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**Applying Gender Action Plan Lessons:
A Three-Year Road Map for Gender Mainstreaming
(2011- 2013)**

May 25, 2010

Gender and Development
Poverty Reduction and Economic Management Network

Acronyms and Abbreviations

AC	Advisory Council on Women’s Economic Empowerment
AFR	Africa Region
AGI	Adolescent Girls Initiative
ARD	Agriculture and Rural Development Sector
BP	Bank Procedures
DECDG	Development Data Group
CAS	Country Assistance Strategy
DIME	Development Impact Evaluation Initiative
EAP	East Asia and Pacific Region
EC	Executive Committee
ECA	Europe and Central Asia Region
ESW	Economic and Sector Work
EXT	External Affairs
FPD	Financial and Private Sector Development
GAD	Gender and Development
GAP	Gender Action Plan
GBA	Global Banking Alliance
GDP	Gross Domestic Product
HDNED	Education
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HNP	Health, Nutrition and Population
IBRD	International Bank for Reconstruction and Development
ICT	Information Communications Technology
IDA	International Development Association
IEG	Independent Evaluation Group
IFC	International Finance Corporation
LCR	Latin America and Caribbean Region
MDB	Multilateral Development Bank
MDG	Millennium Development Goal
MDG3	Gender Equality Millennium Development Goal
MMR	Maternal Mortality Rate
MNA	Middle East and North Africa Region
NGOs	Non-Governmental Organizations
OECD	Organization for Economic Cooperation and Development
OECD/DAC	OECD Development Co-operation Directorate
OP	Operational Policy
OVP	Operational Vice President
PREM	Poverty Reduction and Economic Management Network
PRMGE	Gender and Development Unit
PSD	Private Sector Development Network
QAG	Quality Assurance Group
SAR	South Asia Region
SDN	Sustainable Development Network
SDV	Social Development Department
SP	Social Protection
UNIFEM	United Nations Fund for Women
WBG	World Bank Group
WBI	World Bank Institute
WDR	World Development Report

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Executive Summary

This transition plan identifies key lessons from the implementation of the World Bank Group action plan, *Gender Equality as Smart Economics (GAP)*, and sets out a proposal to improve the performance on Gender and Development. It seeks to strengthen the implementation of the Bank's gender policy and places special emphasis on improving attention to gender in Bank instruments (CASs). It covers World Bank Group (WBG) operations from 2011 to 2013, and was produced on a request by the World Bank Board of Executive Directors. A GAP Three-year Progress Report accompanies this plan.¹

The GAP was introduced in 2007 to strengthen the World Bank's Gender and Development work in the economic sectors, in response to lagging progress on economic opportunity for girls and women, matched by the Bank's consistently stronger record in health and education than in the economic sectors (Agriculture and Rural Development, Economic Policy, Financial Management, Private Sector Development, Public Sector Governance, and Infrastructure). Gender coverage in Bank operations in these latter sectors has risen since 2007—an improvement coinciding with the GAP. This is encouraging, but there is still ample room to improve the Bank's performance on gender mainstreaming, both in the economic and social sectors. An independent mid-term evaluation of the GAP concluded that the GAP's incentive-funding works; that relatively small investments can leverage substantial funds; that there is considerable room to scale-up in Bank operations; and that monitoring and evaluation need strengthening.

The WBG is uniquely suited to provide strategic support for gender equality work, which is a complex task spanning multiple sectors and almost always requiring sustained effort over long periods. Especially important, the WBG can draw on cross-regional gender analysis and project implementation experience. This ability to produce global knowledge is a valuable asset, particularly in sectors where gender mainstreaming has been difficult. The WBG's global coverage is also an asset to stimulate South-South dialogue and sharing of expertise between client countries. The WBG is well-placed to lead efforts to mainstream gender in economic sector operations, and the GAP experience shows that it can be done.

Internal to the Bank, this plan identifies a specific results framework and proposes a set of additional tools to make WBG work gender-responsive. External to the WBG, it identifies priority interventions based on analysis of gender equality trends, with a particular emphasis on managing risk and vulnerability for women and girls resulting from aggregate shocks, and on harnessing demographic opportunities for economic growth through gender-related interventions. These priorities fully align with the WBG's Post-Crisis Directions.

Moving beyond the GAP, first, the results framework presented here has been developed in collaboration with Bank Sectors and helps 'give teeth' to efforts to strengthen management accountability. It takes full advantage at the outset of important Bank initiatives: coordinates and assists with implementing the Bank's Reproductive Health Action Plan – in the actions dealing with adolescent reproductive health—and it is helping to develop and will work closely with the SDN's Business Plan for Accelerating Gender Integration into Sustainable Development (FY12-14). It will coordinate with the new Education Strategy (in preparation). And it fully supports the Agriculture Action Plan (2010-12), which includes actions to mainstream lessons from the GAP into the Bank's agriculture program. Finally, the Bank will continue to work closely with FPD and IFC to help governments and the private sector understand how business

¹ "Gender Equality as Smart Economics: World Bank Group Gender Action Plan – Third Year Progress Report (January 2007-January 2010).

laws, regulations and institutions affect women’s ability to start and operate businesses, and propose effective reforms.

The proposed results framework monitors gender integration in operations, gender-informed (for a definition, please refer to Annex III) policy dialogue, and direct project beneficiaries by sex—at the aggregate level, devolving authority to the regions to further specify and implement the framework in accordance with regional and country priorities, and for the IDA16 replenishment. In addition to these Tier 3 (Bank products) and Tier 2 (Bank projects) indicators, this framework monitors country-level (Tier 1) indicators for IDA countries. The selection of indicators has been done in consultation with the relevant sector boards, including FPD, HNP, SP and SDN (ARD and INF), and with IFC. While the methodologies to measure the degree of gender integration in the different Bank products exist and have been in use for years, they need improvement, and the plan contemplates to derive an improved universal metrics for the Bank to measure gender integration that covers project and policy lending. Ongoing work to develop sector-specific indicators that can easily be collected and reported by sex will continue, in close collaboration with Operations Policy and Country Services (OPCS).

Second, the transition plan proposes to continue the focus on women’s economic empowerment, based on both internal and external analysis, while also broadening the scope to support Bank efforts to provide safety nets in response to crises and to the stresses of demographic pressures. In these contexts, it seeks to assist vulnerable boys and men. It also emphasizes maternal mortality and reproductive health—issues with great impact on the MDGs and on long term development prospects, especially for IDA clients.

Third, the transition plan shifts efforts towards working more closely with clients through regular Bank operations. It seeks to expand country counterparts’ capacity to design, implement and monitor gender-sensitive policies and programs; to encourage more South-South dialogue and capacity building; to continue building data collection and strengthened country-specific gender analysis and diagnosis; and to better client demand for gender and development work. The forthcoming *2012 World Development Report* on gender equality is a unique tool to more effectively help disseminate the business case for gender equality and, therefore, to more effectively foster this demand.

And finally, the plan is solidly anchored in WBG activities and budgets, while also seeking trust fund resources increasingly for initiatives that have a strong “public goods” rationale, such as knowledge creation and dissemination, impact evaluation work, in-country capacity-building and improving availability and quality of gender-related statistics. The plan’s indicative 3-year budget totals US\$68 million—including a bank budget contribution estimated to be about \$35 million, IFC’s contribution of \$18 million, and trust funds totaling \$15 million. The bank budget portion includes a \$4 million incremental bank budget request which will be considered under the budget review process next year. These funds would be used as incentive funding to the regions and networks to support operations. Three million of the \$15 million in the trust fund portion are carry-over GAP funds already in hand.

This transition plan annexes a table of countries by demographic scenario, different methodologies to measure the Bank’s performance in gender mainstreaming, regional plans to meet the requirement of the gender policy with respect to CASs, and draft regional priorities for IDA 16.

I. Introduction

1. This transition plan identifies key lessons from the implementation of the Bank Group action plan, *Gender Equality as Smart Economics*, and sets out a proposal to improve the performance on Gender and Development, particularly in the economic sectors. It covers World Bank Group (WBG) operations from calendar years 2011 to 2013, and was produced on a request by the World Bank Board of Executive Directors.

2. Section I identifies the main lessons from the Gender Action Plan (GAP), active January 2007 to December 2010, which sought to improve the Bank's record on Gender and Development in the economic sectors. Section II identifies priority Gender and Development interventions in client countries on the basis of trends and projections in development data. The third section assesses the Bank's performance on Gender and Development at the tail end of the GAP and identifies sectors that need strengthening in the coming period. Section IV proposes mechanisms to strengthen the Bank's Gender and Development work over the next three years, including a detailed results framework and indicative budget.

3. This transition plan benefits from comments received in a series of external consultations, both on the concept and draft stages. Members of the OECD/DAC's Gendernet have at various stages provided valuable input. Three formal consultative meetings were arranged, the first two at the margins of larger meetings: in Vienna, Austria; Copenhagen, Denmark; and Washington DC, USA, eliciting inputs from member governments, representatives from non-governmental organizations (particularly from developing countries) and from other multilateral organizations, including UNIFEM and the regional development banks. Extensive input and comments were provided by Bank Regions and Networks.

Transitioning from the Gender Action Plan

4. **The GAP was introduced in 2007 to strengthen the Bank's Gender and Development work in the economic sectors.** The focus on women's economic empowerment followed on two distinct findings. First, there was significant progress over past decades in women's and girls' health and education levels, yet no such progress was apparent on economic opportunity: for instance, by 2004, two thirds of 181 countries with primary schooling data has achieved gender parity in enrollment, and the completion gap between boys and girls narrowed to 5 percent from 15 percent in 1991; yet, no or little improvement could be observed in women's labor force participation, entrepreneurship rates, access to financial services or agricultural inputs. Second, the Bank's track record on Gender and Development was consistently stronger in health and education than in the economic sectors (Agriculture and Rural Development, Economic Policy, Financial Management, Private Sector Development, Public Sector Governance, and Infrastructure): During FY04 and FY05, 90 percent of World Bank projects in the health and education sectors incorporated gender issues in their design, with achievements in the economic sectors, where the Bank has a comparative advantage, considerably less robust. Meanwhile, an increasing body of evidence reveals the development benefits of women's increased economic opportunity.

5. **The Bank improved performance in the economic sectors during the GAP.** Data and ratings carried out in 2009 by the Independent Evaluations Group revealed improving performance on gender-coverage in project design since 2007 in the traditionally less receptive economic sectors; for instance, from 58 percent to 71 percent of projects in agriculture, and from 15 percent to 18 percent in infrastructure. This corroborates the Bank's Annual Monitoring Reports, which show that gender

coverage in Bank operations in economic sectors has trended upwards since 2007—an improvement coinciding with the GAP. This is encouraging; while levels are still too low it may indicate that innovative mechanisms, such as the ones put in place by the GAP, can bring about change in sectors that traditionally have been less receptive to gender mainstreaming.

6. **An independent mid-term evaluation completed in June 2009 reviewed the implementation of the GAP.**² It concluded that:

- a. Incentive-funding works, by helping leverage matched funding and by engaging staff new to gender mainstreaming, thus deepening the pool of gender expertise.
- b. Relatively small investments can leverage substantial funds and influence large-scale Bank loans and projects.
- c. Demand for gender work is strong in the economic sectors, with considerable room to scale up.
- d. Monitoring and evaluation need strengthening.

These key GAP lessons provide pointers for how to improve the Bank’s performance on Gender and Development both in economic and social sectors.

7. **This transition plan seeks to strengthen the implementation of the gender policy and identifies priority interventions for gender equity based on analysis both of the Bank’s performance, disaggregated by sector, and of trends in developing countries; the plan places a special emphasis on improving attention to gender in Country Assistance Strategies (CAS).** Internally, this transition plan identifies a specific results framework (see table 4) and proposes a set of additional tools to make WBG work gender-responsive. These build on the lessons of past and ongoing efforts to mainstream gender at the WBG, in particular the GAP. A GAP 3-year Progress Report accompanies this transition plan, detailing the innovative approaches and promising results achieved to date. External to the WBG, this transition plan identifies priority interventions based on analysis of gender equality trends, as described by the development data, with a particular emphasis on risk and vulnerability for women and girls resulting from the ongoing food, fuel and financial crises, and on opportunities to harness longer-term demographic trends through gender-related interventions.

8. **What is the difference between the transition plan and the GAP?** This transition plan draws on the lessons of the GAP and identifies modalities to apply them to mainstream Bank operations from 2011 through 2013. First, the transition plan proposes a robust results framework with specific indicators and targets that have been developed in collaboration with Bank Sectors. The results framework helps “give teeth” to efforts to strengthen management accountability. Second, the transition plan proposes to continue the focus on women’s economic empowerment, based on both internal and external analysis, while also broadening the scope to support Bank efforts to respond to the situation of vulnerable boys and men, effectively addressing gender inequality, and to provide safety nets in response to crises. The plan proposes to expand the focus also to maternal mortality and reproductive health—issues with great impact on the MDGs and on long term development prospects. These target areas are additional to ongoing work, and rely on continued good Bank performance on gender in other health initiatives and in education. Third, the transition plan shifts efforts towards working more closely with clients through regular Bank operations. And finally, it seeks to secure adequate funding by a growing reliance on bank budget resources, while also seeking trust fund resources increasingly for initiatives that have a strong “public

² Sartorius et al. (2009), *Gender Action Plan Midterm Review*, Social Impact, Inc.

goods” rationale, such as knowledge creation and dissemination, in-country capacity-building and improving availability and quality of gender-related statistics.

Rationale

9. **To promote economic development and attain the MDGs—especially the overarching poverty reduction MDG and the gender equality MDG—attention to women’s economic empowerment and investments in women have to increase.** Gains in women’s economic opportunities lag behind those in women’s capabilities. This is inefficient, since increased women’s labor force participation and earnings are associated with reduced poverty and increased growth; women will benefit from their economic empowerment, but so too will men, children and society as a whole. Our continued focus, therefore, remains on increasing women’s economic opportunities while ensuring no backsliding in social sector progress.

10. **In the current context two particular perspectives serve as useful guiding principles to identify priority gender investments within economic and social sectors: crisis response and harnessing demographic trends.** The recent food and fuel price spikes and the financial crisis that is still playing out have had serious effects for developing countries. They are likely to endure beyond the recovery in industrial countries, and underscore the need to build and strengthen crisis response systems to address risk and vulnerability. To be effective, these systems should invest in gender equality.

11. **There is good reason to target women and girls in crisis response efforts.** Evidence from this and earlier global crises suggests that women play a key role in helping poor families weather economic shocks and that investments supporting women’s economic empowerment is a smart way to spend scarce emergency resources, can help speed up recovery, and set countries on a faster track to poverty reduction and development. Girls are particularly vulnerable to economic shocks and protective measures can help.

12. **These investments fully align with the World Bank’s Group Post-Crisis Directions.**³ A greater focus on gender equality in managing crises and creating opportunities for growth support the Bank’s post-crisis engagement. This engagement calls to reinvigorate efforts to overcome poverty and counter the slower or sometimes reversal of progress made prior to the crisis, and to empower women and girls to foster innovation and competitiveness.

13. **Emerging from the crisis, investments in gender equality can help harness demographic processes for poverty reduction and growth.** Demography drives the rate of working-age population, the fiscal space and, therefore, countries’ economic prospects. Demographic stresses caused by high fertility rates, high adult mortality rates or aging populations can be eased by investments in gender equality. And investments to expand women’s ability to earn and control income can strengthen prospects for gains when demographic conditions improve.⁴

14. **While solutions to reduce gender inequalities will vary across crisis and post-crisis settings, countries and demographic scenarios, supporting women’s economic empowerment is common to most situations.** The objective of the GAP – to increase women’s economic empowerment – continues to be central to reduce gender inequalities across widely different country situations, and to the WBG’s

³ “New World, New Bank Group: (I) Post-Crisis Directions,” prepared by the staff of the World Bank. April 20, 2010 (DC2010-0003).

⁴ Bloom, Canning and Sevilla 2003

comparative advantage. While the WBG has made some progress in mainstreaming gender in economic sectors during the past four years, levels are still too low, and there is much room to better employ analytical and operational resources to expand economic opportunities for women in client countries.

II. New and Old Challenges

15. An exercise carried out for this transition plan helped identify a set of priority areas and interventions. This section describes the underlying analysis, which looks at development data and trends, with a short-term emphasis on gender-related risks of the food and fuel price spikes and the financial crisis, and a long-term emphasis on opportunities presented by demographic scenarios. This analysis is reflected in the results framework (table 4).

Addressing Risk and Vulnerability: Crises Responses

16. **Even as the effects of the recent economic crises begin to recede, the impacts of this and past crises offer important reasons to focus investments in women's access to safety net programs** (public works, cash transfers programs), and strengthening emergency nutritional supplementation and feeding programs for mothers and children (Box 1). The 2007-08 food and fuel crisis also brought into focus the need to ensure that female farmers are not excluded from fertilizer and seed distribution programs and that they have access to rural services and finance, training, extension services and markets.

Box 1: Impact of crises on women and their families

In the labor market, where women's participation is below that of men in virtually all countries and concentrated in specific sectors, economy-wide shocks affect their labor force participation in specific ways. Experience shows that during crises, particularly in vulnerable households where the main breadwinner has lost a job or faces reduced earnings, women will look for work to maintain household consumption (Sabarwal, Sinha, and Buvinic 2009). At the same time, lower aggregate demand also affects jobs and earnings of self-employed women in the informal sector. And employment losses in export sectors directly affected by lagging global demand can especially hurt women, who often make up a large proportion of the workforce in export manufacturing (as in Bangladesh, Cambodia, Nicaragua, and the Philippines) and high-value agricultural exports (as in Ecuador, Thailand, and Uganda).

Girls in poor households in a subset of low-income countries are especially vulnerable to food and income shocks. A particular concern with economic crises is that they can reduce investments in children's human development which can potentially affect their health and productivity in the long run (Ferreira and Schady 2009). Friedman and Schady (2009) estimate that the growth slowdown in 2009 will result in 28,000–49,000 excess deaths in Sub-Saharan Africa, most of them infant girls. An analysis of 59 low-income countries estimates that a 1 percent drop in per capita GDP raises infant mortality by 0.27 deaths per 1,000 births for boys but double that (0.53) for girls (Baird, Friedman, and Schady 2007). Girls' situation is most precarious in the 15 countries, mainly in Africa, that are affected by high child mortality, low female schooling, and decelerating growth; protective measures targeting these girls are urgently needed.*

Giving women farmers access to agricultural inputs and resources can help counter the effects of the food crisis and improve food security. Agriculture as a sector was particularly affected by the rapidly rising prices of staple foods, and concomitant increases in the prices of inputs, including fertilizers and fuel (aggravated by a global financial crisis).

Harnessing Demographic Opportunities

17. **On the basis of the GAP lessons, this transition plan identifies several priority areas for gender-related investments in the economic sectors based on an analysis of demographic trends (Box 2).** Demographic processes affect the share of the working-age population and the fiscal space (both in total fiscal resources and priorities) and therefore influence countries' prospects for poverty reduction and economic growth.⁵

18. **With fewer children and higher education levels than before, women are better placed to enter the labor market, but barriers remain.** This is true also for younger women. Employment to population ratios for young women age 15-24 are much below those of young men, especially for countries moving into demographic transition (see Box 2), where only 25 percent of the female population is employed compared to 55 percent of the male population. Investments in new entrants into the labor force are crucial in order to take advantage of the demographic 'window of opportunity.'

19. **Particularly in many low-income countries, it is not feasible to expect the formal sector to be able to expand to levels that can absorb significant shares of working-age women (and men).** Interventions should target women's improved productivity in agriculture and in the informal sector, both in rural and in urban areas. In many low income countries, particularly in Sub-Saharan Africa, agriculture is the single most important sector in terms of share of GDP and almost invariably the leading sector in terms of employment, which makes the broad-based growth in agricultural incomes key to stimulate growth in the overall economy. In many of those countries, women play a significant role in food production. Yet, they continue to have less access to land, fertilizers, seeds, credit, and extension services than men. Furthermore, women's access to output markets, profitable cash crops, and control over household resources tends to be constrained. As highlighted in the 2008 World Development Report, this persistent gender inequality is a serious constraint to productivity and efficiency of the agricultural sector. More equal access to economic opportunities and resources would make agriculture a more efficient vehicle in promoting shared economic growth, reducing poverty and improving food security.

20. **An increasing share of working-age women can be productively absorbed through women's entrepreneurship activities and through non-agricultural market activities.** A vibrant and competitive private sector is a fundamental prerequisite for the creation of jobs, healthy communities and overall sustained economic growth. However, unequal access to finance, property, information and other resources needed to survive and grow in this sector hinders women's participation.

21. **Infrastructure underpins women's ability to participate in agriculture, land, labor and private sector markets.** Improved access, service quality, and reliability of basic infrastructure (roads, transport, water, energy, and information and communication technology) lessens the time women spend on household and community chores and expands their access to employment and entrepreneurship opportunities, as well as to product markets. The Business Plan for Accelerating Gender Integration into Sustainable Development (FY12-FY14), under preparation, will further assist in these efforts by focusing,

⁵ Bloom, Canning, and Sevilla 2003

among others, in expanding women's access to infrastructure (energy, ICT, transport, urban development, and water and sanitation).

22. **New estimates show that many countries have made significant headway in reducing maternal mortality in recent decades.** This is good news, since it shows that the problem is not intractable. Nevertheless, even with these more optimistic estimates, the world has experienced a yearly rate decline in the maternal mortality rate (MMR) of 1.8 percent while the MDG5 maternal mortality target calls for a yearly decline of 5.5 percent. And the gap between rich countries and poor ones continues to be vast-- for instance, for every 100,000 live births in West Africa, 629 mothers die, compared to 7 mothers in Western Europe.⁶ Among adolescents, gender inequality is particularly evident in the early transition many girls make to parenthood. In fact, the adolescent birth rate is a major concern in many high fertility countries and has seen only a marginal decline between 1990 and 2006.⁷ The adolescent fertility rate stands at 126 births per 1,000 women aged 15-19, reaching levels above 200 for some countries. At 90 births per 1,000 women aged 15-19, teenage pregnancy, while less severe of a problem, is a concern also in middle-income countries. Concerns about adolescent fertility are also linked to risk of maternal mortality; research shows that teen mothers are more likely than older women to die of pregnancy-related causes.⁸

23. **The WBG has prepared an action plan to help client countries improve their reproductive health outcomes.** Over the next five years, the Action Plan prioritizes actions in high maternal mortality and high fertility countries, and address reproductive health needs of adolescent girls and women in low income households. This requires strengthening the role of boys and men in attaining reproductive health goals.

24. **Gender inequality in schooling can limit the potential for economic growth by reducing labor productivity.** This gender inequality in schooling persists most notably in countries experiencing demographic explosion. Twenty two countries, mostly in sub-Saharan Africa, are seriously off track to meet the MDG3 target of gender parity in primary schooling by 2015; 29 countries are seriously off track to meet the gender parity target in secondary schooling. Male disadvantage in schooling is evident mainly at secondary and tertiary levels in some countries undergoing demographic transition in East Asia, Europe and Central Asia and, Latin America and the Caribbean. In addition, large gender gaps in schooling persist among disadvantaged and excluded groups, even when there is gender parity at the national level, and targeted policies are needed to increase school enrolments of girls from these groups. In collaboration with the Bank's forthcoming Education Sector Strategy (under preparation), the transition plan will help address gender inequality in education.

25. **Women in countries with rapidly aging populations face a different set of challenges.** Women comprise by far the greater proportion of older populations in rapidly aging countries, especially in Eastern Europe and the former Soviet Union. The average life expectancy for women in Poland, Russia, Serbia, Bulgaria, Croatia, Romania and Ukraine combined is 75 years compared to 65 for men. The central issue of the ageing population is increased poverty and vulnerability. These problems are more acute for women, not only because they tend to live longer than men, but also because women tend to have less access to systems of old-age support. Older women who are single, widowed or divorced are especially vulnerable, receiving few or none of the pension entitlements received by men. A future cohort

6 Hogan et al. 2010

7 World Bank 2009

8 World Health Organization 2004

of older men may be particularly vulnerable in the few societies where the ‘culling’ of infant girls will result in sharp sex-ratio imbalances, leaving older, single men to fend for themselves without the old-age protection traditionally afforded by the family.⁹ Countries with rapidly ageing populations (“late transition, early implosion”; see Box 2) face the challenge of designing affordable old-age support policies with expanded coverage, to include the growing elderly population. Gender informed design and targeting should increase these policies’ reach and affordability.

Box 2: Addressing Gender in the Post-Crisis World: Harnessing Demographic Trends for Development

Four demographic scenarios, reflecting a variety of country circumstances, help to group countries and serve to prioritize gender investments for future development. Trends in fertility and mortality rates are reflected in each of the four demographic scenarios: *demographic explosion* (countries with high fertility and more than 40 percent of the population below age 20 and thus with high youth dependency ratios); *demographic transition* (countries where declining fertility has led to a high proportion of working-age adults relative to children and the elderly); *demographic implosion* (countries where the population is aging rapidly as a result of continuing low fertility and declining adult mortality); and *demographic hourglass* (countries where the prime working-age population has been affected by premature adult mortality, from armed conflict or disease, such as HIV/AIDS). These scenarios affect countries’ prospects for growth and help to define priorities for gender equality interventions. Annex I lists countries by demographic scenario.

Low-income countries in Sub-Saharan Africa make up the bulk of countries at the demographic explosion stage. Out of the 134 Bank client countries for which we have complete data, 43 are in the demographic explosion stage with more than 40 percent of their population under age 20. Thirty-six are in Sub-Saharan Africa, while four are IBRD countries (Equatorial Guinea, Guatemala, Iraq, and Swaziland).

Nearly half of all low-income countries and the majority of middle-income countries have entered a demographic transition stage characterized by falling fertility rates and a growing working-age population. 87 countries—65 percent of the countries for which we have complete data—are currently in the early or middle phases of a demographic transition, with large working-age populations relative to children and elderly. Nearly half of IDA countries and the majority (86 percent) of IBRD countries fall under this scenario.

A window of opportunity for high growth and poverty reduction—the demographic dividend—provided by a large and young workforce has opened for countries in the demographic transition stage. But if this opportunity is to result in accelerated growth, governments need to invest in potential entrants to the workforce and to facilitate their participation in the labor force by expanding employment opportunities. This is particularly important for the 37 countries that are still at the early stages of transition and for the 9 countries that in the next 5 years will move into early transition.

Few countries face a demographic implosion today, however population aging will create stresses on the economies of countries, in particular middle income ones, in the longer term. Currently only four countries – all IBRD – face a scenario of demographic implosion. By 2015, another five countries, including two low-income countries will also find themselves under this scenario. Looking further ahead, however, population ageing is major phenomenon – especially in IBRD countries - and will accelerate in the next 25 years. The proportion of the population aged 60 and older is currently 13 percent in IBRD countries as a whole.

Finally, fragile and post-conflict countries in a demographic hourglass scenario characterized by spikes in premature adult mortality face a particular set of challenges to gender equality, poverty reduction and growth. Among countries in demographic explosion and early transition are 24 countries faced with high levels of adult mortality due to armed conflict or HIV/AIDS which have depleted the economy of working-age adults, often predominantly of one sex. Wars are characterized by high mortality of young males while many more women than men are nowadays affected

⁹ Ebenstein and Sharygin 2009

by HIV/AIDS, and at younger ages. Either way, families and economies are truncated. Needless to say, they are the most demographically stressed countries and countries where gender inequalities compound these stresses and result in 'poverty traps' for mothers and their children.

III. The Bank's Gender Mainstreaming Experience

What do we know about approaches to promote gender equality?

26. **Approaches such as job training, child care subsidies, microfinance, entrepreneurship and leadership programs, and land titling programs can be effective in improving women's outcomes and promoting gender equality.** In 2001, a policy research report on gender and development provided a comprehensive and global review of the breadth and depth of gender inequalities, potential costs associated with these inequalities, and approaches to reduce them.¹⁰ Since that review, evidence from several impact evaluations has become available that shows promising ability of certain programs (such as, temporary employment schemes, job training, and conditional cash transfers) to improve women's outcomes.¹¹ For example, a Peruvian youth labor training program, *ProJoven*, for youth from poor families offered trainees stipends; mothers of young children received double the stipend. The employment impacts of the program were found to be greater for women than for men.¹² Impact evaluation of women's participation in group-based credit programs in Bangladesh found that microfinance borrowing increased women's labor supply and that women's borrowing but not men's borrowing significantly raised household consumption expenditures and as well as children's school enrollment.¹³ Urban land titling programs in Peru and Argentina are associated with an increase in mother's participation in the labor market, and a decrease in fertility.¹⁴ Box 3 summarizes results from selected IDA funded operations.

27. **Conditional cash transfer programs, an increasingly popular means of providing social assistance, give transfers to mothers in poor households if they meet certain conditions such as attending regular health checkups for their children and ensuring that their school-aged children attend school.** These programs are another promising intervention to increase gender equality. Not only do they significantly raise poor households' investments in children's human capital, they have also been successful in improving reproductive health outcomes. For example, in Malawi, impact evaluation of a pilot program providing cash transfers to adolescent girls to stay in school found that the program delayed pregnancy among girls in the program.¹⁵

¹⁰ World Bank 2001

¹¹ Todd, 2010.

¹² Ñopo, Saavedra and Robles, 2007.

¹³ Pitt and Khandker, 1998

¹⁴ Field 2003a, Field 2003b, Galiani and Schargrodsky 2009.

¹⁵ Baird, Chirwa, McIntosh, Ozler, 2009.

Box 3: IDA Operations Support Development Interventions to Help Women and Girls

In **Afghanistan**, the IDA-financed **Health Sector Emergency Reconstruction and Development Project** (2003 – 2009) built on the basics of health care with important benefits for women. The number of facilities with trained female health workers rose from 25 percent before the project to 85 percent in 2009. Health care for mothers to be expanded, with the number of deliveries assisted in facility by trained health workers jumping from 6 percent to 23 percent. The number of pregnant women who received at least one prenatal care visit rose from 8,500 in 2003 to 188,670 in 2008. More generally, third-party assessments show that females are more likely than males to use program services, an encouraging sign that gender barriers are not closing off access and that hiring women medical staff and training women as community health workers was having an impact. Furthermore, around 20,000 community health workers—half of them women—were trained and deployed throughout the country, increasing access to family planning and boosting childhood vaccinations.

In **Pakistan**, the IDA-financed **Pakistan Poverty Alleviation Fund** (PPAF) was launched in 1999 to support Government efforts to empower poor people to achieve sustainable livelihoods. More than 87,600 citizens (75 percent female) benefited from the establishment of 22 health facilities, and 260 persons were trained to provide quality health services. There were 69 schools established with 8,172 students enrolled (71 percent girls) and attending school regularly, and 270 teachers have been trained. Also, more than 710,000 active borrowers of micro credit (with 44 percent loans disbursed to women) had close to 100 percent recovery rate.

Lessons from monitoring

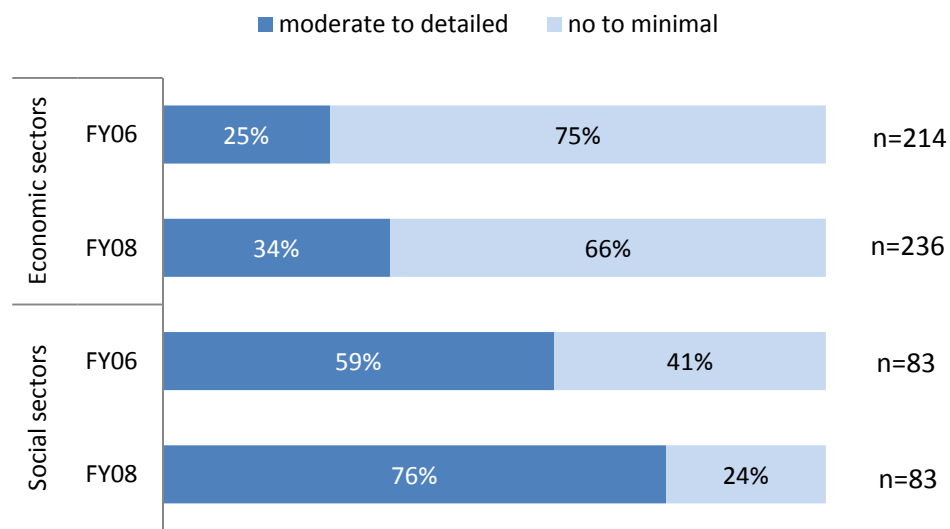
28. **Bank monitoring data confirms the GAP's sector focus rationale: gender coverage is significantly lower in the economic sectors when compared to the social sectors.**¹⁶ A baseline review of all projects approved in FY06 with IBRD and/or IDA commitments conducted at the onset of the GAP showed that 59 percent of social sector projects included moderate or detailed gender coverage while only 25 percent of projects in economic sectors covered by GAP did so (Figure 7).¹⁷

29. **Gender integration in project design increased in all sectors since FY06, with greater improvement overall, from a very low base, in the economic sectors.** Between FY06 and FY08, gender coverage in project design increased from 25 percent to 34 percent in economic sectors, while coverage in social sectors increased from 59 percent to 76 percent. Even though the percentage increase in operations with adequate coverage of gender was greater in the economic sectors (36 percent compared to 29 percent in social sectors), it remains too low. There is still ample room for improvement.

¹⁶ 'Economic sectors' include projects that fall under the following sector boards: Agriculture and Rural Development, Economic Policy, Financial Management, Financial and Private Sector Development, Public Sector Governance, Transport, Urban Development, Energy and Mining, Water and Sanitation, and Global ICT. 'Social' includes Education, Health, Social Protection, Social Development, Environment, and Poverty Reduction.

¹⁷ Project documents were assessed to determine the level of coverage at the design stage on a 1-4 scale. See Annex II for more details.

Figure 7: Gender coverage in the project design of Bank operations, Fiscal 2006-08



Note: Moderate coverage means gender is included with specific quantitative data; detailed coverage means gender is included with quantitative data and extensive background information.

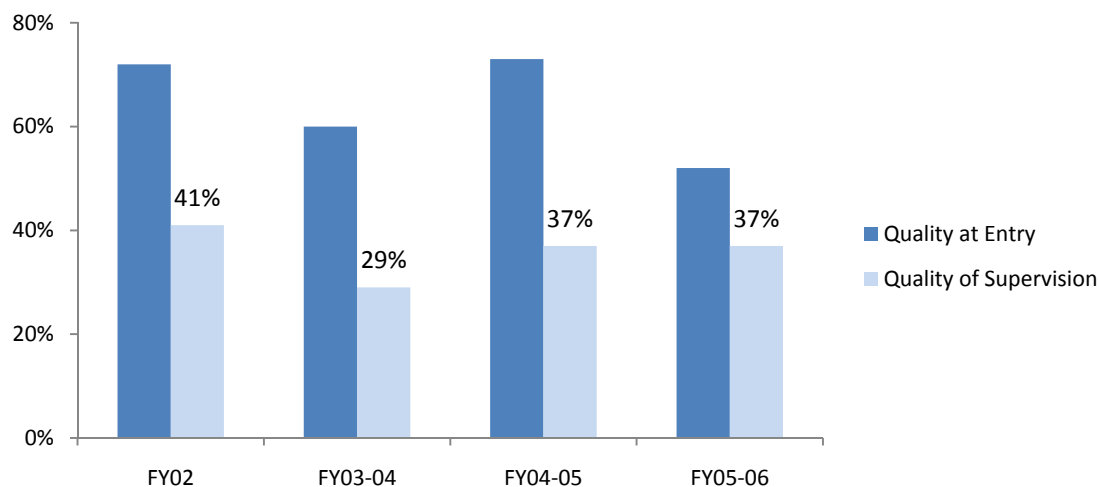
Source: Rygnestad and Garcia, 2008, "Gender Action Plan Baseline review of the World Bank Portfolio."

30. **This intensification of gender integration coincided with the launch of GAP in January 2007.** The four-year GAP was developed to advance women’s economic empowerment in Bank client countries, targeting Bank sectors where the mainstreaming strategy’s track record was weaker, namely, in Agriculture and Rural Development, Economic Policy, Financial Management, Private Sector Development, Public Sector Governance and Infrastructure (referred to as the ‘economic sectors’ above).

31. **While progress has been made, there is still significant room for strengthening gender mainstreaming, in design (in the economic sectors and in terms of quality) and particularly during supervision of Bank operations.** A Quality Assurance Group (QAG) review of a sample of Bank projects identified a downward trend for quality at entry and a slight improvement for supervision between FY02 and FY07 (Figure 8). However, the low level of gender coverage in supervision (37 percent) indicates a need for more focused attention to gender, also beyond project design stage.¹⁸ Bridging this gap in gender integration between project design and supervision is crucial to intensify gender mainstreaming at the Bank.

¹⁸ Since FY01, QAG used a general methodology to review projects’ design (QEA) and supervision (QSR): A sample of projects is rated for integration of gender issues on four criteria/dimensions: (1) analysis, (2) actions, (3) discussion of implications for women’s empowerment, and (4) M&E. Each project’s final rating is an average of the 4 criteria, each of which is rated on a scale of 1-6 (this 1-6 scale has been used by QAG since FY04, before that a 1-4 scale was used). See Annex II for more details.

Figure 8: Attention to Gender Issues, Quality-at-Entry and Supervision, Fiscal 2002-07



Note: Under the gender scoring of QAG, projects receive a score between 1-4; 1 being 'highly satisfactory' and 4 being 'highly unsatisfactory'. In FY04, QAG changed the scoring system to a 6-point scale where 1 and 2 are 'highly satisfactory and satisfactory, respectively; and 3 is 'marginally satisfactory' and 4-6 are unsatisfactory. In this Table we consider the percentage of projects that scored 1 and 2 (highly satisfactory and satisfactory).

Source: World Bank Quality Assurance Group, Quality at Entry Assessments QEA5-7 and Quality of Supervision Assessments QSA5-7.

32. **Lessons from a recent evaluation by the Independent Evaluation Group (IEG) of the Bank's efforts in gender mainstreaming covering 2002-2008 also highlight the need for stronger results monitoring and better country-specific gender diagnostics.** In February 2010, the IEG published "Gender and Development: An Evaluation of World Bank Support, 2002–08," which finds that the Bank made progress in integrating gender issues as compared to the 1990-1999 period. IEG concludes that the current policy framework for gender and development is adequate but that gender mainstreaming declined during the period and needs strengthening. The difference between IEG and management in reporting trends in gender mainstreaming – a steady decline for the former and an upward trend for the latter (see paragraph 29) – are related to differences methodology and the number and type of projects reviewed.

33. Management's response to the IEG recommendations are to:

- Improve management accountability for Bank performance on gender.
- Strengthen the results frameworks and monitoring and reporting system for gender-related work.
- Fund efforts adequately and continue incentives funding to strengthen gender and development work.
- Strengthen gender diagnostics at the country level, through gender assessments and the inclusion of gender analysis in other core analytical work.
- Issue guidance note to staff better explaining the Bank's gender policy framework.

Conducted too early to assess the results of the GAP, the IEG report nevertheless noted that the GAP is revitalizing gender integration at the Bank.

34. **In addition, drawing on the lessons from the GAP, which uses innovative mechanisms to increase gender coverage in operations in key sectors that are not easily mainstreamed,** we propose to tackle gender training and capacity-building using non-traditional training vehicles and to continue making the “business-case” forcefully for gender equality as smart economics, to increase demand in client countries. The forthcoming WDR on gender equality should go a long-way in helping make this business case.

35. **We will also work to strengthen the results framework and monitoring system.** The Bank has a gender monitoring framework and reports regularly to Senior Management on progress in the gender strategy. Similarly, the GAP has a results framework and reports regularly to the Board. Nevertheless, the monitoring system can and should be strengthened. In addition, the MDBs have recently agreed to work on harmonizing the gender monitoring systems in current use (this work will take place next fiscal year).

36. **Work is underway on strengthening the existing monitoring system for the Gender Policy.** Information on the number of project beneficiaries, disaggregated by sex, is now required for all Bank operations. Included in this road map is assistance to Bank task teams in fulfilling this new requirement. In addition, Management is reviewing current and proposed Core Sector Indicators to see which ones could be meaningfully disaggregated by sex.

37. **Clearer accountability for implementing the Gender Policy, particularly at the level of Country Director and above is needed.** In response to the IEG evaluation findings, management proposed to strengthen accountability at the senior level through Managing Director-chaired reviews of the Bank’s annual monitoring reports on implementing the gender policy by the Operational Vice-Presidents. In contrast with past practice, this reporting will include progress in implementing the quantitative targets in the results framework described above, giving the exercise more teeth. We expect that funding incentives will play an increasing role, notably with regard to country gender diagnostics in key ESW in targeted countries.

Lessons from the economic sectors

38. Since the launch of the GAP, the WBG and 13 bilateral donors¹⁹ have pledged over \$68.6 million to the program; more than \$52 million has been allocated to date to 260 initiatives across the Bank Group. In addition, the GAP has spearheaded the Adolescent Girls Initiative (AGI), the Private Sector Leaders Forum (PSLF) and the Doing Business Gender work. In 2009 the GAP allocated funds to a number of social protection interventions to strengthen the gender dimensions of the Bank’s crisis responses; this line of work will be further strengthened in this next period. The accompanying GAP 3-year Progress Report provides detailed lists of activities funded.²⁰

39. **Under the GAP, the Bank Group made progress in the ‘economic sectors’ but much remains to be done.** The task ahead is to scale up lessons learned from GAP into the full mainstream of Bank operations.

¹⁹ Australia, Canada, Denmark, Finland, Germany, Iceland, Italy, the Nike Foundation, Norway, Spain, Sweden, Switzerland, and the United Kingdom

²⁰ Gender Equality as Smart Economics: World Bank Group Action Plan – Third Year Progress Report (Jan 2007 – Jan 2010)

40. **In the area of labor markets and agriculture and rural development, the GAP has strengthened the evidence base.** In the case of labor markets, GAP-supported activities provided the evidence base for designing policies and programs to promote female employment; efforts are now needed to operationalize the findings in dialogue with governments. Notable progress has also been made in work in land and agriculture markets. GAP-funded analytical work has influenced ongoing land titling processes in several client countries, ensuring women’s land rights and strengthening their ability to claim these rights (Box 4). Looking ahead, efforts are especially needed to integrate gender in agricultural projects designed to strengthen supply responses to crises (e.g. seed and fertilizer distribution). Sustained efforts in this area also align with the World Bank Agriculture Action Plan, which aims to “focus on the ultimate client, especially women.”

Box 4: Joint Land Titling in Ethiopia

A GAP-funded study in Ethiopia examined a program that issued 20 million land use certificates to about 6 million households. It found that providing space for both spouses’ names and photos on the certificate not only increased women’s registration of land ownership, but also improved their reported economic and social status. Over 80 percent of respondents indicated that the certification reduced conflicts and encouraged them to plant trees and rent out land—and investments in land increased. Evidence of the positive impact of this cost-effective measure influenced a decision to support a US\$30 million nationwide program that scaled up land-registration and certification throughout the country.

41. **In the past three years, the Bank Group has improved its support for female entrepreneurship and women entrepreneurs’ access to financial services.** Additional efforts are now needed to institutionalize the approaches, tools and interventions tested under the GAP and to mainstream lessons learned into operational work. In infrastructure, most GAP initiatives target operational work through diagnostics or components to make infrastructure more responsive to women, for instance, by collecting data on women’s transport needs. Investments in evaluations that measure the impact of infrastructure projects on women’s time allocation, employment and productivity are now needed. Such investments would complement the Bank’s Business Plan for Accelerating Gender Integration into Sustainable Development, in preparation.

42. **Early lessons from the GAP show that incentives work and that staff demand for gender work in the economic sectors is strong.** An independent mid-term evaluation completed in June 2009 reviewed the implementation of the four-year GAP to intensify mainstreaming in economic sectors, with new financial incentives for integrating gender into Bank operations²¹. It concluded that:

- Incentives work by leveraging matched funding and engaging staff new to gender mainstreaming.
- Relatively small investments can leverage substantial funds and change large-scale Bank loans and projects.
- Demand for gender work is strong in economic sectors, with considerable room to scale up.
- Monitoring and evaluation need strengthening.

²¹ Social Impact, 2009

Lessons from gender mainstreaming in Bank instruments

43. **Economic and Sector Work (ESW) presents opportunities for gender analysis to inform the Bank's analytical, technical, and operational support to client countries.** ESW contains the analytical foundations and data that inform policy dialogue and CASs and include country-level gender assessments, poverty assessments, public expenditure reviews, country economic memoranda and development policy reviews. Over the years, annual monitoring reports on the Bank's gender mainstreaming strategy have reviewed the extent to which these instruments have taken advantage of these opportunities, the results of such gender analysis on the quality of Bank policy dialogue, and how these gender-informed ESW have influenced operations. The main lesson is that effective mainstreaming requires reliance on sex-disaggregated data for analysis, sector-specific emphasis of the key findings from the analysis, recommendations to address any gender disparities revealed in the analysis, and linkages to planned analytical or operational work.

44. **The inclusion of gender issues in PERs illustrates these lessons. A small but growing number of PERs applies gender analytical tools and proposes gender-relevant actions.** A gender-informed PER draws on available data from multiple sources to conduct gender-differentiated benefit incidence analysis, and make policy recommendations. For instance, Liberia's Public Expenditure Review FY2009 focuses on the health and education sectors and shows that public education expenditure distribution is gender biased. For instance, males benefit from almost 70 percent of public education expenditure, while females benefit from the remaining 30 percent (largely due to the low female enrollment rates in and high proportion of public spending on tertiary education). The PER recommended a reallocation of the budget to primary and secondary education and better integration of donor resources into budget planning. The PER estimated that the proposed changes in expenditure will encourage more girls to stay in school, thus reducing other gender imbalances, and proposed to measure the impacts of these actions over time.

45. **CEMs have considerable scope to include gender-informed analysis. Poverty analysis and analysis of linkages between growth, exclusion of vulnerable groups and macro shocks offer entry points.** For example, the FY09 Macedonia CEM identifies women, youth and non-Macedonian ethnic groups as the population segment that have not participated fully in economic growth. In a context where female employment and participation rates are among the lowest in the region, the CEM recommends boosting the economy in general, paying attention to low levels of female education, more work to understand the causes of low female labor market participation and continued monitoring of unemployment rates by gender, region, and sector. The Madagascar CEM, FY2009 analyzes labor laws relating to night work for women and maternity and other leave. It concludes that women's job creation and protection are important to ensure that they share in economic growth. It proposes actions for continued legal reform of the labor market with view to protecting women workers. Some of the concrete sector reforms proposed include: budgetary and microcredit support to women and youth for jobs; reduction of trade barriers; better enforcement of labor laws which affect women (and men) who work at night; and reiteration of employer duties.

IV. Transition Plan Mechanisms

46. The mechanisms proposed here for intensifying gender mainstreaming build on the WBG's comparative advantages, and draw on lessons from the implementation of the GAP, the 2001 gender strategy and on IEG's 2010 evaluation of the strategy's implementation.

The Bank's Comparative Advantage

47. **The WBG is uniquely suited to provide strategic support for gender equality work, which is a complex task spanning multiple sectors and almost always requiring sustained effort over long periods.** First, changing attitudes, traditions, and behaviors related to gender identity unfailingly takes time and requires unfaltering support and capacity building. The WBG has the ability to apply lessons from different cultural contexts and to sustain activities through its lending instruments and analytical and advisory services. Second, by its nature, gender mainstreaming requires organized assistance across many sectors. Progress on key gender indicators—such as girls' enrollment rates, maternal mortality, labor force participation, and asset ownership—also depend on investments in water, sanitation, transport, and access to financial services. While many agencies cover gender issues well in education and health, few can match the WBG's effectiveness in the “harder” sectors of infrastructure, private sector development, agriculture, and financial service delivery—all essential to expanding women's economic opportunities – a main pillar for advancing gender equality in most if not all client countries.

48. **Especially important, the WBG can draw on cross-regional gender analysis and project implementation experience.** Such global or cross-regional knowledge and experience can help identify both gender issues and outcomes that are particular to a specific region and those that are independent of cultural context and are representative of a heterogeneous set of countries. This ability to produce global knowledge is a valuable asset, particularly in sectors where gender mainstreaming has been difficult. For instance, in 2008 the World Bank launched a gender capacity building initiative in infrastructure with the other MDBs.²² We plan to continue this partnership with the other MDBs in knowledge building and will launch new joint work on harmonizing gender monitoring indicators.

49. **The WBG's global coverage is also an asset to stimulate South-South dialogues and sharing of expertise between client countries.** Many of the middle income IBRD clients have largely overcome 'first generation' gender inequalities and can offer valuable advice/expertise to their low income IDA counterparts who still face some of the more basic gender inequalities mentioned in this paper. Experiences can also be shared across low-income countries. For example, recently, twenty-one participants from four banks representing eight countries in Africa participated in the IFC-supported Global Banking Alliance (GBA) for Women Study Tour to learn from DFCU Bank in Uganda and their successful Women in Business program. To date, however, there has been very little of this South-South dialogue taking place on gender issues, while some of the most effective interventions to address gender inequalities have taken place in middle income countries.

50. **The WBG is well-placed to lead efforts to mainstreaming gender in economic sector operations, and the GAP experience shows that it can be done.** The GAP helped to revitalize the gender agenda in the Bank and has motivated a number of other development institutions to place the issue of women's economic empowerment at the center of their agendas. The WBG has a large community of gender specialists and has often led in developing policy, tools, and resources for gender and development.

²² In a workshop for East Asia, organized together with the Asian Development Bank Senior, Bank staff and senior national counterparts from eleven Asian countries were exposed to and discussed best practices across regions. A similar workshop for Latin America and the Caribbean took place in Lima in 2009 in collaboration with the Inter-American Development Bank, and a third is planned in Tunis in collaboration with the African Development Bank in 2010.

Better Gender Mainstreaming Performance

51. **By focusing on sectors where gender integration was lagging, the GAP filled an implementation gap in the Bank's Gender and Development Policy Framework (OP/BP4.20 and other OPs and BPs relevant for gender).** This transition plan draws on the GAP lessons to strengthen the WBG's performance against the gender policy framework and to improve the overall performance of the Bank's country-led approach. GAP investments in ESW, evaluations and research have helped bolster gender diagnostics as well as the business case for gender equality. In the coming period, stronger client-orientation will be a key to better performance; our policy dialogue with client countries is the link between diagnostics and implementation.

52. **Develop a realistic results framework.** By building up a body of evidence supporting the business case for gender equality, and using incentives alongside customized training and 'training by doing,' the Bank has expanded the gender awareness and expertise of its technical staff, without resorting to new mandates. Scaling-up now requires developing a robust, realistic results framework to further expand this expertise Bank-wide and more systematically ensure gender mainstreaming in the priority areas identified in this document. The results framework is presented in Table 4. Implementing this results framework will necessarily mean making staff (OVPs and CDs) accountable for targets and monitoring staff performance in achieving these targets. We are keen to avoid the risk of staff complying with targets by 'ticking the box' or including the 'automatic paragraph' to simply comply with a mandate. Avoiding this risk will take time. There is no way around having more technical staff informed about gender issues as key development issues and actively involved in mainstreaming gender in the portfolio. Doing so makes for more effective development.

53. **Strengthen management accountability for gender.** To strengthen accountability for gender mainstreaming, mechanisms for reporting on Bank performance at the OVP level, including country directors and operational vice presidents, need to be reinforced. Monitoring systems are already in place, although further work is needed to improve their impact. The results framework presented in this document and joint work the MDBs plan to undertake to harmonize rating systems across the MDBs should go a long way in improving the monitoring information produced. Accountability will be increased by Bank Management's commitment to a MD-level discussion of the comprehensive annual progress report on gender mainstreaming.

54. **Expand Bank staff and country counterparts' capacity to design, implement and monitor gender-sensitive policies and programs.** What appears to be working in terms of building staff expertise on gender issues is customized training of task teams in specific sectors and learning-by-doing, both linked to tangible incentives. More traditional, non-customized gender awareness-raising training programs have not worked in the Bank or in other development agencies. Using the new evidence on what works in terms of gender mainstreaming in the different sectors, the Bank will intensify capacity building of staff and country counterparts by scaling-up innovative models of capacity building developed under the GAP and continuing to enable 'Learning-by-Doing.' Internally, support will be given to sectors for rolling out gender-informed results frameworks and disseminating new reporting requirements and related guidance. But underpinning any effort to expand staff and client capacity is the need to build and disseminate a solid business rationale for gender equality – the basic incentive for Bank staff to mainstream gender issues and for client countries to demand gender equality work (see paragraph 57).

55. **Establishing a Global Expert Team (GET) in Gender and Development would be a potentially important vehicle for capacity building.** The strategic objective of the gender and

development GET would be to provide a platform for integrating gender into Bank operations and maintaining a leading role of the Bank in global negotiations, policy advice and knowledge generation. The specific details of the proposed GET will need to be fleshed out and considered by the matrix leadership team (MLT) and the knowledge and learning council (KLC) along with other proposals on the GETs.

56. **As part of a customized approach to capacity building, training on gender offered to CAS teams (through CAS Academies, for example) will be further strengthened.** The Bank's gender policy will be more effective with increased attention to gender in CASs; IEG's 2010 evaluation of the Bank's gender work found that not all CASs discuss findings from periodical gender assessments, carried out by the Bank or by other entities, as specified by OP 4.20. Management has subsequently identified 17 (out of 119) CASs during FY02 through FY09 that were not adequately informed by gender assessment and has produced Regional plans for making all forthcoming CASs adequately gender-informed—they are summarized in Annex IV together with specific country-level actions.

57. **Encourage South-South capacity building.** The GAP has sponsored innovative learning programs that bring together practitioners and policymakers from government, development institutions, and the private sector to share experiences and project results. These programs have the potential to develop networks of sector specialists with gender knowledge and expertise and will be further tested and scaled up. To further strengthen capacity building, we will encourage South-South dialogue and sharing of expertise. In client countries NGOs and increasingly the private sector play a critical role in providing girls and women with access to jobs and resources. We plan to extend capacity building efforts also to these actors in civil society and will seek to strengthen our collaboration with them.

58. **Support better tools to address gender issues, better client demand for work on gender.** Three key mechanisms will help foster greater staff involvement and client demand for work on gender:

- *More effective dissemination of the business case for gender equality:* A major barrier to effective gender mainstreaming is low demand from client countries facing fiscal constraints and competing priorities. Client demand is one of the strongest levers for influencing WBG operations and analytical work. A major line of action under the GAP has been to marshal the evidence for the business case for gender equality and women's economic empowerment through operational work, research, and impact evaluations. This evidence, together with the forthcoming 2012 World Development Report on gender equality, provides rich material for dissemination to client countries. The 2012 WDR presents a unique opportunity to disseminate the business case for gender equality and generate client demand. It is also a unique vehicle to capture and convey to staff and clients the available policy options to reduce gender inequalities and increase women's empowerment. We will work closely with the WDR team to maximize dissemination efforts.
- *More systematic data collection, dissemination and analysis:* The GAP launched pilot efforts to strengthen the data collection on women's economic opportunities. These efforts need to be scaled up through the WBG's collection of data at the project level and the collection of national statistics. Important will be to assist task teams to gather and analyze beneficiary information disaggregated by sex (a new requirement for Bank operations) by helping establish a methodology and a common data base for data collection.
- *Strengthened country-specific gender analysis and diagnostics,* with a focus on mainstreaming and monitoring Bank ESW and Country Assistance Strategies.

- *Continued incentive funding for operational work* will help maintain the momentum in terms of convincing sector specialists to do more and better integration of gender issues in the design and monitoring of their projects.

59. **Build synergy with other WBG initiatives.** The GAP was conceived to stimulate a largely unknown demand for gender work in the economic sectors by Bank staff. It was opportunistic and flexible, especially at the outset when it was testing staff interest and responsiveness to GAP incentives. This paper takes fuller advantage at the outset of important Bank initiatives. It coordinates and assists with implementing the Bank’s Reproductive Health Action Plan – in the actions dealing with adolescent reproductive health—and it is helping to develop and will work closely with the SDN’s Business Plan for Accelerating Gender Integration into Sustainable Development (FY12-14). It does not duplicate but takes full advantage of the new Education Strategy (in preparation). And it fully supports the Agriculture Action Plan (2010-12), which includes actions to mainstream lessons from the GAP into the Bank’s agriculture program and which will serve as the backbone of the Bank’s agriculture investments over the next years. Finally, the Bank will continue to work closely with FPD and IFC to help governments and the private sector understand how business laws, regulations and institutions affect women’s ability to start and operate businesses, and propose effective reforms. Joint capacity building activities with client country counterparts and practitioners will help ensure that lessons and advice compiled in IFC’s recently published guide for policy makers and practitioners (“Gender Dimensions of Investment Climate Reform”) are applied on the ground.

60. **Continue incentive funding for operational work on gender.** Incremental bank budget resources and other funding will be sought to continue the positive experience of incentive funding for operational work on gender. The experience from the GAP shows that the demand from operational teams for (modest) additional resources to mainstream gender is high. An independent mid-term review found that GAP funds awarded to Bank teams through competitive calls for proposals led to gender work that would not have taken place otherwise, and that the awards did not substitute for other funds.²³

61. **Secure adequate funding by a growing reliance on Bank budgets, while seeking trust fund resources increasingly for initiatives that have a strong “public goods” rationale, such as knowledge creation and dissemination, in-country capacity-building and improving availability and quality of gender-related statistics.** Donors and client countries have increasingly recognized the need for harmonized capacity building efforts that enhance development and aid effectiveness (OECD-DAC 2006; Baser and Morgan 2008). The rationale for trust fund-financing of these activities is compelling. For one, the creation of knowledge and building of capacity to mainstream gender have characteristics of public goods: as the development community searches for tried and tested approaches to gender mainstreaming, client countries and donors alike learn and benefit from expertise and better diagnostics capabilities developed in one country context. In addition, a trust fund to support the production of these public goods-like activities will leverage the WBG’s convening power and ensure that client countries do not receive fragmented funding for these activities; coordinated funding will also enable client countries to better absorb the capacity and knowledge built through these activities.

62. **Continue to leverage strong governance structures.** The value of putting in place the right governance structures is one of the key lessons from the GAP. With the launch of the GAP, the Bank invited ministerial-level representatives from donor and client countries to join the Advisory Council for Women’s Economic Empowerment (AC). In addition to providing valuable guidance for the

²³ “Gender Action Plan Mid-Term Review”, Social Impact (2009).

implementation of the GAP, AC members have actively raised international attention to the importance of women's economic empowerment.²⁴ Internally, the GAP set up an Executive Committee (EC) constituted by senior level staff representing the regions and the networks with decision-making power over program direction and the allocation of GAP funds. Both structures have worked well and similar structures will be put in place to guide this road map, although with a somewhat different member composition to account for the different nature of the activities here – with greater emphasis on dissemination and capacity building in client countries and, therefore, less Bank-centric and more client-oriented. The AC will balance membership better and include more client country members. The EC will include more representation of Bank staff in charge of disseminating Bank knowledge and building staff and client capacity (that is, both EXT and WBI will be represented) and, importantly, from the Human Development sectors (SP, HDNED and Health) that are covered in this road map.

A Results Framework for Gender Mainstreaming at the WBG

63. **The results framework proposed here builds on indicators already in use and being collected in the WBG's results measurement systems and for the annual Gender Monitoring Report.** Table 4 lays out the detailed results framework for monitoring and evaluating progress in priority areas identified in this Road Map. The framework monitors:

- *Tier 2 indicators (measured at the project level):* Direct project beneficiaries by sex: it calls for gender-disaggregated indicators for project beneficiaries, as required in all Bank operations, since FY09.²⁵
- *Tier 3 indicators (measured at the level of Bank portfolio and policy dialogue):* (i) Gender integration in operations measured through indicators collected annually for the Bank's annual Gender Monitoring Reports (e.g. percentage of operations with gender-informed design and percentage of operations with gender-informed monitoring and evaluation²⁶); (ii) gender-informed policy dialogue measured by the share of World Bank Country Assistance Strategies that are gender-informed²⁷. The target of 100 percent reflects compliance with Bank Policy on gender (OP4.20).

64. **Vetting the proposed indicators with the relevant sector boards is crucial, as is the harmonization of methodologies across sectors.** The selection of indicators for the results framework has been done in consultation with the relevant sector boards, including SDN (ARD and INF), FPD, HNP, and SP, and with IFC. In some cases (e.g. ARD; INF for IDA-eligible countries under IDA 16) this vetting process has been completed, while in other cases the sector board consultations continue. While the methodologies to measure the degree of gender integration in the different Bank products exist and have been in use for years, they need improvement, especially since they are not a good fit with new lending vehicles (including policy and sector reform loans).²⁸ The Bank needs a universal metric to measure gender integration that covers project and policy lending and has clear rules about which

²⁴ Two examples are Germany's initiative, under the leadership of Chancellor and at the time EU President Angela Merkel, to incorporate the issue of women's economic empowerment in the 2007 G8 Summit Declaration, and Denmark's 'Global Call to Action on MDG3' torch campaign (2008), under the leadership of then Minister of Development Ulla Toernes.

²⁵ This is a new requirement and the methodology for this disaggregation needs to be developed.

²⁶ The methodologies to rate the integration of gender issues in project design and supervision have been developed by QAG and PRMGE, in consultation with the GAD Board and M&E experts, and are detailed in the Annual Gender Monitoring Reports.

²⁷ *Idem* for rating the integration of gender issues in CASs.

²⁸ See Annex III for the methodology to be used by SDN for infrastructure sectors.

operations it rates and which it excludes. PRMGE will facilitate dialogue to ensure a high degree of harmonization across sectors.

65. **Improving gender coverage in sector-specific monitoring and evaluation will be an iterative process of consultations with management of relevant World Bank sectors, especially sectors in areas identified here as priority.** In close collaboration with Operations Policy and Country Services (OPCS) and sector management, ongoing work to develop sector-specific indicators can be leveraged by identifying indicators and their targets that can easily be collected and reported by sex.²⁹ Operational staff will need adequate information and guidance on the gender-sensitive results framework, including technical assistance on data collection and integration of gender into project-level monitoring systems.

66. **The proposed results framework monitors progress at the aggregate level, devolving authority to Regions to further specify and implement the framework in accordance with Regional priorities.** As part of the results framework, in preparing for the IDA16 replenishment process for which gender has been defined as a Special Theme, Regions are undertaking an exercise to specify concrete priorities in reproductive health, agriculture and rural development, education and school-to-work transition with tracking indicators in IDA countries. For example, the Africa region expects reductions in gender disparity in schooling of 3 to 5 percent for enrollment parity in primary, secondary, and higher education, and girls' completion rate for primary and secondary levels; focus countries include the Democratic Republic of Congo and Northern Nigeria. See Annex V for a summary of actions proposed, still in draft stage. This exercise will help define for IDA countries how to reach the aggregate results presented in table 4.

67. **The IDA16 results monitoring framework may monitor one or two additional country-level gender results.** In addition to the existing country-level "Tier 1" indicator on gender parity in schooling, a second Tier 1 indicator may be added measuring women's economic empowerment (the overall female labor force participation rate) and/or adolescent motherhood (fertility rates). Data on these sets of indicators are widely available.

²⁹ For information on the process of developing core sector-specific indicators please see <http://coreindicators.worldbank.org>

Table 4: A Results Framework for Gender Mainstreaming

Objectives	Priority Areas	Indicators and Targets	Bank Units
Operations			
<i>Strengthen women's economic role in times of crises and address gender dimensions of social protection</i>	Gender issues in social protection, including crisis response and old-age security.	<ul style="list-style-type: none"> Percentage of safety nets projects with gender-informed design Percentage of safety nets projects with gender-informed monitoring and evaluation 	Regions, SP
<i>Strengthen women's economic empowerment.</i>	Women in Agriculture and Rural Development	<ul style="list-style-type: none"> Percentage of ARD operations with gender-informed design (target: 75percent) Percentage of ARD operations with gender-informed monitoring and evaluation (target: 75 percent) 	Regions, ARD, OPCS
	Women as Entrepreneurs	<ul style="list-style-type: none"> Percentage of operations with gender-informed components (only for AFR) Percentage of gender-informed operations with beneficiary-level monitoring and evaluation (only for AFR) 	Regions, FPD, IFC, OPCS
	Access to finance for women (measured for women-targeted credit lines)	<ul style="list-style-type: none"> Number of loans disbursed to women and men by IFC clients Value of all loans disbursed to women and men by IFC clients (US\$) 	IFC ³⁰
	Infrastructure ³¹	<ul style="list-style-type: none"> Percentage of INF operations with gender-responsive analysis and/or consultations Percentage of INF operations with gender-responsive design Percentage of INF operations with gender-responsive monitoring and evaluation 	Regions, SDN, OPCS
<i>Invest in reproductive health, in particular adolescent fertility.</i>	Maternal mortality and adolescent fertility	<p>In countries with high fertility and maternal mortality (as defined in the Reproductive Health Action Plan):</p> <ul style="list-style-type: none"> Percentage of health projects that address high fertility and maternal mortality Percentage of health projects that address adolescent fertility 	Regions, HNP, PRMGE, OPCS
<i>Close gender gaps in education, with a focus on disadvantaged groups.</i>	Education of girls in rural areas and ethnic minorities; educational performance of boys in MICs, etc.	<ul style="list-style-type: none"> Percentage of education projects (primary, secondary, tertiary and vocational) that track attention to vulnerable groups in their M&E 	Regions, HDNED
Policy Dialogue			
<i>Ensure country strategies and programs pay attention to critical gender issues.</i>	Country Assistance Strategies (CAS) and Policy Dialogue	<ul style="list-style-type: none"> Percentage of CAS's that have been informed by country-specific gender analysis (target: 100 percent) Number of gender-informed ESW and AAA 	PRMGE, OPCS, Regions
Data and Statistics			
<i>Enhance the availability and use of sex-disaggregated and gender-relevant data and statistics.</i>	Build in-country capacity to collect, analyze and disseminate gender data and statistics	<ul style="list-style-type: none"> Number of national statistical offices enrolled in regional or cross-regional capacity building Number of gender-informed national surveys 	DECDG, Regions, PRMGE
	Gender integration in the WBG results measurement systems	<p>Indicators that will be tracked for all Bank operations:</p> <ul style="list-style-type: none"> Sex-disaggregated direct beneficiary indicator 	OPCS, IFC, PRMGE
	Gender integration in the IDA16 Results Framework	<ul style="list-style-type: none"> One new Tier 1 gender indicator (on employment) – yet to be decided 	OPCS, PRMGE

³⁰ IFC tracks gender indicators systematically in the Development Outcome Tracking System (DOTS) introduced in 2008 and will continue to use DOTS-- rather than the indicators specified above --to track gender achievements under this plan.

³¹ For infrastructure sectors, SDN has adopted a different methodology which is summarized in Annex III.

Budget and Action Areas

68. **This transition plan is solidly anchored in WBG activities and budgets.** Table 5 shows the indicative 3-year budget, by bank and IFC budgets and trust fund. The budget starts in January 2011 and includes carry-over trust funds from the GAP, which will be used during 2011, and the bank budget for the forthcoming WDR on gender equality. It includes estimates of \$35.1 million in bank budget, most of it mainstreamed in regional and network budgets, \$18.1 million in IFC budget, and \$12 million in proposed new trust fund monies to cover knowledge and capacity building activities of a public goods nature.

Table 5: Indicative Budget for a 3-year Road Map for Gender Mainstreaming

	2011	2012	2013	Total
BB, Central ¹	1,000,000	1,000,000	1,000,000	3,000,000
BB, Regional	8,700,000	10,700,000	10,700,000	30,100,000
BB, WDR	2,000,000	-	-	2,000,000
Total Bank Budget	11,700,000	11,700,000	11,700,000	35,100,000
Total IFC Budget	3,100,000	5,000,000	10,000,000	18,100,000
Carry-over from GAP	3,000,000	-	-	3,000,000
New TF source	4,000,000	4,000,000	4,000,000	12,000,000
Total Trust Fund	7,000,000	4,000,000	4,000,000	15,000,000
TOTAL	21,800,000	20,700,000	25,700,000	68,200,000

69. **The bank budget figures are broad estimates of staff and variable costs, and are subject to change over time.** The bank budget includes a \$4 million incremental bank budget request which will be considered under the budget review process next year. These funds would be used as incentive funding to the regions and networks to support increased gender mainstreaming in operations.

70. **The road map builds on four key actions areas over 3 years (2011-2013)** that aim to: (i) Strengthen gender mainstreaming in operations and ensure sector-specific ESWs are gender informed, (ii) Develop, collect and synthesize the state-of the art knowledge and impact evaluations, develop policy recommendations, disseminate research results in client countries, and increase the availability and use of gender indicators, data and statistics in client countries; (iii) Build the capacity of Bank staff and country counterparts to mainstream gender; and (iv) Engage civil society and the private sector in identifying, disseminating and implementing innovative gender equality initiatives. Table 6 gives a detailed overview of activities.

71. **Trust Funds will be sought to scale-up and disseminate GAP initiatives to strengthen the evidence base for women's economic empowerment, and to expand this work to new priority areas.** Activities within knowledge creation and sharing include rigorous evaluations of the impacts of policy reforms and Bank operations within the priority areas identified as well as related research. Focus will be placed on facilitating partnership with research institutions in client countries. In addition, efforts will be made to synthesize, operationalize and disseminate research results from GAP-funded and other analytical work on gender. Products will target policymakers and other stakeholders in client countries, in

addition to Bank operational staff. Similarly, GAP-funded work to increase the availability and use of gender indicators, data and statistics will continue, in close partnership with national statistics offices.

72. **Grant funding is also needed to scale up evidence-based capacity building, such as the innovative training models developed under the GAP or South-South learning exchanges.** A partnership between GAP and the Development Impact Evaluation Initiative (DIME) to train operational staff *and* their in-country counterparts in gender-sensitive project evaluation showed the value of delivering ‘just-in-time’, sector-specific capacity building. Trainings held in Africa, Latin America and South Asia created spaces for dialogue between stakeholders, allowed governments to direct research and presented teams with compelling evidence and economic arguments for gender integration at the design stage of projects. Enabling low-income countries to learn and share their knowledge and experience across regions is another way of strengthen evidence-based capacity building.

73. **Finally, trust fund resources would enable new ways of engaging civil society and the private sector in identifying, disseminating and implementing innovative gender equality initiatives.** Activities proposed include an ‘Innovation Radar’ to identify and promote innovative initiatives to promote gender equality, designed and implemented by civil society and the private sector. The activity--modeled on the Bank’s Development Marketplace--would be geared to development practitioners that want to scan the development world for cutting-edge solutions to specific gender challenges. This road map also proposes to engage civil society in the dissemination and implementation of new and innovative approaches to advancing women’s economic empowerment or other gender equality issues, in collaboration with external partners such as UNIFEM.

Table 6: Four Action Areas to Strengthen Gender Mainstreaming

OBJECTIVES	ACTIVITIES	BUDGET							
		2011		2012		2013		Total	
		Bank Budget	Trust Fund	Bank Budget	Trust Fund	Bank Budget	Trust Fund	Bank Budget	Trust Fund
Action Area 1: ESW and Operations									
<i>Strengthen gender mainstreaming in operations; ensure sector-specific ESWs are gender informed.</i>	Support for operations (PREM BB)	600,000	-	600,000	-	600,000	-	1,800,000	-
	Support for operations (Regional BB)	8,700,000	-	8,700,000	-	8,700,000	-	26,100,000	-
	Incentive Funding (Incremental BB, TF)	-	-	2,000,000	-	2,000,000	-	4,000,000	-
		9,300,000	-	11,300,000	-	11,300,000	-	31,900,000	-
Action Area 2: Knowledge Creation and Sharing									
<i>Develop, collect and synthesize the state-of-the-art knowledge; develop policy recommendations; disseminate research results in client countries.</i>	World Development Report	2,000,000	-	-	-	-	-	2,000,000	-
	Engender impact evaluations of policy reforms and Bank operations	-	1,500,000	-	1,000,000	-	1,000,000	-	3,500,000
	Research partnerships with institutions in client countries.	-	900,000	-	900,000	-	900,000	-	2,700,000
	Synthesize, operationalize and disseminate research results in client countries (WDR, GAP and other).	-	600,000	-	400,000	-	400,000	-	1,400,000
<i>Increase the availability and use of gender indicators, data and statistics in client countries.</i>	Technical assistance to engender national surveys.	-	400,000	-	300,000	-	300,000	-	1,000,000
	Partnerships with national statistics offices to address data gaps and develop improved measures of gender disparities.	-	400,000	-	300,000	-	300,000	-	1,000,000
	Build capacity to collect, analyze, and use sex-disaggregated and gender-relevant data in client countries.	-	350,000	-	250,000	-	250,000	-	850,000
		2,000,000	4,150,000	-	2,150,000	-	2,150,000	2,000,000	10,450,000
Action Area 3: Capacity Building to strengthen gender mainstreaming									
<i>Build the capacity of Bank staff and country counterparts to mainstream gender</i>	Provide sector-specific training to engender operations, targeting staff and country counterparts	200,000	500,000	200,000	400,000	200,000	400,000	600,000	1,300,000
	Support five South-South experience exchanges a year	-	900,000	-	900,000	-	900,000	-	2,700,000
	Build capacity of staff and country counterparts to monitor projects for results on gender (e.g. gender-differentiated measures of direct and	200,000	400,000	200,000	200,000	200,000	200,000	600,000	800,000
		400,000	1,800,000	400,000	1,500,000	400,000	1,500,000	1,200,000	4,800,000
Action Area 4: Engaging Civil Society									
<i>Engage civil society and the private sector in identifying, disseminating and implementing innovative gender equality initiatives.</i>	Partner with UNIFEM to create links with civil society groups, with a focus on women's associations in client countries.	-	200,000	-	200,000	-	200,000	-	600,000
	Launch an Innovation Fair to identify and promote innovative initiatives to promote gender equality, designed and implemented by civil society and	-	700,000	-	-	-	-	-	700,000
		-	900,000	-	200,000	-	200,000	-	1,300,000
TF Administration and Coordination									
HQ coordinator		-	150,000	-	150,000	-	150,000	-	450,000
TOTAL		11,700,000	7,000,000	11,700,000	4,000,000	11,700,000	4,000,000	35,100,000	17,000,000

Annex I: All countries by demographic setting in 2010 and 2015

	Explosion 2010, Explosion 2011		Explosion 2010, Early Trans. 2015	Early Trans. 2010, Early Trans. 2015	Early Trans. 2010 , Transition 2015	Transition 2010, Transition 2015		Transition 2010, Implosion 2015	Implosion 2010, Implosion 2015
AFR	Angola * Benin Burkina Faso Cameroon** Central Afr. Rep.** Chad Côte d'Ivoire DR of Congo * Ethiopia Equatorial Guinea Gambia Guinea Guinea-Bissau Kenya Lesotho**	Liberia * Madagascar Malawi** Mali Mozambique*** Niger Nigeria Rwanda * Senegal Sierra Leone * Somalia Tanzania** Uganda** Zambia**	Congo Eritrea Sao Tome and Principe Sudan Swaziland* Togo Zimbabwe**	Botswana* Burundi * Cape Verde Comoros Djibouti Gabon* Namibia* Ghana Mauritania	South Africa*	Mauritius			
EAP	Timor-Leste Tonga		Samoa	Cambodia Lao PDR Micronesia Papua New Guinea Philippines Solomon Islands Vanuatu	Fiji	China Indonesia Korea, Rep. Malaysia	Mongolia Myanmar Thailand Vietnam		
ECA				Tajikistan	Uzbekistan	Albania Armenia Azerbaijan Belarus Kazakhstan Kyrgyzstan	Macedonia Moldova Montenegro Turkey Turkmenistan	Bosnia and Herzegovina Georgia Poland Russia Serbia	Bulgaria Croatia Romania Ukraine
LCR	Guatemala **			Belize Bolivia Haiti Honduras Nicaragua Paraguay	Dominican Republic Ecuador El Salvador	Argentina Brazil Chile Colombia Costa Rica Grenada Guyana Jamaica Mexico	Panama Peru Saint Lucia Saint Vincent & the Grenadines Suriname Trinidad & Tobago Uruguay Venezuela		
MNA	Yemen, Rep.		Iraq**	Egypt Jordan Syria		Algeria Iran Lebanon	Libya Morocco Tunisia		
SAR	Afghanistan *			Nepal * Pakistan	Bangladesh Bhutan India	Maldives Sri Lanka			

*Countries affected by high HIV-AIDS, **Countries-affected by violent conflict, ***Countries affected by both high HIV-AIDS and violent conflict.

Notes: Explosion: over 40 percent of population below age 20; Early transition: over 40 percent below age 20, but with 45 percent or more age 20-59; Transition: over 50 percent between 20-59 yrs; Implosion: over 20 percent above 60 yrs

Source: Authors analysis based on data from the United Nations Population Division (2008)

Annex II: Methodology for monitoring gender integration

Country Assistance Strategies: CASs are rated based on the type and number of gender-responsive actions by sector/ theme. The sectors included in the CAS review are the following: education, health, private sector development, infrastructure, agriculture, governance/law, and the category “other.” The scores for the CASs—Unsatisfactory, Marginally Satisfactory, Satisfactory, and Highly Satisfactory/Good Practice—are given according to the following criteria:

- **Unsatisfactory:** No mention of gender issues – or mention of gender issues, but no discussion of the relevance of those issues for the country assistance program.
- **Marginally Satisfactory:** Analysis of gender issues, but no action proposed and no explanation of why actions are not needed.
- **Satisfactory:** Analysis of gender issues and subsequent action proposed in at least one sector (with 1 to 5 good practices) or explanations as to why action is not needed (for example, where there are actions undertaken by a donor partner, Bank-supported action may not be warranted).
- **Highly Satisfactory:** Analysis of gender issues and subsequent actions in several sectors (with 6 or more good practices).

Poverty Assessments: Poverty Assessments are rated for attention to gender in four key components: (i) assessment of the poverty situation – **gender profile**, (ii) analysis of the impact on poverty and growth and public actions – **gender analysis of poverty**, (iii) suggestions or recommendations for policies or actions – **gender-responsive policies**, and (iv) considerations of gender issues and indicators in the monitoring and evaluation plans and systems – **monitoring and evaluation**. The rating methodology consists of following three steps:

- First, a number of sub-questions are included under the four review dimensions (gender profile, gender analysis of poverty, gender-responsive policies, and monitoring and evaluation), and each sub-question is given a score on a four-point scale with a score of: *1 indicating detailed coverage, 2 indicating moderate coverage, 3 indicating minimal coverage and 4 indicating no coverage* of gender issues.
- Second, each sub-question is scored and then given a standard relative weight. Each section has a relative weight, which depends on the number of sub-questions in the each section. The relative weights for each section are the following: *Gender Profile – 35 percent³²; Gender Analysis – 35 percent; Gender-responsive Policies – 20 percent; and Monitoring and Evaluation – 10 percent.*
- Lastly, the total scores of each section are tallied and ranked on a range of equal intervals where a range: 1.00-1.75 means that the report is *Highly Satisfactory*; 1.76-2.50 indicates that the report is *Satisfactory*; 2.51-3.25 means that the report is *Marginally Satisfactory*; and a score of 3.26-4.00 means that the report is *Unsatisfactory*.

Other Core Economic and Sector Work (ESW): The criteria for reviewing Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER) are as follows:

- **Unsatisfactory:** Little or no mention of gender differences with respect to poverty.
- **Marginally Satisfactory:** Addresses few gender differences, but does not provide data to support the existence of the differences or how these are relevant in a poverty analysis.

³² One of the two main questions in this section contained eight sub-questions (see table A3), these eight sub-questions have each been given a relative weight of 0.04 (0.35/8).

- **Satisfactory:** Addresses gender differences in one or two sectors and provides data that supports the existences of these differences and how they are relevant in a poverty analysis.
- **Highly Satisfactory:** Addresses gender differences in more than two sectors and provides data that supports the existence of these differences and how they are relevant in poverty analysis.

Lending portfolio:

(i) *PRMGE summary rating methodology for design:* Project appraisal documents (PAD) are searched to determine the level of coverage of gender-issues. Project documents are initially searched for keywords: Gender, Women/Woman, Female, and Girl. Project documents are then assessed to determine the level of coverage on a four-point scale:

1: No coverage.

2: Minimal coverage: Gender issues are mentioned but no specific quantitative data are provided.

3: Moderate coverage: Gender issues are included with specific quantitative data. An allowance is also made for projects where the discussion of gender issues is substantial even if no specific quantitative data are provided.

4: Detailed coverage: Gender issues are discussed and presented with quantitative data and extensive background information.

(ii) *QAG gender rating methodology for design and supervision of loans:* QAG follows a different approach, reviewing information available in Project Appraisal Documents, Program Documents, Environment and Social Safeguard documents, and Technical Annexes (referred to as *project documents*). Each project is rated for integration of gender issues on four criteria/dimensions: (1) analysis, (2) actions, (3) discussion of implications for women's empowerment, and (4) M&E. Each project's final rating is an average of the four criteria, each of which is rated on a scale of 1-6, a scale which was adopted by QAG for all its reviews since FY04 (after using a 1-4 scale from FY01 to FY03). See Table AII.1.

Table AII.1: QAG Six Point Rating Matrix

Benchmarks for Review of Gender Aspects

Poverty/Gender/Social Aspects	Highly Satisfactory = 1	Fully Satisfactory = 2	Moderately Satisfactory = 3	Moderately Unsatisfactory = 4	Unsatisfactory = 5	Highly Unsatisfactory = 6
3.2 Adequacy of attention to gender issues?	<p>Strong attention to gender dimensions (opportunity, capacity, security and empowerment):</p> <ul style="list-style-type: none"> * in-depth identification of the barriers to women's participation; * inclusion of high-payoff targeted interventions that address the most relevant gender issues; and * in-depth formulation of the outcomes from targeted or specific gender programs. <p>Gender-specific analysis and recommendations strongly reflect the findings in the CGAs, CASs, PAs and other core ESW.</p>	<p>Adequate attention to gender dimensions:</p> <ul style="list-style-type: none"> * identification of barriers to women's participation; * inclusion of interventions that address gender imbalances but that are not necessarily high-payoff interventions; and * analysis of outcomes of targeted programs. <p>Adequate use of the findings in the CGAs, CASs, PAs and other core ESW.</p>	<p>Some attention to gender dimensions:</p> <ul style="list-style-type: none"> * brief identification of barriers to women's participation; * inclusion of interventions that address some, but not all, gender imbalances; and * brief analysis of outcomes of targeted interventions. <p>Brief mention of findings and recommendations in CGAs, CASs, PAs, and other core ESW.</p>	<p>Brief analysis of gender dimensions:</p> <ul style="list-style-type: none"> * brief identification of barriers to women's participation; * at least one intervention addressing gender imbalances; * little or no analysis of outcome of targeted intervention. <p>Brief mention of findings or recommendations of CGAs, CASs, PAs, and other core ESW, but no mention of their relevance to the project.</p>	<p>Very little analysis of gender dimensions:</p> <ul style="list-style-type: none"> * brief identification of barriers to women's participation; * no targeted interventions or analysis of outcomes. <p>No mention of the findings or recommendations of CGAs, CASs, PAs, and other core ESW, and no mention of their relevance to the project.</p>	<p>No attention to gender dimensions:</p> <ul style="list-style-type: none"> * No identification of barriers to women's participation; and * No targeted interventions or analysis of Outcomes. <p>No mention of the findings or recommendations of CG/s, CASs, PAs, and other core ESW, and no mention of their relevance to the project.</p>
3.2 (i) Were gender issues identified during preparation?	<p>Key gender issues are clearly identified, in a disaggregated manner, in the context of the project including: discussion of the impacts of the project outcomes on both men and women and how women's participation and collaboration is essential for reaching the project's goals; different needs, constraints, opportunities and interests of men and women identified; and discussion on the involvement of female project beneficiaries in the analysis of the project's intended impact on women. Gender treated as a main project component and interventions are high-payoff gender-responsive actions.</p>	<p>Adequate analysis to gender issues in the context of the project. Analysis presents disaggregated information by gender, but gender may or may not be treated as a main project component.</p>	<p>Attention to gender issues and limited project response to said issues; gender identified more as a cross-cutting theme.</p>	<p>Gender issues considered as cross-cutting, but there is no specific identification of gender issues.</p>	<p>Gender issues briefly identified in the project context, but no mention of its relevance to project impact or gender responsive actions.</p>	<p>Gender not included in project preparation discussions.</p>
3.2 (ii) Does the operation have specific activities or measures designed to ensure inclusion of women in program benefits?	<p>High-payoff gender responsive actions are included in the project components, explicitly refer to both women and men, and strongly reflect the findings of gender-specific diagnosis and analytical work. Female project beneficiaries are actively involved in the analysis of the project's intended impact on women and women's groups (NGOs, CSOs and other grassroots organizations) actively participate and collaborate in project design and implementation.</p> <p>Project includes plans to train project staff on gender-based differences and how they relate to project objectives.</p>	<p>Gender-responsive actions are included in the project components, which draw from gender-specific diagnosis and analytical work. Women's groups consulted about project design and implementation.</p> <p>Project may include plans for training of project staff on gender issues.</p>	<p>Gender-responsive actions are included in the project components, but these briefly reflect gender-specific diagnosis and analytical work and are not highpayoff activities. Project activities do not explicitly refer to women and men and there is very little information on the participation of women's groups in project design and implementation.</p> <p>There may or may not be plans to train project staff on gender issues.</p>	<p>Gender is treated as a cross-cutting issue, and project documents include brief information on gender-specific analysis; there are no specific gender activities.</p> <p>There are no plans to train project staff on gender issues.</p>	<p>Gender is treated as a cross-cutting issue but there are: no gender-responsive actions; mention of gender-specific analysis and diagnostics; and information regarding the participation of female beneficiaries or women's groups in project design and implementation.</p> <p>There are no plans to train project staff on gender issues.</p>	<p>No activities or measures to ensure inclusion of women are included in the project; women's groups were not consulted for project design or implementation; and there are no plans to train project staff on gender issues.</p>

Benchmarks for Review of Gender Aspects

Poverty/Gender/Social Aspects	Highly Satisfactory = 1	Fully Satisfactory = 2	Moderately Satisfactory = 3	Moderately Unsatisfactory = 4	Unsatisfactory = 5	Highly Unsatisfactory = 6
<p>3.2 (iii) Has the potential effect of the operation on the empowerment of women (increased assets, capabilities and voice) been assessed?</p>	<p>Assessment of project results on the empowerment of women reveals that:</p> <p>1. Women will have greater access to 3 or more of the following resources: * education; * land or credit; * employment or income-generation activities; * leadership positions; * reproductive health programs; or * social networks.</p> <p>AND</p> <p>2. Strong indication that women will make significant achievements in 3 or more of the following areas: * education; * employment or income generation activities; * empowerment (leadership at various levels); * legal institutions; or * health and physical wellbeing.</p> <p>AND</p> <p>3. Project results are linked to achievement of the MDGs, country gender assessments, and/or other gender-specific</p>	<p>Assessment of project results on the empowerment of women reveals that:</p> <p>1. Women will have greater access to at least 2 of the following resources: * education; * land or credit; * employment or income-generation activities; * leadership positions; * reproductive health programs; or * social networks.</p> <p>OR</p> <p>2. Women will make significant achievements in at least 2 of the following areas: * education; * employment or income generation activities; * empowerment (leadership at various levels); * legal institutions; or * health and physical well-being.</p> <p>AND</p> <p>3. Project results are linked to achievement of the MDGs, country gender assessments, and/or other genderspecific country strategy</p>	<p>Assessment of project results on the empowerment of women reveals that:</p> <p>1. Women will have greater access to 1 of the following resources: * education; * land or credit; * employment or income-generation activities; * leadership positions; * reproductive health programs; or * social networks.</p> <p>OR</p> <p>Women will make significant achievements in 1 of the following areas: * education; * employment or income generation activities; * empowerment (leadership at various levels); * legal institutions;or * health and physical wellbeing.</p>	<p>Brief assessment of project results on the empowerment of women, but no clear indication of how this will be achieved and which resources will be impacted; and weak link to achievement of the MDGs, country gender assessments, and/or other gender-specific country strategy.</p>	<p>There is mention that the operation may benefit women, but there is no clear assessment of how this will be achieved.</p>	<p>No mention of the operation's potential affect on the empowerment of women.</p>
<p>3.2 (iv) Are there mechanisms in place to monitor gender impacts?</p>	<p>Full analysis of sex-disaggregated data and inclusion of gender-specific targets in the monitoring and evaluation component.</p> <p>Female and male beneficiaries are consulted in the monitoring and evaluation of the project.</p>	<p>Gender targets included in the monitoring and evaluation component and there is an adequate gender analysis including sex-disaggregated data.</p>	<p>Brief analysis of gender and few gender-specific targets in low-impact areas.</p>	<p>Brief analysis using sex-disaggregated data, but to gender-specific monitoring and evaluation component, or targets.</p>	<p>Limited use of sex-disaggregated data (but its relevance to project outcomes and impacts is not clear) and no specific gender monitoring component or targets.</p>	<p>Operation does not include mechanisms that monitor gender impacts.</p>

Annex III: Methodology for monitoring progress in gender integration in SDN operations³³

It is proposed that SDN adopts a common approach for establishing its sector gender indicators and targets, drawing on a) the draft PRMGE Results Framework for the GAP Transition Plan, which is also likely to be used for monitoring progress on gender integration through IDA 16, b) the work already done by ARD to identify sector-specific gender targets, and c) the SDV Gender Portfolio Review of gender integration in infrastructure³⁴. SDN is proposing to monitor the following three indicators for gender integration in its operations:

- (1) Percent increase in the number of operations with “gender analysis and/or gender inclusive consultations” from a baseline to FY14.
- (2) Percent increase in the number of operations with “gender-responsive design” from a baseline to FY14.
- (3) Percent increase in the number of operations with “gender-responsive M&E” from a baseline to FY14.

These indicators will be applied to all Investment Loans, Development Policy Operations and Technical Assistance Loans, mapped to the respective Sector Boards.

For the purposes of establishing the SDN indicators, the following guidance applies:

- **Step 1: Gender analysis and gender inclusive consultations.** The scope and comprehensiveness of gender analysis and gender-inclusive consultations will be tailored to the nature of each operation. For most operations gender analysis will be part of the social assessment though the analysis may be based to a substantial degree on findings from a wider country or sector social/gender analysis that has already been completed. For some operations (especially those with no interface with citizens) a desk review may suffice. Where consultations are conducted, they will be organized with men and women with a view to assessing gender disparities, needs, constraints, and priorities; as well as understanding whether there is a potential for gender based inequitable risks, benefits and opportunities. The analysis and/or consultations will provide the basis for gender-responsive design (see step 2). In some cases the analysis and/or consultations will conclude that gender-responsive design is not warranted. This is expected to be the case when the project has minimal engagement with citizens. An example might be the replacement of electricity generation equipment, in a project that has no further engagement with policy or institutional change in the power sector. The project documents should report on the findings of the gender analyses and/or gender-inclusive consultations in the appropriate section, i.e. the social part of the appraisal summary for an IL PAD, the Poverty and Social Impact Section

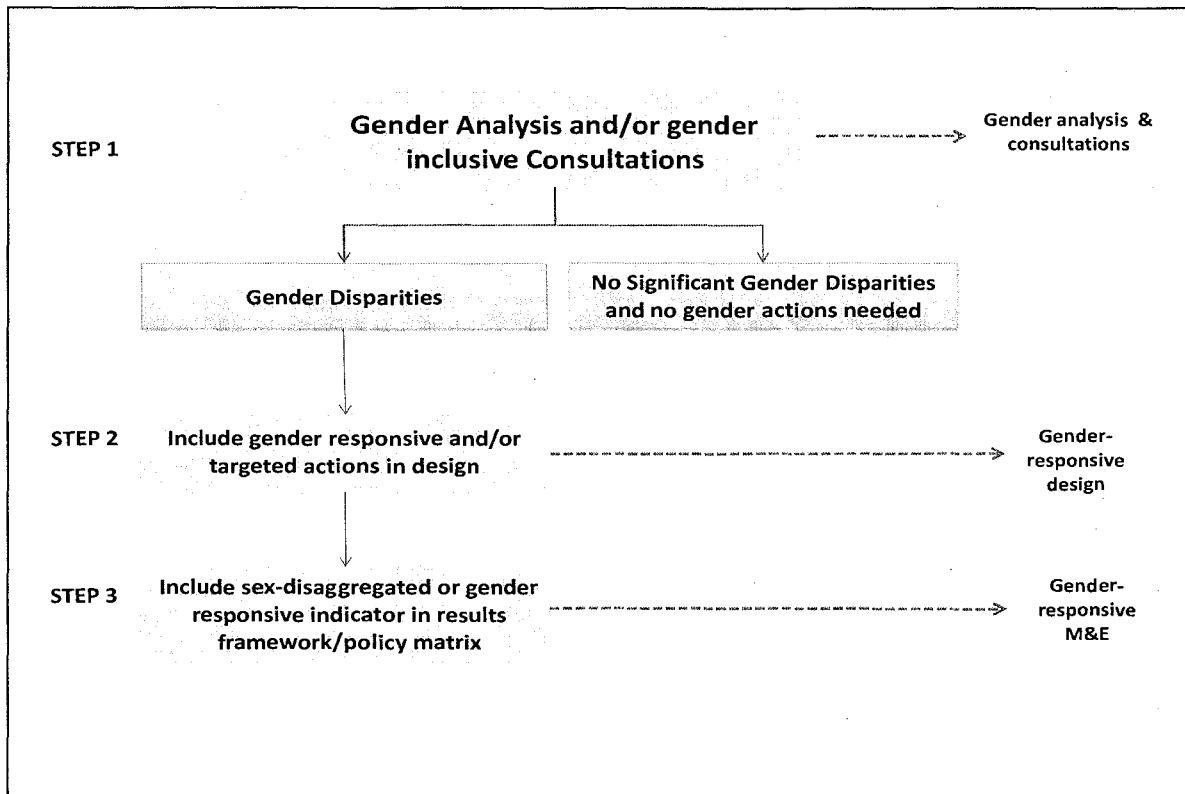
³³ Taken from paper, “Targets for Monitoring Progress in Gender Integration in Operations: A proposed approach for the Sustainable Development Network,” prepared by SDV in consultation with in close consultation with SDN management and with the support of the SDN network of gender focal points (May 2010).

³⁴ SDN, 2010 (forthcoming) *Making Infrastructure Work for Women and Men: A fifteen-year portfolio Review of World Bank Infrastructure Projects*.

for a DPO PD. **Projects that complete Step 1 will be considered to have “gender analysis and/or gender inclusive consultations”.**

- **Step 2: Gender-responsive design:** This stage involves the incorporation of gender-responsive and/or gender-targeted activities into the design of the project. Gender-responsive design indicates that infrastructure, services, institutions or policies were adapted to take account of the different needs of men and women, or boys and girls. This might include, for example, establishment of new institutional arrangements or partnerships to mainstream attention to gender in the sector, establishment of separate toilet facilities for women and men, attention to elements of personal safety which are particularly important for women and girls such as street lighting or safe pedestrian walkways, or attention to improved household fuel — to name but a few. Targeted actions to address gender disparities may include employment or other economic opportunities accessible to men and women, gender-inclusive training activities, or measures to facilitate inclusion in decision-making by women. For DPLs, the operation will be considered “gender-responsive” if the policy matrix includes a gender responsive or gender-targeted action. **Projects that complete Step 2 will be considered to have “gender-responsive design”.**
- **Step 3: Gender-responsive M&E.** This will be done by incorporating at least one sex-disaggregated indicator (e.g. number or proportion of women and men trained/ employed/ or in management positions) and/or gender-relevant indicator (number of improved cook-stoves being used), in the results framework in the case of investment loans; or in the Summary of Key Monitoring Indicators, in the case of DPLs. This can also be done through sex-disaggregation of one of the SDN Core Indicators. **Projects that complete Step 3 will be considered to have “gender-responsive M&E”.** In addition, consistent with newly mandated Bank-wide requirements as part of IDA reporting, a further element will be included in gender-responsive M&E, namely sex-disaggregation of the beneficiaries of IDA operations, as required by OPCS since December 2009.

Figure: Flow-Chart on monitoring gender-responsive design and M&E



In summary, going forward, SDN will monitor the following three gender indicators in its operations –

- (1) How many operations have “gender analysis and/or gender inclusive consultations” i.e. have completed Step 1,
- (2) How many operations have “gender-responsive design”, i.e. have completed Step 2
- (3) How many have “gender-responsive M&E” i.e. have completed Step 3

Annex IV. Response to FY02-09 CAS Assessment by Regions May 2010

Background

At the December 2009 Board meeting on the IEG gender evaluation, Bank Management committed to improving its implementation of the Bank's operational policy on Gender and Development (OP/BP 4.20). Bank policy states that for each country where there is an active assistance program, the Bank is to periodically assess the gender dimensions of development within and across sectors. These gender issues are to be discussed in country assistance strategies (CASs).

The gender assessment that is integrated in the CAS may be a Bank stand-alone assessment, or be carried out as part of other economic and sector work (such as PERs, Poverty Assessments or CEMs), or be carried out by the country or an organization other than the Bank, if the Bank finds those assessments to be satisfactory. Each CAS is expected to draw on and reflect this assessment - a requirement that was recently reiterated by the Bank's Board of Executive Directors.

To improve the implementation of this policy, the Bank reviewed CASs from FY02 to FY09 to determine which countries have addressed gender issues adequately in the CAS. Individual Regional Vice Presidents were then contacted by PRMVP and OPCVP, and informed of the relevant list of countries in their region where the last CAS is not considered to meet the requirements of OP 4.20.

For these countries, each region³⁵ was asked to respond to the following questions with their regional plans (including a reasonable timetable) for ensuring that all CASs are compliant with the requirements of OP/BP 4.20 on gender and development:

1. Do you agree with the assessment? In some cases you may not agree with a particular CAS view; if this is the case, please inform PREM accordingly.
2. If you agree with PREM Gender's review and your respective country is planning a CAS in FY10 or FY11, what will you do to ensure that gender issues are addressed as required?

To facilitate the development of these plans, gender-related operational policy requirements for CASs, as well as references to good-practice examples were also shared with Regions. Senior Management continues to monitor progress in integrating country-level gender assessment into CASs. PRMVP and OPCVP are reporting periodically to Managing Directors on this important issue.

Regions noted a number of exceptions to the PREM assessment. In some cases the Bank is re-engaging with a particular country after a long hiatus (Belize, Botswana and Swaziland³⁶; Panama). In addition, some countries no longer have an active assistance program (Eritrea, Venezuela) and therefore should not

³⁵ East Asia and the Pacific Region: To improve the implementation of the Bank's gender policy, PREM Gender reviewed CASs from FY02 to FY09 to determine which countries have addressed gender issues adequately in the CAS. *All CASs in EAP were found to meet the requirements of OP 4.20*, thus a regional plan was not required at this time.

³⁶ A new CPS for Swaziland is scheduled for FY11 and we will make sure that the principle of mainstreaming gender into our work is reflected appropriately in the document. Since the Swaziland program is very small (and so is the BB) we have limited possibilities for financing a stand-alone gender assessment. We are not planning a poverty assessment for FY11 either.

be included in the non-compliance list, as the requirement applies only to active countries. Other CASs that Regions defined as in fact meeting the OP4.20 requirement include:

Botswana and Swaziland: The respective country strategies (the first ever for Botswana and the first for Swaziland in over a decade) were selective and entirely demand-driven responding to the respective governments' most urgent requests for Bank support. In both cases, gender issues were discussed at the institutional review meetings for the country strategies and those meetings endorsed the team's approach to mainstreaming gender into Bank operations rather than looking at it as a stand-alone area of support at this stage. In Botswana, gender is a key consideration for the Bank's HIV/AIDS project and support to the education sector. In Swaziland, gender will feature in the HIV/AIDS project that is currently under preparation.

Cote d'Ivoire: A Country Partnership Strategy (CPS) for Côte d'Ivoire has been prepared and was discussed by the Board on May 4, 2010. We believe the CPS is compliant with OP 4.20 given that an Education Country Status Report, a Health Country Status Report and the 2008 PEMFAR have provided assessments on gender and access to basic services, poverty and public expenditures. In addition, a LSMS was prepared for the PRSP in 2009 which also provides data and assessments on household poverty, access to basic services and economic status of Ivoirians, including by gender. A Poverty Assessment is under preparation which covers gender assessment information and would further ensure that the requirements of OP 4.20 are met. Nonetheless, the RVP has further requested that in addition, we prepare a Gender Assessment in FY12, and this will feed into the CPS Progress Report.

Jamaica: The April 2005 CAS for Jamaica did include a gender analysis, focused on the gender dimensions of poverty and also on the situation of boys at risk in the educational system. It explicitly referred to government social priorities in gender and the priorities for attaining gender equality and emphasized mainstreaming gender into investment lending operations. The FY10 Jamaica CPS (dated February 23, 2010) has also followed this approach. It has a section discussing gender dimensions, with a focus on unemployment and education issues. The new strategy also mainstreams gender, such as in the rural economic development initiative project (which gives greater weights to female applicants for grants), and continues to give attention to the issue of boys at risk, following the recommendations of the Regional Caribbean Conference to Keep Boys Out of Risk which took place in Jamaica (2009).

Country Management Units with Plans to Meet the Requirements of OP/BP 4.20

Region	Country	Proposed Actions to Meet OP/BP 4.20
AFR	Angola	Plan to use the upcoming CAS to incorporate better the gender dimension, both analytically and in the direction of the portfolio
AFR	Central African Republic	Gender and the need for Bank ESW will be discussed in the upcoming CAS progress report (scheduled for delivery in late FY11, or early FY12); team will incorporate gender analysis in the upcoming poverty work in CAR (either an updated poverty profile or full poverty assessment is scheduled for delivery in early FY12).
AFR	Comoros	FY10 ISN has gone to the Board; expect to prepare a new ISN or a CAS in FY13; plan to carry out a poverty assessment that will include gender specific issues instead of a stand-alone gender assessment.
AFR	Lesotho	The diagnostic part of the new CAS includes a discussion on gender, based on the findings of the recent Gender Poverty and Vulnerability Study, and the strategy will describe how we the team plans to mainstream gender.

AFR	Seychelles	If the team moves from an ISN to a CAS next FY, a living standards analysis will be carried out; this will incorporate the gender dimension.
ECA	Azerbaijan	The new CPS for Azerbaijan (due in the fall of 2010) will (i) include gender focused CSO in the CPS consultations, (ii) support the preparation of a diagnostic gender analysis in key areas, (iii) encourage the client to develop a meaningful National Action Plan on Family and Women's issue, (iv) ensure new analytical on poverty, IDPs, and education will continue to analyze gender disaggregated data, and (v) develop a CPS M&E system that will better capture the gender impacts of Bank interventions.
ECA	Croatia	To prepare for the next CPS, we would welcome PREM support in carrying out a Croatia Gender Assessment.
ECA	Georgia	The team will ensure an appropriate gender focus during CPS implementation by looking at gender issues within the context of poverty and IDP work, as well as improved tracking of the gender impacts of Bank interventions.
ECA	Kazakhstan	The future CAS will (1) establish a gender profile drawing upon Bank and other donor's analyses; (2) include sex disaggregated data when available in the CAS; (3) integrate gender in the poverty analysis work; and (iv) adopt a consultative process to include organizations working for gender issues.
ECA	Montenegro	The team will be able to tap into existing UNDP and UNICEF work for the preparation of the next CPS, which will be underway shortly; it is understood that appropriate focus will be devoted to gender in the MNE CPS FY11-14.
ECA	Russian Federation	The team will implement the policy in the new CPS to be prepared during FY11; do a better job of detailing the current activities that are underway in response to the disparity in life expectancy between males and females, which is reported in the CPS PR FY09-11; Operational responses must be multi-sectoral as the causes are related to the aging of the population, rapid urbanization, changing lifestyles and risky behaviors.
ECA	Serbia	The upcoming CPS for Serbia, scheduled for the fall of 2011, will take up gender issues by: <ul style="list-style-type: none"> a. Providing analytical background for the CPS, including sex-disaggregated data; b. Discussing gender issues in the diagnostic section of the CPS, with full consideration of gender inequalities and how they constrain Serbia's development; c. Including gender specific progress indicators and gender issues in poverty analysis; d. Including Serbia's country gender profile; and e. Including organizations working on gender issues in the consultative process.
ECA	Ukraine	Existing data (gender-disaggregated PA) should be usefully collated in a gender assessment upstream of the next CPS; Determine whether other donors have already done something similar and build on that; To further ensure that gender features strongly, the CPS consultations will cover this cross-cutting theme.

LCR	Belize ³⁷	The upcoming CPS (FY11) will draw on ongoing analytical work, including policy notes on social protection and welfare trends that will yield insight into gender issues. In addition, we will draw on the Country PA (2010) financed by the Caribbean Development Bank to assess gender dimensions in the country. Belize representatives participated in the Regional Caribbean Conference to Keep Boys Out of Risk (2009) and agreed on steps and a platform for action to address this issue, which will also provide material for the upcoming CAS.
LCR	Costa Rica	The Gender Team in LCSPP will work with the team preparing the FY11 CAS to incorporate findings and recommendations from the FY06 Poverty Assessment; Findings from the ongoing study on Gender Trends, Income Generation and Poverty Reduction in Central America will also provide important inputs for the preparation of the FY11 Costa Rica CAS.
LCR	Panama	In preparing the FY11 CAS, the team will be able to incorporate findings and recommendations from the ongoing FY11 Poverty Assessment (looking at gender differences in access to opportunities for basic services and goods, as well as gender related labor market outcomes); findings from the ongoing study on Gender Trends, Income Generation and Poverty Reduction in Central America will be important for the preparation of the FY11 Panama CAS.
MNA	Iraq	Gender issues are an integral part of the current Interim Strategy Note for Iraq (FY09-FY11); At the time that the ISN was being written, a nationwide household survey had just been completed, but the data had not yet been fully treated and analyzed; Therefore, gender was not subject to an in-depth treatment in the ISN document itself; the household survey contains gender-disaggregated data, allowing for analytical work to be conducted more systematically on gender issues and to prepare the ground for a fuller discussion of gender issues in the next ISN or CAS/CPS.
MNA	Iran	On the analytical side, the Bank had a lot of catch-up to do in terms of data gathering and analysis; in this regard, the 2001 strategy planned basic analytical underpinnings including a CEM, a PER, a CPAR, a CFAA as well as ESW in the area of energy pricing reform and trade and foreign exchange reform. While the strategy includes gender disaggregated data for illiteracy, primary school enrolment and secondary school enrolment as well as some analysis re closing the gender gap in illiteracy and political representation, it does not go much further than this in its diagnosis or plan for WB support; The CMU is not planning a CAS either because the authorizing environment is not conducive for a CAS discussion; Nonetheless, the team has been able to address gender issues to some degree over the last few years through the implementation of an IDF grant to the Women's Studies Department of the University of Tehran (from 2004-2007).
SAR	Maldives	The Maldives CAS Progress Report which is currently going to the board will update the status of gender-related MDG (indicator and sub-indicators) and in doing so will refer to the fact that gender issues have been discussed in an ADB Gender and Development assessment (late 2007) and in the United Nations' strategy (UNDAF) which is currently under preparation. In addition, we have revised the results matrix to incorporate gender parity in education.

³⁷ LCR would like to suggest not to include Belize in this list, as at the time of the Interim Strategy Note (ISN), covering the period March 2009 to March 2011, Belize was a re-engaging country (after having been inactive since 2001) and there was no existing work to draw on.

		SAR will advise all of country teams preparing CASs to keep in mind the principles of OP/BP 4.20 and gender-aware CASs, and to seek the advice of PRMGE as required.
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Annex V. Draft Regional Priorities for IDA16 May 2010

Regional priorities for IDA16 generally fall under three main themes: (1) Reproductive health; (2) Education and school-to-work transition; and (3) Agriculture and rural development. This Annex provides a summary of priorities and work in progress reported by the regions.

1. Reproductive Health

Africa: In addition to 10 ongoing HNP projects that specifically integrate gender, most health projects in the region address reproductive health issues. To monitor progress, AFR will track the following indicators in all its HIV/AIDS and Health projects:

- Skilled attendants at delivery (value by country)
- Contraception prevalence rate for modern methods
- Adolescent fertility rate (age 15-19 years)
- Number of pregnant women with at least two antenatal care visits per pregnancy
- Number of HIV+ pregnant women receiving ART to reduce risk of transmission to fetus

East Asia and the Pacific: The following countries will receive intensified focus in terms of reproductive health: Cambodia, Lao PDR, Papua New Guinea, Solomon Islands, and Timor Leste.

Latin America and the Caribbean: Special emphasis will be placed on reproductive health interventions in countries with high maternal mortality rates and high total fertility rates as identified in the Bank's Reproductive Health Action Plan (Bolivia, Guatemala, Honduras, Haiti). The region is also proposing a regional study on the costs and implications of teen pregnancy in Latin America, to be accompanied by a teen pregnancy initiative that will conduct impact evaluations of existing programs to combat teen pregnancy and fund pilot initiatives as a follow-up to the study.

Middle East and North Africa: In Yemen, an upcoming Health and Population project aims to improve access to and utilization of a package of maternal, neonatal and child health services in selected regions.

South Asia: In all countries in the region there will be an emphasis on improving reproductive health, with special attention to infant mortality, maternal mortality, and access to/receipt of antenatal care. The last theme is closely related to the region's ongoing work on nutrition, which is also a regional priority.

2. Education and Transition from School to Work

Africa: The region will track, and expects reductions in gender disparity of 3 to 5 percent for the following indicators:

- Enrolment parity in higher education
- Enrolment parity in secondary education
- Enrolment parity in primary education
- Girls' completion rates for primary and secondary levels

Geographic areas of focus for primary education are Northern Nigeria (using conditional cash transfers) and the Democratic Republic of Congo (a pooled funding project). These two areas account for a large share of the region's disparity in girls' enrolment at the primary level.

School-to-work transition is another priority for gender work in the region. Under the global *Adolescent Girls Initiative* (AGI), pilots are currently under way in three post-conflict countries in the region (Liberia, Rwanda and Southern Sudan). In the *Kenya Youth Empowerment Project* (a public works component for young people), 35 percent of the beneficiaries are currently women and work is underway to increase this share. Other examples include the *Mozambique Technical and Vocational Education and Training Project* which measures the retention rate of students enrolled in targeted courses by gender. Pipeline projects on post-secondary education for Mali and Senegal will also include gender-disaggregated figures.

Latin America and the Caribbean: Boys' underachievement in education in the Caribbean is a cross-cutting gender issue related to development challenges such as male marginalization, access to the labor market and poverty alleviation. An initiative is underway to make youth at risk interventions gender sensitive, focusing on IDA countries in the Caribbean. It includes gender-sensitive impact evaluation of existing youth at risk programs as well as a youth at risk pilot intervention.

Middle East and North Africa: Ongoing Secondary Education and Girls Access project in Yemen aims to improve gender equity, quality and efficiency of secondary education in selected areas with a particular focus on rural girls. In addition, the Education for All Fast Track Initiative project seeks to increase access of children, in particular girls to primary education in seven governorates.

South Asia: One of three main priority areas for gender work in the region is to close gender gaps in secondary school enrollments. In terms of school to work transition, the region is currently designing/ implementing three stand-alone gender projects (the Bangladesh Northern Areas Reduction of Poverty Initiative (NARI) and Adolescent Girls Initiatives in Nepal and Afghanistan).

3. Agriculture and rural development

Africa: The majority of agriculture and rural development projects in the region will integrate gender into design and results and monitoring framework. Specific indicators that the region will track during the IDA16 period include:

- percent of female farmers in project areas using improved farm methods, and improved seed and fertilizer
- percent increase in average yields of selected agricultural products in small-holder farming systems in the project area
- percent of total adult population in project areas which use the services of formal financial institutions
- percent of female community group or water-user group members
- percent increase in earnings of men and women from small-holder agricultural activities in the project area
- percent of participating men and women small-holder farmers who are satisfied with extension, empowerment and agribusiness services
- percent of participating men and women satisfied with newly built or rehabilitated rural infrastructure
- percent of participating farmers (male/female) adopting new technology packages for post-harvest, and processing

- percent of farmers (male/female) with increased marketed surplus

Eastern Europe and Central Asia: Agriculture is one of the sectors where the Bank is active in ECA IDA countries. Examples from the current portfolio include a Rural Enterprise and Small Scale Agriculture Development project in Armenia that will promote women's economic activity agricultural SME and a Community Agriculture and Watershed Management Project which adopts procedures for planning and screening rural production investments that include issues faced by women. These and other projects in the sector will include gender-disaggregated output and process indicators.

Latin America and the Caribbean: The following project-level indicators will be tracked for the regions agriculture and rural development portfolio:

- Percentage of agriculture and rural development operations with gender-informed design
- Percentage of agriculture and rural development operations with gender-informed M&E

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