

## IMPLEMENTING THE BANK’S GENDER MAINSTREAMING STRATEGY: ANNUAL MONITORING REPORT FOR FY07

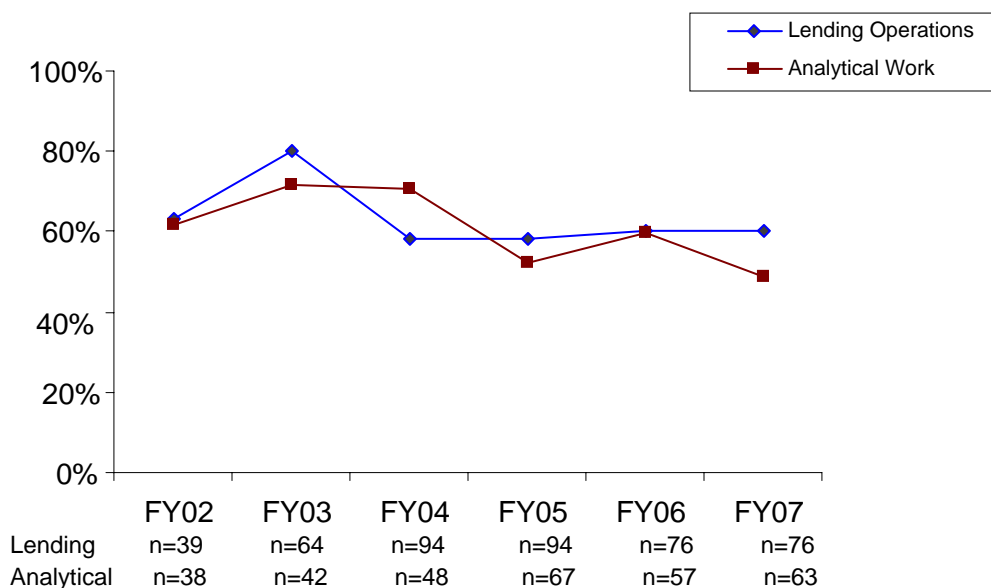
The Bank’s progress in mainstreaming gender issues in lending operations and analytical work has been mixed. This report describes trends in attention to gender issues in Country Assistance Strategy documents (CAS), Poverty Assessments (PA), Country diagnostic Economic and Sector Work (ESW) and lending operations.

### I. Mainstreaming Gender in Country Diagnostics and Lending Operations

1. *In FY07, gender was integrated satisfactorily in 60 percent of lending operations and close to half of all country diagnostics. This level of integration has varied little since FY03. Attention to gender issues in Bank products increased in FY03, one year after the Gender Mainstreaming Strategy was adopted, but reverted to pre-FY03 levels in FY05.*

2. *The proportion of lending operations and country diagnostics that pay attention to gender issues is roughly similar over time (see Figure 1). There was a small decrease in attention to gender in analytical work in FY07, but this decrease is not significant.*

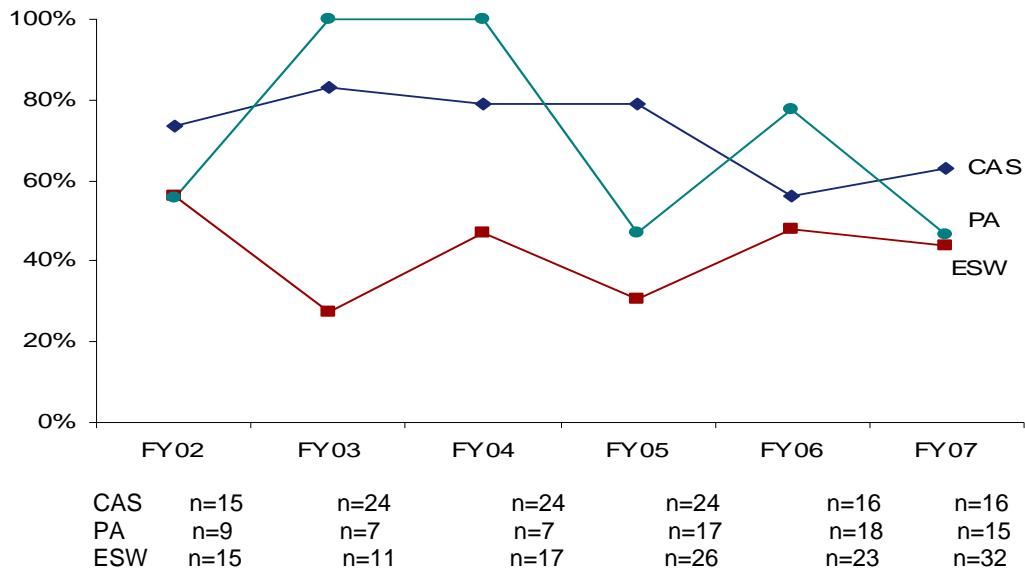
**Figure 1. Trends in Attention to Gender Issues in Bank Products (FY02-07)**



*Note:* Lending includes results for operation in the design stage and analytical work includes PAs, CASs and diagnostic ESW (CEMs, DPRs, PERs)

3. *Attention to gender issues has been greater in CASs than in PAs and other country diagnostic ESW reports (F02-FY07). Overall, 74 percent (88 out of 119) of CASs had an adequate or better than adequate attention to gender issues, compared to 66 percent (48 out of 73) of PAs and only 42 percent (52 out of 124) of other ESW.*

**Figure 2. Attention to Gender Issues in CASs, PAs, and other Core ESW (FY02-FY07)**



4. Attention to gender issues in analytical work varied little between FY06 and FY07, with the exception of PAs (see Figure 2). Disaggregating analytical work by fiscal year, we find that:

- Ten out of 16 (63%) FY07 CAS<sup>1</sup> products reviewed analyzed gender issues and proposed actions in one or more sectors, compared to nine out of 16 (56%) CASs in FY06.<sup>2</sup>
- Between FY06 and FY07, fewer Poverty Assessments (PAs) integrated gender concerns. Seven of 15 FY07 PAs (47%) had an adequate or better integration of gender issues - a significant drop from 14 of 18 (78%) PAs delivered in FY06.<sup>3</sup> Few PAs included adequate mechanisms to monitor gender-differentiated impacts of policies and programs or recommended gender-responsive policies: only three of 15 FY07 PAs suggested gender-responsive policies and only 1 had adequate mechanisms to monitor gender-differentiated impacts.<sup>4</sup>

<sup>1</sup> CAS products include: Country Assistance Strategies (CAS), Country Partnership Strategies (CPS), Joint Assistance Strategies (JAS), and Joint Country Support Strategies (JCSS). In FY07, there were 5 CASs, 9 CPSs, 1 JAS, and 1 JCSS.

<sup>2</sup> The 16 CASs reviewed in FY07 included: (AFR) Ghana, Madagascar, Malawi, Mauritius, Mozambique and Tanzania; (EAP) Vietnam; (ECA) Azerbaijan, Kyrgyz Republic, Macedonia, Montenegro and Russian Federation; and, (LCR) Chile and Peru.

<sup>3</sup> The 18 PAs reviewed in FY07 included: (AFR) Central African Republic, Mozambique, Chad and Democratic Republic of Congo; (EAP) China and Indonesia; (ECA) Albania, Kyrgyz Republic, Uzbekistan and Kosovo; (LCR) Argentina, Nicaragua and Venezuela; and, (MNA) Egypt and Yemen. Eight of the fifteen reports were in green cover (Central African Republic, Mozambique, Chad, Democratic Republic of Congo, China, Kyrgyz Republic, Argentina and Nicaragua). See figure A2.

<sup>4</sup> The rating system for the Poverty Assessments is based on the quality of attention to gender issues in four different components: (i) assessment of the poverty situation – gender profile, (ii) analysis of the impact on poverty and growth and public actions – gender analysis of poverty, (iii) suggestions or recommendations for policies or actions – gender-responsive policies, and (iv) consideration of gender issues and indicators

- Attention to gender issues in other diagnostic ESW-- Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER)--remained at the FY06 level. Fourteen of 32 reports reviewed (44%) had adequate or better than adequate attention to gender issues, compared to 11 out of 23 reports (48%) in FY06. (The difference is not statistically significant).<sup>5</sup>

**Box 1. Good Practice Examples of Gender-Inclusive World Bank Policy Analytical Products in FY07**

*Country Assistance Strategies*

**Senegal:** Gender issues are consistently raised throughout the CAS with gender-specific actions proposed in education, health and the private sector. The new national Employment Strategy will promote job creation and skills development for women and provide credit to women entrepreneurs and associations primarily in rural areas. Phase II of the Quality Education for All Project will improve the quality and access to primary education, reducing gender and regional disparities. The CAS also includes a project to reduce maternal mortality by increasing the number of assisted births to 70 percent at the national level.

*Poverty Assessments*

Labor market participation, migration and internal trafficking are three of the issues covered in the **Kyrgyz Republic PA**. In general, women have higher levels of schooling and human capital development than men; however, significant gaps in wages and employment remain. The PA recommends specific training for women entering into the male-dominated public sector.

*Other Economic and Sector Work*

In addition to gender in health and education, the **Honduras PER** looked at women's wages and labor market participation. The report acknowledges the significant wage-gap between male and female teachers, with women receiving nearly 22 percent less wages on average than men, which can be attributed to the gender gap in educational attainment.

5. *Country gender assessments (CGAs) are increasingly being completed as part of other diagnostic ESW, with a few regions needing to complete more reports. Six CGAs were completed in FY07; the report for Mozambique was part of an integrated poverty, gender and social assessment (PGSA). Thus, the total completion rate of CGAs is 55 percent.*<sup>6</sup> As of FY07, CGAs have been completed for 49 "active" client countries. Europe and Central Asia (ECA) and Sub-Saharan Africa (AFR) still need to complete many CGAs.

6. *Bank operations address gender issues more often during the design phase than in supervision. Satisfactory integration of gender issues in the design and supervision stages of lending operations increased only slightly between FY04 and FY06. According to the Quality at Entry Assessment (QEA8), 60 percent of projects approved in FY06 and FY07 were rated satisfactory or highly satisfactory (see figure 3); compared to 58 percent of lending operations that received satisfactory ratings in QEA7 (FY04-FY05) (the difference was not statistically different).*

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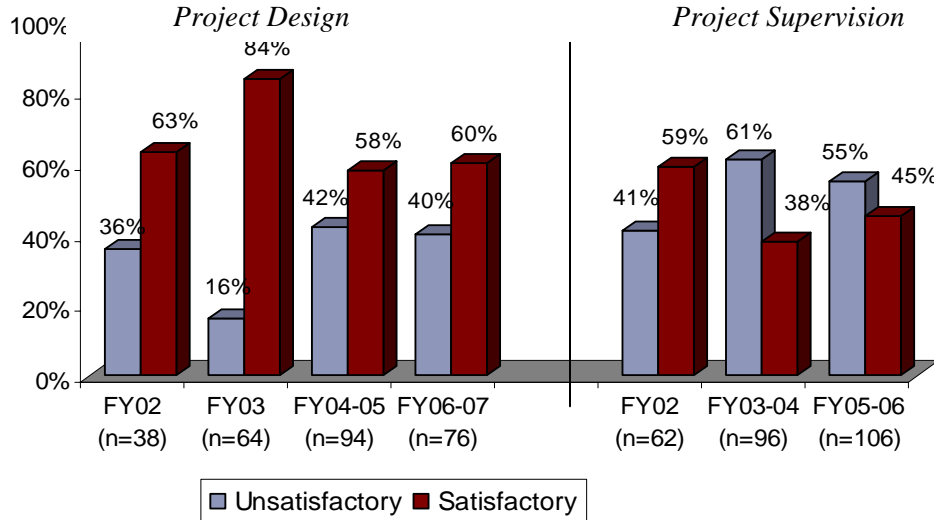
in the monitoring and evaluation plans and systems. See Annex 2 for more information on the rating systems used in this report.

<sup>5</sup> The 34 ESW products reviewed in FY07 included Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER): CEM for Mali, Nigeria, Niger, Uganda and Mongolia; DPR for Africa, Guinea, Philippines and Vietnam; and (PER) for Angola, Ethiopia, Guinea-Bissau, Madagascar, Eritrea, Uganda, Malawi, Sudan, Indonesia, Albania, Armenia, Azerbaijan, Bulgaria, Croatia, Tajikistan, Macedonia, Moldova, Turkey, Uzbekistan, Honduras, Nicaragua, Algeria, and West Bank and Gaza.

<sup>6</sup> CGAs were completed for Bangladesh, China, Mauritania, Morocco, Mozambique and Vietnam.

7. *Satisfactory attention to gender issues in project supervision remains lower than in project design.* The Quality of Supervision Assessment (QSA7) found that 45 percent of operations under supervision in FY05 and FY06 integrated gender issues, a small improvement over 38 percent of operations under supervision that integrated gender issues in FY03-FY04 (QSA6) (see figure 3).<sup>7</sup>

**Figure 3. Attention to Gender Issues in Project Design and Supervision (FY02-FY07)**



## II. Mainstreaming Gender in Bank Work: Differences by Sectors

8. *Attention to gender issues remains greatest in the social sectors both in country diagnostics and in the design phase of lending operations.* As in previous fiscal years, CASs, PAs and ESW paid more attention to gender issues in the social than in the non-social sectors. In FY07 we found that:

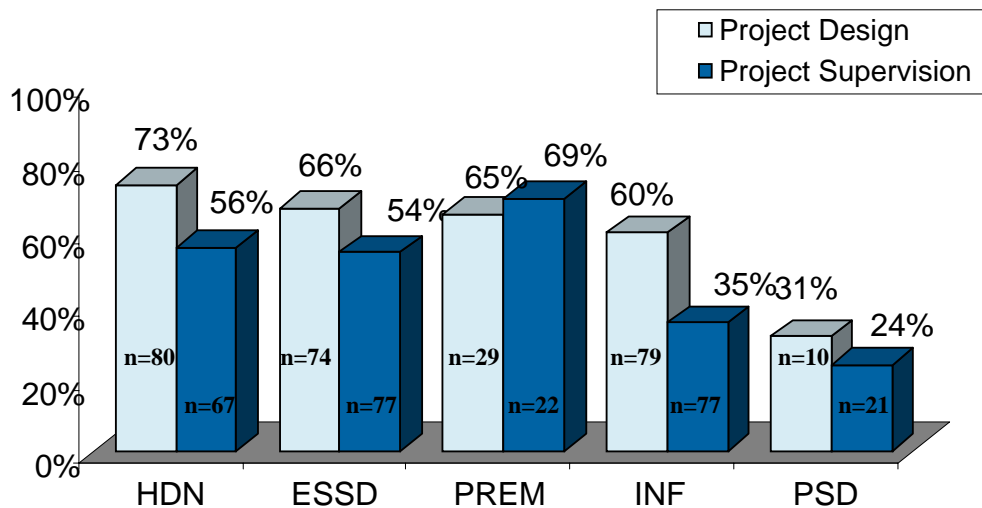
- Fifty percent (15 out of 30) of the gender-specific actions proposed in the CASs were concentrated in the education and health sectors; 10 percent (3 out of 30 actions) were in governance and law, and 7 percent (2 out of 30 actions) of the gender-specific actions were in the private sector.
- About 80 percent of the PAs (12 out of 15 reports) identified gender disparities in human development (education and health) and about 60 percent (13 out of 15 reports) included either moderate or detailed analysis of gender gaps in labor force participation, wage earnings, and number of hours worked.

<sup>7</sup> The QAG assesses attention to gender issues during project design (QEA) and supervision (QSA) using a six-point scale (from highly satisfactory to highly unsatisfactory); in addition, each lending project receives a weight, which is “the inverse of the ratio of the sample size in the respective stratum for Region and Global & Regional, Additional Financing and Multi-Sector to the portion of the universe from which it is drawn (QAG stratification and Weighting guidelines).”

- Other diagnostic FY07 ESW reports (CEMs, DPRs, and PERs) continued to identify gender issues mainly in education and health, although there was an increased focus on women’s participation in the labor market. Forty-seven percent (15 out of 32 reports) examined gender issues in health, 34 percent (11 out of 32 reports) in education and 22 percent (7 out of 32 reports) looked at labor market dynamics. Few reports considered gender aspects in agriculture, water, or other infrastructure sectors.<sup>8</sup>

9. *Attention to gender issues in the design phase of lending operations focuses more on the social sectors.* A review of QEA assessments for projects in the design stage in FY02-FY06 found that projects in the social sectors and those focusing on the environment and agriculture had a higher integration of gender issues. As figure 4 shows, over 65 percent of projects in the Environmentally and Socially Sustainable Development (ESSD), Human Development (HDN), and Poverty Reduction and Economic Management Networks included gender issues in their design.<sup>9</sup> Attention to gender issues was also high in the Infrastructure (INF) (60%) Network. Very few lending operations in Private Sector Development (PSD) (31%) integrated gender into project design.<sup>10</sup> In all sectors, except PREM, lending operations were more likely to address gender issues in their design than in their supervision.

**Figure 4. Attention to Gender Issues in Project Design and Project Supervision by Network and Sector (FY02-FY06)**



<sup>8</sup> Attention to gender issues in FY07 ESW can be divided as follows: education, 11 reports; health, 15 reports; labor market, 7 reports; political participation, 1 report; law/legal reform, 2 reports; agriculture, 1 reports; water, 1 report; credit/land, 1 report; and insurance/pensions, 3 reports.

<sup>9</sup> The latest QAG assessments do not reflect the merger of the Environmentally and Socially Sustainable Development Network and Infrastructure Network into the Sustainable Development Network (SDN), and still report as if these were two separate networks.

<sup>10</sup> Each network is made up of a number of different sectors. Environmentally and Socially Sustainable Development (ESSD) includes Rural, Environment, and Social Development sectors; Human Development (HDN) includes Education, Health, and Social Protection sectors; Infrastructure (INF) includes Energy and Mining, Transportation, Water and Urban sectors; and the Poverty Reduction and Economic Management (PREM) Network includes Economic Policy, Poverty, and Public Sector Governance sectors.

### III. Regional Trends in Mainstreaming Gender

10. *Regions differed in their attention to gender issues in analytical work.*

- In FY06 and FY07, coverage of gender issues in CASs was greatest in Middle East and North Africa (MNA) and South Asia (SAR) (3 out of 3 reports each), followed by Africa (AFR) (7 out of 8 reports) and East Asia and the Pacific (EAP) (2 out of 3 reports). Latin America and Caribbean (LCR) included gender in over half of its CASs (3 out of 5); while ECA included gender in only 2 out of 10 CAS products delivered in FY06 or FY07.
- Attention to gender issues in PAs in FY06 and FY07 was highest in EAP and SAR, where all PAs included adequate or better than adequate attention to gender issues. It is also strong in AFR (8 out of 10 reports include gender issues) and LCR (5 out of 8 reports), but remains low in ECA (2 out of 7 reports); the two PAs from MNA did not include gender issues.
- Between FY06 and FY07, attention to gender in diagnostic ESW remained relatively low across all regions. Coverage of gender issues was greatest in AFR (11 out of 20 reports), ECA (6 out of 15 reports), and MNA (3 out of 5 reports), and much lower in EAP (1 out of 6 reports) and LCR (2 out of 8 reports). South Asia only completed one ESW, which had satisfactory integration of gender.

11. *Attention to gender issues in lending operations also varied across regions.* Between FY04 and FY07, QEA results reveal that attention to gender issues in the project design phase was greatest in SAR, with 93 percent of projects (see Table 1). About 60 percent of projects in EAP, LCR, AFR and MNA integrated gender into the design phase, compared to only 34 percent in ECA. QSA results for FY03-FY06 revealed much lower attention to gender issues during project supervision across all regions compared to design, except for AFR. The proportion of operations integrating gender issues during supervision was highest in AFR and SAR, 67 and 52 percent respectively, and much lower in all other regions.

**Table 1. Attention to Gender Issues in Project Design and Supervision by Region**

	<b>AFR</b>	<b>EAP</b>	<b>ECA</b>	<b>LCR</b>	<b>MNA</b>	<b>SAR</b>
<b>Design (FY04-FY07)</b>	60%	63%	34%	65%	58%	93%
<i>Number of Projects in Sample Design</i>	49	28	23	25	24	21
<b>Supervision (FY03-FY06)</b>	67%	24%	20%	39%	42%	52%
<i>Number of Projects in Sample Supervision</i>	48	31	40	24	27	26

## **IV. Moving Forward**

12. Fully implementing the gender mainstreaming strategy requires:

- Addressing the growing decline in attention to gender issues in analytical work, especially Poverty Assessments by:
  - Exploring more opportunities to conduct country gender analysis as part of other diagnostic ESW.
  - Improving and disseminating the guidelines for integrating gender issues into CAS products and diagnostic ESW.
  
- Bridging the gap in attention to gender issues between project design and supervision, and increasing the integration of gender issues in non-social sectors by:
  - Undertaking and promoting analysis of gender issues in non-social sectors.
  - Disseminating results of gender analysis and impact evaluation widely and strategically so they are used in other Bank analytical and operational work.
  - Following gender analysis with targeted gender-responsive actions and careful monitoring and evaluation.
  
- Improving monitoring and impact evaluation of gender integration into Bank policy and project lending by:
  - Strengthening partnerships to conduct gender monitoring as part of recognized Bank monitoring and evaluation exercises
  - Investing in improving the collection of sex-disaggregated and gender-relevant statistics and indicators to measure results and impacts.
  - Including gender as an independent variable in rigorous evaluations of the development impact of Bank operations.

13. The Gender Action Plan (GAP) currently addresses the operational and analytical challenges mentioned above through its support of activities to integrate gender issues into ESW and operations across the regions, particularly in the non-social sectors such as infrastructure and private sector. Addressing these challenges should increase the effectiveness of the Bank's assistance to client countries to achieve the MDGs and other development goals.