



Integrating Gender into the CAS

OPCS CAS Academy

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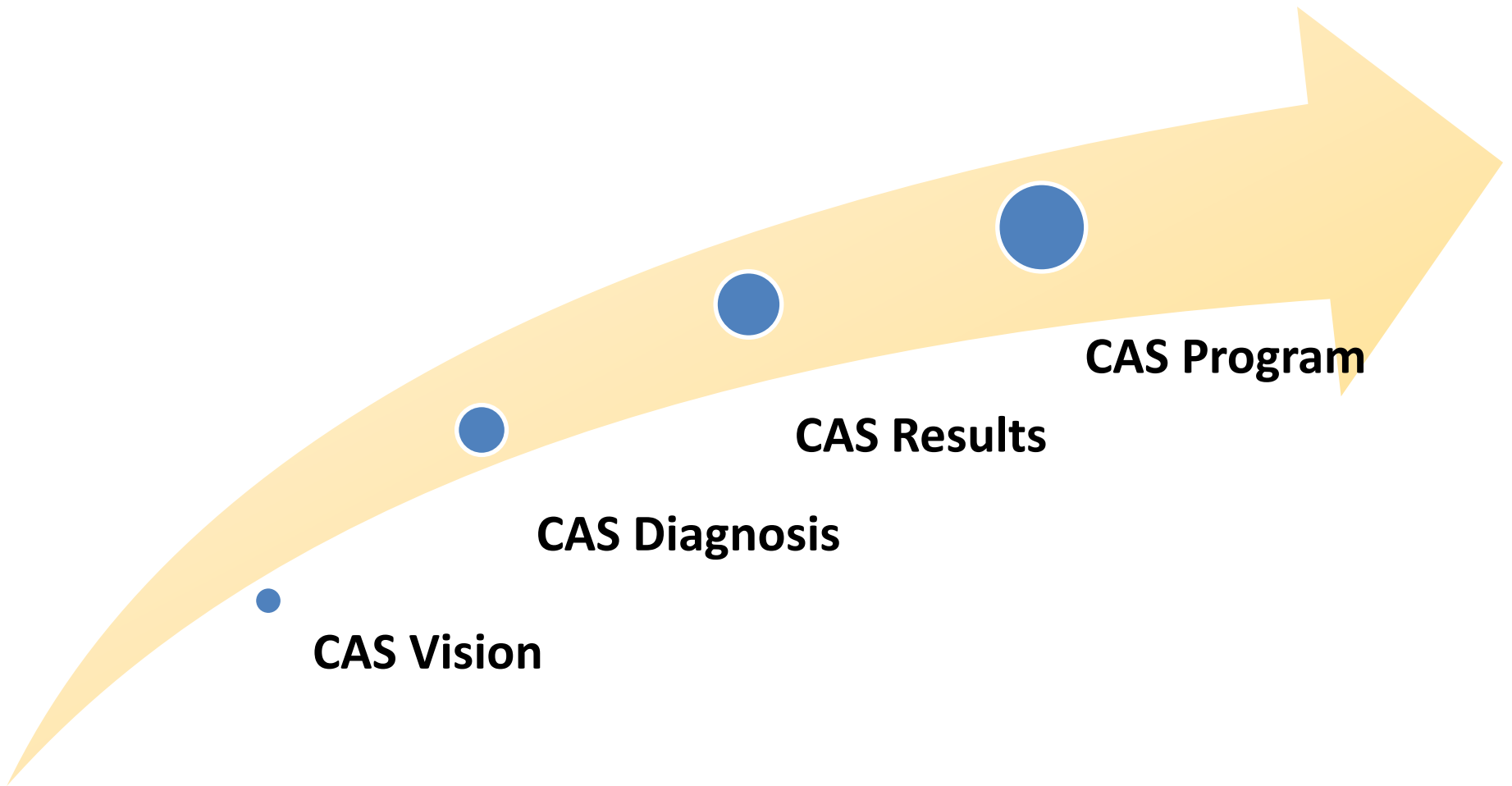
Content

- Corporate Commitments
- Four steps for integrating gender into a CAS
- Gender CAS ratings
- Getting it done – support available

Corporate Commitments

- **Bank Policy: OP/BP 4.20**
 - For each country where there is an active program, the Bank will periodically assess the gender dimensions of development within and across sectors.
 - Emerging gender issues and proposed interventions should be discussed in the CAS.
- **Corporate Scorecard**
 - All CAS/CPS draw on and discuss gender assessment findings.
- **IDA16**
 - Gender identified as a special theme
 - All IDA CASs should draw on and discuss gender analysis
 - Progress on gender mainstreaming will be tracked in the IDA16 results measurement system and reported in the IDA16 mid-term review (Nov 2012).
- **Regional Gender Action Plans (RGAPs)**
 - RGAPs lay out the proposed directions to deepen diagnostics and ensure that gender is better integrated into country and regional programming.
 - Status to be reviewed by IDA and the Board.

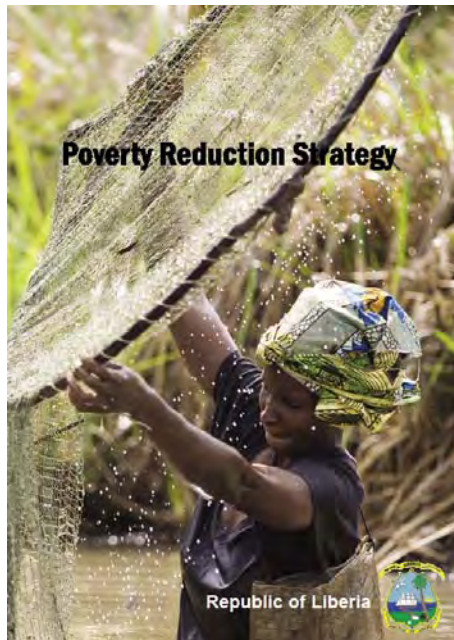
Four steps to integrating gender



Step 1

CAS Vision

Ensure that an understanding of gender issues informs the vision for the CAS.



- Review the country's development strategy (e.g. PRSP or other national strategy documents).
- Links gender issues in the discussion of the Millennium Development Goals
- Design the consultative process in a way that incorporates gender issues:
 - eg -- include the Ministry of Women's Affairs / Gender, involve gender-focused civil society organizations.
- The integration of gender issues depends on country circumstances and the features of our engagement.



Good Practice

Kenya CPS FY10-FY13

- Women's civil society groups included.
- Donor Coordination Group includes a gender group.

Nicaragua CPS FY FY08-12

- Gender technical workshop held with broad participation from government and civil society.
 - Shared information about World Bank and government programs.
 - Aimed to identify opportunities and propose areas where gender would have a more cross-cutting focus and impact.

Consultations

Sierra Leone Joint Assistance Strategy FY10-FY13

Consultations focused on maternal health, education, cultural barriers and women's participation in public works schemes. Partners agreed :

- That 40 % of those employed in public works and CDD projects be women.
- To focus the Reproductive and Child Health Project on women's health issues.
- To target girls enrollment in education projects.
- To conduct a joint donor 'Gender Equality and Women's Empowerment Action Plan' to embed gender more strongly in each organization's working practices.



Good Practice

Vision

Yemen CAS FY10-FY13

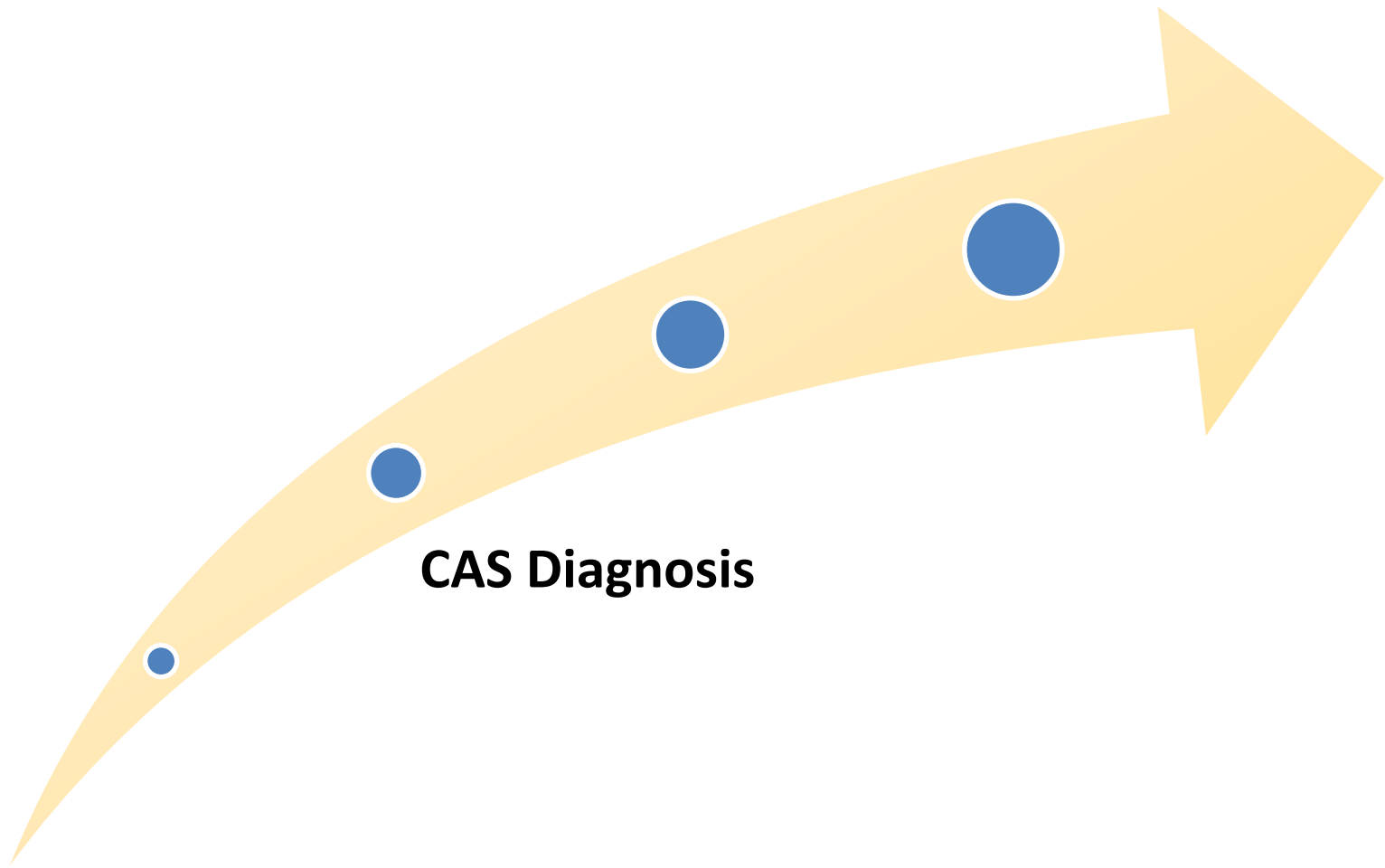
“Empowering the ‘other half’ of Yemen is key to the country’s development in the medium-term. This issue cuts across the CAS, since it is critical to human and social development, as well as to enhancing governance and improving economic opportunities. It is expected to be reflected in the design of specific interventions in most CAS priority areas.”

Pakistan CAS FY06-10

“Large gender inequalities represents a critical constraint to improvements in human development outcomes. The achievements of the MDGs will require significant reduction in gender gaps in health, education, labor markets.”

Comoros ISN FY10-FY12

- Notes the PRSP’s inclusion of gender as cross cutting theme.
- Highlights progress in achieving gender-related MDGs and identifies challenges, e.g.
 - Education –gender gap in school enrollment, particularly in secondary schools and in rural areas.
 - Health - Substantial proportion of women continue to have pregnancies ending in still births (23 %), particularly in rural areas (44%, as against 20 % in urban areas).
 - Employment - gender gap in labor force and participation in agriculture.
 - Governance - Female representation in parliament is extremely low—at only 3 % the second lowest in Africa



CAS Diagnosis

Step 2

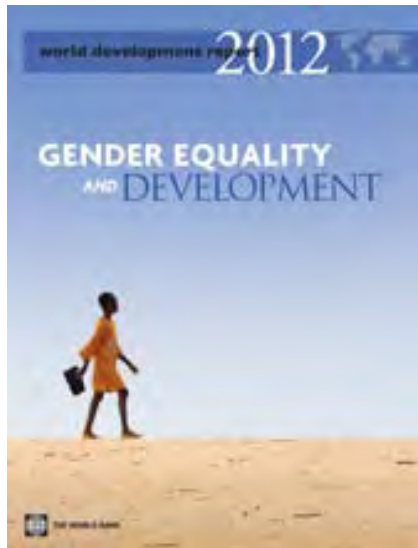
CAS Diagnosis

Address gender issues in the CAS diagnosis.

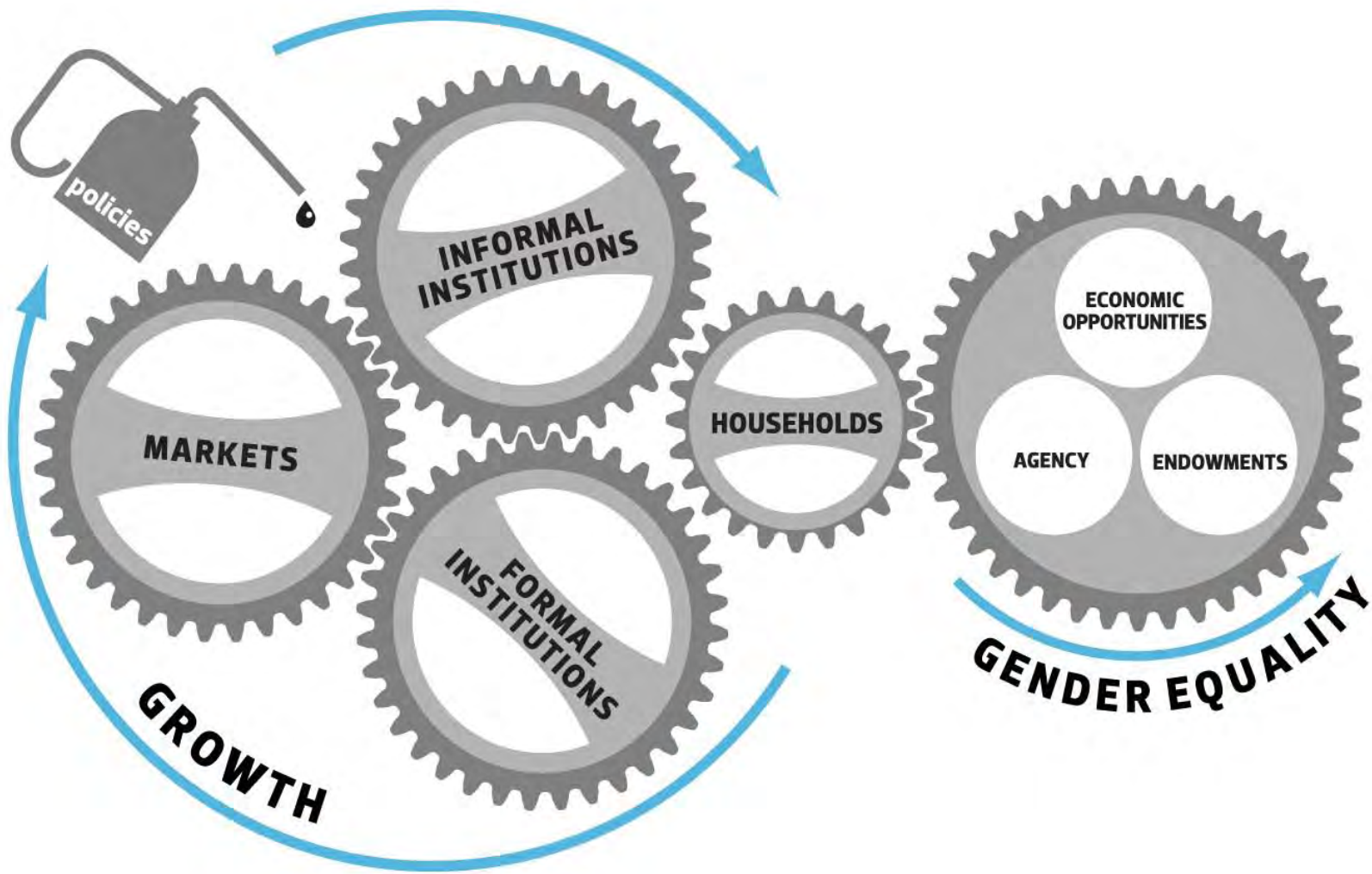
- Take stock of recent country-level gender analytical work (standalone or part of ESW, e.g. Poverty Assessment).

Approaches:

- Integrating gender issues into the poverty analysis and across sectors.
- Disaggregating data by sex where possible.
- **WDR 2012 on Gender and Development** provides a framework to help guide the diagnosis.



WDR 2012 Analytical framework



Good Practice

Diagnosis

Kenya CPS FY10-FY13

- Gender integrated into poverty analysis, e.g.
 - Gaps in employment and decision-making.
 - While women contribute most agricultural labor, their access to land, agricultural inputs, credit, and extension services is limited.
 - Poverty among female-headed households is about 5 % points higher, and is especially widespread in urban households headed by widows.
 - Gender gap in education persists in rural and poor areas and in higher education.
- Gender diagnosis included across sectors: HD, LM, INF, ARD, Gov/Law
- Presents sex-disaggregated data.

Mauritania CAS FY08-FY11

- Discusses gender impacts of sector policies, and notes progress in education, health, access to property and political participation.
- Sticky areas identified, including access to basic services and finance, and low participation in the formal labor market.
- Recognizes gender interventions undertaken by other agencies and focuses CAS on girls' education, participation in policy-making and access to employment and economic activities.
- Gender and growth linkages to be reviewed in the CEM, among other actions to address gender concerns in the Bank's programs.

Indonesia CPS FY09-12

- Gender integrated in the poverty discussion, e.g.:
 - Progress in narrowing gender gap schooling
 - Women continue to lag behind men in the labor market and in terms of the percentage of earned income.
 - High level of migration of female workers.
 - Still high maternal mortality rates.
- Gender diagnosis across sectors including health, education, decentralization, and migration.



Good Practice

Lebanon Country Gender Assessment, 2009

Focuses on the working environment for females and the conditions and barriers that women entrepreneurs face in the business environment.

Recommends that public policy should focus on two key constraints that female entrepreneurs face: lack of access to finance and complex regulations.

To assist working women with children, government could support childcare initiatives, such as extending the school day, early childhood education, and after-school programs.

Mozambique: Beating the Odds: Sustaining Inclusion in a Growing Economy—A Mozambique Poverty, Gender and Social Assessment, 2007

Analyzes poverty and gender issues in the health, infrastructure, agriculture, and education sectors and the labor market.

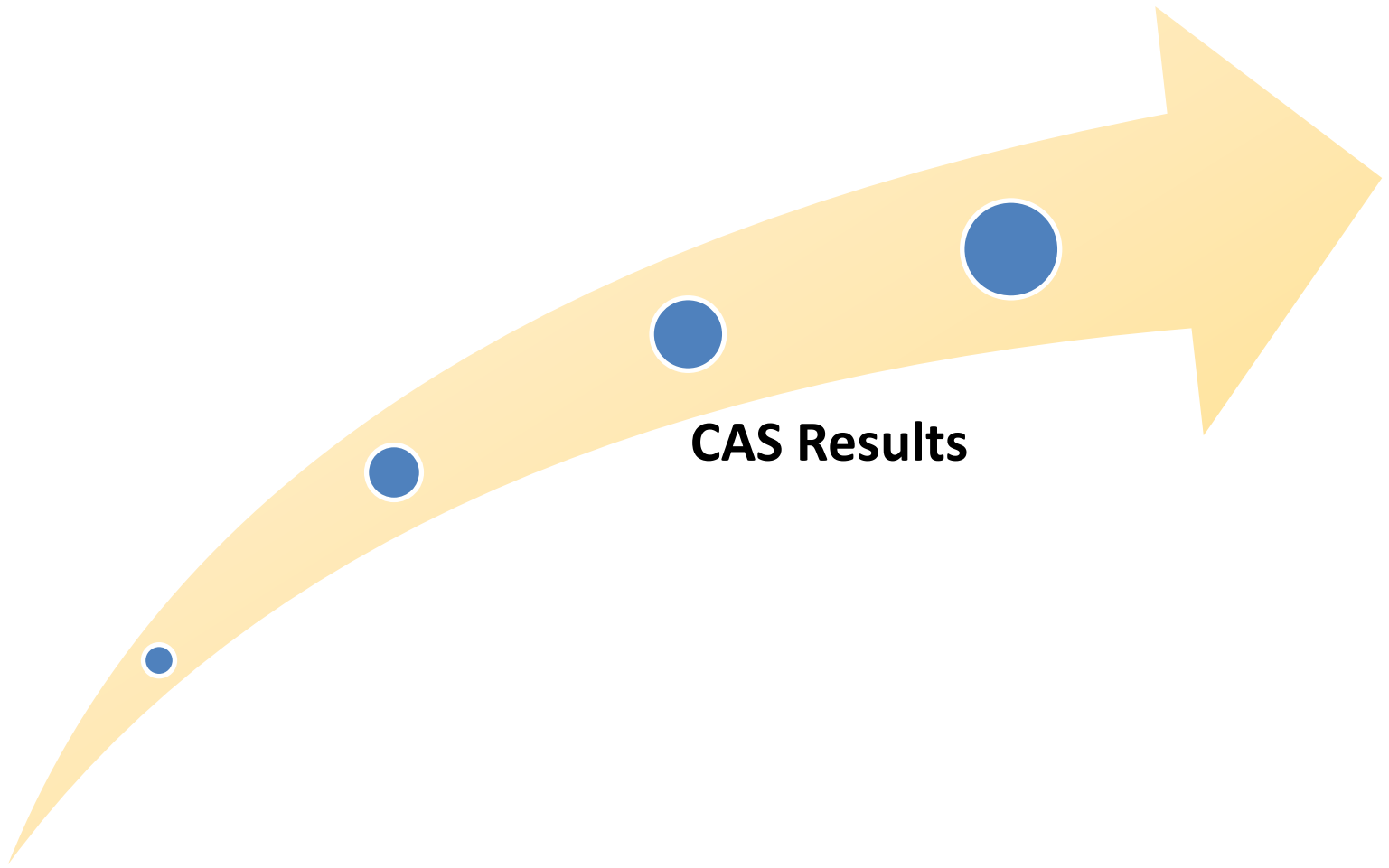
Women's education identified as one key to reducing poverty → highlights policy implications: budgets for secondary education, designing pro-women agricultural initiatives, and special attention to water and infrastructure issues to support women farmers.

Country Gender Assessments

Bangladesh: Whispers to Voices, Gender and Social Transformation in Bangladesh, 2007

Bangladesh has achieved impressive gains in the status of women and gender equality, but access to reproductive health services, labor markets, physical security and role in decision-making lag behind. Gender gaps in infant mortality and education closed. The micro-credit revolution boosts women's solidarity groups and earning potential.

However, Bangladesh women still lack adequate access to reproductive health services. In addition to changes in methods for delivering care, the report calls for increased efforts to use information, education, and communication to raise the demand for health services among women.



CAS Results

Step 3

CAS Results

- Follow the diagnosis through with a gender-informed results framework.
- Include gender sensitive indicators to measure outcomes.
- Consider tying future lending commitments to progress on gender equality.

Results Matrix

Gender issues should be reflected in each of the three main parts:

- Long-term strategic development goals.
- Shorter-term CAS outcomes to be achieved in the period of the CAS
- Bank priorities and performance.

Indicators

- Gender-sensitive and sex-disaggregated indicators that correspond to the three levels in the results chain.
- Information on the number of project beneficiaries, disaggregated by sex, is required for all Bank operations.

Good Practice

Results

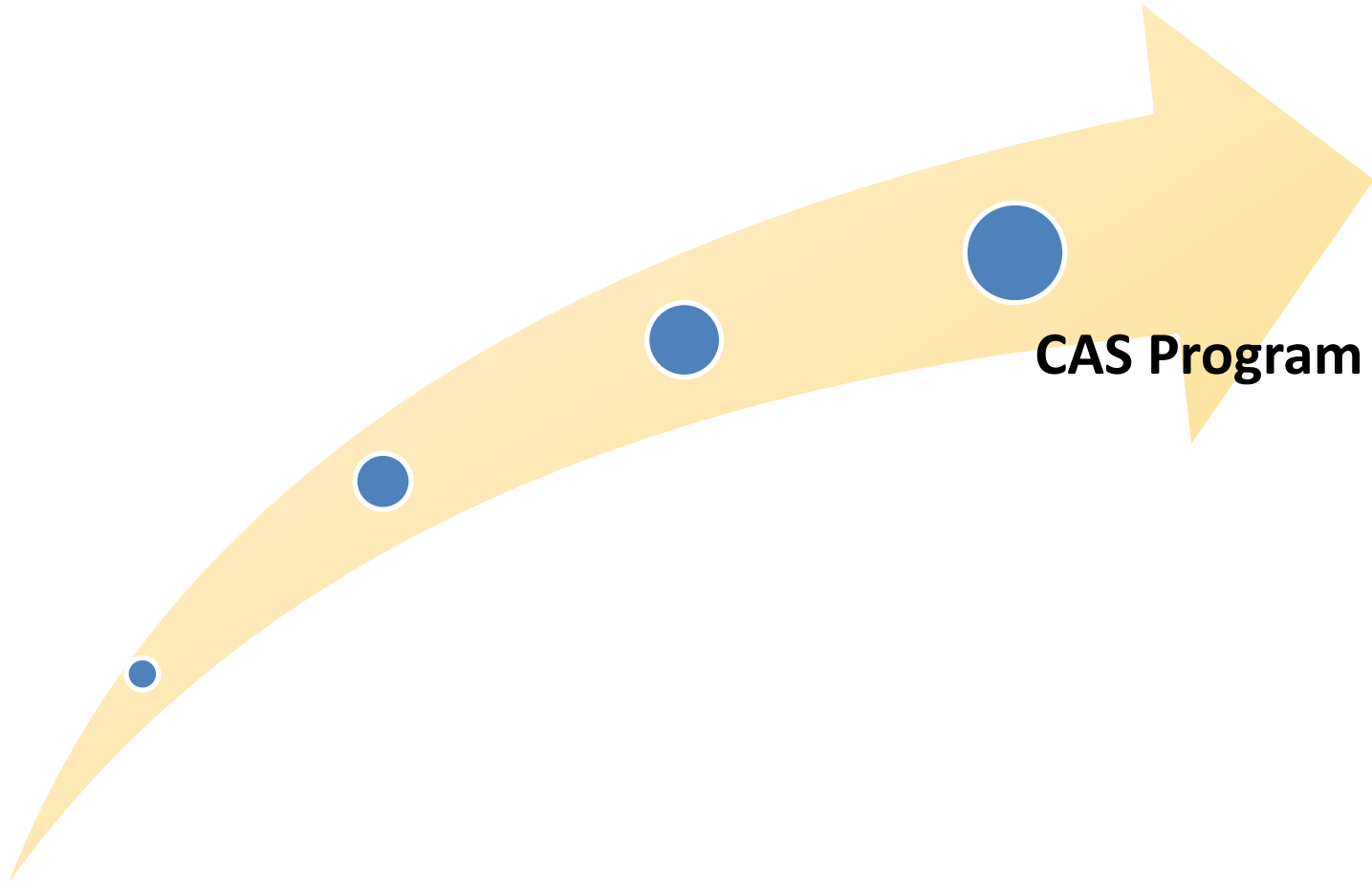
Uganda CAS FY11-2015

Outcome targets and milestones:

- Pupils reaching literacy proficiency in Government aided schools from 52% to 57% for boys and from 53% to 59% for girls (2008-2011).
- Average national Gross Enrollment for lower Secondary education from 28% to 42% for boys and from 25% to 40% for girls (2008-2012).

Beneficiary indicators:

- PSD: Female beneficiaries of the Business Uganda Development Scheme above 40%.
- ARD: Women accessing agricultural advisory services (from total number of direct project beneficiaries) increased from 49% in 2010 to 53% by 2012.



CAS Program

Step 4

CAS Program

Identify actions in response to gender issues.

- Identify the most relevant gender issues and selects high pay-off gender-responsive actions, including engendering AAA and investments in data.
- Learn from the CAS completion report.
- Consider enhanced cooperation with development partners on gender-related activities.

Good Practice

Program

Kenya CPS FY10-FY13

- Gender analysis of prior CAS actions.
- Gender responsive objective “Gender equity in power and resource distribution, improved livelihood of vulnerable groups and responsible, globally competitive and prosperous youth” in projects including:
 - Youth Empowerment project
 - AAA in School to work transition
 - Social protection targeting review and PER

Philippines CAS FY10-FY13

- “The Bank Group will continue to ensure that gender considerations are mainstreamed into operations, consistent with government policy”.
- Mentions specific IBRD projects that will be started or continued under the CAS that must respond to the gender components of the CAS.

Sierra Leone Joint CAS FY10-13

- Includes gender specific actions, such as:
 - Health - Government has prioritized interventions focusing on the reduction of child and maternal mortality rates, with focus on community participation and coordination to ensure sustainability and uptake, Supported by the JAS partners.
 - Labor market - Gender integration in public works and CDD projects, i.e. require that 40 percent of those employed are women.
 - Education - Targets for girls’ enrollment.
 - ESW - AfDB and IDA are planning, with key partners DfID and the EC, to conduct a Country Gender Assessment and Gender Profile to include a gender audit of their operations and approaches.

How are CAS rated for gender integration?

CAS gender rating - 4 point scale

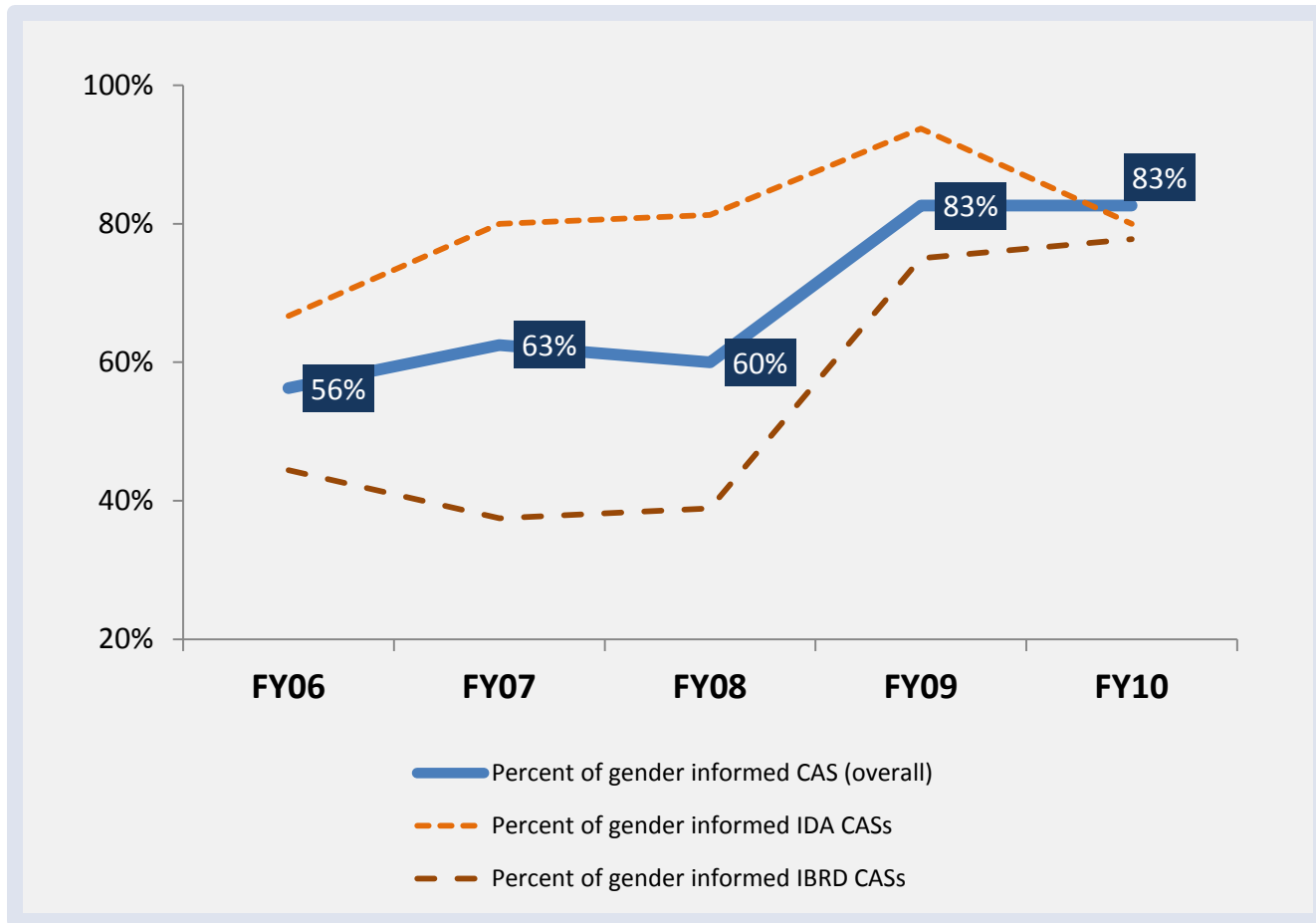
- **Unsatisfactory:** No mention of gender issues – or mention without discussion.
- **Marginally Satisfactory:** Analysis, but no action proposed and no explanation of why actions are not needed.
- **Satisfactory:** Analysis of gender issues and subsequent action in at least one sector (with 1 to 5 good practices) or explanation why action is not needed, for example, where actions are undertaken by a donor partner.
- **Highly Satisfactory:** Analysis of gender issues and subsequent actions in several sectors (with 6 or more good practices).

Good practices:

These determine whether a CAS is ranked as Satisfactory or Highly Satisfactory :

- Recognizing male and female gender issues.
- Designing the consultative process in a way that ensures the incorporation of gender issues.
- Raising gender issues consistently throughout the CAS.
- Integrating gender issues into the poverty analysis.
- Conducting gender diagnoses across sectors.
- Identifying the most relevant gender issues and selecting high pay-off gender-responsive actions.
- Including gender-specific actions in the program matrix.
- Including sex-disaggregated data.
- Including gender-specific progress indicators.
- Including or referring to country gender analysis.

Gender informed CAS (FY06-FY10), percent



Source: World Bank, Implementing the Bank's Gender Mainstreaming Strategy FY09-FY10 Annual Monitoring Report, World Bank

Getting it done

Good Practice

Getting it done

AFR: Kenya and Ethiopia

- Senior staff member, country gender focal point, was a member of the core CAS team.
- In the absence of a CGA, a gender diagnostic was undertaken; gender-disaggregated data was used to identify gender gaps.
- The gender focal point engaged in extensive consultation with TTLs, clients and development partners to identify the appropriate gender entry points.
- The gender focal point participated in country-level processes, e.g. sector working groups.
- The CAS TTL, the Country Director and the client were committed to integrating gender into the CAS.

LAC : Haiti and Honduras

- LCSPP hired a gender consultant to prepare (i) a gender note to inform the CAS that includes a key gender issues and the country's legal and institutional framework as it relates to the status of women, (ii) an assessment of gender inclusion in operations (closed, active, in pipeline) .
- Based on these inputs, LCSPP organized a 'CAS Clinic' attended by the Country Manager, Country Operations Coordinator, project TTLs and sectoral specialists.
- Gender consultant (LCSPP) provided comments to the CAS concept paper.

EAP (all countries)

- CD endorsed Country Gender Action Plan (as required by EAP Gender Action Plan) identifies country level priorities. It will be included in the CAS/CPS.
- Country gender focal points (currently in 10 countries).
- EAP multi-practice gender group meets 1-2 times a month to create ownership and recognition of the gender agenda.

Support available to country teams to ensure gender is integrated into CAS

1. Informing country policy dialogue and raising awareness

- WDR2012 dissemination tailored to country context (WDR Team & PREM).
- Regional companion reports (Regions).

2. Enhancing country level gender diagnostics

- Capacity building, e.g. CAS Clinics (Regions & PREM)

3. Increasing the availability of gender-relevant data and evidence, including:

- Improving survey design and databases (GenderStats, LSMS, Gender Adept).
- Disseminating lessons learned and evidence of what works to empower women, e.g.:
 - School to work transition pilots (i.e. Adolescent Girls Initiative)
 - CCTs projects aimed at increasing school enrollment of girls
 - Female entrepreneurship pilots

Annex: Gender Mainstreaming Indicators and Targets

Tier 1 Country Progress

*at the country
level*

Indicator	Target	IDA 16	Three-Year Road Map	Corporate Scorecard
Gender parity index in primary and secondary education (ratio of girls to boys)	100% (MDG Target)	√	√	
Ratio of female to male labor force participation		√	√	√
Adolescent fertility rate (births per 1,000 women ages 15-19)		√		
Maternal mortality rate (modeled estimate, per 100,000 live births)	Reduce by two-thirds between 1990 and 2015 (MDG Target)	√		√
Prevalence of HIV, female (% of ages 15-24)				√
Number of gender-informed national surveys			√	

Tier 2 Country Results supported by the World Bank

*at the project
level*

Indicator	Target	IDA 16	Three-Year Road Map	Corporate Scorecard
Number of loans disbursed to women and men by IFC clients			√	
Value of all loans disbursed to women and men by IFC clients (US\$)			√	
Active number of microfinance loan accounts disaggregated by sex				√
Pregnant women receiving antenatal care during a visit to a health provider		√		√
Women and girls benefiting from social protection programs and other targeted schemes				√

Gender Mainstreaming Indicators and Targets

**Tier 3
Development
outcomes and
Operational
Effectiveness**
*(measured at
the level of Bank
portfolio and
policy dialogue)*

Indicator	Target	IDA 16	Three-Year Road Map	Corporate Scorecard
Percentage of education projects (primary, secondary, tertiary and vocational) that track attention to vulnerable groups in their monitoring and evaluation			√	
Percentage of operations with gender-informed design (only for Africa region)			√	
Percentage of gender-informed operations with beneficiary-level monitoring and evaluation (only for Africa region)			√	
Percentage of safety nets projects with gender-informed design			√	
Percentage of safety nets projects with gender-informed monitoring and evaluation			√	
Percentage of Agriculture and Rural Development (ARD) operations with gender-informed design	75%		√	
Percentage of ARD operations with gender-informed monitoring and evaluation	75%		√	
Percentage of infrastructure operations with gender-responsive analysis and/or consultations			√	
Percentage of infrastructure operations with gender-responsive design			√	
Percentage of infrastructure operations with gender-responsive monitoring and evaluation			√	
Percentage of health projects that address high fertility and maternal mortality		√	√	
Percentage of health projects that address adolescent fertility			√	
Percentage of CAS/CPSs that draw on and discuss gender assessment findings	100%	√	√	√
Number of gender-informed ESW and AAA			√	
Projects with gender-informed design (% of IBRD/IDA investment lending approvals)	60% (IDA RMS) 55% (Score Card)	√		√