

**Gender Equality as Smart Economics:
World Bank Group Gender Action Plan**

**Third-Year Progress Report
(January 2007-January 2010)**

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Gender and Development
Poverty Reduction and Economic Management Network

Acronyms and Abbreviations

AC	Advisory Council on Women’s Economic Empowerment
ADB	Asian Development Bank
AfDB	African Development Bank
AFR	Africa Region
AGI	Adolescent Girls Initiative
ARD	Agriculture and Rural Development Sector
AREDP	Afghanistan Rural Enterprise Development Project
CAS	Country Assistance Strategy
CCT	Conditional Cash Transfer
DFID	UK’s Department for International Development
DGF	Development Grant Facility
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
FY	Fiscal Year
GAP	Gender Action Plan
IADB	Inter-American Development Bank
IBRD	International Bank of Reconstruction and Development
ICRW	International Center for Research on Women
ICT	Information and Communications Technology
IDA	International Development Association
IE	Impact Evaluation
IEG	Independent Evaluation Group
IFC	International Finance Corporation
ITUC	International Trade Union Confederation
JICA	Japan International Cooperation Agency
KAPAP	Kenya Agricultural Productivity and Agribusiness Project
KGEI	Key Gender Employment Indicators
LCR	Latin America and Caribbean Region
LIS	Luxembourg Income Survey
LiTS	Life in Transition Survey
MDB	Multi-lateral Development Bank
MDTF	Multi-Donor Trust Fund
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
OPCS	Operations Policy and Country Services
PREM	Poverty Reduction and Economic Management Network
PSD	Private Sector Development Network
PSLF	Private Sector Leaders Forum

RBI	Results-Based Initiative
SAR	South Asia Region
SDN	Sustainable Development Network
SDV	Social Development Unit
SIEF	Spanish Impact Evaluation Fund
SME	Small and Medium Enterprises
UN	United Nations
UNIFEM	United Nations Fund for Women
VP	Vice Presidency
WBG	World Bank Group
WDR	World Development Report

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Executive Summary

Launched in 2007, the World Bank Group Action Plan “Gender Equality as Smart Economics” aims to intensify the Bank’s efforts to promote women’s economic empowerment in the land, labor, financial and agricultural markets and infrastructure as a theme underpinning the effective functioning of these four markets. For the past three years, the GAP has supported work to integrate women’s economic empowerment issues into the World Bank’s analytical work and policy dialogue, lending and non-lending operations and technical assistance. This annual progress report revisits some of the issues raised in the first year update of the GAP, summarizes the GAP’s main accomplishments and outlines emerging challenges and next steps as the GAP reaches its concluding year.

An independent Mid-Term Review indicated that the Plan has made significant advances in the targeted economic sectors. The review highlights the incentive-based approach as an effective mechanism for leveraging changes in large-scale Bank with relatively small investments. The review also indicates that the time frame is likely to be insufficient for consolidating initial gains in research and that additional dissemination efforts are needed.

During its third year of implementation, the GAP has sustained the demand from Bank staff through competitive processes. Overall, competitions have yielded over 460 proposals, of which 222 are being funded. These activities are being implemented in 78 countries. Nearly two thirds are in IDA countries, which receive a total of 80 percent of all GAP allocations. In a select number of countries, the GAP is pursuing a comprehensive set of activities that covers the entire country program. These countries include Afghanistan, Kenya, Lao PDR, Liberia, and South Sudan.

From its inception, the GAP emphasized evidence-based work by prioritizing data and statistics, research and impact evaluations. For example, all three of the GAP’s flagship activities underscore data and results measurement (e.g., the \$18.1 million Adolescent Girls Initiative, the Gender Law Library, and partnerships on impact evaluation). This year, the GAP fostered a strategic partnership with the DIME initiative to support real time training for the design of rigorous gender-aware impact evaluation in agriculture and private sector development projects. In addition, collection of and capacity building on sex disaggregated data have resulted in the publication of the first *Little Data Book on Gender* and a partnership with the Luxemburg Income Study.

The added value of the GAP’s selective focus on the economic sectors is the increased uptake of gender equality work in such non-traditional areas for gender integration as mining, energy, and private sector development. Coupled with the GAP’s emphasis on analyzing the gender impacts of broad economic shocks, an emerging body of work provides evidence of the relevance of gender analytical and operational work in both social and economic sectors.

The internal and external governance structures of the GAP have increased attention to the importance of women's economic empowerment in the international development community and within the Bank. The Executive Committee has helped ensure selectivity in subject focus, balance between demand- and supply-driven allocations and responsiveness to emerging concerns across priority sectors. Strategic issues include research on the food, financial, and fuel crisis and capacity building of both Bank staff and clients. Similarly, the Global Private Sector Leaders Forum (PSLF) has committed influential global business leaders to creating opportunities for women as an integral part of their core business, corporate social responsibility agendas and diversity and inclusion initiatives.

As the GAP's fourth and final year approaches, a number of challenges emerge. First, GAP's lessons, innovations and research findings need to be translated into meaningful and sustainable integration of women's economic empowerment issues in the Bank's analytical and operational work. Second, the GAP needs to foster stronger country ownership of the women's economic empowerment agenda, while also extending partnerships to non-governmental actors in research institutions and civil society. Time is a constraint to fully addressing these challenges. The GAP's focus on evaluating project impacts and working in fragile states require long term investments that go beyond the current GAP completion date of December 2010.

Looking ahead, two important foundations will intensify attention to women's economic empowerment—both at the Bank and in client countries. First, the 2012 World Development Report (WDR) on gender equality is a unique vehicle to synthesize and disseminate findings from GAP-funded research and impact evaluations. Second, the selection of gender as a special theme for the IDA16 replenishment raises the importance of gender integration in operations and can help improve the monitoring of IDA-funded operations to measure gender results. To leverage these opportunities, a 3-year road map to assist with institutionalizing the GAP has been developed (see companion report).

I. Introduction

1. **Launched in 2007, the World Bank Group Action Plan “Gender Equality as Smart Economics” aims to intensify the Bank’s efforts to promote women’s economic empowerment in economic sectors in client countries.** The GAP targets four key markets (land, labor, financial and agriculture) and infrastructure as a theme that underpins the effective functioning of these markets. For the past three years, the GAP has worked through the main instruments for World Bank support to clients, namely analytical work and policy dialogue, lending and non-lending operations, and technical assistance. This annual progress report tries to answer some of the questions raised in the first year update of the GAP. The report reviews funding and governance (section II), summarizes the GAP’s main accomplishments in year three (section III) and outlines emerging challenges and next steps as the GAP reaches its concluding year (section IV).

2. **Financial incentives: Do financial incentives generate demand for GAP work – and how can substitution or crowding-out effects be avoided?** A significant amount of additional work on gender has been carried out with GAP support. The evidence of GAP’s additionality rather than substitution seems solid: the large number of projects seeking GAP support (over 400), their links to planned or ongoing Bank-funded analytical work or operations, the matching funds provided by Bank units proposing and supporting this work, and the engagement of staff beyond traditional gender or social development specialists. In general, the GAP has stimulated new work tied to Bank-funded activities, rather than initiate stand-alone activities. Thus, the concern that GAP financial incentives would crowd-out Bank investments or displace other available funds does not seem warranted.

3. **Selectivity: Is the selective focus on the economic sectors adding value or displacing interest in the social sectors?** Lagging progress in terms of integrating gender in the Bank’s work in the economic sectors underpinned the selective focus of the GAP on these sectors. It was in no way aimed at diminishing Bank efforts on gender issues in the social sectors. The evidence as to whether attention to gender issues increased or declined in the social sectors during the period of the GAP is not conclusive. A recent Independent Evaluation Group (IEG) evaluation shows a decline in the education sector¹, while monitoring by the PREM Gender and Development Group shows a slight increase. The differing results reflect both different criteria used to measure gender integration as well as the growing complexity of the Bank’s portfolio. For instance, in the social sectors the Bank’s focus has shifted to sector-wide institutional reforms.

4. **Demand-generated work: Is demand-driven work cutting edge and what is the correct balance between fostering demand and funding more strategic work?** Progress in 2009 was marked by a continued focus on demand-driven allocations—targeting research and just-in-time support for lending operations. In addition, the GAP

¹ World Bank (2010), *Gender and Development—An Evaluation of World Bank Support, 2002-08*. IEG.

made strategic allocations to capitalize on opportunities to mainstream gender into emerging development priorities. For example, GAP-funded work linked to the Bank's crises response demonstrates the relevance and timeliness of the GAP in responding to strategic needs (see Box 1). It also illustrates continued efforts to strike the right balance between responding to demand and supporting strategic work. Funding allocations were preceded by consultations with the Regions and Networks to elicit priorities and rationales, and cleared by the Executive Committee (EC), the GAP's internal decision making structure. Other strategic allocations made in the past year include: support for IFC operations focused on female-owned SMEs; training and capacity building on data and statistics; a co-financing partnership between the GAP and the Development Impact Evaluation Initiative (DIME); and a communications campaign called for by the Advisory Council on Women's Economic Empowerment (AC).

Box 1. GAP funds being used to monitor the effect of Food, Fuel and Financial crises

A body of recent GAP initiatives aims to improve the availability of gender-disaggregated data and the analysis of the differential impact of the crisis on men and women in areas such as wages, employment, migration, and human capital. Tools developed under this set of activities and the information they generate will allow better targeted and more effective policy responses to crises. Initiatives aim to:

- *Improve the scope and quality of sex-disaggregated data collection and analysis and development of indicators and surveys to better capture the impact of the ongoing economic crisis on men and women.* In ECA, GAP funds are used to improve data collection in the follow-up of the multi country Life in Transition (LiTS) survey. In EAP, funds support comprehensive sex-disaggregated data collection and analysis to better monitor human and social impacts of the crisis in a range of countries.
- *Support regional teams in predicting and evaluating the distributional impact of the crisis.* GAP-funded work in Bangladesh, Philippines, Mexico, and Egypt aims to evaluate the effectiveness of reforms and the impact of crisis mitigation on men and women to inform Bank operational work and policy dialogue. Work underway in Poland will for instance inform a crisis-response Development Policy Lending.
- *Evaluate the impact of conditional cash transfers (CCT) on mitigating the negative effects of the global economic crisis (Malawi and Cambodia).* Taking advantage of data collected before the crisis, the GAP is funding follow-up data collection and questionnaire development aimed at exploring the effectiveness of CCTs in protecting young women's human capital outcomes and analyzing crisis impacts on intra-household issues. The results of an impact evaluation of a CCT program in Malawi show large impacts on girls' school enrollment, reductions in early marriage, teenage pregnancy, and risky sexual behavior. The probability of getting married and becoming pregnant declined by 40 percent and 30 percent respectively (Baird, McIntosh, Ozler. 2009).
- *Labor market analyses in China, Indonesia, Philippines, Serbia, and Tajikistan.* Preliminary findings illustrate the effect of the crises on women's participation in the labor market as well as primary coping mechanisms.

5. Measuring results and impacts: Is the GAP funding activities that will yield quantifiable results and impacts and will this evidence lead to sustainable improvements in the way the Bank conducts business? From its inception, the GAP has emphasized evidence-based work by prioritizing data and statistics, research, and

impact evaluations. Flagship activities such as the Adolescent Girls Initiative (AGI), the Gender Law Library, and the partnership with impact evaluation initiatives (the Spanish Impact Evaluation Fund (SIEF) and DIME) all underscore data and results measurement. The challenge now is to ensure that GAP-funded research is used as the basis of evidence-based policy advice in the Bank's dialogue with client countries. The 2012 World Development Report (WDR) on gender equality offers an apt vehicle for synthesizing and disseminating findings from GAP-funded research and impact evaluations. Gender as a theme in IDA 16 (and related gender indicators) also provides additional impetus for results-oriented gender programming in the coming years.

6. Increasing attention to and partnership around the issue of women's economic empowerment: Is the GAP an effective vehicle to focus donor and client attention to and collaboration on gender issues? The GAP has helped focus attention to, and collaboration on, women's economic empowerment. High-level representatives from donor and client countries to the AC have actively raised international attention to the importance of women's economic empowerment. Similarly, the Global Private Sector Leaders Forum (PSLF)—a GAP initiative to engage private sector leaders in promoting women's economic empowerment—commits influential global business leaders to creating opportunities for women as an integral part of their core business, corporate social responsibility agendas, diversity, and inclusion initiatives. To a large extent, the partnerships have focused on intergovernmental bodies, such as the Multilateral Development Banks (MDBs), the UN, and the OECD/DAC GenderNet. Partnerships with nongovernmental organizations and civil society groups have been on a more limited scale, and should be a focus of future GAP-related collaboration. Current partners in this category include the International Center for Research on Women (ICRW), INSEAD, Vital Voices and the International Trade Union Confederation (ITUC-Global Unions).

II. GAP Funding, Resource Mobilization and Governance

7. **Mobilization of new resources for the GAP remains strong.** Total pledges as of December 31, 2009 totaled \$68.6 million—an additional \$44.1 million above the original four-year budget of \$24.5 million. Receipts during this period amount to \$52.6 million. The Bank has disbursed funds to the GAP from the President’s FY07 contingency fund, the Development Grant Facility (DGF), incremental allocations in the FY08–FY10 World Bank budget, and FY08-FY10 matching funds from the Regions and Networks (Table 1).²

Table 1: Financial Contributions for GAP Implementation¹
(as of December 2009)

Source	Pledges ² (US\$)	Receipts (US\$)
Trust Fund	54,795,941	39,233,539
Bank Budget	13,790,991	13,390,991
Total	68,586,932	52,624,530

¹Includes anticipated receipts during the current fiscal year (through June 2010)

²Net pledges, excluding administrative fees, to indicate amount available for GAP implementation. Gross trust fund pledges amount to \$56,562,084 (See Annex 2.1 and 2.2)

8. **By December 2009, Australia, Canada, Denmark, Finland, Germany, Iceland, Italy, the Nike Foundation, Norway, Spain, Sweden, Switzerland, and the United Kingdom had pledged a total of \$54.8 million to the GAP.** This includes pledges to the AGI. Annex Table 2.1 lists pledges to the GAP and Table 2.2 lists pledges to the AGI.

9. **The GAP has continued to leverage a strong external governance structure.** 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. In addition to providing valuable guidance for implementing the GAP, AC members have actively raised international attention to the importance of women’s economic empowerment.

10. **The GAP’s internal governance structure has been an equally positive oversight mechanism.** The GAP Executive Committee, consisting of senior level staff representing the regions and the networks, ensures Bank-wide responsibility and accountability for GAP program direction and fund allocation. The EC has helped strike a balance between demand- and supply-driven allocations of GAP resources, ensuring

² Not included in this figure are additional matching funds allocated by Bank Regions and Networks to specific GAP activities (see paragraph 24).

selectivity in focus and responsiveness to emerging concerns. Funding allocations have been based on merit and demonstrated rationale, and are fully transparent (for both competitive and strategic awards). Due to its Bank-wide representation, the EC is also a useful mechanism for internal collaboration on gender issues.

11. Competitive processes that provide financial incentives remain the GAP's main mechanism to increase Bank work on women's economic empowerment. Since inception the GAP has issued ten competitive calls for proposals and awarded \$16.4 million in grants (Table 2). Five of these competitive calls were 'Just-in-Time' calls offering "top-up" funding to increase the focus on women's economic empowerment in economic and sector work (ESW) and operations. A research and impact evaluation call in March 2009 targeted the impact of the food and financial crises on women and girls. Funding decisions for competitive calls are made by the Executive Committee, based on recommendations by a joint proposal evaluation team consisting of Regional Gender Focal Points, PRMGE staff, and an independent team of four gender experts who serve as consultants for this process. Scoring of proposals is based on the selection criteria listed in each respective call for proposal.

<i>Calls (calendar year)</i>	<i>Proposals received</i>	<i>Proposals selected</i>	<i>Total funding (US\$ million)³</i>
Call 1 - ESW & Operations (2007)	74	29	3.2
Call 2 - ESW & Operations (2007)	97	40	4.2
Call 3 - Research & Impact Evaluations (2008)	76	22	2.8
Just-in-Time 1 (2008)	23	14	0.3
Just-in-Time 2 (2008)	35	21	0.5
Just-in-Time 3 (2009)	20	15	0.5
Call 4 - ESW & Operations (2009)	30	18	2.2
Call 5 - Research & Impact Evaluations (2009)	14	9	0.5
Just-in-Time 4 (2009)	39	24	0.8
Just-in-Time 5 (2010)	52	29	1.4
Total:	460	221	16.4

12. The GAP continues to complement the demand-driven approach with strategic allocations in order to address global and regional priorities. Since January 2009, \$3.9 million has been allocated toward strategic priorities globally, in the regions, and the IFC. For example, \$1 million was allocated in an innovative partnership with the DIME to deliver customized capacity building to help Bank staff and their counterparts design rigorous and gender-aware impact evaluations of projects. It is proving to be an effective gender mainstreaming model by linking research to operations and by making the business case for women's economic empowerment.

³ Total funding includes trust fund and bank budget

13. More than half of the GAP's \$57.2 million in allocations went to ESW and operations and the special initiative on adolescent girls. To date, GAP funding went to: mainstream gender in Bank lending and operational work (51 percent); pilot and test interventions to empower adolescent girls and women (18 percent); strengthen the evidence base for women's economic empowerment through support for research and statistics (22 percent); and disseminate knowledge and build capacity (10 percent) (See Annex Table 2.4).

14. In line with the GAP's commitment to promote commercial credit lines for women, the GAP awarded \$1 million to the IFC. The objective of this award is to assist IFC client banks in diversifying and improving performance of their portfolios by including more women-owned small and medium-sized enterprises. With this strategic award, IFC expects to increase its SME lending portfolio targeting women-owned SMEs by 15 percentage points by 2012.

III. Main Accomplishments⁴

15. An independent Mid-Term Review of the GAP highlights the incentive-based approach as an effective mechanism for leveraging changes in large-scale Bank activities and lending through relatively small investments. The formative evaluation, completed in June 2009, also reviewed GAP governance mechanisms and concluded that the Action Plan has been effective, with "both the EC and the AC fulfilling their intended roles."⁵ The review concluded that while the GAP is generating strong evidence to support women's economic empowerment, the time frame and dissemination efforts may not be sufficient to consolidate these gains. It recommended extending the closing date of the GAP by 18-24 months, and putting in place a stronger monitoring system.

16. An independent evaluation is planned for the conclusion of the GAP to assess results and lessons learned from GAP implementation. It is expected that that end-of-program evaluation will report on how GAP achievements led to development results. This progress report tracks GAP processes and outputs, and discusses preliminary findings and challenges.

17. The GAP has sustained strong demand from Bank staff through its competitive process. A total of 260 initiatives have been supported, the majority of them identified in response to competitions. To date, ten competitive calls for proposals have been issued. The competitive calls yielded a total of 460 proposals, of which 221 were selected for funding. Since January 2009 a total of 155 proposals have been received.

18. Most initiatives fall under the GAP's four thematic areas. Labor represents the largest share of initiatives (29 percent) and nearly half of all allocations (Figure 1, p. 7). This reflects the size of the AGI (\$18.1 million), which prioritizes job skills training for

⁴ This section is based on the "GAP Third State of the Markets Report" —a monitoring report produced annually by PRMGE with information from periodic grant monitoring reports submitted by project teams. See also Annex Table 2.4

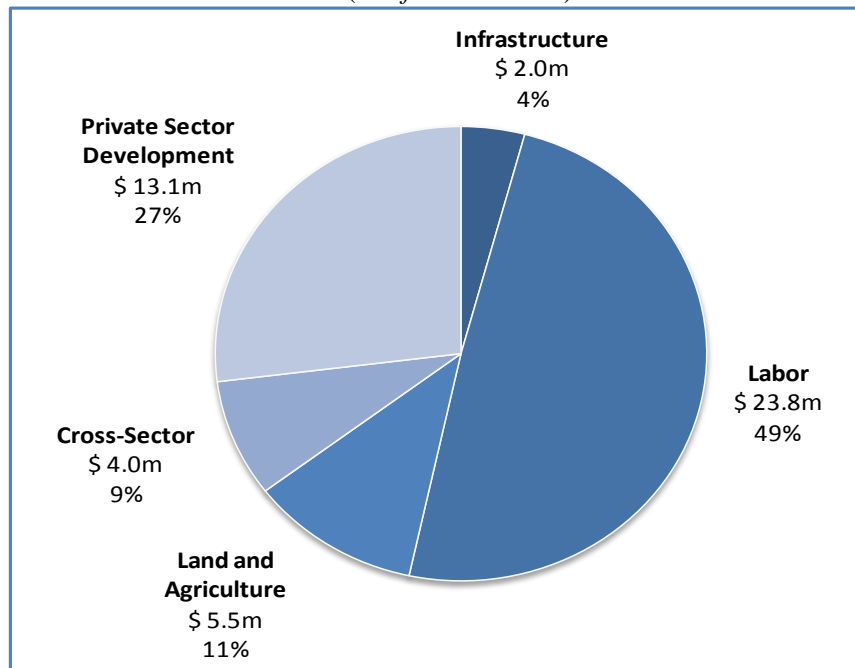
⁵ Gender Action Plan Midterm Review (2009)

young women to enhance their participation in the labor force. 23 percent of initiatives address land and agriculture issues, while 20 percent of initiatives fall under private sector development which includes the Results-based Initiatives (RBIs).

19. Strategic capacity building to influence gender dimensions of infrastructure projects targets Bank staff and client country partners. Infrastructure remains the thematic area with the smallest share of GAP initiatives (13 percent). It is not yet clear why this is the case. Part of the reason may be structural issues associated with coordinating gender work across the very large and diverse infrastructure sector. Another reason may be low demand and limited gender mainstreaming capacity. These are some of the issues that a final evaluation is expected to examine in detail.

20. For this third year of implementation, the GAP’s response to the low representation of infrastructure has been to bring together development partners from the MDBs and client countries to raise awareness, share practical lessons, and identify priorities for gender and infrastructure. For example, a workshop on Mainstreaming Gender Equality in Infrastructure Projects in Latin America and the Caribbean identified the need to improve monitoring and impact evaluations of gender results in infrastructure (See also Box 9, p. 15). Infrastructure remains a strategic sector for the GAP. Quality of infrastructure significantly affects women’s ability to participate effectively in markets. Also, infrastructure represents the largest (and growing) share of total Bank lending (40 percent in FY06-08, compared to 31 percent in FY03-05).

Figure 1: GAP allocations by markets (260 initiatives)
(as of March 2010)



Note: the category ‘Cross-Sector’ includes cross-cutting work and work related to women’s economic empowerment that falls outside of core GAP sectors (e.g., capacity building, conditional cash transfer programs)

Source: GAP Third State of the Markets report

21. **The share of strategic activities that are cross-sectoral has increased.** This group of initiatives now accounts for 15 percent of the GAP portfolio, and consists of 38 activities totaling \$4 million (Figure 1, p. 7). This increase is in part a result of last year's decision to focus on the Bank's crisis responses. In addition, this cross-sectoral work prioritizes communication, dissemination, capacity building and learning, one of the recommendations of the mid-term review.

22. **The 'real time' training model adopted in the GAP-DIME partnership is proving effective in building staff capacity and enhancing quality of operations.** This partnership uses a combination of training, research, and skills building to enable both clients and Bank staff to measure project results through rigorous impact evaluations. The first initiative focused on the agriculture sector, while recently the initiative has been extended to the financial and private sector development sector (See Box 2).

**Box 2. Real-time training for design and implementation
of rigorous gender aware impact evaluation**

The GAP and the DIME have joined in a collaborative effort to support Bank operations and government agencies in adopting a culture of real-time evidence-based policy-making. The partnership currently targets Bank operations in two sectors, (1) Agriculture and Rural Development and (2) Financial and Private Sector Development. Using a model that links training and research to operations, the GAP-DIME partnership provides a platform to identify gender dimensions and effects in Bank operations, rigorously measure results, and compare the effectiveness of interventions.

Through workshops hosted in Africa, Latin America, and South Asia, approximately 400 participants, including government counterparts, researchers, and Bank Task Team Leaders (45) have received real-time training to support the design and implementation of gender aware impact evaluations. The workshops and follow-up technical assistance offer:

- customized capacity building
- a client centered and operationally relevant approach, involving Bank staff and client counterparts throughout the process

The collaborative GAP-DIME model has proven effective in increasing the likelihood of integration of gender in Bank operations and impact evaluations. Early results from the workshops in all three regions show interest and preliminary incorporation of gender in the project and impact evaluation design of 45 projects. This model can be successfully replicated in other sectors and regions to place gender at the center of the research and operational agenda.

23. **Financial incentives continue to increase the number of sector experts that mainstream gender in their activities.** GAP's incentive-based approach continues to mobilize new work on gender, thus enlarging the pool of gender expertise. The share of staff awarded GAP funding whose primary focus does not involve gender issues increased from 47 percent (27 TTLs) during the first year to 75 percent (47 TTLs) in the third year. By reaching a wider Bank audience of sector specialists in the economic sectors, the GAP is strengthening capacity for gender work through 'learning by doing'.

24. **GAP funds have successfully leveraged additional financial resources and contributed to a sizeable share of the Bank’s ESW and operational work.** The March 2009 calls for proposals generated matching contributions from the Regions and Networks that exceeded the matching requirement of one dollar for every two of GAP funds. For ESW and operations, 1.37 dollars were contributed for every dollar of GAP funds. For research and impact evaluations, the figure rose to 3.92 dollars. “Top-up” funds awarded in the three most recent Just-in-Time calls for proposals supported the focus on women’s economic empowerment in Bank operations of over \$1.6 billion.

Operational work in the GAP’s four markets

25. **The GAP currently funds initiatives in 78 countries** (see Annex 3). Africa continues to receive the bulk of allocations (40 percent), followed by South Asia with 17 percent, and the Middle East and North Africa, Latin America and the Caribbean and East Asia and Pacific, each with an equal share of 8 percent. Europe and Central Asia remains the region with the lowest allocation, in part reflecting low demand. Nearly two thirds of the GAP portfolio—global projects excluded—is dedicated to work in IDA countries (see Table 3), with a total of 80 percent of all GAP allocations.

	<i>Allocations (US\$)</i>	<i>Percent of Total</i>	<i>Initiatives</i>	<i>Percent of Total</i>
IBRD	6,877,187	18	69	34
IDA	29,906,985	80	128	63
IDA/IBRD ²	459,000	1	5	2
Total:	37,243,171	100	202	100

¹Excludes initiatives classified as ‘global’.

²Multi-country initiatives with activities in both IDA and IBRD countries.

26. **However, since its inception, the GAP has focused a number of initiatives in a smaller group of countries.** Examples include Afghanistan, Kenya, Lao PDR, Liberia, and South Sudan, among others. For example, in Liberia the GAP has worked with Government and the Bank’s Country team to implement a set of activities to enhance women’s economic empowerment by strengthening data collection and capacity building, mainstreaming gender into ESW in core GAP sectors (agriculture and infrastructure), and results-based initiatives including an RBI for value-added cassava production and an AGI for the economic empowerment of adolescent girls (EPAG).

27. **In Afghanistan GAP funding was added to a \$30 million Rural Enterprise Development Project (AREDP)** to en-gender a program of community organization through bottom-up and market-driven approaches. About 80 percent of Afghanistan’s population lives in rural areas and agricultural activities are a major vehicle for women’s participation in the economy. This work supports the government’s policy of mainstreaming gender in the Ministry of Rural Rehabilitation and Development and creates synergies between AREDP and other Bank-funded projects in the Ministry. GAP funding also supports a pilot to implement value addition activities for women saffron

producers in the Herat province. This and other GAP work in Afghanistan supports the operationalization of findings of the 2005 Country Gender Assessment.

28. **In Kenya GAP work focuses on activities relevant to the country program and driven by client demand.** This work emphasizes: generating gender disaggregated national data in productive sectors; actively engaging in the policy dialogue on women's economic empowerment; strengthening and institutionalizing gender mainstreaming capacity of clients (e.g., line ministries); and integrating gender issues in Bank lending operations, e.g., in the agricultural sector (see Box 3). A senior gender specialist based in the country office (seconded from Sweden) supports the implementation of GAP initiatives and related policy dialogue.

Box 3. Kenya Agricultural Productivity and Agribusiness Project (KAPAP)

In collaboration with the GAP and other development partners, the Kenya Agricultural Productivity and Agribusiness Project (KAPAP)—an \$82 million Bank lending operation—is establishing a robust and systematic set of gender-disaggregated baseline data in agriculture and related sectors. The data collection and capacity building of Monitoring and Evaluation (M&E) Officers cover 59 districts in Kenya, and moves beyond conventional household baseline data collection by capturing the dynamics of intra-household gender relations. Information will also be collected on critical issues such as household food security and impacts of financial crisis on the livelihoods of rural households. However the investment will result in much more than valuable data and capacity building, such as:

- With gender as a central element in the Government's Vision 2030, the input of this data comes at the right time for a national policy dialogue on gender in agriculture.
- GAP funds have helped forge strategic partnerships between the Bank, the Gender Policy Task Force and the inter-ministerial unit implementing the Strategy for Revitalizing Agriculture (SRA).
- The work has helped leverage additional funding from the Japan International Cooperation Agency (JICA) which will undertake the initial stocktaking of existing data. In addition, financial contributions have been obtained from the Bank's Innovation Fund, and the Kenya Resource Management project.

29. **The WBG has exceeded its commitment to channel, through the IFC, at least \$100 million in credit lines for women entrepreneurs by the end of 2012.** Between FY08 and FY09, IFC had committed US\$390 million to women through microfinance institutions exceeding the stated US\$100 million target. During the same period, an additional \$22 million was specifically targeted to women-owned enterprises through commercial banks, bringing the total to \$73 million. This included a GAP-supported IFC access to finance program in Tanzania where the client bank extended 114 credit lines, with a portfolio value at its highest of \$6.3 million.

Informing policy dialogue (ESW)

30. **The GAP funds a range of analytical work—in research, impact evaluation and data and statistics—to strengthen evidence-based policy advice and dialogue on women's economic empowerment.** The Bank's policy dialogue with client countries can draw on GAP-funded studies analyzing key gender issues in all four markets, including barriers to entry, constraints to participation, and means to enhance quality

involvement by women. For example, regional labor force studies in Eastern Europe and Central Asia have been linked to policy discussions with governments, integration into the Country Economic Memorandum (Kosovo) and the design of a demographic policy note on long-term care, life-long learning, and welfare policies (Russia). In Turkey, GAP-funded work informed government policy (Box 4).

Box 4. Turkey’s Untapped Potential? Women

GAP funds supported a joint report from the Turkey’s State Planning Organization (SPO) and the World Bank, *Social and Economic Benefits of More and Better Job Opportunities for Women in Turkey*, which was released in 2009.

The report investigates the puzzle of decreasing female labor force participation rates at a time when structural and social changes would be expected to facilitate women entering the labor force. Turkish women nowadays are more educated, marry later and have fewer children, and social attitudes toward working women are also becoming more positive.

The report concludes that low-skilled urban women face cultural and economic barriers that restrict their participation in the labor force. Economic barriers mainly relate to the poor quality of working conditions (high likelihood of working in the grey economy, low salaries, lack of affordable childcare, and long working hours, among others), while cultural barriers mainly relate to women’s role as caregivers and to family/social demands for women to remain at home. Family pressure (from husbands, parents, and in-laws) is an important constraint to employment faced by poorly educated women

The findings have provided timely input into the national policy dialogue and informed policies to promote more and better jobs for women in Turkey. Currently, the government is introducing a program that subsidizes employers’ social security contributions for newly hired women for up to 5 years. In addition, a comprehensive evaluation of the National Employment Training Agency is underway with the aim to rapidly expand coverage and improve the design of vocational training to better serve the needs of women.

31. **GAP collaboration with the Bank’s Oil, Gas & Mining unit is strengthening the integration of gender issues in the extractive industries sector.** This work has resulted in publications⁶ that provide (1) the business and development case for including gender analysis in the extractive industries, and (2) detailed technical guidance to task team leaders. In addition, it has led to support for women in mining projects in Uganda and the inclusion of gender as a cross-cutting theme in the Papua New Guinea Country Assistance Strategy (CAS). The GAP is currently funding the development of a framework to address gender issues in artisanal and small scale mining, to be piloted in Tanzania and Mozambique.

Building the Evidence Base

32. **The GAP continues to support activities on data and statistics to build national capacity, make gender analysis part of a results-based agenda, and identify new women’s economic empowerment indicators.**⁷ Last year’s statistics efforts

⁶ “Mining for Equity: the Gender Dimensions of the Extractive Industries” (2009) and “Mainstreaming Gender into Extractive Industries Projects: Guidance Note for TTLs” (2009)

⁷ For more information on this, please refer to GAP 2nd Progress Report, available online at <http://siteresources.worldbank.org/INTGENDER/Resources/GAPSecondProgressReport41909.pdf>

resulted in the launch of the first *Little Data Book on Gender*⁸ - an example of Bank's commitment to maintain and update gender-disaggregated information in client countries. This work emphasizes monitoring indicators, including refining those for the GAP (see Annex 5). In addition, data were collected for indicators on women's economic empowerment opportunities in the following areas (number of countries with data available are in parenthesis): employment (countries with available data vary from 55 to 160 depending on the indicator); wages (124); entrepreneurship (40); participation in the private sector (118); access to financial services and property (87); legal status (128); and time use (56 countries). Indicators will be integrated into the [GenderStats](#)⁹ database and website. GAP funds also support capacity building of statistical officers on the Microdata Management Toolkit in collaboration with the National Statistical Offices in LCR, and on the Accelerated Data Programs in a partnership with the OECD. Collaboration with the Luxemburg Income Study is yielding valuable female labor force data (see Box 5)

Box 5. Key Gender Employment Indicators

In collaboration with the [Luxemburg Income Study](#) (LIS), GAP supported the production of Key Gender Employment Indicators (KGEI) - a set of sex-disaggregated indicators on employment, income and other variables based on the LIS database. This effort provides detailed data on gender earnings ratios, employment status by gender, percentage of male and female workers in specific industries, employment by gender and parental status and much more. Available in a query based data site, it allows users to select countries and indicators to create their own data tables. Indicators are designed to cater to the need of a wide group of users, as researchers, students, policy makers and government officials by being easily accessible, exportable and not requiring knowledge of any software to use them. The first 'round' of figures - centered on the year 2000 - included 27 OECD and middle income countries and was launched in March 2009. By the end of 2010, a new round of the KGEI will be produced, including six additional countries (five in Latin America) and an updated set of indicators centered on year 2004. The database is available online at <http://www.lisproject.org/key-figures/key-figures.htm>

33. **A range of pilot interventions and impact evaluations aim to strengthen the evidence base for women's economic empowerment.** The GAP has supported 37 impact evaluations (\$10 million). Evaluations focus on programs to increase the quality of labor supply (e.g., training, family-friendly policies); increase labor demand (e.g., public works); support entrepreneurship and business development skills (e.g., filling information gaps, providing credit coaching and access to microfinance); or improve the matching of workers and jobs, especially among young people (e.g., job search assistance). Some of this work is the result of a partnership with the SIEF and DIME, with the GAP providing top-up funding to undertake gender-disaggregated analysis of the impact of these programs. The GAP initiated the AGI, which emphasized impact evaluations to determine which types of interventions work (and under what conditions) to empower young women and adolescent girls economically (Box 6, p. 13). In addition, the GAP is implementing RBIs (described below) that also address core GAP issues with embedded impact evaluations.

⁸ The book is available online at

<http://siteresources.worldbank.org/DATASTATISTICS/Resources/lbGender09.pdf>

⁹ GenderStats is a public portal that compiles data on key gender topics from national statistics agencies, United Nations databases, and World Bank-conducted or funded surveys. The database has more than thirty indicators disaggregated by gender; data availability varies by indicator and country.

Box 6. Adolescent Girls Initiative

The Adolescent Girls Initiative develops and tests innovative interventions to promote the transition of adolescent girls from school to productive employment, to be scaled-up or replicated, if successful. Pilots in Afghanistan, Lebanon, Liberia, Nepal, Rwanda, and South Sudan are providing a mix of job skills, business development skills, and life skills to 2,000 to 5,000 young women in each country. These interventions address specific binding constraints to their employability in each country context. In Rwanda, for instance, girls receive hands-on coaching on managing a business from a local entrepreneur, and are brought together with microfinance institutions in the project districts. In Nepal, the pilot aims to strengthen an existing model of training and job placement. In South Sudan, a project implemented by the Bangladesh Rural Advancement Committee (BRAC) provides 100 village-level safe spaces, known as Adolescent Community Clubs, where girls receive training and have the opportunity join saving clubs and group-based microcredit.

An important aspect of AGI is rigorous impact evaluation, to expand the evidence of what works in facilitating the transition of adolescent girls and young women to productive work. Jordan was recently added—a country with one of the lowest female labor participation rates in the world, coupled with high female youth unemployment. A smaller intervention will also be carried out in Lao PDR. Expansions to other countries, including Papua New Guinea, are being considered, pending donor support. A partnership with the “Girl Hub”—a Nike Foundation and DFID-funded global resource center that will support developing country governments in delivering better programs, services, and policies for adolescent girls—is underway to help institutionalize lessons from AGI pilots in national programs and policies.

34. **Results-based Initiatives are designed to measure indicators of women’s empowerment, and through impact evaluation, to attribute outcomes to the interventions.** A portfolio of nine RBIs will measure women’s economic empowerment in core areas important for the GAP markets. These areas include: enterprise development (Kenya, Liberia, Cambodia, and Lao PDR); impacts of asset ownership on empowerment (Peru, Tanzania, Ghana); employment and job creation through firm policies, skills development and capacity building (Egypt), and rural development (Nicaragua). The selection of interventions and target groups allows for monitoring and rigorous evaluation techniques (generally randomized designs with intervention and control groups). One example is the Peru RBI, which targets over 600 women micro-entrepreneurs (see Box 7).

Box 7. Peru: Strengthening the Economic Empowerment of Women Micro-Entrepreneurs in Lima

This RBI examines how land/property can be used by women as an economic asset. The beneficiaries are women who were given property titles either jointly or individually during the first phase of the Bank-financed Real Property Rights Consolidation Project (PCDPI) and have a micro-enterprise. The program included two training programs – a *basic* training package which offered training in group settings and an *advanced* training package which included the basic training package plus a more individualized technical assistance component. By comparing the two training packages (with each other and with a control group), the project will assess whether the additional benefits of an individualized and time intensive technical assistance package outweighs the associated additional costs. The evaluation will also examine whether the project activities improved the participating entrepreneurs’ knowledge and understanding of business

practices, strengthened their business capacity, improved their savings and access to credit, and led to any changes in their ability to control or affect decision-making and assets in their homes and businesses.

The pilot is already yielding interesting results; 679 women micro-entrepreneurs were trained in the *basic* training package and 330 of these received the *advanced* training package. 55 percent of the women micro-entrepreneurs that were trained now have a business plan. Six group saving cooperatives have been formed and all report increases in capital and membership. The women also report increases in product quality and incomes. In terms of personal development, a number of women say that they now view themselves as entrepreneurs and have higher self-esteem. Local governments in the project area have expressed interest in replicating the initiative and the Bank is exploring the possibility of replicating the RBI in the Peru Sierra Rural Development Project.

35. Another GAP initiative aimed at building the evidence base is the Gender Law Library. This collection of national legal provisions impacting women's economic status in 183 economies is aimed at facilitating comparative analysis of legislation (Box 8). It serves as a resource for research, and contributes to reforms that can enhance women's full economic participation. The library also presents an example of how the GAP has incubated certain activities and devolved them to other units. The Library is now part of the Women, Business, and the Law project, which recently also published a report measuring levels of gender parity across 6 indicators.

Box 8. Women, Business and the Law (Gender Law Library)

In cooperation with the Financial and Private Sector Development Vice Presidency and the Economic Opportunities for Women program (formerly Doing Business), the GAP launched the Gender Law Library. The continuously updated database covers over 2,200 legal provisions impacting women's economic empowerment in 183 economies. In March 2010 the library was re-launched as a new website under the name of Women, Business and the Law. Simultaneously a report of the same name was released—the first to measure the gender gap in policy variables using quantitative data—using the previously gathered data from a selection of 128 economies. The report looks at legal equity in such areas as women's ability to register a business, own and use property, and go to court on their own account. It also looks at differential tax treatment of women and at constraints on women's ability to work in different industries and during certain times of the day. According to the report, only 20 of 128 the surveyed economies have equal legal rights for men and women in several areas of importance for entrepreneurs and workers. Inequality occurs across all regions and income levels. By making these data widely available, the World Bank Group hopes to promote research on linkages between legal differentiation and outcomes for women, and informs policy dialogue on what governments can do to expand women's opportunities. This report, first in an annual series, seeks to increase coverage of developing economies and refine current indicators as work continues.

36. The willingness to modify ongoing or planned impact evaluation and/or interventions to assess gender differential impacts of programs and policies should be exploited more. High response to GAP competitive calls and the interest from Bank task teams, government partners and civil society in general, through the successful partnerships with SIEF, DIME and the Nike Foundation, confirm this assessment. This is also reflected in the high-level attendance at GAP dissemination events to showcase the designs and preliminary findings. However, these modifications will continue to require additional funds to cover the larger sample sizes needed for sex-disaggregated analysis.

37. **The potential for policy impact in terms of identifying and scaling up successful interventions is high.** An important aspect of many of the impact evaluations is the broad range of outcomes that will be assessed, often beyond the specific content of the intervention – including, for example, time use, self-esteem, expectations, and empowerment, etc. By collaborating with government officials, findings from these impact evaluations are expected to improve the design of ongoing (and future) programs for the economic empowerment of women, well beyond the Bank’s context.

Outreach, Learning, and Dissemination

38. **The GAP has been instrumental in helping to focus donor and client attention to, and collaboration on, the importance of women’s economic empowerment for development.** Since its inception, three new members have joined the GAP’s 14-member Advisory Council. Twenty three private sector leaders have formed the PSLF. The GAP collaborates closely with a number of external partners, including the MDBs, the ICRW, INSEAD, OECD/DAC GenderNet, UNIFEM, Vital Voices, and the International Trade Union Confederation (ITUC-Global Unions).

39. **As a successful public-private partnership, the Private Sector Leaders Forum has encouraged integration of gender equality concerns in business.** One of World Bank President Robert B. Zoellick’s six commitments on gender equality announced in 2008, the PSLF consists of 23 member companies who are considered leaders in empowering women. Achievements of the PSLF include: Hüsni Özyeğin Foundation and Goldman Sachs expanded the Goldman Sachs 10,000 Women program to Turkey to enhance women’s entrepreneurial and management skills; Belcorp committed to training 50,000 women in financial literacy in Latin America, and is doing pilots in Mexico in collaboration with McKinsey. Led by Accenture and Boeing, PSLF members have collectively agreed to tracking and spending \$2 billion over the next three years on goods and services from women-owned businesses in their supply chains.

40. **The GAP’s lessons and results have formed the basis for several learning programs targeting both Bank staff and clients.** These trainings have been designed as practical, hands-on and real time to ensure that the learning results and outcomes can be applied immediately. For example, a brainstorming workshop in the LCR region discussed how to effectively integrate gender issues in Bank work and formed the basis for reviewing and validating the region’s new four-year gender strategy. One particular target of the GAP learning strategy has been the infrastructure sector (see Box 9).

Box 9. Mainstreaming Gender Equality in Infrastructure

The program of workshops on “Gender Equality and Infrastructure” is sponsored by the MDBs Gender Working Group.¹⁰ The workshops aim to (i) develop the capacity of MDB staff and client countries’ staff in mainstreaming gender in infrastructure operations throughout the project cycle, including results monitoring and evaluation; (ii) share knowledge and experiences on gender equality in infrastructure projects; (iii) address gender inequalities in the infrastructure activities included in rescue packages linked to the current international economic crisis; and, (iv) develop a common platform of work across the MDBs. The main sectors covered by the workshops are Energy, Transport, Water and Sanitation, and Irrigation. The first workshop took place in Manila in November 2008. The second workshop took place in Lima, Peru in December 2009. The final workshop will be held in Tunis in September 2010.

41. **As the GAP moves toward completion, a dissemination campaign has been put in place to expand knowledge and share emerging GAP lessons and innovations.** The new dissemination plan launched a series of events to disseminate technical knowledge acquired and lessons learned in GAP work, moving dissemination efforts beyond initial reliance on the bi-annual newsletter, the website and occasional meetings with development colleagues. Communication activities have also included sending reporters to the field to observe and document project implementation and results, and to write articles on operations to disseminate to internal and external audiences. Preliminary results from this campaign show high receptivity among Bank staff, donors and international development partners, but that more work is needed to stimulate interest among client countries and therefore build client demand. This task should be the emphasis of ongoing dissemination activities.

IV. Challenges and Next Steps

Challenges

42. **Consolidating gains in the economic sectors may require additional time beyond the GAP’s current end date of December 2010.** Long-term investment and institutional commitment is necessary to maintain the momentum and interest generated by the GAP, elevate this interest into sustainable actions, and translate actions into innovative programming. The planning horizons in CASs span 3-5 years and it takes sustained attention over two to three CAS cycles for an issue to gain traction in development work. Also, the GAP time frame constrains the ability to show final results of impact evaluation studies underway.

43. **A significant share of GAP-funded work is being implemented in post-conflict countries.** An increasingly higher number of GAP-funded activities are in fragile and post-conflict countries (see Annex Table 3.1) partly to respond to the severe levels of disadvantage faced by women in these communities, and the greater need to promote women’s economic empowerment. Working on gender issues in these situations present

¹⁰ The Multilateral Development Bank Gender Working Group was set up in 2001 under the auspicious of the OECD Gender Working Group with the aim of strengthening information sharing and collaboration among Multilateral Development Banks on gender equality in operations. Members include the Asian Development Bank, the African Development, Inter-American Development Bank, and the World Bank. The European Bank for Reconstruction and Development is currently participating as an observer.

significant opportunities for innovation and results. However, it is also challenging because of the binding constraints presented by pervasive capacity gaps and less is known about what works to build women's skills, expand their assets, and engage them more effectively in government and the private sector. To fill this knowledge gap, GAP-funded work in these settings often includes impact evaluations.

44. **Opportunities remain for the GAP to be a more effective a vehicle in building client demand for work to empower women economically.** An original measure of the GAP's success was the increase in client attention to and demand for work on gender issues. As demonstrated the response to GAP calls for proposals, there is high demand from Bank staff in all Regions and Networks. To an extent, this interest reflects demand from client countries. As noted in the second year progress report, "client country demand is one of the strongest levers to influence Bank operations and analytical work." More direct evidence for such levers includes the governments of Jordan's and Liberia's requests that have resulted in one AGI and a gender and agriculture policy respectively. However, the GAP has not sought to interact with clients directly and the program is not well-known in client countries. Looking ahead, close collaboration with research institutions, statistics bureaus, and civil society organizations in client countries is needed to disseminate GAP lessons and to scale-up innovative approaches tested under the GAP.

45. **Changing the way the Bank does business – policy dialogue, especially around the CAS.** The evidence is not yet clear on the extent to which the GAP lessons have been elevated into the policy dialogue around broad development issues (the one area of comparative advantage of the Bank). The litmus test for such policy level impact is the extent to which future CASs and CAS consultations reflect issues related to women's economic empowerment. Following up on the 2010 IEG evaluation of the Bank's gender work, Senior Management has communicated with Regional Vice Presidents and Country Directors with a request to report on plans to improve integration of gender issues in CASs and CAS consultations.

46. **Country team ownership (Country Director, Sector Director and Country Teams).** A relatively low level of interest, knowledge, and capacity on women's economic empowerment issues among sector staff and country teams was an impetus for launching the GAP. Evidence from three years of implementation shows growing support from senior management (VP level and above), but less so at middle management levels where project funding decisions are made (Country and Sector Directors and Sector Managers). More work is needed to engage these managers as champions and advocates of women's economic empowerment work prioritized by the GAP.

47. **Operationalizing GAP lessons in lending and grant operations.** Meaningful and sustainable operationalization of GAP analytical work will not happen without the cooperation and collaboration of all stakeholders. It requires combining the skills of researchers, operational staff, and gender specialists. An example is the case of the Rapid Gender Assessment for Technical Education in India, which was incorporated into the second phase of the \$300 million project. How, and by what means this was done needs to be understood and shared with task teams.

48. **Expanding external partnerships beyond donor governments to include civil society and research institutions.** As mentioned above, the GAP enjoys considerable support, guidance and mobilization of resources from external partnerships. These partnerships have been primarily with Part 1 countries, especially formalized through the Advisory Council at policy levels, and the OECD/DAC GenderNet for technical support, UN agencies, and the MDBs. Looking ahead, such partnerships should expand to include more systematically civil society groups and research organizations.

49. **Institutionalizing the GAP.** Challenges to further institutionalize the GAP include integrating women's economic empowerment issues into: CASs and policy dialogue around CASs; sector-specific strategies, especially, those relevant for economic sectors targeted by the GAP; and routine gender monitoring indicators used by the OPCS to measure outcomes and results. The GAP transition plan seeks to address these challenges, as well as forge links with other sector strategies and action plans that are currently under preparation. One such example is the Business Plan on Gender and Development by the Social Development unit (see Box 10).

Box 10. The Social Development Network (SDN) Gender and Development Business Plan

Since the launch of the GAP and establishment of the Sustainable Development Network (SDN) in 2006, there has been a renewed attention to gender within SDN. Working in partnership with PRMGE, the SDN Social Development Anchor (SDV) has begun preparation of a business plan for accelerating gender integration in the work of SDN – which includes all the infrastructure sub-sectors, as well as Environment and ARD. The main objective of the plan is to define and implement a strategic program of initiatives to integrate gender issues across the full range of SDN's operational pipeline. .

SDN is also developing brief, relevant and practical tools and good practice cases for infrastructure project teams and their government counterparts in energy, information and communications technology (ICT), mining, transport, water and sanitation, urban development. The tools, currently in draft, will compile and adapt information from a rich diversity of sources within the Bank and other development agencies. Forthcoming SDN sector strategies have also been targeted. For example, a Background Paper on Gender and Energy is being drafted with the Energy Department to inform the forthcoming WBG Energy Strategy FY11, as is a GAP-funded Background Paper on Gender and Environment, drafted jointly with the Environment Department, to inform the forthcoming WBG Environment Strategy FY11.

Next Steps

50. **Looking ahead, two important foundations are being laid for intensifying attention to gender equality – at the Bank and in client countries.** First, the WDR on Gender Equality will raise awareness and offers a strong vehicle for disseminating findings and results of GAP-funded work. Second, the selection of gender as a special theme for the IDA16 replenishment opens for greater gender integration in operations and can help improve the monitoring of IDA-funded operations to measure gender results. The challenge is to ensure that these two opportunities translate into meaningful and sustainable integration of gender in the Bank's analytical work and advisory services, policy dialogue and lending and grant operations. Strategic efforts are needed to leverage this opportunity for raising the level and quality of gender mainstreaming at the Bank. Building on the lessons of the GAP, a 3-year road map for mainstreaming gender at the Bank has been developed (see companion report).

Annex 1. Gender Action Plan: Membership of Governing and Advisory Bodies

Members of the Advisory Council on Women's Economic Empowerment as of March 2010

Otaviano Canuto (Chair), Vice President and Head of Network, Poverty Reduction and Economic Management Network (PREM)
Dirk Niebel, Minister for Economic Cooperation and Development, Germany
Jon Lomøy, Director, OECD Development
Gunilla Carlsson, Minister for International Development Cooperation, Sweden
Maria Eitel, President, The Nike Foundation
Vacant, Ministry for Foreign Affairs, Iceland
Erik Solheim, Minister for International Development, Norway
Nyaradzai Gumbonzvanda, General Secretary, World YWCA
Diane Jacovella, Vice President, Multilateral and Global Programs Branch, Canada - CIDA
Suzanne Kindervatter, Vice President for Strategic Impact, InterAction
Mark Lowcock, Director General for Policy and International, UK – DFID
Mahmoud Mohieldin, Minister of Investment and World Bank Governor, Egypt
Augustine Ngafuan, Minister of Finance, Liberia
Ritva Koukku-Ronde, Under-Secretary of State for Development Policy, Finland
Soraya Rodriguez, Secretary of State for International Cooperation, Spain
Søren Pind, Minister for Development Cooperation, Denmark
Vacant, Federal Department of Foreign Affairs, Switzerland

Members of the Private Sector Leaders Forum as of March 2010

Robert B. Zoellick, President, World Bank Group (Chair)
Eduardo Belmont, President, Belcorp, Peru
Lloyd Blankfein, Chairman and Chief Executive Officer, The Goldman Sachs Group, Inc. USA
Henryka Bochniarz, President, Boeing Central and Eastern Europe, Vice President, Boeing International
Frank J. Brown, Dean, INSEAD France
Kevin M. Campbell, Accenture, Group Chief Executive – Technology, USA
John T. Chambers, Chairman and Chief Executive Officer, Cisco Systems, Inc. USA
Kristin Clemet, Chair, Norfund, Norway
Rick Goings, Chairman and Chief Executive, Tupperware Brands Corporation, USA
Kevin L. Kelly, Chief Executive Officer, Heidrick & Struggles USA
Sung-Joo Kim, Chairperson and Chief Executive Officer, Sungjoo Group/MCM Group Korea/Germany
Yang Lan, Chief Executive Officer, Sun Media Investment Holdings LTD
Wendy Luhabe, Founding Member, Women Private Equity Fund South Africa
Dennis Nally, Chairman, PricewaterhouseCoopers UK
Marylin Carlson Nelson, Chair, Carlson USA
Hüsni Özyeğin, Board President, Finansbank Turkey

Nitin Paranjpe, Chief Executive Officer and Managing Director, (HUL) Hindustan Unilever Ltd.
India
Mark Parker, President and Chief Executive Officer, Nike Inc. USA
Peter Sands, Group Chief Executive, Standard Chartered PLC UK
Lynn Taliento, Partner, Washington DC Office, McKinsey & Company USA
Rex Tillerson, Chairman and Chief Executive Officer, ExxonMobil, USA
James Turley, Chairman and Chief Executive Officer, Ernst & Young USA
Elena Viyella de Paliza, President, Grupo Inter-Quimica S.A. Dominican Republic
Mona Zulficar, Senior Partner and Chair, Executive Committee, Shalakany Law Office Egypt

Members of the Executive Committee

as of March 2010

Mayra Buvinic (Chair), Director, PREM Gender and Development (PRMGE)
Shaïda Badiee, Director, Development Data Group (DECDG)
Christina Biebesheimer, Chief Counsel for Judicial Review, Law and Development - Justice Reform (LEGVP)
Vacant, World Bank Institute - Poverty Reduction & Economic Management Unit (WBIPR)
Karin Erika Kemper, Sector Manager, South Asia Social Development (SASDI)
Andrew Norton, Lead Social Development Specialist, Social Development Department (SDN)
Maureen Lewis, Adviser, Human Development Network Office of the Vice President (HDNVP)
Magda Lovei, Sector Manager, East Asia & the Pacific Operations and Policy (EASOP)
Ritva Reinikka, Sector Director, Middle East & North Africa Social & Economic Development (MNSD)
Ana Revenga, Sector Director, PREM Poverty Reduction Group (PRMPR)
Gisu Mohadjer, Manager, Operations Policy and Country Services Results Secretariat (OPCRX)
Louise J. Cord, Sector Manager, Latin America & the Caribbean Poverty and Gender (LCSPP)
Benu Bidani, Sector Manager, Europe & Central Asia Poverty Reduction/Economic Management (ECSPE)
Sudhir Shetty, Sector Director, Africa PREM Front Office (AFTPM)
Monika Weber-Fahr, Manager, Sustainable Business Innovator, International Finance Corporation (CESSB)

Annex 2. Gender Action Plan Budget

Annex Table 2.1 Donor Pledges¹ for the Gender Action Plan
(All sources as of December 31, 2009)

Country	Amounts in US\$
Australia	678,390
Canada	1,428,735
Denmark	1,418,042
Finland	1,362,600
Germany	3,170,260
Italy	1,403,333
Iceland	900,000
Norway*	13,435,001
Spain	5,267,002
Sweden (MFA)	6,000,000
Sweden (SIDA)	771,994
Switzerland	576,037
UK	1,774,914
Total	38,186,308

¹Gross pledges

*Norway's contribution is subject to annual parliamentary approval; Figure includes FY07 contribution from preexisting Norwegian Trust Fund for Gender Mainstreaming (GENFUND).

Annex Table 2.2 Donor Pledges¹ to the Adolescent Girls Initiative*
(All sources as of December 31, 2009)

Country	Amounts in US\$
Denmark (MFA: Accra)	1,994,416
Denmark (MFA: Kabul)	3,241,931
The Nike Foundation	3,000,000
Norway	2,678,628
Sweden (SIDA)	4,154,907
UK	3,305,894
Total	18,375,776

¹Gross pledges

*Includes pledges to Economic Empowerment of Adolescent Girls (EPAG) and Adolescent Girls Initiative MDTFs.

Annex Table 2.3 GAP Expenditures and Commitments, by Expense Categories
(FY07-FY10)

	Competitive Calls¹		Strategic Allocations²		Totals
	<i>Number of initiatives</i>	<i>Amount (US\$)</i>	<i>Number of initiatives</i>	<i>Amount (US\$)</i>	
<i>Regions and Networks</i>					
AFR	56	4,152,580	9	4,199,333	
EAP	33	2,678,670	2	450,000	
ECA	21	1,445,500	2	450,000	
LCR	35	2,900,910	2	450,000	
MNA	20	1,274,719	2	450,000	
SAR	27	1,704,400	2	450,000	
Global ³	29	2,264,000	9	2,822,414	
Total	221	16,420,779	28	9,271,747	25,692,526
Results-based Initiatives (DGF and GAP MDTF)				4,806,667	
Adolescent Girls Initiative ⁴				18,137,393	
Total				22,944,060	22,944,060
Economic Opportunities for Women (Doing Business) ⁵				2,208,363	
Research, Statistics and other Analytical Work ⁶				2,715,000	
Communications and Capacity Building				1,600,500	
Total				6,523,863	6,523,863
Implementation and Coordination					2,070,000
TOTAL					57,230,449

¹Refers to ten competitive calls issued to date (April 2010)

²Refers to strategic allocations for: regional priorities (\$1.2 million), regional ARD sectors (\$1.8 million), the Tanzania Business Incubator project (\$1.4 million), strategic country programs in Sudan (\$1,700,000), regional capacity building and statistics (\$507,414), DIME Gender Aware Impact Evaluations (\$1.2 million), IFC Access to Finance (\$1 million).

³ Initiatives covering more than one region is labeled as global.

⁴Allocations to date for the Adolescent Girls Initiative, including the recent addition of Jordan

⁵Includes Australia SDTF (\$511,000) and PRMGE management cost. \$200,000 of previous reported funds were set aside for a separate trust fund for the Gender Law Library, now included under Strategic Allocations

⁶Includes \$1 million of DGF funds for the Marrakesh Action Plan for Statistics, in addition to other research, statistics and capacity building initiatives.

Annex Table 2.4 GAP Expenditures and Commitments, by Action Area
(FY07-FY10)

	Totals (US\$)	% of total allocated
Action Area 1 - ESW & Operations ¹	18,732,438	51 %
Action Area 2 - RBIs ²	6,619,999	18 %
Action Area 3 - Research, IE, and Statistics ³	8,017,119	22 %
Action Area 4 - Communication & Capacity Building	3,653,500	10 %
<i>Allocated to GAP Action Areas</i>	37,023,056	100 %
Adolescent Girls Initiative ⁴	18,137,393	
Coordination & Implementation	2,070,000	
Sub-Total GAP	57,230,449	

¹Includes Doing Business Report and Sudan GAP initiatives.

²Includes DGF and GAP-funded RBIs and the Tanzania Business Incubator project.

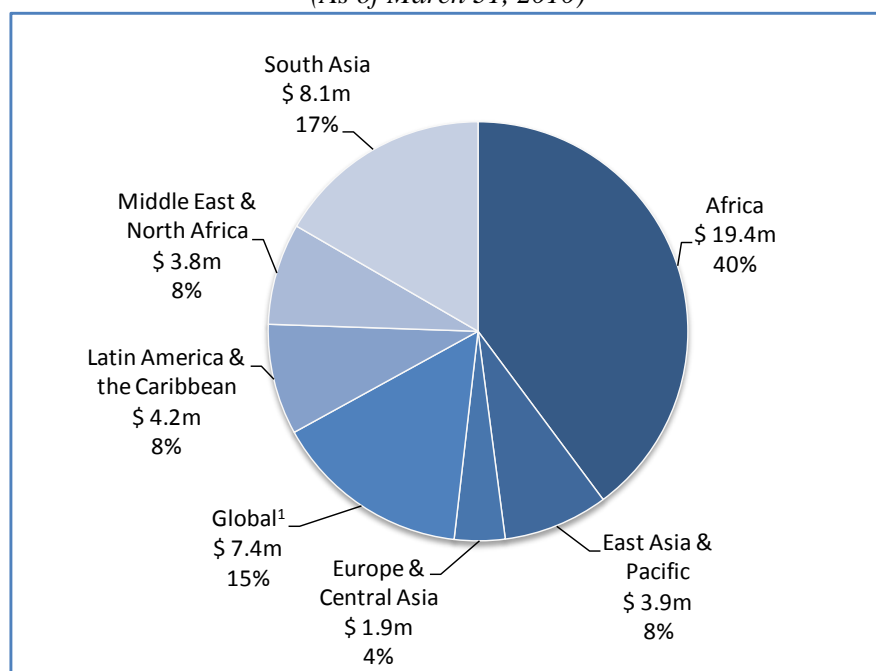
³Includes DGF-funded Marrakesh Action Plan for Statistics.

⁴Allocations to date for the Adolescent Girls Initiative.

Annex 3. GAP Initiatives in Regions and Countries

Annex Fig. 3.1 Regional Breakdown of GAP Initiatives (260 total)

(As of March 31, 2010)



¹ Initiatives that cover more than one region were classified as 'global'

Annex Table 3.1 Countries where GAP Initiatives are underway

<i>Low-income countries:</i>	<i>Fragile situations:*</i>	<i>Lower-middle income countries:</i>	<i>Upper-middle income countries:</i>	
Bangladesh	Afghanistan	Albania	Nigeria	Argentina
Benin	Cameroon ¹	Armenia	Pakistan	Bosnia Herzegovina
Burkina Faso	Gambia ¹	Azerbaijan	Papua New Guinea ³	Brazil
Cambodia ³	Guinea	Bhutan	Paraguay	Bulgaria
Ethiopia	Haiti	Bolivia	Philippines	Chile
Ghana	Kosovo ¹	China	Sri Lanka	Colombia
Kenya	Liberia	Ecuador	Syrian Arab Republic	Dominican Republic
Lao PDR ³	Iraq ²	Egypt	Thailand	Kazakhstan
Malawi	Sierra Leone ¹	El Salvador	Tunisia	Lebanon
Mali	Solomon Islands	Guatemala		Macedonia
Mozambique	Sudan	Honduras		Mexico
Nepal	Tajikistan ¹	India		Montenegro
Rwanda	Timor Leste	Indonesia		Panama
Senegal	West Bank and Gaza	Jordan		Peru
Tanzania	Yemen ¹	Lesotho		Poland
Uganda		Morocco		Russian Federation
Vietnam		Nicaragua		Serbia
Zambia				South Africa
				Turkey

¹ Marginal fragile situations

² Post-conflict situations (no CPIA rating)

³ Previously classified fragile states

* Using the latest (2010) World Bank definition of fragile situations, i.e., low-income countries scoring 3.2 and below on the Country Policy and Institutional Assessment (CPIA)

Annex 4. GAP INITIATIVES¹¹

LABOR

To inform policies and programs to promote female employment, and to expand the knowledge base of gender issues in labor market, the GAP seeks to improve statistics on women's labor force participation in both formal and informal sectors. The GAP also aims to promote policy dialogue with client countries to increase women's labor force participation and to design and implement pilot projects to promote women's employability and earnings. Currently, the GAP supports the following labor market activities:

Operational work in labor markets:

- Mainstreaming gender into 2 projects: Heads for Household Project and Lifelong Learning and Training Project (T. Jones, Argentina)
- Gender component in Lifelong Learning Project (D. Ringold, Chile)
- Mainstreaming gender and targeting women effectively in the Sao Luis Enhancing Municipal Governance and Quality of Life Project (M. Zhang, Brazil)
- Adolescent Girls Initiative (pilot projects to provide relevant skills training for adolescent girls, matched to paying jobs) in Afghanistan, Liberia, Nepal, Rwanda, South Sudan and Jordan.
- Social insurance coverage extension and maternity benefits in Jordan – designing M&E frameworks and assessing gender specific pension contributions and household level insurance strategies (G. Demarco, Jordan)
- Improving employment opportunities for low-income young women (T. Jones, Argentina)
- Strategic funds for gender mainstreaming in Latin America and the Caribbean (M. Beatriz Orlando, LCR)

Analytical work:

- **Studies on:**
 - Gender and enterprise development in Africa (M.C. Hallward-Driemeier, Regional Africa)
 - Gender gaps in entrepreneurial performance among firms (E. Bardasi, Regional Africa)
 - Study on gender and labor markets: earning differentials between men and women (K. Ezemenari, Rwanda).
 - The effect of child labor, marriage and bride price on economic opportunities for women (K. Beegle, Tanzania)
 - Gender productivity gap in cotton sectors (J. Baffes, Uganda)
 - Gender differences of time use in poor households (E. Bardasi, Guinea)
 - Including gender in the Liberia Poverty Assessment (E. Graham, Liberia)
 - Study on the determinants of off-farm employment (R. Benfica, Mozambique)
 - Determinants and barriers of labor markets entry and micro-entrepreneurship for young females in Senegal (A. Gonzalez and L. Iacovone, Senegal)
 - Enhancing economic participation of Iraqi women (S. Razzaz, Iraq)
 - Economic growth in Tanzania and the role of women (K. Beegle, Tanzania)
 - Engendering emergency National Workfare Support Project (I. Wiederhofer, Timor-Leste)
 - Women in Poland: through social assistance to employment (K. Richter, Poland)

¹¹ Names of TTLs and countries where projects are being implemented are in parenthesis.

- The impact of financial crisis on household welfare, poverty and food security of women and children (O. Ivaschenko, Tajikistan)
- Financial crisis and gender equality in Serbia (C. Laderchi, Serbia)
- Labor markets and impacts of the financial crisis : evidence from China (J. Giles, China)
- Filipina migrant supply and demand during the global financial crisis (D. McKenzie, Philippines)
- The impact of financial crisis on migration, poverty and food security (O. Ivaschenko, Tajikistan)
- Quality child care for female labor force participation in Mexico (G. Lopez-Acevedo, Mexico)
- Why is female labor force participation so low in Egypt? Analysis and policy directions (T. Vishwanath, Egypt)
- Proposal to analyze the challenges of informality and job quality for women in Lebanon using matched employer-employee data (J. Silva, Lebanon)
- Proposal to analyze the challenges of informality and job quality for women in Syria using matched employer-employee data (H. Sayed and A. Bodor, Syria)
- Gender and labor empowerment in Albania (C. Laderchi, Albania)
- Participatory design of the welfare and employment in the garment sector project in Bangladesh (B. Bhatnagar, Bangladesh)
- Enhancing female participation in skills development programs (A. Blom and Z. Aljalaly, Pakistan)
- Breaking down barriers to work: designing gender-sensitive activation policies in Central Asia (E. Glinskaya, Kazakhstan)
- Changes in women's work and time allocation induced by economic growth and migration (D. Van de Walle, China)
- Family friendly policies on women's employment (E. Bardasi, Russia).
- Gender effects of retirement policies and regulations and gender effects (E. Bardasi).
- Review: interventions to improve women's employability and quality of work (E. Bardasi).
- How women have benefited from economic reforms and growth in the region (S. Sattar, Regional ECA).
- Private firms' labor demands for young women (D. Angel-Urdinola, Kosovo)
- Employment constraints faced by minority women (D. Angel-Urdinola, Macedonia)
- Population aging and policy options (A.M. Bakilana, Russia)
- Determinants of female labor participation and policy levers (D. Angel-Urdinola, Turkey)
- Gender gaps in entrepreneurial performance (E. Bardasi, LCR Regional)
- The effects of labor market flexibility and changes in employment legislation on female employment (E. Bardasi, LCR Regional)
- Reducing gender-based differences in formality in productivity (Y. S. Sakho, Bolivia)
- Impacts of Bolsa Familia transfers, changes in labor markets opportunities for women, and the role of productive inclusion policies at the local levels (E. Murrugarra, Brazil)
- Women's economic participation (G. Sanchez, Paraguay)
- Impact of conflict and occupation on women (M. Brhane, West Bank and Gaza)
- Demographic change and women's labor supply (N. Sinha, Bangladesh)
- Gender and rural labor (G. Carletto, Global)
- LCR Regional Study on gender equality in income generation and poverty reduction: outreach and increasing impact (R. Garcia-Verdu, L. Chioda, LCR)
- Gendered impacts of India National Rural Employment Guarantee Scheme: Evidence and implications from India (K. Deininger, India)
- Women and Informality in MENA (N. Chamlou, Regional)
- Informal home based entrepreneurship in MENA (N. Chamlou, Regional)

- Gender disparities in Africa (edited book) (J. Saba Arbache, Regional - Africa)
- Enabling Entrepreneurship to Empower Women – Examining Constraints to Job Creation (P. Paci)
- **Impact evaluations of :**
 - BRAC implemented Project to strengthen income-generation activities of vulnerable women (M. Goldstein, South Sudan)
 - Impact evaluation of gender-disaggregated impacts of cash transfer programs (Q. Wodon, Liberia, Sierra Leone)
 - BRAC implemented adolescent development project to girls' life-skills and income generation skills training, and access to microfinance (M. Goldstein, Tanzania, and Uganda).
 - Program that gives cash and equipment grants to male and female self-employed business owners (D. McKenzie, Ghana)
 - TASAF II project component that promotes female entrepreneurship among vulnerable women in community driven projects (B. Ozler, Tanzania)
 - Uganda Citizen Report Card at Community Level Program (D. de Walque, Uganda)
 - Training program on women's labor force participation (D. Ringold, Chile)
 - Day care program (S. Martinez, Mexico)
 - Rio de Janeiro's public day-care program (P. Olinto, Brazil)
 - Youth vocational training program (C. Tesliuc, Dominican Republic)
 - Entrepreneurship training project (D. McKenzie, Sri Lanka)
 - National Rural Employment Guarantee, case of Andra Pradesh (R. Murgai, India)
 - SIEF Impact Evaluation of Vocational Training Programs (C. Ridao-Cano, Turkey)
 - Uganda NUSAF Youth Opportunity Program (S. Martinez, S. Namara, Uganda)
- **Statistics:**
 - Expansion of the National Risk and Vulnerability Survey to collect data on women's economic participation and conduct analysis (T. Vishwanath, Afghanistan)
 - Cross-country study on Engender Employment Lab, an electronic toolbox to systematically monitor labor market outcomes and trends (P. Paci).
 - Luxembourg Income Study for the generation of sex disaggregated statistics on women's economic empowerment (E. Bardasi).
 - Labor Market Survey experiment to improve labor market statistics collection in developing countries (E. Bardasi and K. Beegle, Tanzania)

PRIVATE SECTOR DEVELOPMENT (PSD)

Women's entrepreneurship and its contribution to economic growth are increasingly being recognized around the world as an important engine of development. To further advance women's economic empowerment the Gender Action Plan commits to improving women's access to formal financing through private banks, promoting gender responsiveness in private sector operations (including the extractive industry), and engendering private sector development strategies. The GAP supports the following PSD activities:

Operational work:

- Mainstreaming gender in access to finance pilot (M. Weber, Uganda)
- Access to finance for women entrepreneurs in Africa (Z. Youssoufou, Tanzania)
- Access to finance for women entrepreneurs in Africa (Z. Youssoufou, Senegal)
- Extractive industries and women empowerment (A. Eftimie, Global)
- Rural women's livelihoods from artisanal and small scale mining (A. Eftimie, Global)
- Strengthening gender equity in the private sector (M. E. Castro, Chile)
- Strengthening gender equity in the private sector (M. E. Castro, Argentina)
- Engendering the Rwanda Demobilization and Reintegration Project (P. Peeters, Rwanda).
- Women participatory value chain development in Chhattisgarh (B. Verardo, India)
- Building capacity for SME competitiveness in Central America: Promoting women entrepreneurship (K. Larsen, Central America)
- Platform for partnership to promote policy and regulatory reforms for the economic and social empowerment of women in mining (A. Eftimie and N. Hasci, Tanzania)
- Women at sea: Augmenting gender focus in Coastal Zone Management in India (T. Paul, India)
- Fair Trade: Mainstreaming Gender into Lao Trade Activities (R. Record, Lao PDR)
- Strengthening gender equity in the Colombian private sector – towards a firm certification model (S. Freije, Colombia)
- Certification in Gender Equity in Firms as a Means to Increase Competition (S. Freije, Dominican Republic)
- Mainstreaming women's economic empowerment into CDD projects (Cambodia, Indonesia and Lao PDR)
- Promoting access to finance through financial intermediaries (Global, C.Niethammer)
- Gender Perspectives on Alternative Dispute Resolution (L. Busevac, S. Simavi, Global)
- Scaling up of alternative energy as a tool to women's empowerment (N. Bhatt, J. Steele, Cambodia)
- GAP: Africa Region work on economic empowerment (M. Goldstein, Regional)

Analytical work and Capacity Building:

- Financial literacy and investment choice as means to female empowerment (B. Husnain Zia, India)
- Randomized experiment of gender differences in microenterprise dynamics (D. McKenzie, Sri Lanka)
- Gender chapters in Investment Climate Assessments (ICA) (E. Bardasi, Cameroon, Ethiopia, Nigeria and Tanzania)
- ICAs Gender Analysis and Outreach (M. Weber, Regional Africa)
- Economic empowerment of women (C. Ruggeri Laderchi, Ethiopia)
- Economic Opportunities for Women (formerly Doing Business Gender)(A. Ellis, Global)

- Turning Theses into Enterprises (R. Grun, Tunisia)
- IFC GEM Training for IFC staff (Z. Youssoufou, Global)
- Money or Ideas? Evidence from a field experiment to understand barriers to female entrepreneurship (G. Mansuri, Pakistan)
- Strengthening Rural Women’s Economic Empowerment through information and social capital (R. Vakis, Nicaragua)
- Empowering female migrant workers and their families through improving access to finance (D. Sitorus, Indonesia)
- Promoting women entrepreneurship in Central America (Y. Wang, Central America)
- Gender gaps in entrepreneurial performance among firms (S. Sabarwal, Regional ECA)
- Global good practice note and methodology for gender inclusion in Special Economic Zones (S. Simavi, Bangladesh and Globally)
- Impact Evaluation of SEDA’s services in South Africa (M. Goldstein, South Africa)
- Self discovery, gender and sources of growth (A. Leith, Solomon Islands)
- Identifying pathways for women’s economic empowerment in a large scale Community Driven Development project (A. Parker, Philippines)
- Gender specific analysis using Ethiopia Rural Investment Climate Survey database (N. Sawada, Ethiopia)
- Gender Law Library (R. Ramalho, Global)
- Gender relevant Impact Evaluations in Financial and Private Sector Development (F. Kondylis, Global)
- Women running firms in the informal sector (R. Ramalho, LCR)
- The gender impact of saving innovations: a field experiment in rural Malawi (X. Gine, Malawi)
- How does access to financial services affect women’s coping strategies during crisis? Evidence from Russia (L. Klapper, Russian Federation)

LAND AND AGRICULTURE

Initiatives in the land market focus on women’s land rights and women’s ability to claim these rights. In particular, activities focus on assisting governments with ongoing land reform processes and building the evidence on the impact on women’s access to credit, levels of agricultural productivity and household welfare (e.g. income, consumption) of changes in land-related laws and processes, such as land titling. GAP-funded work on agriculture covers a broad range of activities related to off-farm employment, water resources and irrigation, access to markets, and decision making in rural/agricultural development projects.

Operational work:

- Integrating Gender-Responsive Action in “Fostering Agricultural Productivity in Mali Project” Operationalizing the Gender in Agriculture Sourcebook (E. Pehu, Mali)
- Women’s agriculture and Food Processing Activities (Y. Sangho, Mali)
- Gender & aquaculture (E. Pehu, Regional Africa)
- Women empowerment in rural development (W. Zhou, China)
- Improving Land Tenure for Women in Honduras (M. B. Orlando, Honduras)
- Women agricultural producers and irrigation in the Sierra (M. Lajaunie, Peru)

- Empowering women and improving gender balance for irrigation and water management in the Andean region of Peru (M. Lajaunie, E.de Nys, Peru)
- Engendering markets (D. Umali-Deinger/Grahame Dixie, India)
- Women's participation in rural enterprise development program (A. Olesen, Afghanistan)
- Empowering women: pilot in Rajasthan (A. M. Khan, India)
- Pilot-testing and Training - Gender and Land Tenure Module of the Gender in Agricultural Livelihoods (GAL) Sourcebook (E. Pehu, Global)
- Improving governance and gender equity in rural services (E. Pehu, Global)
- Regional awards for gender mainstreaming gender in ARD operations (all six regions)
- Economic empowerment of women through cattle keeping in North West region of Cameroon (A. Lufafa, Cameroon)
- Assessing land administration project's gender impacts in the Western Balkans (V. Stanley, Albania, Bosnia-Herzegovina, Montenegro)
- Reinforcing gender mainstreaming in sustainable development in poor rural areas project (M. Zhou, China)
- Strengthening gender sensitive economic empowerment mechanisms in rural livelihood projects in South Asia region through better monitoring and learning systems (P. Shah, India)
- Fostering economic empowerment for women agricultural producers in Haiti (D. Arias, Haiti)
- Improving food security of poor households through enhanced crop productivity of food crops (B. Verardo, India)
- Promoting women's economic empowerment in the agricultural sector (I. Nebie, Burkina Faso)
- Community involvement in land regularization for informal settlements in Guatemala: A strategy for enhancing the security of tenure in communal land (M. Lisbeth Gonzalez, Guatemala)
- Building women's entrepreneurial leadership for sustainable land management services (M. Delos Angeles, Cameroon)
- Afghanistan: supporting women saffron producers in value addition activities (M. Takada, M. Terasawa, Afghanistan)
- Nomadic women development centre (M.O. Hussein, Sudan)
- Women's economic empowerment in the agriculture sector (A. Nyawira Khaminwa, Papua New Guinea)
- Developing an inclusive strategy and vision for emerging actors: enhancing the leadership and recognition of women and youth in the irrigation users' boards in the Dominican Republic (E.de Nys, Dominican Republic)
- Workshop ARD AFR (M. Goldstein, Global)

Analytical work and Capacity Building

- Land Titling and Deeds Registration as means for Women Economic Empowerment in Ghana (B. Allah-Mensah, Ghana)
- Gender-specific productivity- and welfare impacts from land certification & rental: The case of Ethiopia (K. Deininger, Ethiopia)
- Empowering Women through Systematic Land Demarcation (K. Deininger, Tanzania)
- Mainstreaming Gender into Prevention and Management of Invasive Alien Species (K. Mackinnon, Ethiopia)
- Women's Access to Land and Labor Rights (C. Mary Sage, Kenya)
- Household Level Barriers to Women's Access to Land and Credit (H. Z. Shahriari, Tajikistan)
- Gender-differentiated Impacts of Land Titling in Post-Tsunami Aceh (K. Bell, Indonesia)
- Rural land titling & female ownership (N. Benhassine, Morocco)

- Workshop on Rural Microfinance for the Agricultural Sector: Technical Assistance Using the Rural Finance Module of the Gender in Agriculture Sourcebook (L. Tran, Jordan)
- Improving knowledge and statistics on women in the economy (H.Thi Mong Pham, Vietnam)
- Gender-sensitive inheritance legislation as a tool for women's economic empowerment? Evidence and implications from India (K. Deininger, India)
- Completion of the Gender in Agricultural Livelihoods (GAL) Sourcebook (E. Pehu, Global)
- Integrating Gender in Operationalization of the WDR 2008 (L. R. Brown, Global)
- Sustainable intensification of agricultural production and marketing: the role of gender in irrigation development and support (I. Ekanayake, Zambia)
- Gender in Agriculture online interactive platform (E. Pehu, Global)
- Increasing participation and technology adoption by female farmers in Tanzania (M. Gautam, Tanzania)
- Securing rural land rights: experimental evidence from land use plans in Benin (K. Deininger, H. Selod, Benin)
- Female economic empowerment through vocational training education in Kenya – a randomized evaluation (M. Goldstein, Kenya)
- Promoting women's economic empowerment in agricultural extension services in Ethiopia (M. Goldstein, Ethiopia)
- AADAPT Global: A Cross Regional Program of Impact Evaluations in Agricultural Adaptations (F. Kondylis, Global)
- Doing agriculture: Kenya (A. Karanja, Kenya)
- Mainstreaming gender sensitive approaches into the Agricultural Innovation Systems Investment Sourcebook (R. Rajalahti, Global)
- Urban land titling: Evidence from a Land Lottery (M. Goldstein, Burkina Faso)
- Kenya: Gender in Access to Public Services (T. Lane, Kenya)

INFRASTRUCTURE

As the Bank steps up lending for infrastructure, the GAP seeks to ensure that these investments improve access, service quality, and reliability of basic infrastructure (roads, transport, water, energy, and information and communication technology) to lessen the time women spend on household and community chores and expand their access to employment and entrepreneurship opportunities, as well as, credit and product markets. Currently, the GAP supports the following labor market activities:

Operational Work

- Gender Support for Energy Operations (R. Carneiro de Miranda, Cambodia)
- Making infrastructure projects responsive to the needs of women in rural and remote areas: (G. Brown, West Papua and Papua New Guinea, Lao PDR)
- Power to the Women: Integrating gender concerns in energy, hydro and mining operations - Lao PDR Rural Electrification Project (REP) (G. Brown, Lao PDR)
- Anchoring Gender in Transport and development Policies of the State of Guerrero (A. Gomez, Mexico)
- Mobility, Transport and Air Quality in Dhaka: A gender analysis - Clean Air & Sustainable Environment (S. Akbar, Bangladesh)
- Initial Gender Analysis Study for the Haryana State Transport Sector (A. Bandyopadhyay, India)

- Gender-Focused Study on Rural Access and Mobility (S. Holste, Afghanistan)
- Improving women's access to livelihood opportunities and local services in the post-conflict context of Sri Lanka (S. Manoharan, A. Olesen, Sri Lanka)
- Piloting a women reporting card – empowering women in displaced families in Wuhan (S. Mehndiratta, China)
- GAP: For capacity building for SDN staff (C. Kende-Robb, Global)
- Integrating gender-responsive approaches into the Nigeria Rural Access and Mobility Project (E. Pehu, Nigeria)
- Engendering urban transport: Gender Need Assessment Study for Mumbai Urban Transport Project (N. Josserand, India)
- Enhancing the role of women in Water Users Association (J. Stoutjesdijk, S. Soderstrom, Azerbaijan)
- The gender dimension of urban transport in Casablanca (J. Crochet, Morocco)
- Gender integration in transport planning, design and implementation (C. T. Pablo, Philippines)
- Building the capacity in gender mainstreaming skills of water sector parastatals in Kenya (A. Torkelsson, Kenya)
- Women's employment and road maintenance in rural Vietnam (P. Thi Minh Tran, Vietnam)
- Improving women's access to livelihood opportunities and local services in the post-conflict context of Sri Lanka (S. Manoharan, A. Olesen, Sri Lanka)
- Piloting a women reporting card – empowering women in displaced families in Wuhan (S. Raj Mehndiratta, China)

Analytical Work and Capacity Building

- Gender, infrastructure and time use in Africa (Q. Wodon, Africa)
- Feasibility Study: provision of microfinance to small-scale women farmers (R. Akeel, Iraq)
- Gender and Transport (J.C. Crochet, Yemen)
- Mainstreaming Women's Economic Empowerment into the World Bank's work on Energy Efficiency in MNA (A. Kremer, Regional MNA)
- Gender and Spatial Development in MNA (A. Kremer, Regional MNA)
- Enhancing Women's Mobility (I. Dajani, West Bank and Gaza)
- Gender Issues and Actions in Waste Picking and Recycling (D. Hoornweg, India)
- Capacity Building for Mainstreaming Gender in Bank Transport Projects (G. Banjo, Global)
- Capacity Building of SDN for Gender Action Plan (N. Ahmad, Global)
- Dissemination of Transport and Gender Good Practices (J. Hine, Global)
- Engendering the FY09 GICT Flagship Publication, Information and Communication for Development (S. Melhem, Global)
- Gender and Infrastructure: A Stocktaking report on Infrastructure & Women's Economic Empowerment (N. Ahmad, Global)
- Infrastructure, Access & Women's Productivity (D. Van de Walle, Global)
- Infrastructure Workshop – Manila, Philippines (PRMGE)
- Review of Gender Mainstreaming in SDN Portfolio (N. Ahmed, Global)
- Gender Support for Urban Operations (C. Johnnides, Global)
- Gender and Environment: Implications for WBG Environment Strategy 2010 (Y. Awe and N. Ahmad, Global)
- Support to South Asia regional gender mainstreaming activities (N. Bhatt, Regional)
- Gender and Equality Workshops in LCR and AFR (L. Fort, Global)

OTHER / CROSS-SECTORAL

Operational work:

- The impact of migration on empowerment of women (O. Ivaschenko, Tajikistan)
- Needs Assessment for Economic Empowerment of Affected Women in Southern Conflict Provinces (M. Judd, Thailand)
- Rapid Gender Assessment of Technical Education (A. Blom & M. Chatterjee, India)
- Operationalizing Country Gender Assessment Recommendations (A. Olesen, Afghanistan)
- Methodology and action plan for mainstreaming gender into the public budget (A. Leyon, El Salvador)
- Incorporating women's economic empowerment into the strengthening of East and South African Public Accounts Committee Parliamentary Associations (F. Stapenhurst, Regional Africa)
- Understanding women's economic empowerment and Gross National Happiness in Bhutan (A. Kotikula, Bhutan)
- Strengthening gender mainstreaming capacity and advocacy in Dominican Republic Community Based Organizations (CBOs) (R. Senderowitsch, Dominican Republic)
- Women Empowerment and Human Development in Pakistan (X. Hou, Pakistan)
- Gender issues in disaster risk management in EAP (H. Rex, Regional)
- Engendering Haiti's nutritional security and safety nets (F. Lamanna, Haiti)
- Gender and IDPs: Integrating gender into Colombia Peace and Development (N. Gomez, Colombia)
- Engendering safety nets in Mali (S. Razmara, Mali)
- Engendering Burkina Faso's safety nets (S. Razmara, Mali)
- Improving crisis-response capacity through introduction of gender sensitive monitoring indicators (G. Gyulumyan, Armenia)
- Ethnic minority women's voices and decisions in livelihoods prioritization (S. Thanh Vo, Vietnam)
- Women's economic empowerment through livelihood enhancement and building of women's institutions in Siem Reap, Cambodia (J. Singh, Cambodia)
- Public expenditure for improved gender outcomes (E. Blanco Armas, Indonesia)

Analytical work and Capacity Building:

- Evaluation of Conditional and Unconditional Cash Transfers (D. De Walque, Burkina Faso)
- Impact of female education on labor market outcomes (B. Ozler, Malawi)
- Mainstreaming gender in regional flagship report and related initiatives on risk and vulnerability (M. C. Araujo, regional EAP)
- The importance of female migration in the Indonesian economy (S. Guggenheim & G. Brown, Indonesia)
- Strategic Regional Activities (S. Zaidi, ECA)
- The impact of conditional cash transfers for girls education (T. Fasih, Yemen)
- Women Empowerment through Conditional Cash Transfers (R. Radji & R. Grun, Morocco)
- Gender and the Quality of Household Financial Service Data in AFR & EAP (K. Scott, global)
- Increasing Access to Gender-Disaggregated Data (D. Steele & K. Scott)
- Global Statistics (S. Patel & L. Fort, global)
- LCR Statistics (J. Molinas Vega, regional LCR)
- Capacity Building LCR Gender Focal Points (M. B. Orlando, regional LCR)
- Support to South Asia regional gender mainstreaming activities (J. Solotaroff, Regional)

- East Asia and the Pacific: integrating gender into monitoring of the human and social impacts of financial crisis (A. Mason, Regional)
- Gender sensitive real time monitoring of the impacts of the financial crisis (P. Paci, Global)
- Gender sensitive distributional impact analysis of the financial crisis (C. Sanchez, Bangladesh, Philippines, Mexico, Egypt)
- Can CCTs provide adequate protection for adolescent girls and young women during times of economic crisis? (B. Ozler, Malawi)
- The impact of scholarships on girls' schooling in Cambodia: do they protect against crisis impacts? (D. Filmer, Cambodia)
- The impact of the food and financial crisis on adherence to antiretroviral treatment and treatment success among HIV/AIDS patients in Ghana (D.M.de Walque, Ghana)
- Guatemala: analysis of rural women's economic empowerment through CCTs in ethnically diverse contexts (A. Fruttero, Guatemala)
- Lebanon: using household and living conditions surveys for gender assessment and analysis (C. Bou Habib, Lebanon)

Results-Based Initiatives (DGF-funded)

Results-Based Initiatives (RBIs) are pilot interventions designed to empower women economically, measure the key indicators of this empowerment, and most importantly, attribute the outcomes to the interventions. Impact evaluation is a mandatory component of all RBIs. The RBIs are being implemented in partnership with the United Nations Development Fund for Women (the implementing partner) and the International Center for Research on Women (the impact evaluation partner). The following DGF-funded RBIs are being developed under the GAP:

- Promoting Gender Equity in Private Firms (The Gender Equity Model Egypt)
- Strengthening the Export Competitiveness of Women Bead Workers (Kenya)
- Value-Added Cassava Enterprise for the Ganta Concern Women's Group (Liberia)
- Improving Bamboo Handicraft Value Chains for Women's Economic Empowerment (Mekong, Cambodia and Lao PDR)
- Strengthening the Economic Empowerment of Women Property Owners and Micro-entrepreneurs in Lima (Peru)

Annex 5. Monitoring GAP progress by markets

GAP Objectives by Market	Progress to date
<p>Private Sector Development <i>Promote women's entrepreneurship, gender responsiveness in the private sector and women's access to formal financial services.</i></p>	<p>Improved availability of data and information on barriers to women's economic participation</p> <ul style="list-style-type: none"> • Increased availability of gender-responsive firm surveys and Investment Climate Assessments (ICAs) and improvements in Enterprise Surveys questionnaires <i>Progress to date: 7 ICAs completed</i> • Increased availability and use of data to better understand legal, policy, and institutional constraints to women's ability to participate in the private sector <i>Progress to date: The Gender Law Library and Women, Business and the Law (monitoring over 2200 legal provisions) dataset have been launched with GAP support.</i> • Strengthened evidence on how to build female entrepreneurship <i>Progress to date: The GAP has supported 7 pilot projects to improve female entrepreneurship (access and quality) and 16 Impact Evaluations. As a result of GAP-funded capacity building, an additional 7 FPD projects will include Impact Evaluation with gender-disaggregated results</i> <p>Increased access to finance and business development services (BDS) for women</p> <ul style="list-style-type: none"> • Increased number of credit lines for women entrepreneurs operated by commercial banks through IFC partnerships with private banks <i>Progress to date: The initial target of at least \$100 million in credit lines for women has been achieved. Between FY08 and FY09, IFC committed US\$390 million to women through microfinance institutions. During the same period, an additional US\$22 million was specifically targeted to women-owned enterprises through commercial banks.</i> • Increased number of projects providing women training for entrepreneurship/ BDS through GAP initiatives <i>Progress to date: 13 GAP-supported projects underway in 14 countries provide BDS to female entrepreneurs (including 8 Results-based Initiatives)</i>
<p>Land and Agriculture <i>Expand women's access to land and productive resources in agriculture.</i></p>	<p>Increased Bank commitment to gender in land and agriculture</p> <ul style="list-style-type: none"> • Share of rural projects with gender-responsive design and monitoring and evaluation. <i>Progress to date: 65 percent of rural projects in Africa integrate gender well at design (the World Bank President's target of 50 percent has been achieved), and 26 percent of rural projects integrate gender in M&E (still short of target of 50 percent)</i> • Number of TTLs enrolled in sector-specific training on gender-aware impact evaluations. <i>Progress to date: 220 Bank staff and counterparts have participated in workshops (in AFR and LCR), including 40 TTLs.</i> • Improved access to land and agricultural inputs, services and markets by women farmers

GAP Objectives by Market	Progress to date
	<p><i>Progress to date:</i> The GAP supports 12 initiatives (including impact evaluations) carrying out analytical work that address women's access to and use of land. An additional 5 GAP initiatives are related to operational work on women's land rights and use.</p>
<p>Labor Markets <i>Increase women's labor force participation, productivity, and earnings.</i></p>	<p>Increased availability of sex-disaggregated labor force and employment data and increased knowledge and empirical evidence on determinants of women's labor market participation</p> <ul style="list-style-type: none"> Increased availability of data and statistics <i>Progress to date:</i> GAP has partnered with key internal and external stakeholders to expand the availability of sex-disaggregated data (especially but not limited to labor market outcomes). Some examples of achievements under this effort include Key Gender Employment Indicator (with Luxembourg Income Study); improved Labor Force Measurement Survey-LSMS- questionnaires (with WB Research & Data Group) , supported Employment Lab; expanded the migration/brain drain database. Strengthened evidence base on the determinants of female labor force participation <i>Progress to date:</i> GAP funds have supported: (i) collection or expansion of 7 datasets to gather gender disaggregated information; (ii) 26 ESW that incorporate policies and programs to reduce barriers to women's labor force participation, (iii) 16 GAP-funded impact evaluations; and (iv) 24 research papers showing gender-disaggregated impacts of labor market programs.
<p>Infrastructure <i>Improve access, service quality, and reliability of essential services in the priority infrastructure sub-sectors.</i></p>	<p>Increased attention to gender in strategies and instruments that inform the Bank's infrastructure investments and strengthened capacity of Bank staff and client counterparts</p> <ul style="list-style-type: none"> Improved attention to gender issues in Bank strategies and instruments <i>Progress to date:</i> A Fifteen-Year Portfolio Review of World Bank Infrastructure Projects and an Infrastructure Stocktaking Report. Based on the findings of this review the sector is developing "A Business Plan (BP) for Accelerating Gender Integration into the Bank's Sustainable Development Network (SDN) Operational Work". Within transport, the GAP supported the dissemination of Transport and Gender Good Practice". GAP funds have also supported flagship reports such as the 2009 Gender in ICT report and the MENA regional report, "Rich Place, Poor Place: How the Middle East and North Africa will Overcome Spatial Disparities". Strengthen Bank staff and client counterparts' capacity on integrating gender in infrastructure investments. <i>Progress to date:</i> Through targeted learning events, GAP supported capacity building of at least 200 WB staff mapped to infrastructure. As a part of this activity, seven gender and infrastructure task team tools were developed in collaboration with other Bank colleagues working in water, transport, urban development, energy, mining, and ICT. In addition, the GAP initiated a program of regional workshops on "Gender Equality and Infrastructure" together with MDBs. two workshops (Manila and Lima) targeting WB and MDB staff and their client counterparts,