, which is developing actionable recommendations to strengthen prevention, design, reporting and supervision interventions in World Bank Group infrastructure operations, including road construction, energy, water and sanitation, slum upgrading and resettlement. Recommendations due in June 2017.

The World Bank has committed, under IDA18 and elsewhere, to implement the Task Force's recommendations.

GUIDANCE NOTE ON LABOR FLUX RISKS

A new guidance note aims to help staff better identify, assess, and manage risks related to labor influx, sexual exploitation and abuse for Bank-supported construction projects.

AFR'S GREAT LAKES TRADE FACILITATION PROJECT

The project is piloting clients codes of conduct that prohibit GBV in the workplace. It also includes training of customs agents on sexual harassment, gender equitable relationships and non-violent conflict resolution.

Responding to fragility and building resilience.

Regional Gender Action Plans

The Syrian refugee crisis represents the largest forced displacement crisis since WWII. The new MNA RGAP will seek to address differences in how women and men experience and are affected by conflict. It will also seek to ensure that both women and men participate in reconstruction efforts.

Diagnostics and data

FCV'S State and Peacebuilding Fund is providing \$50K to projects teams to support the preparation of operations that include a GBV prevention, response or mitigation component.

The Welfare of Syrian Refugees study, which collected sex-disaggregated data on Syrian refugees in Jordan and Lebanon, reveals the negative impacts of the crisis, e.g., Syrian female refugees now more likely to marry before the age of 18.

Interventions

*Jordan Economic Opportunities for Jordanians and Syrian Refugees Program-for-Results (P4R) takes action to improve refugees' access to the formal labor market, including specific interventions to promote women's job and entrepreneurship opportunities (e.g., by reducing the regulatory barriers on household enterprises).

WBG GPs/Departments mobilize to implement the Strategy.

Health, Nutrition & Population

Health, Nutrition & Population has prioritized (i) reducing high rates of maternal mortality; (ii) women's access to health services; (iii) ageing and non-communicable diseases; (iv) men's substance abuse and poor diets; and (v) the need for more female frontline health workers.

Transport & ICT

T&ICT will (i) improve the mobility of urban women by addressing personal security concerns; (ii) address rural gender differences in transport; (iii) encourage the accessibility and affordability of relevant ICTs; and (iv) promote universal identification.

Trade & Competitiveness

Trade & Competitiveness has prioritized (i) the improvement of existing jobs and creation of high-quality jobs for women; (ii) inclusive, productivity-led growth and increased market opportunities for women-led firms/entrepreneurs; and (iii) strengthening women's voice and influence over legal, regulatory and policy frameworks.

Food & Agriculture

Food & Agriculture will close gaps between women and men in food security; safety nets linked to agricultural production; technical education and training; quality jobs; green jobs, access to financial services; and collective action among other areas.

IFC

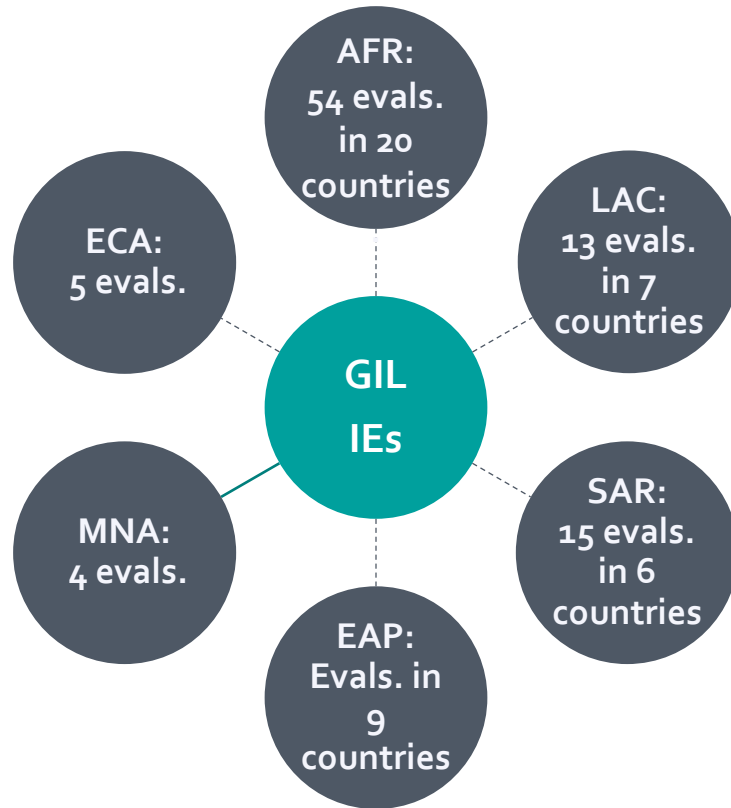
IFC focuses on closing jobs and assets gaps through private sector recruitment, retention and promotion of women; promoting private-sector provision of care; improving working conditions in the garment sector; doubling lending to women-owned SMEs; digital financial services, and addressing violence in the workplace.

Teams generate evidence on what works to reduce inequalities between women and men.



GENDER INNOVATION LABS

The Strategy proposes a federated system that ensures conceptual and methodological consistency, stimulates the cross-fertilization of key interventions that will be tested in different contexts, and facilitates the dissemination and take-up of results.*



*Continuous support from DFID enabled the work of the AFR GIL.

JOBS IN UGANDA AND LIBERIA

When life skills training on sexual and reproductive health is added to vocational training, young women in countries like Uganda and Liberia were more likely to have an income and earn more. They were also much less likely to have a child and experienced a sharp drop of sex against their will. The income increases of adding components to the training more than offset the costs.

ASSETS IN ETHIOPIA

The Africa GIL collaborated with the Finance & Markets GP in Ethiopia, where GIL introduced innovations in finance and training to better serve women entrepreneurs. Based on the success of the collaboration, GIL was asked to work with F&M on a study on women entrepreneurs in Indonesia, published in November 2016 and now being used to design a new women's entrepreneurship project there.

EVIDENCE GENERATION SUPPORTED BY THE UFGE

The St. Lucia enterprise survey now includes questions on gender and disaster risk management. As part of a broader engagement on measuring household vulnerability to disasters, UFGE analytical work and capacity building of the Central Statistics Office uncovered new evidence on the differential poverty related impacts of climate disasters on men and women.

In China, a study on the labor force behavior of women age 45 and above has helped deepen dialogue with the national and sub-national authorities on issues of aging and long-term care, which falls disproportionately on women.

Work that fills gender data gaps is helping to reduce inequalities between women and men.

Enhancing the quality and accessibility of data.

The Gender Data Portal was revamped, based on user experience feed-back, to provide more direct access to the data. The site is the third most visited of World Bank sites and has been highlighted as a reference by a number of publications, including *Reference Reviews*, the key resource for librarians.

In addition, the Little Data Book on Gender presents sex-disaggregated data for over 200 economies.

Partnerships to measure assets and employment

Two partnerships renewed to improve the measurement of access to assets (with the UN EDGE project) and of work (with the ILO, FAO and Data 2X), which has important consequences for the measurement of several new SDG indicators.

Filling gender data gaps.

In 198 countries, the Identification for Development Group produced sex-disaggregated data for the first time in 2016 on coverage of people with a form of official identification.

ECAGEN is expanding data available for cross-country comparison from available micro data.

NB: In addition to IDA18 data commitment

Innovations at the country level improve alignment and mobilize resources to close key gender gaps.

Country Gender Action Briefs & Regional Gender Action Plans

- ✓ SAR approved its new Regional Gender Action Plans in FY16; LAC RGAP approved in FY17.
- ✓ All countries in EAP and SAR, and some countries in ECA (Armenia and Moldova) are producing Country Gender Action Briefs (CGABs).
- ✓ ECA, MNA, and AFR will complete new Regional Gender Action Plans by end of FY17.

SEVERAL SOUTH ASIAN CMUS HAVE ESTABLISHED GENDER AND SOCIAL INCLUSION PLATFORMS.

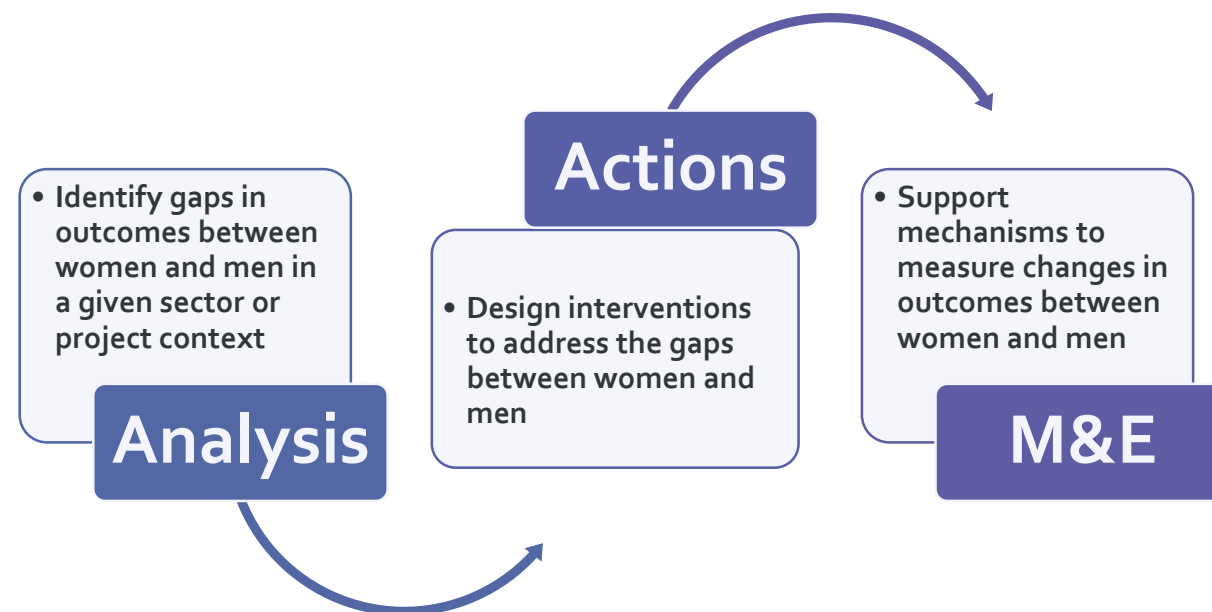
The Afghanistan, India, Pakistan and Sri Lanka Gender and Social Inclusion Platforms are funded multi-year programmatic platforms that facilitate and provide operational support and technical assistance on high impact issues over the project cycle.

They also carry out technical and frontier analytical work and gather lessons on what works.

The platforms have set a medium term goal to increase the number of women beneficiaries in the WB portfolio; see successful innovation adopted in new projects; have new knowledge to inform policy dialogue on women's economic opportunity; and increase client capacity to advance women's economic empowerment.

A New Monitoring System Focused on Results and Outcomes.

- ❖ In FY17, a new gender “tag” was launched to strengthen links between country-level and/or sector gender equality objectives and WBG operations, and identify those operations that meaningfully narrow gaps between males and females in the four key pillars of the strategy.
- ❖ The gender tag identifies those projects that have a clear results chain (e.g., links analysis, actions, and M&E).
- ❖ Under IDA18, the WB has set a new target for at least 55% of operations to fulfill the tag criteria. The tag and target will cascade to the corporate scorecard in FY17.
- ❖ Intensive socialization of the tag through clinics, workshops and other forums in Q2-3, FY17.



IFC developed a new gender Advisory Services flag in February 2016 that tightens the definition of a gender flagged project, e.g., includes a gender analysis, linked implementation and, where possible, measured outcomes. IFC is rolling out a new gender Investment Services flag in FY17, and exploring how to integrate gender issues in project completion reports. Additionally, a new indicator tracks the gender composition of fund management teams with the baseline being established in FY17.

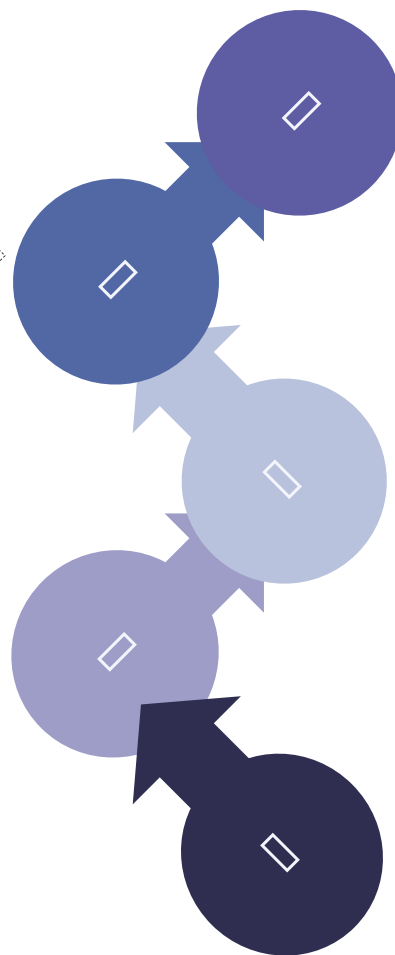
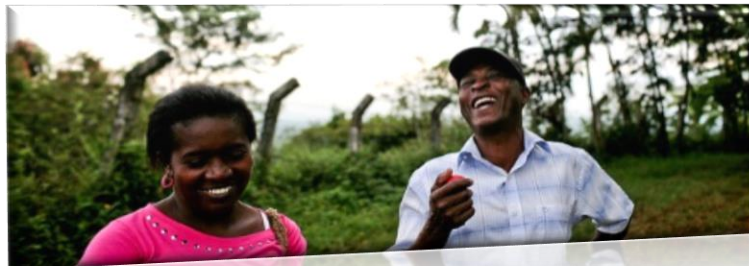
Leveraging Partnerships for Effective Outcomes.

GENDER COMMUNITY OF PRACTICE OF FINANCE MINISTERS

The Community of Practice of Finance Ministers, co-chaired by the WBG President and Executive Director of UN Women, seeks to stimulate demand among WBG governors to close economic gaps between men and women, especially in productivity and earnings and use of financial services.

WBG ADVISORY COUNCIL ON GENDER AND DEVELOPMENT

To align the Advisory Council with the new Strategy (and with IDA18 commitments), new members are being added: cabinet-level individuals with the power to affect change in areas central to the strategy, including jobs and assets. The body seeks to form coalitions for action on the country level.



IFC & CHARTERED INSURANCE INSTITUTE

IFC is formalizing a new partnership with the Chartered Insurance Institute on expanding women's access to insurance both as consumers as well as employees/agents, with the aim of encouraging more insurance companies to sex-disaggregate data and better serve women.

IFC & GLOBAL BANKING ALLIANCE FOR WOMEN

The partnership between IFC and the Alliance expands the WBG's ability to reach more women customers, in particular, in emerging markets. The Alliance (more than 45 banks) helps to make the business case for investing in women as customers by providing new evidence, and enables membership learning on how to design products and services with women's needs in mind.

UN WOMEN/UNITED NATIONS

President Kim represents the World Bank Group in the UNSG's High-level Panel on Women's Economic Empowerment, and helped launch the Panel report at the UNGA in September 2016. The HLP's focus on women's economic empowerment is aligned with the WBG Gender Strategy, with a strong focus on jobs and assets, and will be featured at the 2017 Spring Meetings.

Embedding the Strategy into our institutional DNA.

Equipping staff with knowledge and tools is key to change mindsets and generate effective action towards results. It is also a conduit for uptake of new, evidence-based findings, such as those from the GILs, with relevance for operations.



Some Examples:

GSURR Training

Gender Training for Social Development Specialists in GSURR. One of the highest rated trainings in the Bank, this training was delivered in December 2016 and is being adapted into an on-line course for all WBG staff.

Online Courses

Several GPs are planning online courses to help build staff capacity and knowledge of sector-relevant gender gaps. HNP, for example, is developing a toolkit and online course, for HD week. An e-learning course and training curriculum is also being developed on gender and climate smart agriculture.

CPF/DPF Academies

OPCS and the Gender CCSA updated the content of the CPF and DPF academies. The Poverty GP and Gender CCSA updated the guidance on SCDs and is rolling out supplemental material in February 2017.

GBV-Specific Training

Targeted clinics being developed for operations staff to address GBV through operations, with pilots for Uganda and Ethiopia country office staff. Session for TTLs on the VAWG resource guide rolled out.

Private Sector Solutions

IFC's e-learning course for operational staff about what works for private sector gender solutions.

IFC developed a Training the Trainers workshop on Women Customer Value Proposition with the financial institutions group; also conducted training workshops for agribusiness and oil, gas and mining investment officers on how to include a gender dimension into their projects.

Walking the Talk.

EDGE Certification

In FY16, the Bank Group became the first international financial institution to complete requirements for the Economic Dividends for Gender Equality (EDGE) certification--a key global standard for workplace gender equality--for its headquarters. Other IFIs are now following suit.

The certification is effective for two years, during which time the Bank Group will complete actions identified by the EDGE audit in order progress to the second level, "EDGE Move." The Bank Group is also pursuing certification for country office locations.

Pay and Performance Study

DEC, HR, and the Gender CCSA conducted an analysis of the pay and performance of WBG employees over the past 30 years, based on a custom-built dataset, analyzing potential discrepancies in salary growth and promotion between men and women and Part 1/Part 2 nationals. The findings of the study will be released in March 2017 along with an HR action plan.

Other Diversity and Inclusion Actions

- Implementation of the PRISM mentoring program to develop and retain high-potential diverse GE-GH staff (including women)
- IFC Sponsorship program
- Introduction of new child planning benefit to offset some costs of surrogacy and/or adoption

Annexes.



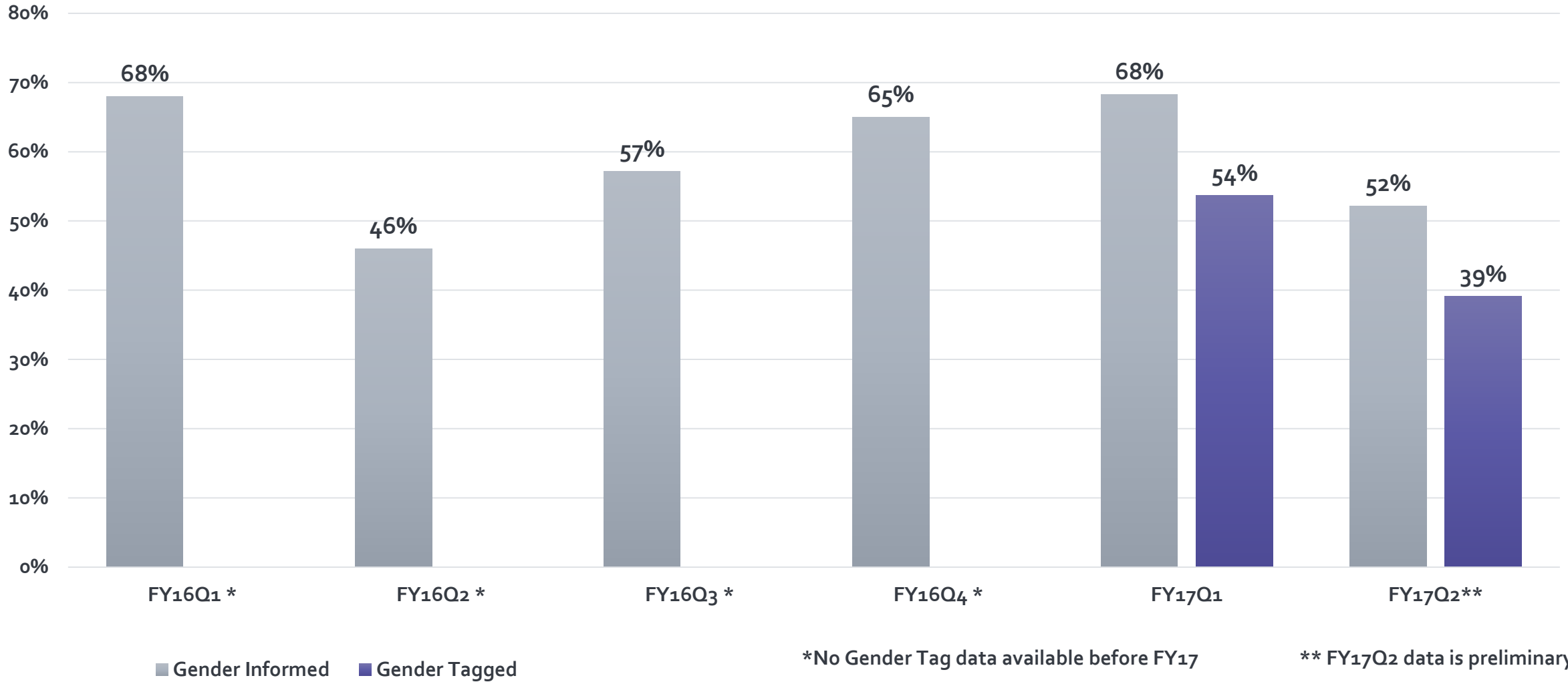
GENDER STRATEGY RESULTS FRAMEWORK

OUTPUTS	ACTIVITIES	END-FY16	STATUS	END-FY17	STATUS
<p><u>The Bank and the government define the key gender challenges at the country level and frame the outcomes to be supported through the Bank program.</u></p>	<p>The Bank Group adopts robust guidelines for the inclusion of gender equality outcomes in its diagnostic tools—SCD and Jobs Diagnostic—and in country partnership documents.</p>	<p>Guidelines are strengthened and followed in relevant operations.</p>	<p>Nearly complete</p>	<p>Guidelines are followed in all FY17 diagnostics.</p>	<p>On track</p>
	<p>RGAPs summarize regional objectives and discuss how best to support their achievement.</p>	<p>SAR and LAC RGAPs completed.</p>	<p>Completed</p>	<p>Other four regions’ RGAPs reviewed and updated.</p>	<p>On track</p>
<p><u>The Bank Group promotes the piloting, testing, and scaling-up of gender-smart solutions in operations.</u></p>	<p>GPs/IFC departments develop follow-up notes to the strategy indicating how they propose to build on good practices in addressing gender equality in their operational programs.</p>	<p>Three GPs produce follow-up notes.</p> <p>Gender CCSA and GIL produce two papers on what works, based on meta evaluations in key sectors.</p>	<p>Four completed</p> <p>Completed</p>	<p>Remaining GPs complete follow-up notes.</p>	<p>On track</p>
	<p>GILs are introduced in all regions and strategic guidance provided on focus of testing and impact evaluation to add to “what we know works.”</p>	<p>New governance approach to GILs is approved.</p>	<p>Ongoing</p>	<p>Guidance on strategic priorities is provided.</p>	<p>On track</p>
		<p>GIL impact evaluations begin in East Asia and Pacific Region.</p>	<p>Completed</p>	<p>Funding is secured for establishing GILs in other regions.</p>	<p>On track</p>
	<p>New training modules are developed.</p>	<p>Training implemented and new curricula developed as needed.</p>	<p>Completed</p>	<p>New curricula/courses introduced as needed.</p>	<p>On track</p>
	<p>IFC develops an e-learning course on closing gender gaps and business benefits.</p>	<p>E-learning course is finalized and piloted.</p>	<p>Completed</p>	<p>E-learning course is introduced and at least 25% of all operational staff complete it.</p>	<p>On track</p>
	<p>IFC hosts regular face-to-face training courses on closing gaps between men and women in specific sectors.</p>	<p>Three training courses hosted (agriculture, finance, extractives).</p>	<p>Completed</p>	<p>More sector-specific training courses rolled out.</p>	<p>On track</p>

GENDER STRATEGY RESULTS FRAMEWORK

OUTPUTS	ACTIVITIES	END-FY16	STATUS	END-FY17	STATUS
Governments and private sector clients implement and scale up successful gender-smart approaches throughout their development programs.	Bank publications and outreach programs disseminate gender-smart approaches.	Bank publications and outreach programs disseminate gender-smart approaches.	Ongoing	Bank publications and outreach programs disseminate gender-smart approaches.	On track
	Bank Group projects support scaling-up effective approaches.		Ongoing	GILs and WBL track how much research uptake is taking place in projects.	On track
The monitoring framework for the Bank and the IFC signals the importance of results and allows the achievement of results to be evaluated.	The identification of outcomes is undertaken at the design stage of projects and tracked throughout the project lifespan.	Guidelines for the new monitoring system are issued.	Completed	The new monitoring system is piloted, revised, and a baseline established.	On track
	Progress on results is tracked during implementation and at project completion.	New guidelines for ISRs and ICRs are established (World Bank).	Ongoing	The guidelines are applied in ISRs for projects approved in FY 17.	Delayed (due to larger ISR simplification process)
	Project-level monitoring and Tier 2 CSCI is supported by better project-level data.	New guidelines for PCRs, PSRs, CRMs, IRM, QAE are established (IFC).	Ongoing		
		Guidelines for project-level data are issued, including provision for all person-level data to be sex-disaggregated.	Ongoing	Review of a sample of projects to assess whether guidelines are being implemented.	On track

Gender Monitoring Figures by Quarter



South Asia

Priority Outcomes in the Four Pillars of the SAR RGAP FY16-21

Pillar 1: Human Capital

Reduce

- Malnutrition
- Excess female child mortality

Improve

- Adolescent sexual and reproductive health (SRH)
- Girls' transition and completion of primary and secondary education

Enhance

- Linkages between labor market-demanded skills and education/training programs

Pillar 2: Economic Empowerment

Reduce

- Occupational segregation
- Women's/girls' time poverty
- Barriers to women's land/asset ownership

Increase

- Remuneration of rural women's labor
- Jobs for women in urban growth sectors, private sector
- Female share of formal account holders
- Number of female traders and entrepreneurs

Pillar 3: Voice & Agency

Reduce

- Prevalence of child marriage

Increase

- Attention to prevention & response interventions against GBV
- Safe access to and use of public transportation and spaces
- Share of women in local leadership
- Focus on male gender issues and masculinities

Pillar 4: Capacity Building & Communication

Improve

- GPs' and IFC's will/capacity to address critical gender issues
- Internal mechanisms for information sharing on gender data and tasks
- Evidence base on gender interventions
- Government counterparts' buy-in to strategically integrating gender into policy and programs under the 3 pillars and cross-cutting themes

Latin America & the Caribbean

Pillar 1: Country-Level Entry Points for Gender Equality

- Identify strategic opportunities to promote gender equality within the context of country-specific policy priorities and programmatic opportunities
- Increase awareness and ownership of the WBGs strategic agenda for gender equality
- Ensure compliance with corporate commitments, specifically with the LCR Regional Target “Achieve 100% highly satisfactory rankings for gender inclusion in all CPFs” .

Pillar 2: Embedding Gender in Operations

- Increase operationally relevant, sector-specific knowledge and capacity on how to incorporate gender in project work in a meaningful way.
- Ensure compliance with corporate commitments, specifically with the LCR Regional Targets “Projects with gender-informed analysis, action, and monitoring (%) in line with corporate commitments” and “100% of projects with gender monitoring at design reporting on it during implementation”.

Pillar 3: Regional Gender Knowledge and Data Generation

- During the RGAP FY16-19, the following actions are planned for LCR:
 - Complete one regional report on gender equality.
 - Strengthen regional gender data and statistics.
 - Maintain regional network of Gender Focal Points to share relevant knowledge and increase capacity within Country and Project teams.
 - Monitor gender equality outcomes and portfolio performance.