

Gender in EP work

Jeni Klugman
(PRMGE Director)

Elisa Gamberoni
(PRMGE Economist)

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Outline

- Why gender in EP work and how?
- Towards gender informed diagnostics and policy dialogue
 - Core diagnostics (eg, CEM)
 - Policy dialogue (eg, CAS)
 - Analysis of impacts of interventions (PSIA)
- Bringing gender lens to operations (eg, DPL)

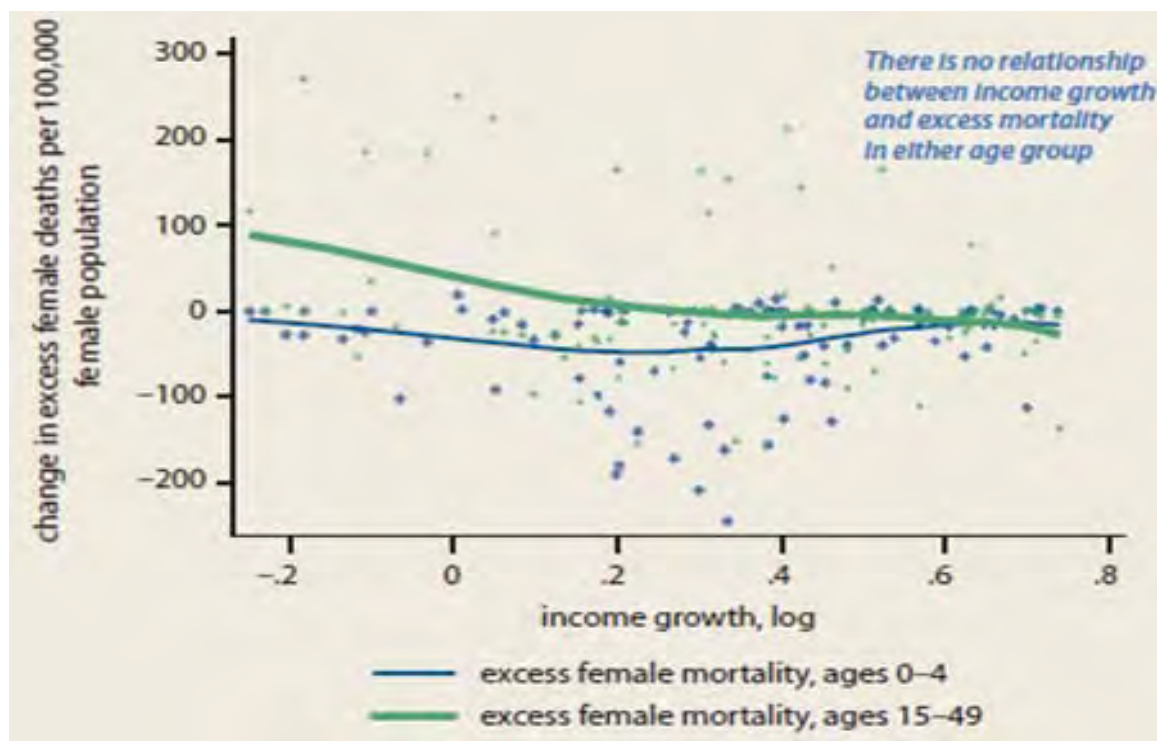
Why gender in EP work and how?

Bringing gender lens to EP work is important because ...

- **Gender equality is a core development objective in its own right**
 - Missing girls at birth and excess female mortality after birth add up to more than 6 million women a year
 - In 17 out of 41 countries, $\frac{1}{4}$ or more people think that is justifiable for a man to beat his wife
 - 127 countries do not explicitly criminalize rape within marriage
- **Gender equality is smart economics especially in the long run:**
 - Equal access of women to fertilizer and other inputs would lead maize yields to increase by almost $\frac{1}{6}$ in Malawi and Ghana
 - Eliminating barriers to women accessing higher-productivity economic sectors or occupations, could increase average labor productivity by as much as 25% in some countries
 - Improvements in women's education and health have been linked to better outcomes for their children in countries as varied as Brazil, Nepal, Pakistan, and Senegal

And because growth by itself is not enough to bring equality

Did income growth reduce excess female mortality during 1980-2008 in low- and middle-income countries?



- Missing girls at birth and excess female mortality after birth add up to more than 6 million women a year (WDR 2012)
- Income per capita does not seem to be part of the explanation

Source: WDR 2012

It is also a major corporate commitment

- **Bank Policy: OP/BP 4.20**

“Emerging gender issues and proposed interventions should be discussed in the CAS”

- **Corporate Scorecard (IDA and IBRD countries)**

- All CAS/CPS draw on and discuss gender assessment findings
- Increase Investment lending with gender-informed design
- Set targets for specific indicators to monitor country progress and identify indicators for measuring development results

- **IDA16**

- Gender identified as a special theme
- Progress on gender mainstreaming will be tracked in the IDA16 results measurement system and reported in the IDA16 mid-term review (Nov 2012).

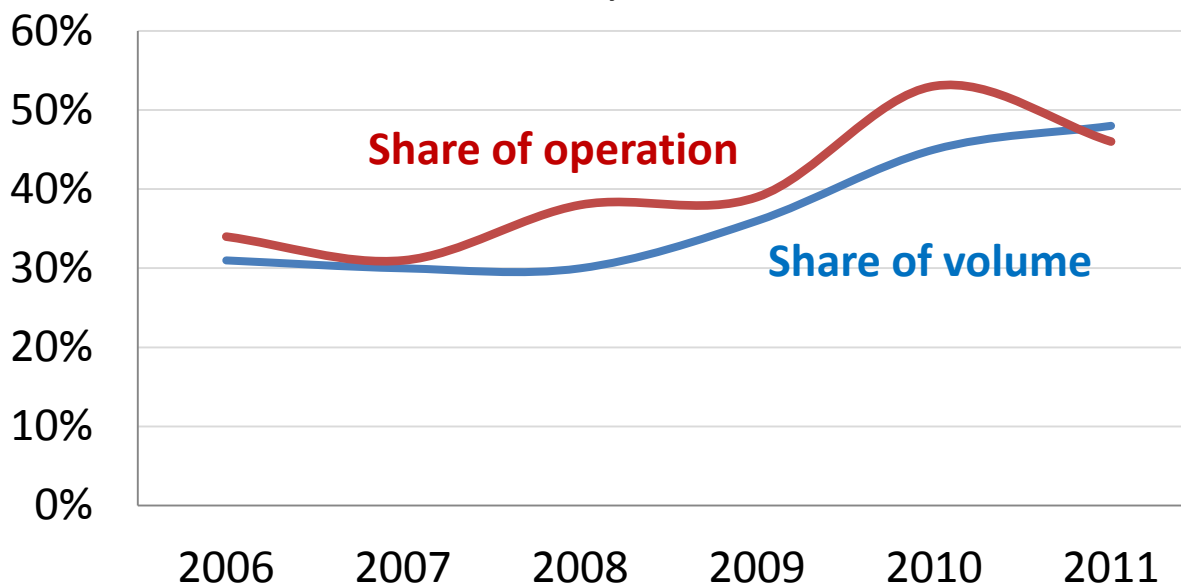
- **Regional Gender Action Plans (RGAPs)**

RGAPs lay out the proposed directions to deepen diagnostics and ensure that gender is better integrated into country and regional programming.

Recent track record

- In 2011, all FY11 IDA CASs are gender informed
- There has been a surge in gender focused ESW, with some 76 activities planned for 2011 FY,, compared to some 45 in FY2010
- Gender informed lending for IDA in FY 2011 estimated to be about 65% of total IDA lending volume

SHARE OF LENDING AND OPERATIONS RATED AS GENDER-INFORMED, FY06-11



The role of the Country Economist: How to perform it?

The role of the country economist

- The multi-sector nature of the gender agenda
- The role of the EP economist as integrator and gender mainstreaming

Available instruments and challenges:

•Diagnostics to inform policy dialogues and operations

- WDR framework
- CEM
- Ex-ante evaluation of the impact of interventions (PSIA)
- Ex-post analysis of public expenditure and public sector delivery (PERs)

•Potential entry points in policy dialogue

- CAS
- DPL

• Challenges:

- Lack of country demand → Expand consultations beyond traditional counterparts
- Data → Use what is available
- Know-how → the WDR 2012 framework



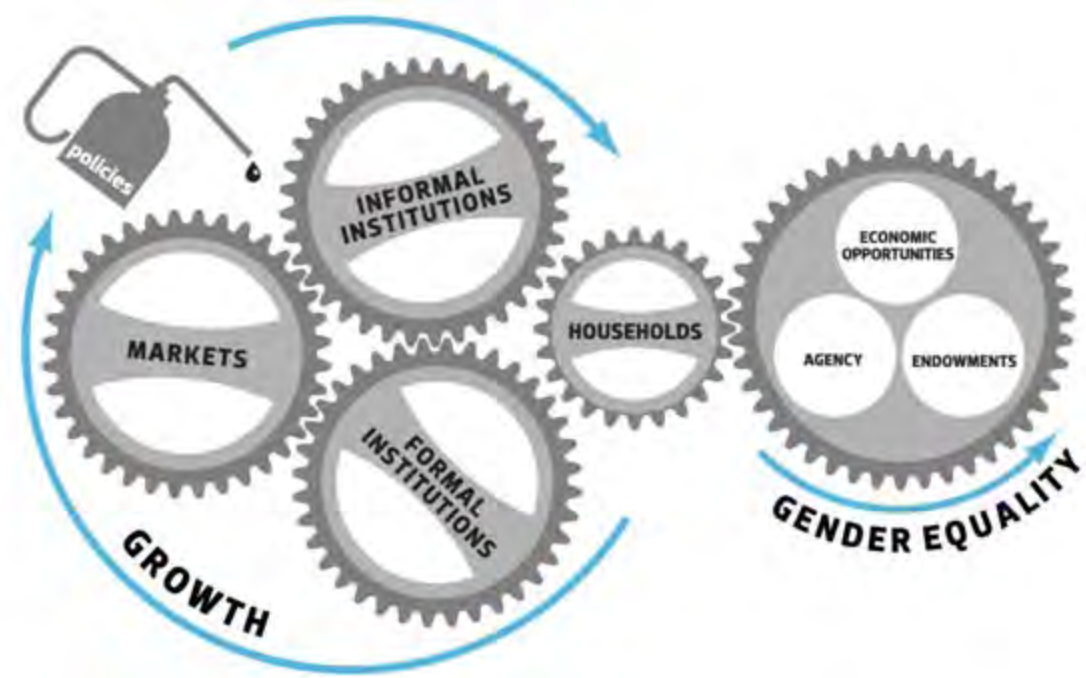
Towards gender informed diagnostics and policy dialogue





A framework for integrating gender in country diagnostics

WDR 2012 provides a framework to explain the observed gender-related outcomes:



Several inequalities disappear with development but not all of them...Gender informed policies ensures that the link between growth inequality and gender equality move in the right direction: This is where the EP work enter the picture!

Source: WDR 2012



CEM and gender informed growth diagnostic

Best practice example: Senegal

1/2

Link between growth and poverty in the light of the labor demand and supply constraints, and looking at labor productivity and wages.

$$\frac{Y}{P} = \frac{L}{P} \frac{Y}{L}$$

Analysis of labor market (firms and workers)

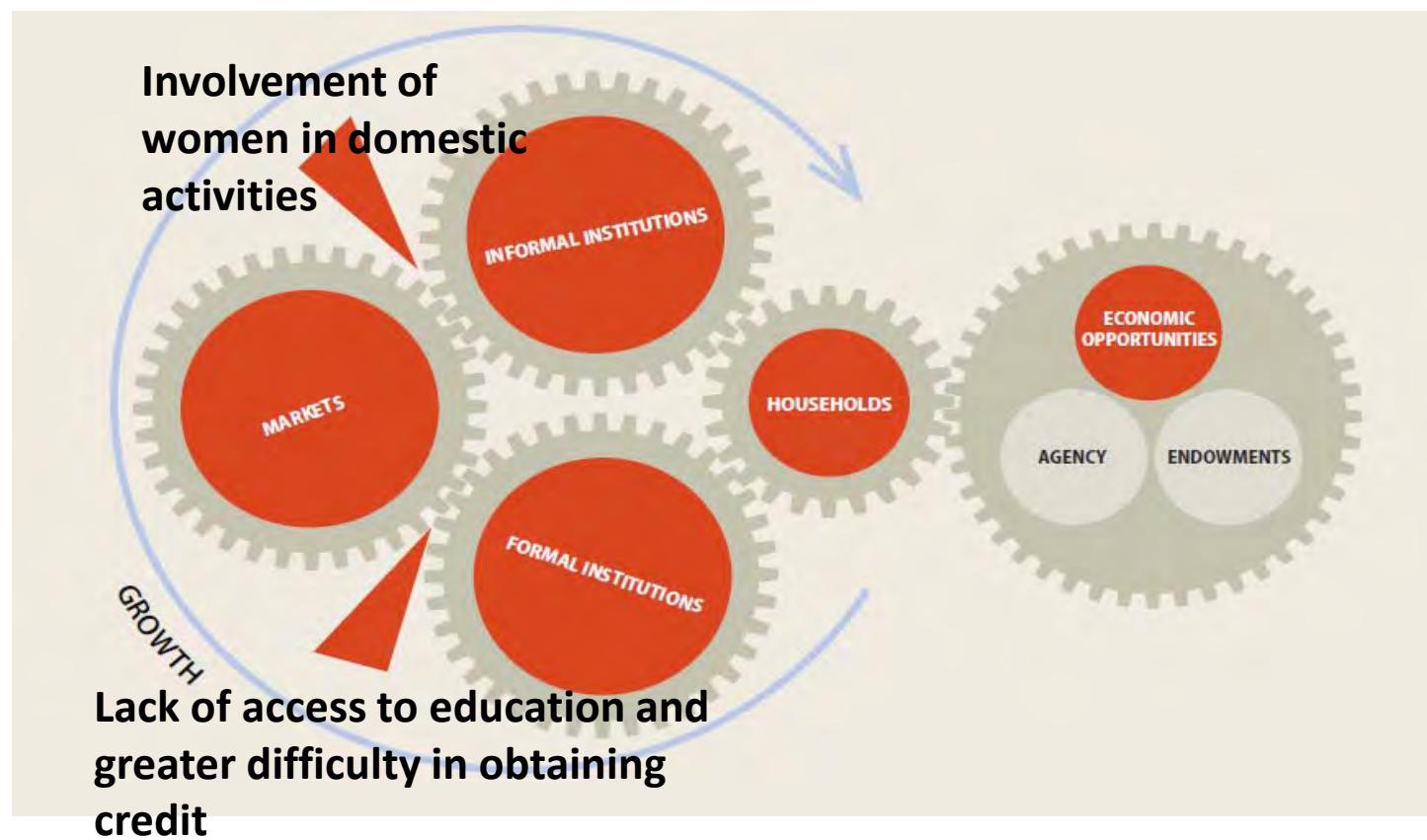
- Women non-participation rate is 55% (men 22%)
- 2/3 of women are employed in trade and domestic services (informal self-employment)
- 3/4 of women are employed in jobs requiring no qualifications (1/3 for men)

Analysis of wages and productivity:

- In the informal sector, a man's salary is almost double that of a woman
- In self-employment, informal activities conducted by women use less physical capital



A framework for integrating gender in country diagnostics: How can we explain the observed outcomes?



Recommendations:

- Financial assistance in self-employment and micro-enterprise (where women most concentrate)
- Help to free women time in the household (defeminization and formal market creation)

Source: WDR 2012 and CEM Senegal

CEM and gender informed growth diagnostic

Best practice example: Senegal

Analysis of labor market

- Employed women are mainly informal, self-employment, and household work
- ¾ of them are employed in jobs requiring no qualifications (1/3 for men)
- Women non-participation rate is 55 percent (men 22 percent)

Explanation for outcomes:

- Women lack of access to education and their tendency to work in small enterprises
- Discrimination (women less likely to be employed given education)
- Only out of eight apprentices is a woman (Government employment program is biased)

Analysis of productivity

- In the informal sector, a man's salary is almost double that of a woman
- In self-employment activities, informal activities conducted by women use less physical capital

Explanation for outcomes:

- Salary are due to concentration in "very informal" activities with low capital intensity
- Choice of the informal sector is due to their involvement in domestic activities within their households
- Concentration in low capital informal activities also stems from the greater difficulty in obtaining credit

Specific recommendation:

Target young people and women (in the informal sector) with the help of financial assistance programs for self-employment and microenterprises

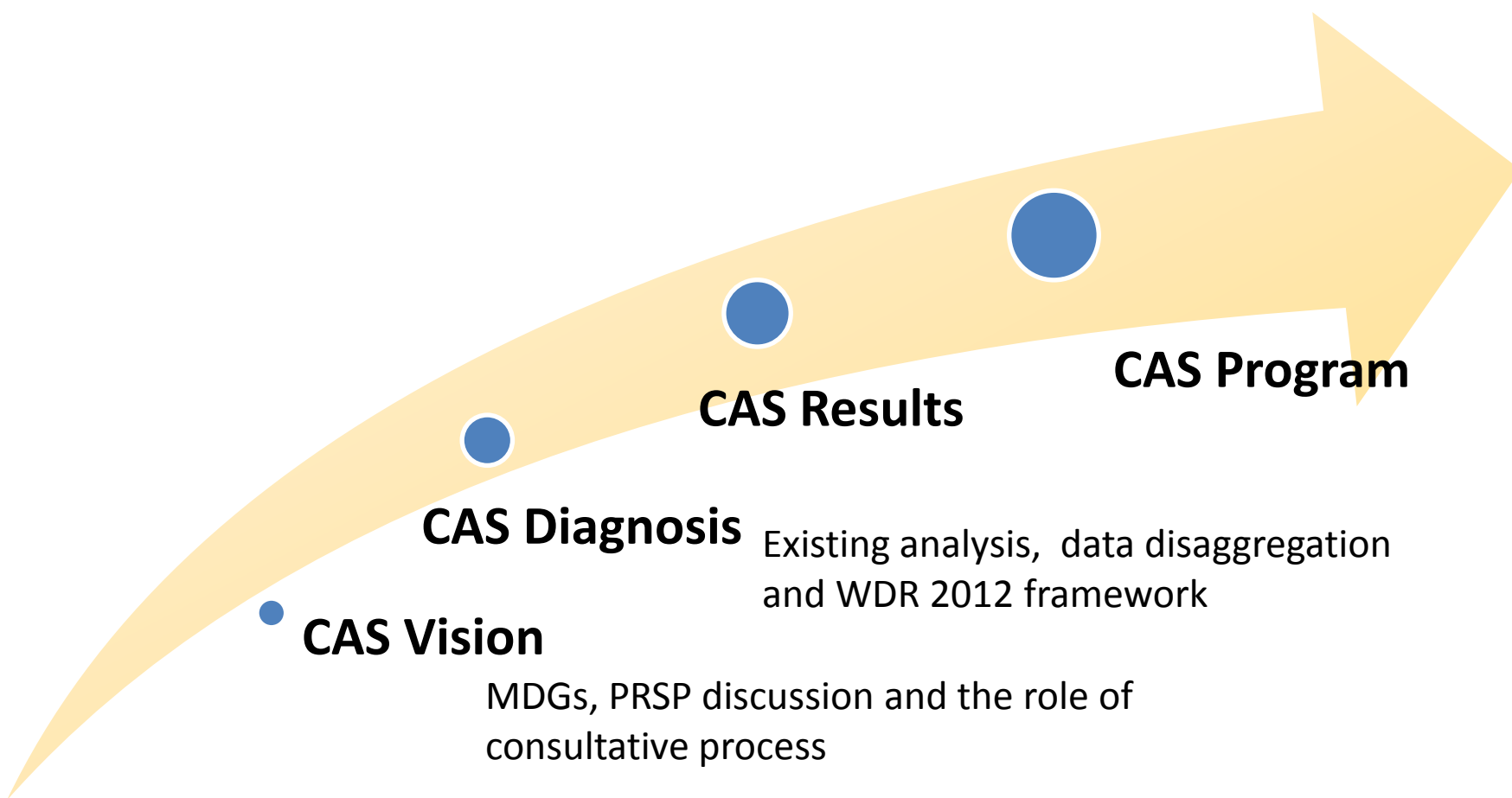
Additional suggestions:

In the short term women will retain comparative advantage in the household: need to reduce the time spent on household duties by disseminating related technological progress → free women time in the short term

Defeminizing coverage of these services (Long term impact)

Creating a formal market for the exchange of services (Long term impact)

Using the CAS to integrate gender in the policy dialogue



CAS Vision

MDGs, PRSP discussion and the role of consultative process

CAS Diagnosis

Existing analysis, data disaggregation and WDR 2012 framework

CAS Results

CAS Program

Good Practice

CPS FY08-FY11

- Gender issues discussed in education, the labor market, and social safety nets.
- CPS trigger: Improved functioning of the labor market including through legislation to increase labor market flexibility and participation, especially for women .
- AAA on female labor force participation.

Female Labor Force Participation Study 2009

- Analyzes trends and determinants.
 - Low urban participation linked to economic barriers, especially for women with little formal education, very low wages and very high costs of child-care and domestic burden → negative feedback loop : “under-participation trap” .
- Proposes a three tier policy framework to respond to the challenge.

CAS and Analysis

Turkey

Restoring Equitable Growth and Employment Programmatic 2010

Actions:

- ✓ Expansion of preschool education
- ✓ Extension of short-time employment compensation for women (paid to employees in companies that have had to substantially reduce weekly working hours temporarily or to temporarily suspend operation due to the effects of the global crisis)
- ✓ Legislative changes to allow flexible work schedules.

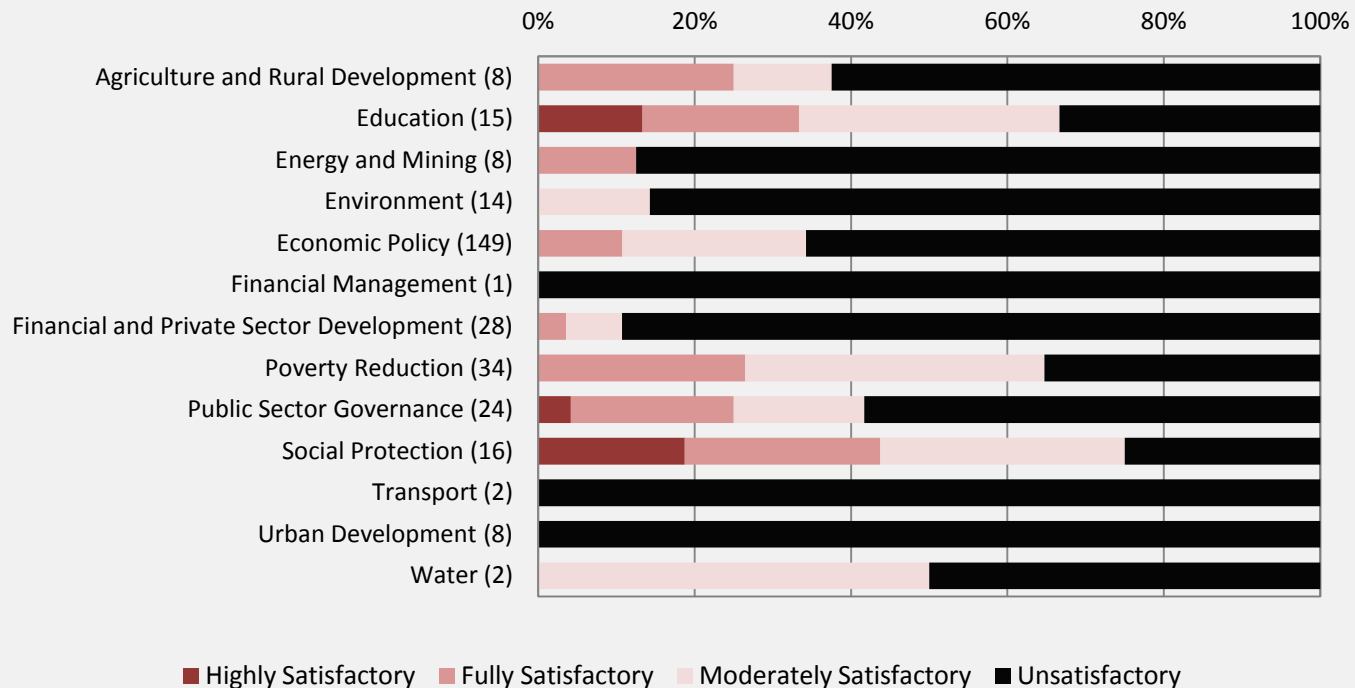


Bringing gender lens to operations



- Best performing sectors:
 - social protection (75%), education (67%), poverty reduction (65%)
 - followed by public sector (42%), agriculture (38%), and economic policy (34%).
- Lowest : FPD, FM, environment, energy and mining, and transport.
- Social protection and the education sectors have the best quality of gender-integration (more 'highly satisfactory' ratings).

Integration of gender into DPL operations by sector (2006-2010)



- DPL must be in line with national strategy (for example with the CAS)
- DPL requires analytical backing to justify actions supported (Gender analysis via for example a gender assessment or inclusion of gender disaggregated analysis as part of other reports)
- Systematic analysis of distributive effects of actions (for example with a PSIA)
- Inclusion of measurable results (gender disaggregated indicators)
- DPL should describe consultations process and actions taken (eg - include the Ministry of Women's Affairs / Gender, involve gender-focused civil society organizations).

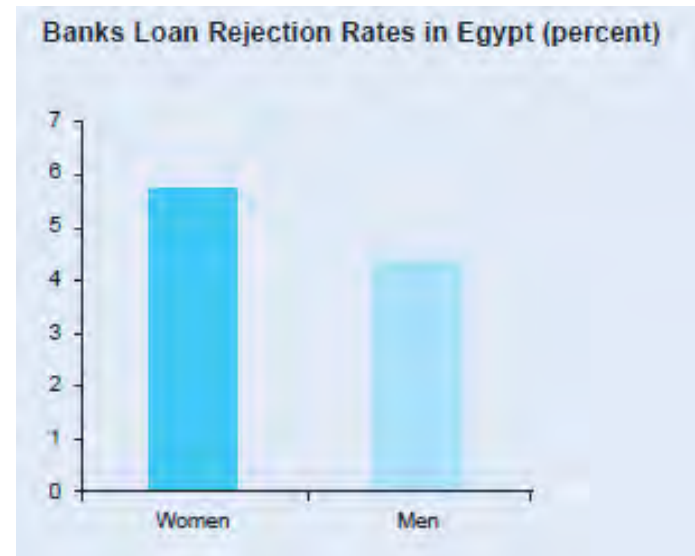
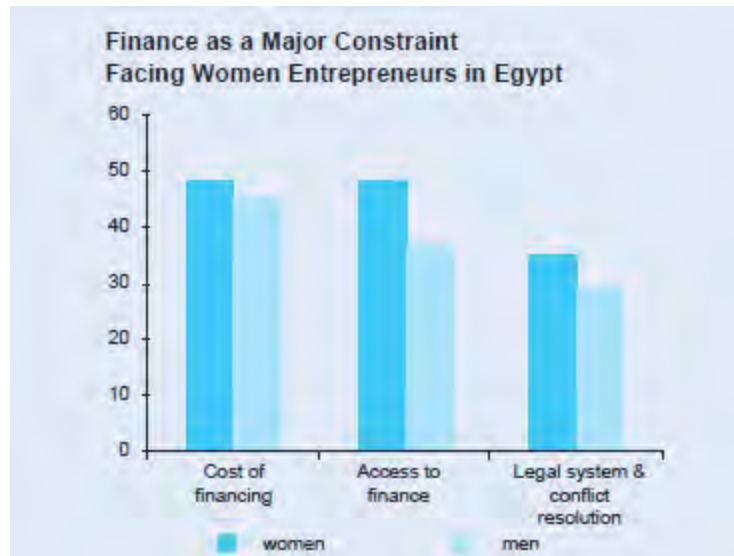
Good Practice

DPL

3/5

Egypt

In Egypt, women face higher hurdles in access to finance...



Source: World Bank, Access to Finance and Economic Growth in Egypt, and ICS (2005)

Good Practice

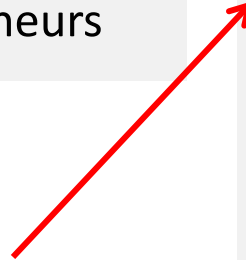
DPL

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Egypt

CAS is gender informed (FY06-FY09)

Among others actions, the CAS identifies the need to look at barriers and constraints to female entrepreneurs



Third Financial Sector Development Policy Loan 2010

Gender specific action: Policies to facilitate access to credit to rural women, implemented in collaboration with other relevant government entities.

Impact of reforms on women discussed.

- Reforms will increase the opportunities for SMEs and for low income individuals to gain access to financial services, including female headed enterprises and for women.
- Reforms related to mobile phones will provide a low cost point of access for financial services, which will benefit women due to the low barriers to entry in terms of cost, distance to travel, and paperwork .

Monitoring indicators:

- Percentage of female micro finance clients.

Gender informed analytical Backing (ICA 2009 and IFC's Egypt Country GEM Assessments)

Women found to face higher hurdles in access to finance -- cost, collateral requirements, approval, and in case of legal disputes.

Endowment

- Gender parity in years of schooling almost achieved (although lower than national average)
- Declining infant mortality (though still higher than national average) and limited progress on maternal mortality

Opportunities

- Lowest economically active female population for the largest metropolitan areas of Brazil (39.4% PE v. 48.4 metro BR)
- Women received 82% of income of men
- Women with 12+ years of education only received 54% of the income of men
- Young female headed households are more likely to be poor and unemployed

Agency

- One of the highest rates of female homicide – 5th in all of Brazil
- 34% of women in Pernambuco reported having experienced physical violence
- 14% of women reported sexual violence

**Good
Practice:
How**

DPL (draft) 5/5

**Pernambuco,
Brazil**

Gender mainstreaming relatively straightforward:

- Technical skills and interest available in the WB
- Interest of the government
- Focus of the DPL is on equity and strengthening opportunities (Gender equity in line with DPL objective)

Policy action- Creation of a permanent women's secretariat:

- Established in 2007 as a special secretariat with limited budget and scope
- In 2011, law provides for permanent and more political role – need to build technical skills for policy formulation rather than remain an implementation unit

Indicators:

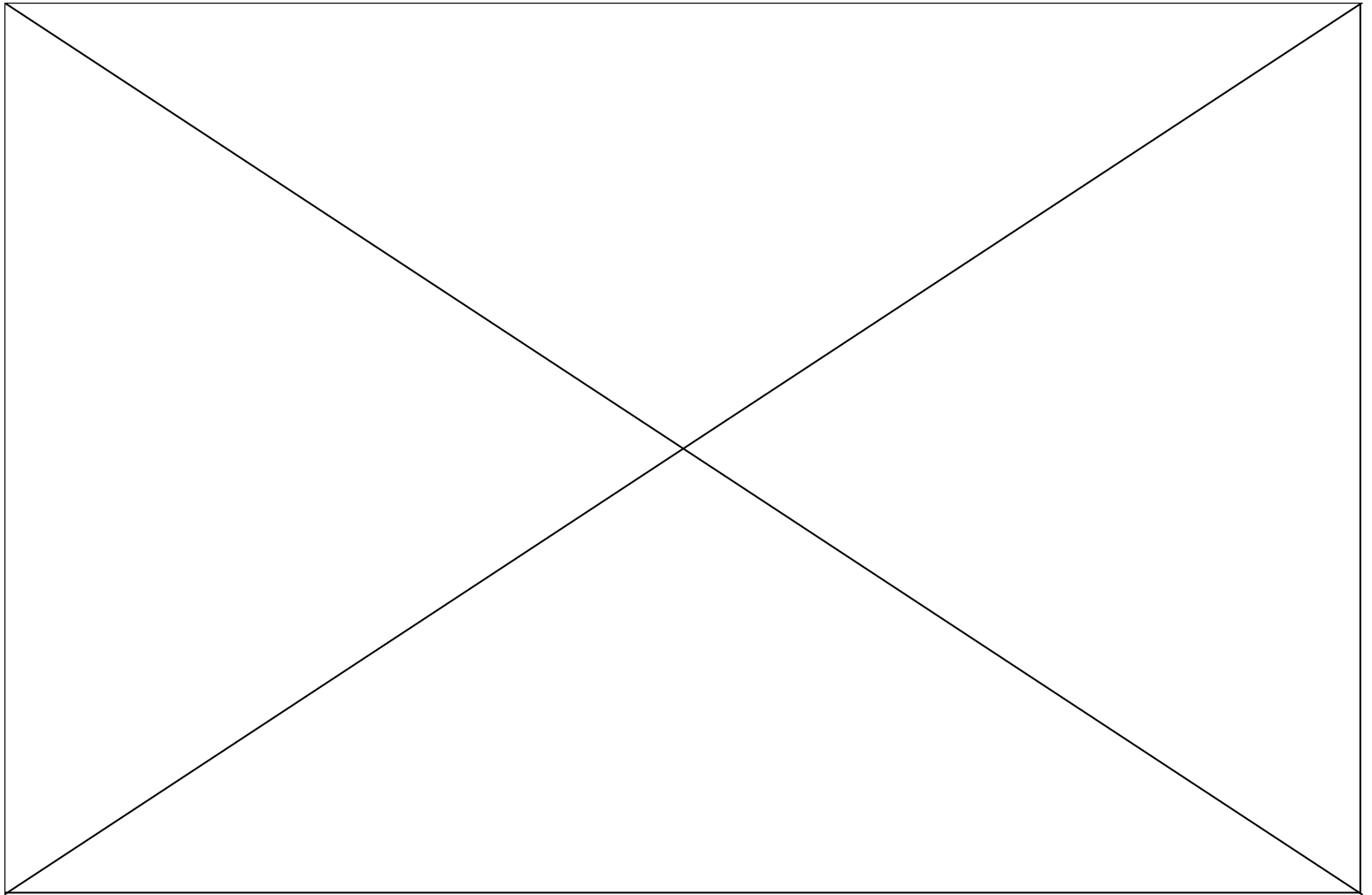
- Increase in the number public employees who have received training on gender issues
- Creation of regional coordinators in the 12 development regions of the state



Gender-informed analysis of impacts of interventions (**PSIA**)



What is a PSIA?



The elements of successful integration of gender in PSIA

1. Asking the right questions

- How do males and females presently engage with the sector (access, control, participation)?
- How are they likely to be impacted by the reform and through what channels (employment, prices, etc)?

2. Identifying the Stakeholders

- Use stakeholder analysis to gender differentiate across characteristics (household type, ethnicity, location, occupation, etc.).
- Assess gender composition of organized groups such as unions, civil society organizations and gendered aspects of social relations among stakeholders

3. Gathering data

- Disaggregate all data collected and analyzed by sex.
- Use sex-specific and where possible, mixed, focus groups.

4. Analyzing impacts

- Address how the reform will impact women and men, who is most vulnerable, and coping mechanisms

5. Contemplate enhancement and compensation measures

- Compensation methods should equitably targeted to males and females

6. Assessing risks

- Where feasible, disaggregate risk analysis by sex.

7. Fostering policy debate and feeding back into policy choice

- Involve both male and female stakeholders in the process and policy debates around tradeoffs
- Gender-differentiated findings should be presented and gender-differentiated recommendations made.

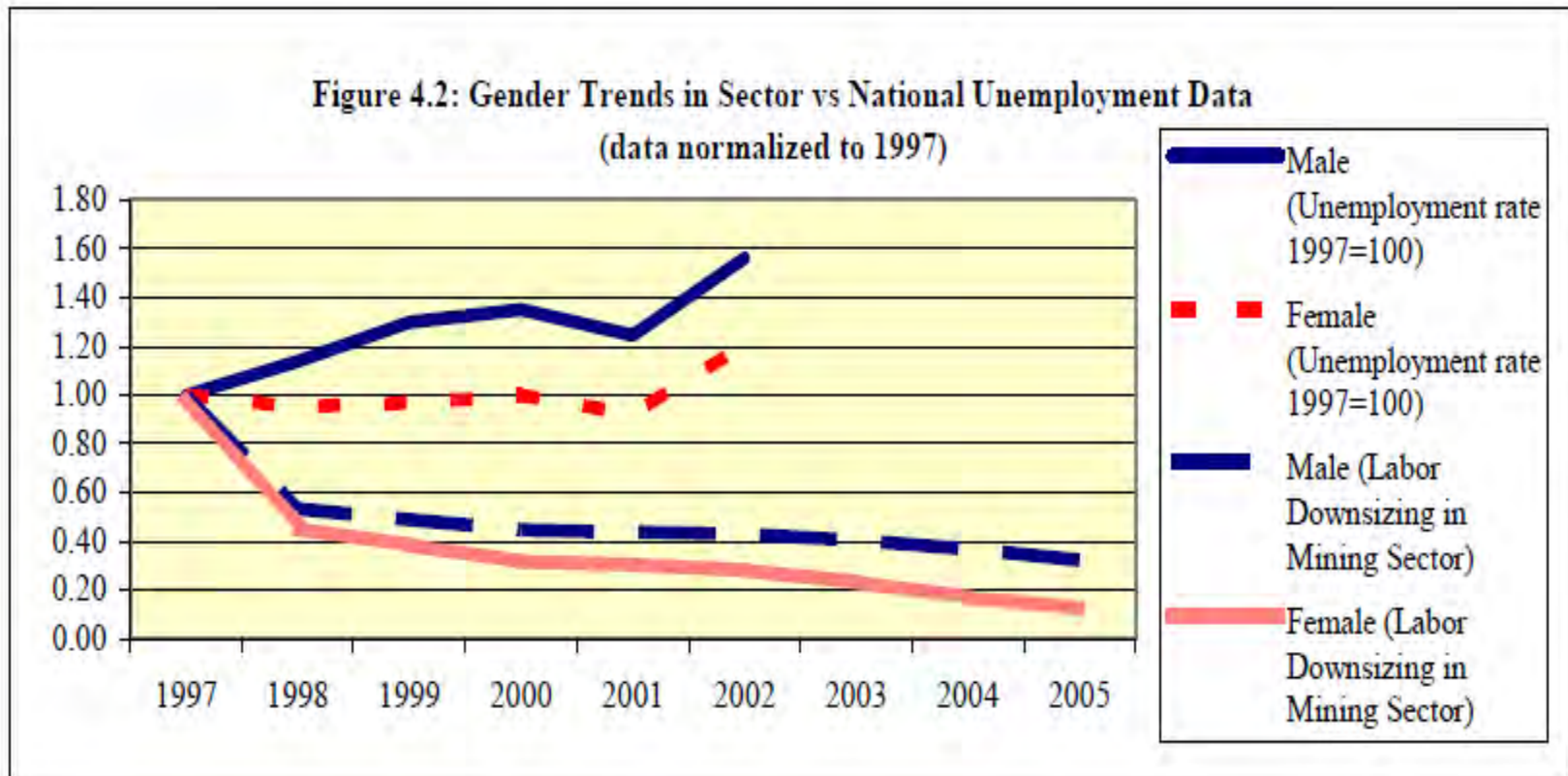
8. Monitoring & evaluating impacts

- Gender sensitive M&E indicators should be integrated into the tracking and assessing of impacts.

Gender in PSIA

* Reports that self-classified as PSIA that inform a DPL.

Topic	Possible questions for investigation	Examples
Public expenditures, public sector management	<ul style="list-style-type: none"> • Are the benefits of public expenditures equitably distributed by gender ? • Will downsizing affect particular groups of workers, including women? 	<ul style="list-style-type: none"> • Liberia PER (2009) • Bangladesh PER (2009)
Decentralization	<ul style="list-style-type: none"> • Does the design of decentralization programs facilitate the participation of women in public decision-making bodies ? 	
Private sector development	<ul style="list-style-type: none"> • Are there gender disparities in asset ownership, access to finance, access to markets, and business-enabling environment? Employment and wages? 	<ul style="list-style-type: none"> • Reforming the Malawi Agricultural Development and Marketing Corporation (2003) * • Mining Sector Reform in Romania (2005) *
Trade reform	<ul style="list-style-type: none"> • Are there gender differentiated effects ? 	<ul style="list-style-type: none"> • The Gender Imbalances in the Export Oriented Garment Industry in Bangladesh (2000).
Education and health	<ul style="list-style-type: none"> • Are there gender gaps in education, health or nutrition?, and why 	<ul style="list-style-type: none"> • Mozambique: Primary School Enrollment and Retention - the Impact of School Fees (2005) * • Peru: Institutional Births (2008) *
Safety net programs	<ul style="list-style-type: none"> • Are some groups particularly vulnerable to poverty (e.g., widows, orphans, female headed households)? • Are there systematic differences in the types of risks face, and in their ability to cope ? 	<ul style="list-style-type: none"> • Bangladesh: Social Safety Nets (2007)





Good Practice

PSIA

Romania

Context and objective: Ex-post evaluation of a former set of reforms and programs for helping the government in context of the second mining sector restructuring loan (2005).

Asking the right questions: What was the welfare impact of previous reforms on various stakeholders?

- What was the impact of targeted public programs/projects designed to mitigate the adverse social and economic impact of the mine closure?
- **What was the impact of the mining sector reform on women and men?**

Identifying the Stakeholders

- Between (and within) mining and non-mining households and communities;
- Among employees of different mining companies to explore the role of political economy within the mining sector.
- Mining companies, mining and non-mining community
- **Across the gender divide**

Understanding Transmission channels

- Employment, access to basic services, and government transfers **and intra-household dynamics.**

Analyzing impacts (Some results)

- Targeted public programs/projects has been well targeted geographically, Reemployment probability improved, visible decline in the pessimism prevalent within mining localities

BUT

- Women's re-employment probability was 12 percent compared to 39 percent for men in 2001 in the mining regions (different from nationwide statistics)
- Women also suffer more from secondary impacts: field data suggest significant increase in domestic violence, divorce rates, and burden of childcare as pre-school facilities become less affordable.
- Although existing programs do not discriminate against women, gender blind programs do not reach women equitably; the study recommends that the Government consider more focused programs aimed at women to offset inbuilt disadvantage

Contemplating enhancement and compensation measures (gender specific measures suggested by the PSIA)

- Initiate targeted activities to overcome gender disadvantages or
- Adapt procedures to ensure equality of opportunity for women. Without deliberate targeting, women will not be able to adequately overcome all adverse impacts. (eg preferential access to social development schemes by women).
- Invest in community capacity building, to help tailor programs to the local context within mining localities, and ensure adequate mobilization of women.

Conclusion

- Gender equality matters as a development objective and in economic terms
- Country economists as integrators need to be on top of the agenda
- While challenges remain, gender mainstreaming can be achieved using existing instruments