

Annex 1

FY03 Regional Monitoring Reports on Gender Mainstreaming

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1. Sub-Saharan Africa Region

Implementing the Bank's Gender Mainstreaming Strategy in the Africa Region

Africa Region FY03 Report

October 2003

I. Introduction

This brief report summarizes how the Africa Region continued to implement the “strategic mainstreaming” approach articulated in the Bank-wide gender mainstreaming strategy paper.¹ The attached matrix summarizes the principal gender mainstreaming actions undertaken by the Region in FY03.

The Region allocated \$350,000 from Regional program budgets (BB) to support the work of the Gender Team in AFTPM, and further cross-support funds were mobilized from the World Bank Institute (WBI) in support of gender training activities, and from various Trust Funds to provide direct operational support. In FY03, the Africa Region mobilized more than \$2.2 million in new Trust Funds, including IDF Grants and JSDF seed funds, to support the gender work program. These are summarized in *Table 1* below.

¹ See: “Integrating Gender into the World Bank’s Work: A Strategy for Action,” The World Bank, January 2002. The strategy was discussed by the Bank’s Board on September 18, 2001. An Operational Memorandum, providing interim clarification of the Bank’s gender policy was issued on December 11, 2001. The Bank’s gender policy, OP.4.20, and an accompanying BP4.20, were issued in March 2003.

**Table 1: Trust Funds Mobilized by AFTPM Gender Team in FY03
(to September 2003)**

Fund Source	Activity	Amount (US\$)	Output FY	Deliverable
BNPP	Gender-Responsive Budgeting Outreach & Learning Program	324,000	FY05	Capacity building, support to country GRB programs
BNPP	Engendering AIDS Projects (multi-country initiative)	250,000	FY05	Technical support and capacity building for national AIDS councils, communities
GENFUND	Engendering HIV/AIDS (MAP) Operations in Kenya and Sierra Leone	40,000	FY04	Capacity-building and awareness raising
GENFUND	Legal and Gender Dimensions of AIDS	49,450	FY04	Technical Note & Operational Strategy
GENFUND	Partnership for Elimination of HTP affecting women erroneously attributed to Islam	50,000	FY04	Technical Note & Operational Strategy
GENFUND	Time Poverty Analysis	50,000	FY04	Issues Paper
IDF (G&L)	Burundi: IDF Grant to support capacity building to promote (gender-responsive) legal literacy and legal aid.	457,000	FY05	Capacity-building to strengthen Government role in provision of gender-responsive legal reform.
IDF (G&L)	Tanzania: Capacity-building to promote gender responsive legal literacy and legal aid	487,880	FY06	Government/Civil Society partnership; strengthening of legal literacy/aid initiatives
IDF (G&L)	Kenya: Gender and Law Capacity-Building Support	492,540	FY06	Gender-responsive law reform; expansion of access to legal services
JSDF (seed)	Mauritania – Civil Society capacity building Mali – Capacity building of community-based legal NGOs	48,000	FY04	Supporting capacity-building initiatives of civil society legal aid NGOs.
TOTAL		2,248,870		

II. Regional Gender Mainstreaming Priorities

The Region completed the *Africa Regional Gender Strategy* (ARGS) in FY03. The ARGS was discussed and validated by the Regional Leadership Team (RLT) in February 2003. The ARGS focuses on the implementation of the Millennium Development Goals (MDGs), by addressing their cross-cutting and multi-sectoral gender dimensions explicitly. The core of the ARGS is to respond to the institutional strengthening and capacity-building needs of Governments, civil society, and communities involved in the process of gender mainstreaming by leveraging technical and financial resources to address gender issues in AFR countries, as they seek to implement the MDGs. The core of the strategy involves supporting in-country agents, and Country Teams, in implementing the program of Strategic Country Gender Assessments (SCGAs), as called for in the Bank-wide mainstreaming strategy.

The ARGS identifies four core **entry points** in country work on which to focus in the FY04-06 period, which will in turn inform the conduct of SCGAs and the prioritization of the Region's gender work program. These entry points are:

- ♦ **gender and HIV/AIDS** – to support the effective integration of the gender dynamics of HIV/AIDS into Bank- supported MAP operations and other AIDS-related work;
- ♦ **gender and poverty** – to support the effective integration of gender analysis into the Region's poverty work and its support to country-led PRSP implementation and revisions;
- ♦ **gender and economics** – to address gender as an economic issue in SSA, with implications for growth and poverty reduction, while strengthening attention to gender in public finance management and budgets in the context of PRSP implementation; and
- ♦ **gender and law** – to continue and expand the implementation of the ongoing grant-funded Gender and Law (G&L) program in the Region, aimed at building in-country capacity to undertake gender-responsive law reform, to expand legal literacy and education, and to improve access of the poor to legal and judicial services.

The ARGS is reflected in other Regional strategy work. The Region's Social Development strategy (*Strengthening the Civil Society-State-Market Nexus from a Social Development Perspective – A Strategy for Action*, Social Development Team, ESSD, Africa Region, June 2003) adopts an explicit gender-analytical and gender-inclusive approach, focusing notably, on the gender dynamics of HIV/AIDS, on gender-based exclusion, and on gender dimensions of conflict, all of which are of particular significance in the Africa Region. This is in turn reflected in synergy with the Region's Community-Driven Development (CDD) agenda, in which CDD programs are increasingly and more systematically addressing approaches to gender inclusion in their operating manuals, and in the community-oriented components of HIV/AIDS (MAP) operations, aimed at strengthening their attention to gender issues.

Region-wide gender work focused on the development and regular updating of the **Africa Country Gender Database (ACGD)**, where the data sets now reflect updates as of April 2003. This work has in turn contributed to preparation of country-focused gender issues

briefs, notably for Ghana, Kenya, and Uganda, which have helped to inform CT retreats and CAS preparation. The ACGD also provides important baseline data for the gender profiles contained in SCGAs. The Region has a **gender website**, which is periodically updated, and work has begun on a **country contact database** and distribution list to support the identification and deployment of Regional and country gender expertise in a timely manner in key sectors. The Gender Team also prepared ratings for all SSA countries for the 2003 CPIA exercise, using data and indicators for each of the components of the “gender” question (Q11). These ratings form part of a more systematic approach to the CPIA exercise in the Region, and have helped to provide a foundation for country comparability in responses to this question within the Region.

III. Strategic Country Gender Assessments (SCGAs) & Country Dialogue

In FY03, the Region launched or continued work on 12 SCGAs, of which two (Kenya & Burkina Faso) were completed. Even as work-in-progress, these assessments have contributed to the formulation of Country Assistance Strategies (CAS) in some countries, and have helped to inform the dialogue in other ways. For example, the **Burkina Faso** CAS identifies several areas in the work program in which gender issues can be addressed, including in the area of legal and judicial reform, and indicates that the PRSP revision process provides a critical opportunity to address the gender dimensions of poverty in more depth. The **Benin** CAS drew on the SCGA and on country efforts to engender the PRSP process to indicate key gender-related challenges to development. Gender issues have begun to be addressed in the PRSC process, as part of strengthening the poverty focus of expenditures and budget management. The **Niger** CAS, even in the absence of a SCGA, includes as a “base case” trigger the “adequate targeting of actions to promote gender equity in sector strategies and expenditure programs emanating from the PRSP,” and proposes analytical work on women’s legal status in Niger, in conjunction with an ongoing IDF grant program, which is being carried out in FY04. In most cases, however, it is still too early to assess the likely effect or impact of the SCGAs on the country program or the dialogue. This is an area that will be tracked during FY04.

Issues emerging strongly from SCGAs are: (i) the importance of the **economic** roles of men and women in SSA, and the **economic costs** of gender inequality; (ii) the significance of **non-market work**, as revealed in time allocation data, and the associated “time poverty” of women; (iii) the prevalence and detrimental impact of **gender-based violence**, an issue of particular importance in the context of the HIV/AIDS pandemic; (iv) the persistence of **socio-cultural obstacles** to women’s (economic) empowerment, especially with respect to legal rights and protections; and (v) the persistence of **gender-based disparities in human development** in SSA.

IV. Regional Operations Program

Information systems at the Country or Regional level do not adequately capture or reflect the nature or full extent of gender-responsive work undertaken in the Region. This is an area requiring improvement in FY04 and beyond. What follows is a selective illustration

of some examples of gender-aware work undertaken in the Africa Region in FY03, as part of the wider mainstreaming effort.

A. Lending Operations

HIV/AIDS (MAP) Operations: The Region has focused particular attention in FY03 on addressing the “gender dynamics” of HIV/AIDS in its response to the pandemic. Attention to gender has been substantial in both the **Kenya** and **Sierra Leone** MAP Operations, in which *inter alia* gender awareness training at all levels responsible for program implementation has been supported. The national AIDS coordinating bodies now give much more prominence to the gender dynamics of AIDS in these countries. This process is being further supported through the Bank-Netherlands Partnership Program (BNPP) in FY04, which will extend the gender-responsive MAP Operations to **Cameroon, Malawi, and Zambia**.

CDD Operations. These operations have continued to pay attention to gender issues in their operational manuals, which have supported in-country efforts to ensure that the priorities and programs articulated in CDD operations accurately reflect both men’s and women’s priorities as and where they differ. The 3rd Malawi Social Action Fund Project (MASAF 3) has, for example, endeavored to respond to earlier external criticism that the program was not gender-responsive by building in explicitly inclusive consultative mechanisms at the community level, and ensuring that a minimum number of sub-projects target women’s needs in the community.

B. Advisory and Analytical Work/Economic and Sector Work

The **Kenya** Country Economic Memorandum included a discussion of linkages between gender inequality and economic growth, and advocated reform of succession laws as applied to women as a key element of promoting stronger pro-poor growth. Gender analysis is increasingly informing poverty assessments: in the **Rwanda** PA, the analysis suggests that the gap in schooling between children who are, or are not, orphans is much larger for girls than for boys, especially when the orphans live in female-headed households. The Region commissioned a study on gender issues in the **trade arena**, as a contribution to the wider Regional effort to support trade expansion in SSA. The Region launched analytical work on gender dimensions of poverty, and on gender and growth issues, in the context of the revision of **Uganda’s** Poverty Eradication Action Plan (PEAP), now underway.

C. Implementing the Region’s Gender and Law Program

The Region continued to implement the Gender and Law program in Sub-Saharan Africa. The strategy for FY03 aimed to: (i) build on the key achievements of the Program in *Western Africa* (through continued support to ongoing activities in Burkina Faso, Mali, Mauritania and Niger) and *Central Africa* (Rwanda); (ii) expand our current involvement in the Great Lakes Region (Burundi); and (iii) contribute to the revitalization of the

Eastern Africa G&L Program (Kenya, Tanzania and Uganda).² Priority areas of institutional strengthening and capacity-building support for both Government and civil society include: (a) promoting gender-responsive legal reform, by supporting the participatory process for gender-responsive legal drafting; (b) supporting legal literacy/education for both literate and illiterate women and men; and (c) improving access by the poor to legal and judicial services (with focus on poor women).

Priority substantive areas of analytical work include: (a) Gender and Legal Dimensions of HIV/AIDS; (b) Gender and Law in post-conflict situations; and (c) Gender and Law in Islam. Partnership with PREM and LEGAF will continue, and the team will forge stronger ties with the team working on gender issues in Islamic environments. External partnerships (notably with UNIFEM, UNFPA, UNICEF, UNECA/ACGD, and the International Development Law Organization-IDLO) have continued, and will be expanded through the planned Third Africa Regional Conference on “Women’s access to legal and judicial services in post-conflict situations,” which will be organized in Rwanda in FY04 with technical and financial support from the AFR Gender team.

V. Training and Capacity-Building

The Region has pursued gender-focused training, outreach, and capacity-building activities throughout FY03. Key actions have included: (i) support to country-focused workshops in **Kenya** and **Sierra Leone** as part of MAP launch and implementation; (ii) contributing to the WBI-led *AIDS Leadership Training Program*, and multi-country training on AIDS and PRSPs in collaboration with UNFPA; (iii) continued support to the “Gender, Health, and Poverty” training program of WBI, and to the Core Course on Population and Reproductive Health; (iv) integrating gender issues into the Region’s flagship “Quality of Operations” workshops organized by AFTQK; (v) supporting the Bank-wide “gender and law” conference; (vi) addressing gender and growth issues in AFR/PREM-managed training on pro-poor growth for staff economists; and (vii) contributing to a USAID-sponsored panel discussion on “gender and globalization” at the 2003 Global Development Network Conference in Cairo.

The team has also contributed to training programs of other partners (notably UNDP and The Netherlands), on **Engendering PRSPs**, for various countries in SSA, and on **Gender budgeting** for the East Africa Gender Budget Network, the latter in connection with launching the BNPP support for GRB. A training program on “Gender and Economics” was initiated in FY03, with curriculum development by University of Manchester (UK), which was to be held in Nairobi in May 2003, but the training itself has been deferred to FY04, following the terrorist alerts which affected **Kenya** at that time.

Gender and Energy: The team contributed to the Africa Region’s Biomass Conference in February 2003, highlighting the importance of domestic energy issues for poverty reduction in Africa. This has been followed up through mobilization of a gender-focused IDF grant supporting alternative energy provisioning in **Ethiopia**.

² The Gender and Law Program is also active in Ghana, Nigeria and Cape Verde under the leadership of LEGAF.

VI. Strengthening Partnerships

The Region has continued to develop its partnerships with external Regional and country-based agencies. Some examples include:

- ◆ Collaboration with UNECA/Africa Center for Gender and Development (ACGD), with focus on strengthening the analytical foundations for addressing gender and growth issues in Africa. The Region benefited from the presence of a UNECA-seconded economist during the first half of FY03, which enabled work on the “gender intensity of production” to be undertaken for SSA countries. This work was reviewed by the Africa Region Chief Economist, and presented in a working paper at a UNECA-sponsored workshop on “Pro-Poor Growth,” held in Kampala, Uganda, in June 2003.
- ◆ Collaboration with key donor partners in the implementation of Strategic Country Gender Assessments (SCGAs), notably: UNDP (Malawi); CIDA (Guinea); UNECA (Ethiopia).
- ◆ Strengthening partnerships around Gender and Law program (WILDAF/WLSA and IDLO) to tackle the nexus of issues linking gender, AIDS, sexuality, violence, and law.
- ◆ Collaboration with partners in supporting Regional and in-country efforts to engender PRSPs: UNDP – SADC Workshop on Engendering PRSPs in Pretoria, March 2003; CIDA – Workshop on Gender and PRSPs in Ottawa, April 2003; Netherlands – Burkina Faso Workshop on Gender and PRSPs, July 2003.
- ◆ Collaboration with USAID and the Global Development Network (GDN) to address issues of gender and globalization in a panel session at the 4th Annual GDN conference on the subject of “Globalization and Equity” (Cairo, January 2003).

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Task/ Objective	Deliverables	Actuals, September 2003			Comments
		Completed	In process	Delayed/ Cancelled	
Strategic Country Gender Assessments (SCGAs)	Burkina Faso	✓			Work undertaken by CO, draft largely completed, validated in July 2003.
	Cote d'Ivoire			✓	Work launched in FY02. Delayed due to crisis situation in country. Now foreseen as FY05 deliverable, in conjunction with PER. Support provided by ILO.
	Ethiopia		✓		Work largely completed in FY03. Technical support provided by ECA.
	Guinea		✓		Document submitted to Govt in August 2003 following validation workshop. CT follow-up planned. Technical and financial support provided by CIDA.
	Kenya	✓			Document submitted to GoK in June 2003. Formal launch in Fall 2003.
	Malawi		✓		Document submitted to GoM in August 2003, following validation workshop. Technical support provided by UNDP.
	Nigeria		✓		FY04 deliverable, managed by CO.
	Sao Tome & Principe		✓		Work launched in FY03 by PRMGE.
	Senegal		✓		Initial draft prepared in FY03. To be completed in FY05.
	Sierra Leone		✓		Document submitted to Govt. in August 2003.
	Tanzania		✓		FY04 deliverable. Focus on supporting PRSP revision. Technical support planned by the Netherlands.
	Uganda		✓		FY04 deliverable. Work being undertaken in support of PEAP revision currently underway, and PRSC4.
	Zambia		✓		Document submitted to GoZ in August 2003, following validation workshop.
	Integrating Gender into HIV/AIDS (MAP) Operations	Sierra Leone: SHARP Operation	✓		
Malawi: MAP Operation			✓		Technical support to supervision task team. In-country gender workshop.
Kenya: MAP Operation		✓			Study to engender AIDS programs and NACC.
Revision/Update of AFTPM Technical Note on Gender Dimensions of HIV/AIDS in SSA.		✓			Gender Team has also prepared and delivered training materials (w/ WBI) on Gender and AIDS in SSA.

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Integrating gender into poverty analysis and assessment, including support to country PRSPs	Uganda: PEAP Revision		✓		Technical support to TTL. In-country "Engendering PEAP" workshop (3/03). Support to analysis of gender/growth and gender dimensions of poverty.
	Framework Presentation on <i>Engendering PRSPs</i> .	✓			Presented at UNDP-sponsored workshop on Gender and PRSP in Pretoria, March 2003.
	<i>Gender, Health and Poverty</i> Framework presentation	✓			Prepared for WBI training workshop in Arusha in February 2003.
	Burkina Faso (IDF Supervision)	✓			IDF-funded studies on: 'Lessons learned in promoting legal literacy and legal aid initiatives in BF' and 'Persisting obstacles to women's access to legal services' informed the "Law and Institutions" section of the SCGA
	Burundi (IDF Grant approved)	✓			
	Kenya (IDF Grant approved)	✓			
	Mali (IDF closure) (JSDF preparation)	✓	✓		
	Mauritania (IDF Closure) (JSDF preparation)	✓	✓		
	Niger (IDF Supervision)	✓			IDF-funded studies will set the foundations for launch of the gender-responsive legal reform process
	Rwanda (IDF Supervision)	✓			IDF activities contribute to objectives of Legal Action Plan for the Elimination of All Discrimination Against Women
Tanzania (approval of IDF Grant)	✓				
Uganda (submission of JSDF Seed Fund Request)	✓				
Gender and legal dimensions of HIV/AIDS.		✓		Work on issues paper launched in FY03 through interaction with PRMGE, WBI and the International Development Law Organization (IDLO) in Rome.	
Estimation of "Gender Intensity of Production" data for SSA countries	✓			Work completed in November 2002 by Aissatou Gueye (UNECA).	
Paper and presentation on Gender and Globalization in Africa	✓			Prepared for gender panel at GDN Conference in Cairo, January 2003.	
Gender and Growth in SSA: Presentation materials & issues paper	✓			PREM workshop on "Pro-Poor Growth" South Africa March 2003. UNECA expert meeting: June 2003	
Kenya: CEM. Support to Gender and Growth Analysis.	✓			Incorporated into final draft of CEM submitted to GoK in July 2003.	
Integrating gender into economic analysis					

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Meeting Corporate and Regional Gender Commitments and Building Regional Gender Partnerships	Africa Region Gender Strategy (ARGS). Building partnership with UNECA/Africa Center for Gender and Development (ACGD), around Regional operational priorities, and with Economic & Social Policy Unit.	✓				Discussed and validated by AFRRLT in February 2003.
	Partnerships expanded with key actors in implementing SCGAs: UNDP (Malawi); CIDA (Guinea); ECA (Ethiopia); Netherlands (Tanzania).		✓			Partnership approach being pursued with ongoing and planned SCGAs.
	Update (April 2003) of Africa Country Gender Database (ACGD) for all SSA countries	✓				Accessible at http://www.worldbank.org/afr/gender/countryprofile2.htm
	Launch of Regional country gender contact database and distribution list.		✓			Work in progress. To be made operational in FY04.
	Training in <i>Gender and Economics</i> for Regional Gender Focal Points, with curriculum developed by University of Manchester (UK) economists.			✓		Originally scheduled for May 2003 in Nairobi, training was postponed following terrorist alert affecting Kenya in May 2003. Is being rescheduled for November 2003.
	Development of baseline and methodology for country CPIA ratings (Q11-Gender).	✓				Methodology and baseline completed in May 2003. Applied to 2003 CPIA in Africa Region.

2. East Asia and the Pacific Region

EAP GENDER MAINSTREAMING

Summary Status and Next Steps

The key elements of the Gender Mainstreaming Strategy for the Bank that we continue to use to organize the work around are:

- Preparation of Country Gender Assessments;
- Policy dialogue on gender between the Bank and borrowing country partners and stakeholders;
- Implementation of priority policy and operational interventions; and
- Monitoring of implementation.

Country Gender Assessments

The preparation of Country Gender Assessments (CGA) for all countries is a key element of the Bank's Gender Mainstreaming Strategy. The status of the CGAs in our region is summarized in the table below.

Country	CGA status	Final CGA due
China	Country Gender review now printed, country team wants to continue the work to produce a CGA	FY'03
Vietnam	CGA complete pending formal submission	FY'03
Cambodia	Final draft now includes inputs from ADB, UNIFEM and UNDP and will be published after elections in August '03	FY'03
Mongolia	First draft complete and prepared in line with PRSP and CAS preparation	FY '04
Laos	First draft complete and prepared in line with PRSP and CAS preparation	FY '04
Philippines	Portfolio review to be completed in FY'03 as first step in CGA preparation	FY'04
Indonesia	Initial work started	FY '05
East Timor	To be determined	(FY '04)
Papua New Guinea	To be determined	(FY '05)
Pacific Islands	To be determined	
Thailand	Profile was completed before CAS but no CGA will be prepared as it is not consistent with the nature of the program	
Malaysia,	No CGA currently planned	

Comment:

The background work done prior to CGA is critical and important as a process in itself. It allows dialogue between donors and with the government and civil society. It has been especially useful in the context of PRSP preparation allowing for improved inputs and participation of those concerned about gender issues in it.

All of the CGA work is being carried out under specially allocated budgets in the WPAs.

Policy and Sector Work

In relation to policy and sector work, the priority work is the CAS and PRSPs, although input is also being provided to a range of other sector work.

Country Assistance Strategy (CAS)

Recent CAS for Philippines and Thailand have benefited from improved gender inputs, and have detailed specific actions. The latest CAS for China has an Annex on gender. Preparation of inputs to the Cambodia, Mongolia, and Lao PDR CAS is underway through the CGA process. In future, the CGAs are scheduled with the CAS in mind so that provision of input to them will be systematic.

Poverty Reduction Strategy Papers (PRSP)

Following the workshop on Gender Mainstreaming in PRSP held in Hanoi in March 2002, all countries have teams and action plans to help. In the case of Mongolia, Laos and Cambodia the follow-up has been excellent. A national workshop on gender in PRSP was held in Cambodia in October, and one is to be held in Lao PDR in December. There are also requests from Mongolia to do the same. Funding for these follow-on workshops has come from several sources and they have become the focus for a range of stakeholders. Country Gender coordinators working in these countries have been providing consistent support to government in the PRSP preparations.

CGCs are in place in both Indonesia and East Timor and will continue to work with the governments in those countries as the work on PRSP preparation increases.

In Vietnam additional Trust Fund has been obtained for capacity building to mainstream gender into the PRSP implementation and monitoring.

Follow-up work is starting in Cambodia with a \$300,000 IDF grant for gender planning, budgeting, and monitoring.

Public Expenditure Review (PER)

Several efforts to provide gender input into PERs in the past have not been very successful. Therefore, the Gender Anchor was asked to help provide the inputs for the Cambodia PER. This year on the expectation that this would help provide us with a replicable methodology to use in the future. Following her visit there, the Gender Economist who did the work held high level meetings, that were very well attended, with senior government officials in both Cambodia and Thailand to discuss how gender could or should be considered and analyzed in public expenditure preparations or reviews. One of the sessions at the up-coming workshop on the PER to be held in Cambodia will be on gender issues in public expenditure.

Comment:

Policy and sector work has been prioritized this year in allocating supporting funds from the regional gender mainstreaming budget. The budget has provided matching funds to gender in PRSP workshops in the countries, and for the gender in PER input in Cambodia.

Operations

Project Preparation and Implementation

Country Gender Coordinators are involved in the preparation and supervision of projects throughout the region and the general level of awareness has improved. The capacity of the CGCs both in breadth across sectors, as well as depth of inputs, continues to increase. The range of projects that they have provided specific inputs on so far this fiscal year includes local governance, agriculture, and transport projects.

In FY'02 the list of priority projects helped to focus the support and get systematic provision of inputs to TTLs in relevant projects. However, in the first quarter of FY'03 this activity was put on hold due to staff changes and now needs to be reactivated – but centered in the region rather than at HQ.

The following are a few of the activities worthy of specific mention:

- ***Songliao Plain Agriculture Development Project Gender Study*** undertaken by TTL Pawan Patil, and CGC Wang Chaogang, working with a consultant. The study reviewed the different ways in which the project had involved women and men and the different impacts it had had on them. The team have gone on to develop a gender tool kit for agriculture projects in China that is being translated
- ***Active Participation of Women in KDP: a Guide for Facilitators***: has been produced by the KDP team (Scott Guggenheim, Enurlaela Hassanah) in Indonesia working with the CGC (Chitrawati Buchori) and supported by CIDA input. The guide is a compilation of real life experiences and thoughts gathered from village and sub-district facilitators in the course of a series of workshops with them. It has been printed in Indonesian and is being translated into English for use more generally in the region.
- A fund was established in Vietnam to improve gender mainstreaming in Bank-funded projects. So far the fund has been used to support gender in ***the Community Based Rural Infrastructure Project, Agriculture Diversification Project, Coastal Wetlands Development and Protection Project, Forest Protection and Rural Development Project, and Urban Upgrading Project***
- The ***Land Titling II Project*** in Lao PDR includes a strategy for Community Education and services that integrates an approach to gender mainstreaming throughout the project. Consultants have started preparation of the activities.

Specific Gender related activities

The country gender coordinators retreat held in March 2002 identified that there needed to be a balance between the inputs to on-going projects and activities designed to address specific issues. As the demand for the first has increased there have been fewer activities that address specific issues.

Currently there is work on ***Strengthening the Government's Capacity to Support Migrant Women Workers*** in Indonesia, and also projects to support widows in both Indonesia and East Timor. Also in Indonesia there is on-going work to review the ***impacts of decentralization on women***.

Several proposals have been submitted and decisions are awaited including one for a ***Gender and Conflict Project in Mindanao***.

In Vietnam a special project has just been completed to pilot a system of ***changing the Land Tenure Certificates*** to hold both the husband and the wife's name.

This Fiscal Year, some of the regional gender mainstreaming budget was used to prepare a brief position paper on ***trafficking in women and children***. This is a growing problem within the region, and the Bank's role in addressing it is not clear. The paper presents some options and recommendations but concludes that the demand is for the Bank to be more proactive in looking at labor migration strategies and impacts, and that formalizing migration and social protection policies would have a positive impact on reducing trafficking.

The potential conflict between the Bank's Indigenous People policy and the gender and development policy is a potential issue for us. This year AAA work will be carried out in Lao PDR to develop a concept for a study on gender ***and ethnic minorities*** to be carried out in FY'04.

Budgets and Staffing

Staffing changes this fiscal year include the following:

- Relocation of Regional Gender Coordinator to Bangkok country office in September
- Elizabeth King (co-author of Engendering Development) joined the region at HQ in September and is now the region's representative on the GAD Board.
- Country Gender Coordinator nominated in the Philippines Country Office
- CGC in Indonesia given fixed term appointment, and CGC for Thailand and Laos converted to open ended contract. Almost all CGC are now staff rather than consultants, and their role is consolidating.
- New national CGC recruited in Cambodia and Mongolia, both of whom have been on mentoring visits to work with the more established gender coordinators.

The recent changes at HQ during the first quarter resulted in a slow down of some activities especially monitoring and regular review of the pipeline. Hence the annual report on Gender Mainstreaming was not prepared as requested.

Current budget on gender related activities in the region is over \$200,000 dedicated Bank budget, and with additional trust fund money. In addition, more and more project activities are covered by project budgets. Although the exact figures have not been calculated we anticipate that there continues to be a small increase in the overall Bank budget used for gender-related activities.

All of the CGA work is being carried out with specially allocated budgets in the country WPAs. Almost all of the operation work is being funded by project budgets or with trust funds. The major source of funding gap is in the policy work (CAS, PRSP, PER). The regional gender budget is being used to fill this gap and has covered PRSP workshops, input of a gender economist.

Challenges and Next Steps

Much of the gender work has now been decentralized and is being done out of the country offices. With the regional gender coordinator in Bangkok we hope to provide better support to these offices as they need it. Progress with preparation of CGAs is good, and also in mainstreaming in policy work and operations. There was some backsliding in project review, and monitoring.

The main challenges now are the following:

- We need to foresee the changes that will need to be made in the way we mainstream gender as the PRSCs take on significance in the region. We would like to request assistance from the GAD anchor to provide advice on integrating gender into the PRSC and PSIA.
- We also need to get back to where we were with upstream project reviews, and monitoring.
- We have identified quality of analytical work as a weakness for several years now and hope with increased skills in this area in the region we will be able to finally improve this and initiate some high quality research activities either in Thailand or Indonesia.

3. Europe and Central Asia Region

Final-year Review of ECA Gender Work Report to the Gender and Development Board August, 2003

Pierella Paci
Maria Bina Palmisano
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Introduction

1. According to the Gender Board guidelines, progress is measured against the annual work plan produced by the region. For the FY03 the Eastern Europe and Central Asia (ECA) region had developed an ambition plan covering five main areas. These areas and individual targets within these headings are summarized in Box 1.

Main areas of focus of the FY03 ECA plan for gender mainstreaming

Five main areas of activity were highlighted in the FY03 plan: (i) knowledge generation; (ii) knowledge sharing and learning; (iii) monitoring and evaluation; (iv) networking, coordination and dissemination; and (v) lending.

1. **Knowledge Generation** was to represent the main area of activity including:
 - The completion and undertaking of a number of Gender Country Analyses (GCAs);
 - Mainstreaming gender into all Poverty Assessments(PAs) in the region;
 - Increasing the gender sensitivity of the Living Standard Measurement Surveys (LSMSs) conducted in the region;
 - Conduct a number of Regional and Sub-regional Studies either gender specific or with a strong gender focus.
2. **Knowledge Sharing and Learning.** The objective was to develop a number of activities on this front:
 - Update of *Gender in Transition* statistical database;
 - Country Gender Briefs;
 - Training for Gender Focal Points;
 - Distance Learning Course on Gender and Governance
3. **Monitoring and evaluation** covered two main activities:
 - Inventory of ECA tasks with gender component; and .
 - Database on ECA activities of relevance for gender mainstreaming.
4. **Networking, coordination and dissemination** was to concentrate on:
 - Dissemination of *Gender in Transition*;
 - Setting up of an active network of Gender Focal Points;
 - Creation of a Web-page on Gender in ECA.
5. **Lending.** The objective here was to
 - Increase the gender sensitivity of the CASs prepared during the year and
 - Explore the possibility of having gender specific lending operations in the region.

2. This report reflects a successful year in which the objectives set out in the plan have been for the most met. Overall, gender mainstreaming in the ECA Region has progressed at an increasing pace since the launch of the gender strategy in FY02 and this long process has moved particularly

over the last year with the publication of the Gender in Transition report and the appointment of a regional gender coordinator.

3. Previously, gender issues in the region have received limited attention from the World Bank, which – in the first years of the transition process – had focused its intervention on developing the macroeconomic institutions seen as vital for surviving the transition and reviving the economy. The lack of World Bank attention to gender issues in ECA countries was also the result of the commonly held belief that decades of equalitarian socialist ideology had resulted in a relatively gender neutral society and gender issues have not been considered to be as acute as they are in other parts of the world. However, the Gender in Transition report, amongst others, has clearly shown that the transition in ECA has impacted men and women differently and that this has resulted in growing gender differentials. The GFPs and the Regional Gender Coordinator have gone a long way towards raising the Country Teams awareness of these issues.

The scope and structure of the report

4. This report presents a review of nineteen Analytical Works (ESWs); seven completed Policy Core Works (CASs), five Gender Assessments (CGAs)³ and five capacity building activities carried out or completed during FY03. Both the ESWs and the CASs have been rated using 4-point scales⁴. (See Annex A through E for a detailed list of products reviewed and their ratings).

5. The choice of projects and analytical works incorporated in this report is, as underlined in the OP/BP 4.20, Gender and Development, selective and strategic. The priority areas for monitoring at the beginning of FY03 by the Regional Gender Coordinator were in the area of poverty and labor market. During the same period, a series of Thematic Papers and Regional Studies were completed and have been included in this review, as well. They include:

- two in-depth sub-regional studies on HIV/AIDS (one on Southern Eastern Europe and one on Central Asia;
- a Study on the Roma in an Expanding Europe;
- a Study on Achieving the Human Development Millennium Development Goals (MDGs) in ECA;
- a Study on Tracking Non-Income Dimensions of Poverty; and
- the study Gender in Transition, which, though terminated in FY02, has been disseminated in FY03.

6. The completed CASs evaluated were for the following countries: Azerbaijan Republic, Bosnia and Herzegovina, Kosovo, Kyrgyz Republic, Poland, Serbia and Montenegro, Tajikistan and Uzbekistan. Five CGAs were reviewed in this monitoring effort - Bosnia and Herzegovina, Bulgaria, Russian Federation, Turkey and Ukraine – and two more were mentioned but not reviewed as they are at the moment either in local language - Poland – or in the process of being

³ Six CGAs were completed in FY03, the Poland CGA, however, has not yet been translated into English.

⁴ The rating system to be used was suggested by PRMGE (although it is still being enhanced): for the ESWs, the four-point scale used is 1 “Highly Satisfactory” and 4 is “Unsatisfactory”; for the CASs, TSSs and CASPs the scale utilized is [Unsatisfactory=No mention of gender issues; or mention of gender, but no discussion of why gender issues are not relevant to the CAS, TSS, CASP; Marginally Satisfactory=Analysis of gender issues, but no action proposed; Satisfactory=Analysis of gender issues and subsequent action (with 1-5 of the 10 good practices identified); Very satisfactory - Good practice= Analysis of gender issues and subsequent action in several sectors, or Good practice, six or more of the good practices identified]. The rating system for CGAs has yet to be developed.

finalized – Macedonia -. Eight Poverty Assessments and two Living Standards Assessments were also included in this report (see Annex x).

7. Finally, six training, knowledge sharing and learning activities were identified as important and as such necessary to be incorporated in this review: (1) the Training for Gender Focal Points held in Warsaw, in March 2002, (2) the July 2003 Conference held in Moscow on Priorities of the Gender Strategy of the Russian Federation, (3) the CIS-7 Human Development Workshop held in Baku, in June 2003, (4) the Third Forum on Poverty Reduction Strategies for CIS-7 Countries, held in Kazakhstan in December 200; and (5) the dissemination event for the Gender in Transition report, held in Washington in November 2002; and (6) the Women’s Forum at the World Bank-Soros Foundation Conference “Roma in an expanding Europe” held in Budapest on June 29th 2003.

The report is structured along the areas of development as they were presented in the FY02 plans and summarized in Box 1.

Knowledge Generation

8. Following the position highlighted in the FY02 report on gender mainstreaming for the region and agreed with the Gender Board, the ECA region has followed a double-faced approach to producing country-specific gender analysis. This involves selecting a relatively small number of countries where stand-alone CGAs were to be carried out while in others the CGAs were to be linked to the PAs, the LSAs or any other more relevant ongoing activity. The rationale for selecting one country in either of the groups was a reflection of many factors including: (i) the extent of the existing gender inequalities in the country – as they emerged from the Gender in Transition report -; (ii) the extent of the World Bank activity in the country; (iii) the existence of gender specific reports by other organizations or of an extensive literature on gender; etc. In addition it was felt that a self-standing report on Turkey was required as this country was not included in Gender and Transition.

9. In addition to the CGAs and PAs, this session of the report assesses thematic papers, regional studies and a number of other relevant ESWs.

Poverty Studies

10. Eight Poverty Assessments and two Living Standards Assessments are included in this review (see Annex x). In most of these cases, previous data collection for the measurement of poverty and inequality in transition countries has been sporadic and it is difficult to provide comparisons over time. In some circumstances, it has been necessary, in order to overcome this difficulty, to introduce the Bank’s data collection system, LSMS. In Albania, for example, the LSMS 2002 represented the first attempt to fill in the current knowledge gap by collecting all the necessary information ex novo. Other sources of data have been the Family Budget Surveys, as in Bulgaria and Uzbekistan. For many countries lack of data and other material in the past had been a major barrier to a comprehensive integration of gender issues into core ESWs.

11. Overall the Poverty Assessments included in this review have been rated more than satisfactory. Poverty profiles addressed gender throughout all the reports. Gender differences were analyzed and addressed in the analysis of household demographics and consumption, in education enrollment rates (girls: boys ratios), in labor force participation and unemployment rates. Almost every report addressed reproductive health issues and its link to poverty, child mortality, the link between mother’s education and fertility risks. The reports also underline the importance of access to affordable health care and nutrition. Some development areas, such as transport, water sanitation, and energy (PREMGE, 2003) were, however, touched upon only

briefly or altogether left out of the reports. This reflects the lack of data on these areas but also the fact that in this region the link between these areas and poverty reduction are less strong than in other regions.

12. There are also some examples of highly satisfactory Poverty Assessments, as is the case of the Bosnia, Romania, Serbia and Uzbekistan's. These cases have been highly rated because they provide excellent diagnostics of gender and poverty in these countries and gender issues are well integrated and addressed in the policy implications and recommendations. These reports highlight the importance of gender, particularly increasing female labor force participation, in order to achieve poverty reduction.

13. Finally - in preparation of a detailed CGAs of Tajikistan – considerable effort was put using the LSMS currently in the field to collect information on a number of important indicators of gender equality for which quantitative information is rarely available. For example a module on time allocation was included and an effort was made to capture reproductive health issues and indicators of women's empowerment.

Thematic Papers and Regional Studies

14. The study “Gender in Transition” provides a comprehensive gender profile in the region during the transition supported by thorough statistical analyses. The study meets its objective of highlighting and analyzing the major areas of gender concerns in the Region, and identifying the countries where more in-depth gender analysis is needed. It provides comprehensive analysis on whether transition has increased gender inequalities across the sectors of labor market, economic opportunities, education, and health. The report highlights the difficulties in depicting a clear picture of gender in the region due to the disparate effects that the transition has had on men, women, and gender relations across the countries. It outlines three recommendations for gender-responsive policy making in the region: (1) strengthening capacity to monitor and evaluate gender differentials; (2) addressing existing inequalities in access to economic opportunities; and (3) mainstreaming gender in strategies for economic development and poverty reduction.

15. A number of few Regional Studies are also included in this review. The report “Roma in an Expanding Europe” sheds new light upon the roots of poverty among Roma's communities. The study describes several Roma communities throughout Eastern Europe and one Roma settlement in Spain, the largest in Western Europe⁵. This study highlights the diversity within the Roma settlements. The report presents a fairly extensive description of the gender dimension throughout and almost all the data are presented disaggregated by gender. However, gender is not completely integrated and addressed in the policy implications and recommendations. A similar assessment is made for the Tracking Non-income Dimensions of Poverty in ECA report. This report draws heavily upon quantitative analysis and several charts and tables included in the study present gender disaggregated diagnostics. However, no policy recommendations regarding gender are presented in this report.

16. “Achieving the Human Development MDGs in ECA” may be considered a monitoring and evaluation tool for the Region as a whole on the achievement of the MDGs. Gender is not specifically included in the analysis but it is analyzed as being part of the overall MDGs' achievement assessment in ECA. This report assesses (1) the implications of the Human Development (HD) MDGs for the ECA Region; (2) the relevancy of particular goals, targets and indicators for ECA; (3) what it is known about each country's progress towards the achievements of the HD goals; (4) what needs to be done to improve the capacity to set baseline data and

⁵ Other large settlements of Roma are found also in France, Italy and Greece, to mention some.

monitor and evaluate progress effectively; and (5) how ECA might better align its operational work to achieve these goals.

17. The overall assessment of ESWs is positive (for a more detailed assessment, refer to Annex x). However gender mainstreaming is a process in ECA's ESW, and as such, it is too early to derive a definite picture of its impact on Bank's policy or on Core Policy Work as CASs or PRSPs.

Country Gender Analyses.

18. During FY03 a number of GCAs were undertaken in the region either as free-standing reports or as parts of a PA or a LSA. Although only a small number of them has been finalized so far the others are very close to completion or are in the process of being translated from the original language.

19. The only two free-standing CGAs completed so far in the region are Ukraine and Turkey. The Russian CGA, which will also take the form of a free-standing piece, is currently in the process of being discussed and cleared by the WB, having been just translated from Russian. Similarly, the Macedonian CGA will be an independent piece that is about to be finalized. On the other hand, the CGAs for Bosnia, Bulgaria and Poland were conceived as parts of their respective Country Poverty Assessments. However, in both Bulgaria and Poland the material prepared for the PAs is in the process of being expanded to become free-standing reports. Both these reports are in the process of being finalized in the local language. Detailed reviews of the CGAs that are at a more advanced stage of development are presented in the Appendices.

20. The process that has led to these CGAs has been very different. The GCAs for Turkey and Macedonia were requested and financed by the respective Country Units as inputs into the CAS. However, while the Macedonia report was a WB activity predominantly run from Washington, the report on Turkey was prepared entirely by a group of very distinguished local academic with a great deal of local ownership and various degrees of participation. The report on Russia and Bulgaria were suggested and managed by the local Gender Focal Points with imputes from local academics and the Regional Gender coordinator. This has led to a large degree of local ownership and participation. In particular, in the case of Russia the timing of the report is particularly favorable as the Government of the Russian Federation has recently released for discussion the draft of a very comprehensive strategy for action in the area of gender inequalities and it is in the process of developing a more detailed action plan for implementation of the strategy for which it has requested the WB help. The Plenipotentiary for Equal Rights of Men and Women prepared the report for Poland with help from local academics. The report is likely to provide the backbone to any future strategy papers that the government would wish to produce.

21. Generally, the purpose of the ECA Country Gender Assessments has been to set the stage for further Bank's work in the countries. In particular, the focus has been on assessing the gender dimensions and differentials of inequality and poverty. The overarching goal of the Bulgaria CGA, for example, was to analyze the gender aspects of poverty and inequality in the family and labor market and to contribute to the preparation of a Gender Agenda for Action. The other studies set the stage for further in-depth gender work in their countries and for mainstreaming gender in the World Bank's work in poverty reduction.

22. The methodology used was extensive in its scope. Mostly, the free-standing GCAs are based on secondary, and often not very recent, data, highlighting the need for an enhanced data collection system. However, when the CGA was part of a PAs more extensive use was made of pre-existing large scale household surveys. Some CGAs, such as the Bulgaria, the Turkey and the Bosnia assessments incorporated results from focus groups and interviews as well. This qualitative effort contributed to enhance the quality of the coverage of such assessments.

23. All the reports cover education, health, socio-demographic characteristics, labor markets data, as well as some rural and urban development. All the reports analyze the gender dimension of poverty and the different impact – consequences of the transitional status on men and women, for example, alcoholism and smoking for men and domestic violence. The issues of Internally Displaced People and migration are well analyzed and included in these studies, such as in the case of Ukraine. The issues of domestic violence and trafficking are raised in almost all the reports. A more specific and detailed study on people trafficking will be finalized in the following months.

24. The findings of the CGAs are intended to: (1) influence the selection of priority areas (with a gender dimension) on which the Bank's work will focus in the country; (2) determine the Bank's comparative advantage in relation to other development partners; (3) inform the PRSPs, the CASs, the ESWs and the lending operations (PREMGE, 2003).

25. The CGAs analyzed in this review provide a good description of the key gender issues in each sector identified; though, the recommendations for the systematic use of opportunities, capabilities, security and empowerment framework are yet to be comprehensive. As mentioned above, it is still too early to measure the impact of gender mainstreaming in ECA CGAs. However, some indications of integration or their use can already be identified: for example the Turkey and Macedonia CGA will be reflected in the CAS (PREMGE, 2003) and the Ukraine CAS (FY01-03) explicitly called for a study to identify policies for integrating gender issues more effectively in Bank assistance projects. The Government of the Russian Federation has explicitly ask for the WB's comments on its strategy for gender equality and participated extensively to a workshop organized by the WB and the Soros foundation to present the comments.

Knowledge Sharing and Learning

26. According to the FY03 plan, the most recent data have been entered in the statistical appendix to *Gender in Transition*. Additional information derived from available surveys across the region has also been included and the updated statistical database has been made widely accessible via the ECA gender web-page (see below).

27. Initially efforts have been diverted away from the preparation of the Country Gender Briefs and their production has begun rather slowly. However, a number of them are now available and have been circulated to the relevant Country Team.

28. In terms of learning activities, the most important event was first regional workshop for Gender Focal Points of the non CIS7 countries, which took place in March 18-20 in Warsaw. In addition to a basic introduction to the World Bank gender strategy and the process of monitoring its implementation, the learning event focused on a limited number of issues selected by the Gender Focal Points on the basis of a Learning Needs Questionnaire. These issues were primarily of an economic nature: i.e., gender inequalities in the labor market, gender implications of social protection reforms, gender budget, etc. The event was well attended and very successful. Unfortunately the planned separate learning event for the Gender Focal Points of the CIS7 countries on integrate gender in the PRSP process had to be postponed to FY04 and it is currently under planning.

29. In addition the Third Forum on Poverty Reduction Strategies for CIS-7 Countries, - held in Kazakhstan in December 2002 – and the CIS-7 Human Development Workshop - held in Baku, in June 2003 – both included a separate session on the role of gender considerations in the poverty reduction process. In conjunction with Conversation on Women in Transition - held in Washington in November 2002 – these event provided an excellent forum for dissemination of Gender in Transition.

30. Finally the Women's Forum at the World Bank-Soros Foundation Conference "Roma in an expanding Europe" - held in Budapest on June 29th 2003 – was an extremely successful event with high participation from civil societies, Roma women groups and the governments of the European countries with a large Roma population .

31. We were pleased to have been granted the funding for the Distance Learning Course on Gender and Governance : However the BNNP funds were realized to late for the events to be delivered in FY03 and the dates have now been arranged for FY04.

Monitoring and evaluation.

32. In the interest of improving the internal monitoring of gender mainstreaming in the region an inventory of ECA tasks with gender component has been carried out. The tasks have been classified by country and by sector and short write-up has been prepared for each task.

33. In addition, a database on ECA activities of relevance for gender mainstreaming as been prepared in Lotus Notes. The database draws upon a similar monitoring system used for safeguards and benefits from common updates. It includes all CAS and PRSP milestones – as reported in SAP – in addition to lending operation and ESW work with a specific gender flavor.

34. Finally a regional plan for FY04 is in the process of being finalized with direct inputs from the GFPs that for the most will take overall responsibility for gender mainstreaming activities in the region.

Networking, coordination and dissemination.

35. Activities in this area has followed very closely the initial plan for FY02. The two main priorities for the in this area were (i) the setting up of an active network of Gender Focal Points and (ii) an extensive dissemination of the Gender in Transition report.

36. Creating an active network of Gender Focal Points is a slow process that is likely to take time. However the training event held in Warsaw in March has proven to be an important step in the right direction. Unfortunately the planned learning event on gender and the PRSP fro the GFPs from the CIS-7 countries has to be postponed to October 2003. but it is currently been planed. In addition funds have been obtained for a forum of all GFPs of the region to be held probably in Washington in November 2003. We hope these two events will further develop the links established by the Warsaw event.

37. Additional efforts have been made to create a network of staff working on gender issues on the ground by developing TORs for the GFPs, discussing individual work programs in the gender area as necessary and giving each Gender Focal Point a small budget for coordination of gender activities on the ground and within the Country Team.

38. In addition a consultative group on gender in ECA has been set-up and has met at regular intervals through the year. Amongst other things this group has (i) revised and cleared the internal mid-term review and the FY03 six month plan of activities; (ii) provided informal support and helped with dissemination; (iii) commented on the draft CGAs.

39. The main dissemination activity of FY03 referred to the report Gender in Transition. The official press release of the report took place in the Fall. The report has been circulated widely over the last twelve months. It has also been discussed in a wide range of events ranging from the international conference of Women In Development to the CIS7 PRSP forum in Almaty. The conclusions, the recommendations of the report and the way forward were also discussed in a very well attended meeting held in Washington in late November. As the result of such a active dissemination campaign *Gender in Transition* appears to be widely know in the region and very

well received. Additional dissemination activities are planned for the Turkey CGA (Sept 2003) and the Russian and Bulgarian CGA (in the fall).

40. Finally an official ECA gender web-page became operational on International Women's Day (March 8th) and has been updated at regular intervals. This gives external users access to (i) the updated statistical database *Gender in Transition* (ii) the available GCAs and related studies; (iii) highlights from *Gender in Transition*; (iv) the list of Gender Focal Points; (v) gender country profiles for individual countries, etc.

CASs and Lending.

41. Again in FY03, as in the previous fiscal year, the proportion of Country Assistance Strategies (CASs) that have mainstreamed gender in their analysis is fairly low. Overall CASs include gender at a descriptive level, but actions and policies are rarely gender oriented and gender focused.

42. Some CASs have been reviewed by the Gender Board at different stages before being assessed by the Region. Overall, the CASs did not follow entirely the recommendations suggested by the Board but a number of steps in the right directions have been taken. Most of the CASs reviewed for this report, would benefit greatly from an appropriate mainstreaming of gender issues in their analysis, as in the case of Azerbaijan, where more attention to the role of gender differences in access to credit and in potential for SME development was suggested at the upstream review stage. Gender analysis could be mainstreamed into these products by including gender disaggregated data collection effort and the results fed into the overall findings and recommendations.

43. In some cases, the disconnection between the core policy work (CASs) and the gender related actions is quite evident, as is the case of Bosnia. The Bosnia CAS, for example, does not report progresses of the Labor Market Study and Balkan Enterprise Facility. In the case of the CAS draft of Georgia, instead, two sections from the already adopted Economic Growth and Poverty Reduction Program (EGPRP) are included. In other circumstances, as is the case of Poland, the CAS document provides limited gender analysis and identifies labor market gender inequalities and gender wage differentials as the key gender issues in the country. However, though gender wage disparities are again identified as the CAS development priority, no gender action is proposed.

44. The CAS for Tajikistan confirms the assessment of the Tajikistan's PRSP according to which the number of indicators where women are disadvantaged is sharply increasing. This has raised the concern that failure to address growing gender inequality will act as an impediment to a successful poverty reduction plan. The Country Assistance Strategy for the Republic of Tajikistan has been highly rated for its gender mainstreaming effort. It is important to mention that this CAS contains numerous references to the study *Gender in Transition*.

45. In the FY03 more focus will be put into mainstreaming gender into the forthcoming CASs more effectively. Some effort will also be put into having at least one gender specific lending activity such as a LIL.

4. Latin America and the Caribbean Region

Annual Report on Gender Mainstreaming in the Latin America and the Caribbean Region during FY03

June 2003

Executive Summary

This report presents findings on the progress made by the Latin America and the Caribbean Region (LCR) in gender mainstreaming during Fiscal Year 03. The report describes how gender has been integrated in the areas of policy dialogue, lending operations, and Economic and Sector Work (ESW). In addition, it reports on gender capacity building, staffing strategy, and strategic partnerships to promote gender in the region.

Findings

Policy Dialogue. LCR has used different strategies to promote policy dialogue on gender. *First*, with the exception of Peru and Venezuela, all LCR CASs approved in FY03 have received inputs on gender. *Second*, the two sets of Policy Notes produced during this FY in the region have included a gender section with recommendations. *Third*, Country Gender Assessments (CGA) have been increasingly used as a mechanism for policy dialogue. And *finally*, the role Social Development and Civil Society Specialists in country offices, spurred informal gender dialogue at the country level. In the process of mainstreaming gender into CASSs, two lessons have been drawn: (a) the availability of country level gender analysis helped the process of providing accurate gender inputs; and (b) nonetheless the progresses, a more systematic way of providing inputs to CASSs is needed.

Lending Operations. Efforts by the Gender Unit to mainstreaming gender into the Bank portfolio in LCR have been consolidated during FY03. The results of the region mainstreaming gender in sectors other than those traditionally gender prone such have been noteworthy.

Economic and Sector Work. This year several CGAs have been finalized and disseminated, showing important impacts on operations and policy dialogue instruments. In addition to CGAs, gender has been mainstreamed in ESW in the areas of education, youth development, labor market, and inequality. However, there is considerable room for improving gender analysis in Poverty Assessments (PE) and Public Expenditure Reviews (PER).

Capacity Building and Tools. LCR has continued implementing an array of programs and activities aimed to expand capacity building about gender issues and disparities in the Bank and its clients. Gender Technical Facilities⁶ continued operating during FY03 to provide on-site continuous assistance to Bank projects in Central America and Argentina. Best practices in gender mainstreaming in selected sectors of the Bank operations have

⁶ Gender Technical facilities are a model of gender operational support technical assistance piloted by the LCR region. A group of local consultants, supervised by LCR's Gender Unit, supports project implementation through on the ground continuous gender technical assistance.

been documented to enhance the capacity of Bank Task Managers. A gender disaggregated data base has also been made available on line during this year.

Staffing. The Gender Unit has recently undergone a restructuring: a new gender coordinator has been appointed and a network of gender focal points in PREM Public Sector, HD, ESSD, and FIPSI sectors was established. On the negative side, a large part of the gender work program of the region continues to rely on the work of consultants, rather than Bank staff.

Partnerships. Several partnerships to support the gender work program of the region have been established or continued during FY03. The work on Youth Development in the Caribbean has built on ample consultation and collaboration with bilateral and multilateral donors. The partnership with FAO and RUTA have been especially successful to mainstream gender in rural development in the region. Partnerships with NGOs and women organizations across the region have been pursued as a way of maximizing the impacts of Country Gender Assessments.

I. Introduction

This report presents findings on the progress made by the Latin America and the Caribbean Region in gender mainstreaming during Fiscal Year 03. Following the guidelines for monitoring progress on gender mainstreaming issued by the Gender Anchor, the report describes progress on gender mainstreaming in the areas of policy dialogue, lending operations, and ESW. In addition, it reports on gender capacity building activities, staffing strategy and strategic alliances to advance the gender agenda in the region. To the extent that it is possible, different sections report on lessons learned in the process of mainstreaming gender in the region.

Different sources of information are used for the different sections that follow. The Policy Dialogue section is based on the information available in LCR Gender Unit and on consultations with the Social Development and Civil Society Specialist in country offices. The section on Lending is based on a review of PADs, informal consultations with Task Managers (TM), and information from the Gender Technical Facilities in Central America, Argentina and Ecuador (the latter closed in FY02). As the main producer of gender related ESW is the Gender Unit, the section on research and ESW reports mainly, although not exclusively, on the Unit's analytical activity.

Gender mainstreaming in this report comprises: (a) gender chapters or comprehensive gender analysis integrated in a report in the case of ESW; (b) a consistent effort to generate gender information to inform projects during project preparation; and/or gender components during project implementation; (c) systematic gender actions during project implementation; and/or (d) availability of a gender M&E system; in the case of lending operations.

Different factors have informed the gender mainstreaming strategy of the LCR region during FY03. The strategy in the case of Policy Dialogue has given priority to the integration of gender in CASs by providing gender input to as many as possible. In the case of lending operations, the intervention by the Gender Unit has followed the demand

from TMs. Following an initial dialogue with project managers, this has been also the case when providing gender technical assistance to projects. In the area of ESW: (a) important knowledge gaps have guided the effort to produce country level gender ESW; and (b) potential impact of mainstreaming gender into a particular sector, to achieve results in reducing poverty through different mechanisms, has guided the selection of sector specific ESW (for example youth development; inequality; and labor market).

II. Policy Dialogue

CASs from Ecuador, Nicaragua, Honduras, Peru, Venezuela and Colombia were approved during FY03. With the exception of Peru and Venezuela, all LCR CASs have received gender input. With the exception of Peru and Venezuela, CGA were completed or in progress for all the FY03 countries preparing CASs. They facilitated the process of prioritizing gender issues, justifying their importance to the CAS team. Similarly, the operational experience of the Gender Technical Facilities in Central America and Ecuador, working closely with Bank projects, helped to make effective recommendations for the lending program of Ecuador, Nicaragua and Honduras CASs.

Sets of Policy Notes are prepared to brief new governments when there is an Administration change or when the client requires support to update the analysis of socioeconomic situation of a given country. Although not systematically integrated into the Brazil's, gender disparities have been tackled in the Colombia and Argentina Policy Notes and is also part of preparation of the Venezuela's. In the case of Colombia and Argentina, Gender Assessments have been the basis for the analysis, whereas in the case of Venezuela, input will come from information available on the Gender Unit's database.

A more systematic mechanism to provide input to CASs could be put in place in LCR. The Gender Unit's ability to provide adequate input to CASs was hampered by: (a) the short notice with which input had usually to be provided; (b) in exceptional occasions, the lack of knowledge about the preparation of the CAS altogether. A more systematic approach that anticipated CASs preparation, as well as worked with the CAS team during the whole process, are recommended to increase the impact of the gender input provided to the CASs.

Box 1. Informal policy dialogue: the role of the Civil Society country focal points

In addition to the official policy dialogue articulated through the CAS process country offices in LCR have been increasingly engaged in gender policy dialogue with Government and CSOs. In Brazil for example, the civil society specialist is working together with indigenous peoples organizations and organizations of Afro descendents on issues of education and health, per request from the Government. In Argentina, motivated by the publication of a WB report on Reproductive Health, a meeting with representatives from the Bank, CSO and Universities was held to discuss results and policy implications for the country. As part of the increasing mobilization of civil society groups, important legislation changes have been achieved in this field. In Venezuela, the Social Development and Civil Society Specialist has been one of the leaders of the dialogue on gender issues in the country, participating in several inter-ministerial meetings to discuss how gender issues cut across sectoral policies. On April 11th, 2003, the Bank and the Women's Bank (government institution) co-organized a one-day workshop to identify gender priorities in Venezuela and the role of the Bank in pursuing them. The event gathered representatives from different Ministries, the donor community, Universities, NGOs and women's organizations. The working sessions of the workshop were organized around the four pillars of the Venezuelan CAS: health and education; rural and urban poverty; environment; and judicial reform. The participants raised gender issues in each sector, proposing a comprehensive list of measures to address each of them.

Box 2. Examples of gender mainstreaming in lending operations in LCR

- At request from the projects, LCR Gender Unit has elaborated Terms of Reference to ensure that gender analysis was integrated into the Social Assessments of the Panama Rural Poverty Project; Honduras Land Regularization and Administration Project, and Rio Early Childhood Development Project, among others.
- The regional Youth Development Loan for the Caribbean is being conceived with a gender focus since the beginning after a Bank ESW underscored the importance of addressing youth problems from a gender perspective.
- The Honduras Regional Development in the Copan Valley project includes specific attention to gender in an Income Generation Component, including training, technical assistance, and capacity building for employment or small enterprise development linked to natural/cultural tourism. This component also includes Fondo Prosperidad, which is designed to provide opportunities for community groups, particularly indigenous female's, to access resources for economically viable enterprises linked to tourism development.
- The Labor and Social Sector Adjustment Loan for Colombia will address the obstacles of hard employable groups in the country, among which women are over represented. Changing incentives to promote women integration in the labor force is an essential part of this Loan.
- Some of the gender actions in the Rio Early Childhood Development project include: (a) peri-natal interventions to reduce infant, child, and maternal mortality through an increase in the average number of pre-natal visits from about 4 to 7 and an intensive program of breast feeding; (b) care for teenage mothers through special shelter programs; (c) child care centers for half of the 0-3 years of age children of Rio's low income families and universal care for the 4-6 years old children -- freeing mothers to participate in the labor force; and (d) promotion of a positive inclusion curriculum (gender, race, and disability).
- The Brazil Sustainable Communities Amapa project includes a component of targeted community sub-projects that will promote economic opportunities for poor women. Rural communities where women are responsible for the household will receive special attention, and women's associations in poor rural communities have been identified as special stakeholders.

III. Lending Operations

Efforts to mainstream gender into the Bank portfolio in LCR seems to have consolidated in FY03. Several projects in preparation as well as new projects under implementation have integrated gender in different ways and to different extents. In addition, in Central America, the Gender Technical Facilities (see section on capacity building) continue in operation to guarantee that gender continues to be present during all life of selected projects.

Results of gender mainstreaming gender in sectors other than those traditionally gender prone are noteworthy. The area of Judicial Reform and Modernization of the State stands out as one of the most active. Out of the 10 projects approved or in the pipeline for FY04 in the area of Judicial Reform and Modernization of the State, five have integrated gender in its design and four more in the identification stage intend to do so when project preparation starts. The Transport sector effort to mainstream gender is also noteworthy with three of six projects (approved or in the pipeline for FY04) addressing gender

issues. In addition, two new projects integrated gender in the area of Infrastructure; two new in the sector of Financial Services; five in the ESSD network, and eight in the HD network.

Several Trust Funds (TF) supported the gender mainstreaming work in lending operations under implementation during FY03. Some examples of work supported by TFs are:

- In the Chile Municipal Development Project, mainstreaming a gender approach by considering different needs and incentives proper to males and females in relation to the provision of public services.
- In the El Salvador Land Administration Project, integrating a gender focus in the Promotion Campaigns of the land registration program; and carrying out an impact assessment of land ownership, land use, access to credit and investment for men and women.
- In the Honduras Profuturo Project, pilot experiences of income generation for women to test their sustainability;
- In the Venezuela Rural Poverty Project, assessing the gender impact of the loan, providing the right adjustments.

IV. Economic and Sector Work, Analytical Work and Research

Several new *CGAs* have been finalized during FY03. Prior to FY03, CGAs or comprehensive gender analysis pieces had been produced for the following countries: Ecuador, the Caribbean, and Argentina. During FY03, CGAs for Colombia, Brazil, Paraguay and Central America have been finalized⁷. In addition to this, a book analyzing how gender cut across different economic processes in Mexico was published and widely disseminated in Mexico.

Gender has been integrated in analytical work the areas of education in Northeast Brazil; youth development in the Caribbean; and labor markets and minimum wage in a regional study. It is particularly noteworthy the effort to mainstream gender into the region flagship study on inequality (the regional equivalent of the WDR) which includes a chapter on gender, race and ethnicity. Other ESW include a Regional Gender Review, summarizing the gender trends in LCR in different socioeconomic sectors; and a Gender Review of the Peru portfolio. Finally, the Gender Unit of LCR has collaborated in mainstreaming gender in Bank wide ESW such as the Child and Youth Strategy.

There has been some progresses in mainstreaming gender in Poverty Assessments in LCR. Poverty Assessments for Guatemala and Colombia were produced during FY03. Both included gender disaggregated data analysis in the areas of labor market participation; and also education and health in the case of Guatemala. The Colombia PA also addressed gender specific aspects of poverty such as violence as it analyzed the determinants of domestic violence and the impacts of sociopolitical violence on men. While the treatment of gender issues in the Colombia PA is noteworthy, gender is not

⁷ CGAs are the result of several years' work as many of these tasks were started in FY previous to FY03.

fully mainstreamed throughout the report. Guatemala report, on the other hand, fully mainstreams gender in the document as it consistently reports on particular gender issues in different sectors and socioeconomic processes, considering poor women and girls as target groups for social policies.

Following the example of the Guatemala PA, a coordinated effort to ensure comprehensive analysis on the gender dimensions of poverty in other PAs should be pursued. In addition, there is potential mainstream gender into PERs, as no attempt has been made. (Resources from the Gender Mainstreaming Fund to pilot such exercise during FY04 in the Saint Vincent and the Grenadines PER have been secured during FY03.)

V. Aligning Resources with Strategy Elements

15. During FY03, LCR has continued implementing programs and actions aimed at building the capacity of the Bank and its clients to work about gender. Some of the activities developed included: (a) the implementation of Gender Technical Facilities in Central America; (b) the implementation of the same facility in Argentina; (c) the elaboration of Gender Mainstreaming Best Practices in selected sectors; (d) the implementation of a gender disaggregated data base for the region; (e) the setting up of a network of sectoral gender focal points; and (f) the organization of a sub-regional workshops aimed at building the capacity of key stakeholder to mainstream gender in specific thematic areas. Gender Technical Facilities continued to operate during FY03 to provide on-site assistance to Bank projects in Central America and Argentina. Funded by two PHRDs, such facilities supported projects via a group of local consultants supervised by LCR Gender Unit. Argentina's GTF closed in March 03 and Central America GTF in June 03. New funds to continue operating the latter for two more years have been secured from a BNPP Trust Fund. The results and lessons from the Central American experience have been documented in a paper⁸.

16. Capacity building through workshops is an important element of Gender Technical Facilities. The Central America GTF organizes workshops bringing together project staff from the region together with gender experts. During FY03 one workshop took place in November 2002 in Nicaragua and another in May 2003 in Washington DC. The Washington DC workshop contributed to engaging Bank Task Managers in the dialogue with project staff and gender experts and served to plan future gender actions by each of the projects that receive TA.

17. *Best Practices in Gender Mainstreaming* in selected sectors of the Bank operations have been carried out to enhance the capacity of Bank Task Managers to address gender in their projects. Supported by a BNPP trust fund, best practices were analyzed in Agricultural Extension; Urban Infrastructure Upgrading; Judicial Reform; and Transport. The objective of this study has been to: (a) disseminate among TM of the benefits of addressing gender in projects in certain development sectors; and (b) show specific examples of how to integrate gender in projects. Although the primary audience

⁸ Tornqvist, A., Peeters, P., and Meza, R., forthcoming, *Gender Mainstreaming Strategy in Latin America, Lessons from the Gender Technical Facilities*. Washington DC: World Bank.

has been Bank's TMs, some of them such as the CAMEBA Urban Infrastructure Upgrading case study, have been translated into Spanish and widely disseminated in the client countries among policy makers and gender experts. At request from the Urban Development Thematic Group, the CAMEBA case study has been featured in this TG web page. In addition, under a different (PHRD) trust fund, the experience of the Venezuela Agricultural Extension Project, mainstreaming gender in agricultural extension services is currently being documented.

18. *The ESMAP Central America Gender and Sustainable Energy Program* is contributing to enhancing the capacity of Central American practitioners and NGOs to address gender issues in energy projects and policies. Activities have consisted of a series of workshops exploring the links between gender and energy and three pilot projects in the same field in the region. The project has strengthened the capacity of a network of energy organizations in Central America to address gender issues in their operations and is helping to integrate gender issues in energy policies incrementally

19. The Gender Disaggregated Data Base was set up and will facilitate gender regional and country level analysis to different gender stakeholders in Latin America and the Caribbean. The database provides gender disaggregated information on socioeconomic indicators by country. One of the advantages of the database is that cross country comparison are possible as variables are built using a consistent methodology across countries. By making it available online to the wide public, key gender actors in the region will benefit from readily available, high quality information to advocate change and inform policy.

20. Overall, the two main components of the gender capacity building strategy in LCR: Gender Technical Facilities and elaboration of best practices seem to have worked well. In the case of the GTFs, project teams value positively timely assistance on the ground to develop their gender activities. New mechanisms to ensure the sustainability of the results achieved by the GTFs following the closing of the TF that support them are already being explored. In the case of the best practices, although a great effort to document the experience is already underway, the impact has not been that noticeable due to a lack of emphasis on dissemination. A strategy to better communicate the results should be devised in order to maximize their impact.

**Box 3. Implementing Technical Facilities to Mainstream Gender in LCR:
Premises, Results and Lessons**

Premise. GTFs were born out of the realization, after several years of experiencing with different approaches to mainstreaming gender in World Bank operations, that the key to obtain good results in mainstreaming gender was to ensure that gender did not disappear during project execution. Hence, the focus of GTFs is on project execution exclusively as opposed to other programs that address gender issues during project preparation.

Results. Bank funded projects in LCR have achieved important results as a consequence of their gender focus supported by GTFs. Some of the results include:

- Higher retention of pregnant girls in schools in El Salvador by training school staff and promoting changes in outdated school regulations.
- Elimination of gender stereotypes in the education curriculum in Guatemala, Panama and Honduras
- Reduced maternal and infant mortality by including men in maternal care education in Nicaragua
- Reduced domestic violence by providing services to victims and aggressors in Panama
- Increased women's access to land by better land registration information dissemination campaigns in El Salvador and by helping women to obtain ID cards in Guatemala
- Higher legal, medical, and psychological assistance to women victims of domestic violence in Ecuador
- Gender sensitive extension services that target men and women agriculture needs in Honduras by training extension agents
- Higher agricultural productivity by involving women in research projects in Ecuador
- Higher participation of women in roads rehabilitation projects in Nicaragua
- Better informed rural development policies by providing sex disaggregated data in the agricultural census in Ecuador

Lessons. After three years implementing GTFs, some of the lessons learned are as follow:

- After a initial approaching to TMs, a demand driven strategy, providing assistance upon request from projects proved effective
- Training in gender to project staff members was more effective and sustainable that allocating gender experts to each project
- A gender approach focused on men and women and their different contributions to projects worked better than a women only focus
- Bank executed GTFs tend to be more results-oriented than Government executed GTFs, as often weak government institutions use resources for political purposes different to the objectives of the grant.
- Serious thought needs to be given to mechanisms that guarantee the GTFs actions sustainability following the closing of the trust funds that support them.

Source: Tornqvist, A., Peeters, P., and Meza, R., forthcoming, Gender Mainstreaming Strategy in Latin America, Lessons from the Gender Technical Facilities. Washington DC: World Bank.

VI. Staffing

21. The Gender Unit has recently undergone a restructuring. During the FY03, LCR appointed a new regional gender coordinator. Although the Gender Unit continues to be mapped to LACPREM, the regional gender coordinator seats in the ESSD sector of LCR. During the first six months of the new gender coordinator this has worked well and has strengthened the Gender Unit's links with the ESSD family, in particular in the area of Social Development and Rural Poverty. In addition, a network of gender focal points has been set up to link up with operations in PREM Public Sector, HD, ESSD, and FPSI sectors. Particularly in FIPSE (Transport and Urban); in PREM (Public Sector - Judicial

Reform); and ESSD (Access to Land and Social Development) results give room to optimism with regard to the new institutional arrangement. Focal points usually allocate two weeks of their time per fiscal year to gender work. In the field, Social Development and Civil Society Specialists continue to be important instruments for gender mainstreaming given their broad comprehension of the Bank's work and portfolio in each of the Bank's borrower country, coupled with their capacity to grasp and make fast use of available opportunities.

22. On the negative side, a large part of the gender work program of the region, continues to rely on the work of consultants rather than Bank staff, depending sometimes of priorities that have not been regionally defined. The Unit counts on 2.25 bank staff members: a full time Labor Economist; a Regional Coordinator with 25 percent of her time to the coordination; and the unit's ACS. In addition, the unit includes approximately 4 full time international consultants; and 5 part time local consultants.

VII. Partnerships

23. Several partnerships have been established or continued during FY03, worth mentioning the partnerships with bilateral donors in the Caribbean; with women's organizations in several countries in the region for different purposes; and with FAO in the Andean Region to address rural development issues; and with RUTA to implement Progenial, the Technical Facility in Central America.

24. The work on Youth Development in the Caribbean has built on ample consultation and collaboration with bilateral and multilateral donors. Among others, the Gender Unit is consulting with the IDB, UNDP and UNICEF.

25. Partnerships with NGOs and women organizations across the region have been pursued as a way of maximizing the impact of Country Gender Assessments. This has been the case in Brazil for the Brazil Country Gender Review (published by the Bank with CEPIA, a local NGO).

26. The partnership with FAO has been especially successful to mainstream gender in the field of rural development in the region. Collaboration between FAO and the Gender Unit of the LCR region in rural development started in FY02 with the joint task of providing gender technical assistance to the Rural Roads of Peru Project. During FY03, the WB has requested assistance from the FAO, to produce a Rapid Rural Gender Assessment of the Andean Region.

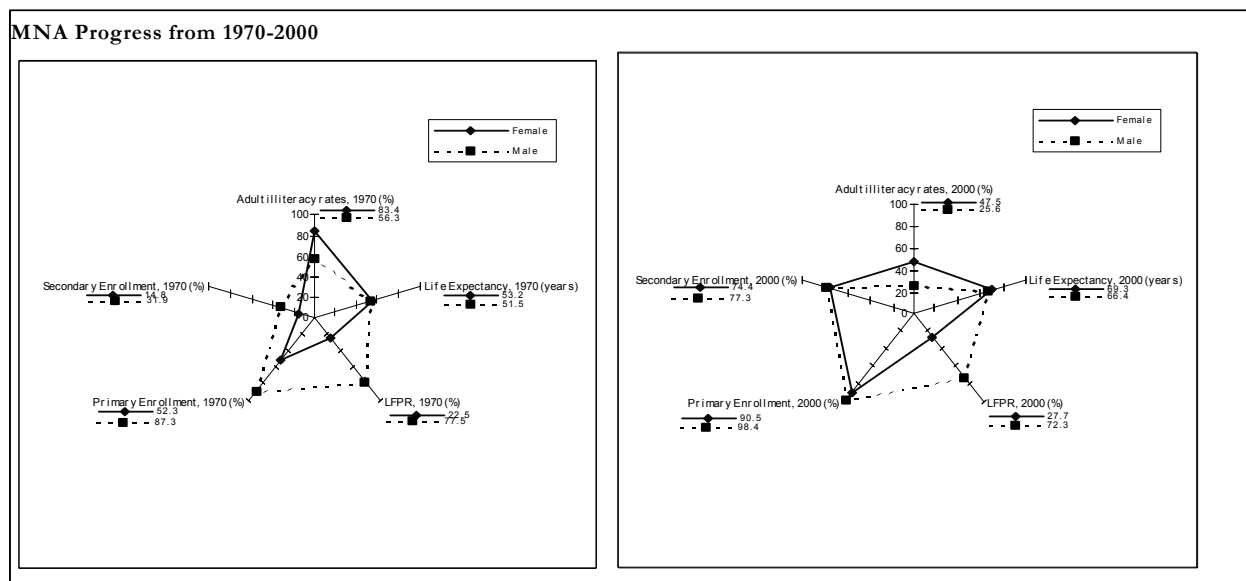
Appendix : Gender in the LCR portfolio

Table 1: Projects Approved in Fiscal Year 2003 that Address Gender

Project		How gender is addressed
1	Argentina Jefes de Hogar Program	Although this social safety net program targets poor households, one of the eligibility criteria is that the participant is a pregnant women. Thus, the program indirectly benefits women, who comprise 60 percent of participants.
2	Bolivia Social Safety Net Structural Adjustment Credit	Women are specifically targeted in a variety of social safety net programs, including support for the empowerment of indigenous women and their right to culturally sensitive health care, and a public employment program in which fifty percent of beneficiaries will be women.
3	Brazil Bahia Health System Reform	Following recommendations from two gender studies in Brazil, the project will look at general health issues in a gender way, which includes increasing women's access to health care and improving their health, and involving men in family and reproductive health programs.
4	Brazil Sustainable Communities - Amapá	The project includes a component of targeted community sub-projects that will promote economic opportunities for poor women. Rural communities where women are responsible for the household will receive special attention, and women's associations in poor rural communities have been identified as special stakeholders.
5	Ecuador First Programmatic Human Development Reform	The project recognizes women as an especially vulnerable group, making them beneficiaries of protected government programs, increasing public investment in health, and expanding basic coverage to achieve the Millennium Development Goal of reduced maternal mortality.
6	Guatemala Western Altiplano Natural Resources Management	The project fosters women as equal agents of change, innovation, and implementation. Women are considered direct beneficiaries, given that female-headed households will be particularly targeted and a minimum of 30 percent of grant financing is designated for women.
7	Honduras Regional Development in the Copán Valley	One of the main social development objectives is to promote gender equality in employment, income-generation, and leadership, and women are considered direct beneficiaries of the project. In particular, it estimates that 30 percent of beneficiaries of the training and capacity-building programs and 30 percent of the beneficiaries of the income-generating activities will be women.
8	Mexico Municipal Development in Rural Areas	The project includes women as part of the target population, who will benefit small-scale social and productive infrastructure subproject investments using a community-driven development approach.
9	Mexico Savings and Credit Sector Strengthening	The project targets, among others, low-income women and indigenous groups in marginal communities. The Social Development Model intends to promote the active participation of women and indigenous people to maximize benefits, including working with women's organizations to improve their savings and credit mechanisms.
10	Peru National Rural Water Supply	The project will contribute to the reduction of poverty through cost savings and improved quality of life and health, targeting women and their children in particular.
11	St. Kitts/Nevis HIV/AIDS Prevention and Control Project	This project takes a gendered approach in that it recognizes that gender inequities diminish the power of women to negotiate safe sexual practices, undermining prevention and care efforts, and that poverty, which increases vulnerability to HIV/AIDS, particularly affects female-headed households, which comprise one-third of households in St. Kitts/Nevis.

5. Middle East and North Africa Region

MNA FY03-04 GENDER RETROSPECTIVE AND PROGRESS REPORT



Background: Although progress on gender indicators and gender equality in MNA has been recorded over the past few decades (notably the fastest improvements on female education than any other region), the gender gap remains a challenge for the region. In this respect, MNA poses a paradox: unlike in other regions of the world, significant progress in reducing gender gaps in education has not carried through into MNA's labor market. In fact women's participation in the labor force remains much lower than would be expected given the levels of female education, fertility, and per capita income in the region. While gender inequality contributes to poverty, slows economic growth, and reduces human well-being, poverty also exacerbates gender disparities.

In line with the **MNA Regional Strategy**, which identifies Gender as one of five strategic priority areas (along with water, education, public sector management, and private sector development), the Bank's MNA Region has incorporated gender analysis and gender informed development interventions at all levels: 1) Research & Strategy; 2) Policy Advice; and 3) Capacity Building.

MNA FY03 GENDER WORK SUMMARY:

In FY03, MNA's gender work scaled-up on several levels:

- **The MNA Regional Report "Women in the Public Sphere"** (which is one of four regional reports to be launched at the Annual Meetings in Dubai) has brought together new gender research on the region and provides innovative and ground-breaking gender analysis from an economic development and opportunity perspective.
- **Country Gender Diagnostic** conducted for Algeria, Djibouti, Egypt, and Yemen has already informed the Bank's respective country programs, projects, and research. Some of this diagnostic will also be issued as stand-alone reports in FY04.
- **Gender Capacity Building and Training Activities** in FY03 targeted both Bank Staff and clients, who were able to benefit from general and sector specific training activities in workshops, major conferences, and seminars - both face-to-face and through GDLN.

- **Gender Fundraising Efforts** in FY03 successfully doubled available gender resources for capacity building that directly benefit the region. To this end, MNA was awarded two Institutional Development Grants (IDFs for Egypt and Iran) focusing on gender; 2) an expansion of the Regional Gender and Development Network (DGF) to now include two hubs in Tunis and Tehran; and 3) other trust funds such as the BNPP for Gender Capacity Building.

The MNA Regional Strategy identifies Gender as one of five strategic priority areas that are meant to serve as focus for all activities undertaken in the region.

RESEARCH AND POLICY ADVICE IN FY03:

At the policy level, serious efforts were made in FY03 to address gender issues in content and process in Poverty Reduction Strategy Papers (PRSPs), Country Assistance Strategies (CASs), and Country Reports on Achieving Millennium Development Goals (MDGs).

To this end, the Bank successfully engaged the Government of **Djibouti** in the Bank’s gender agenda at a critical juncture in the Djibouti PRSP process to help mainstream gender not only in the PRSP (currently being finalized), but also in the upcoming FY04 Djibouti Country Assistance Strategy (CAS) Update. In this context, gender was also considered in the Djibouti PRSP Joint Staff Assessment. The preparation of the **Algeria** Gender and Poverty Note (currently being finalized) not only helped inform the Algeria CAS on pertinent gender issues in terms of both content and process, but also informed the gender section of the Report on Algeria and the Millennium Development Goals (MDGs). A similar gender chapter providing policy advice to the Government of **Morocco** was prepared in the context of the Morocco MDG Report. Based on the Bank’s gender analysis of the budget initiative that was conducted in the context of the Morocco PER, Morocco’s Ministry of Finance and Privatization has recently endorsed the gender approach in Morocco’s budgetary reform process that is likely to advance the institutionalization of gender in public policy.

Gender issues also figured prominently in the Working Paper “Yemen and the Millennium Development Goals.” As a follow-up to FY02 **Yemen**’s PRSP at the implementation stage, the Bank promoted the visibility of gender issues in Yemen and inside the Bank and helped ensure that the Bank played the role of a catalyst/interlocutor between the different stakeholder groups. In this context, gender issues featured prominently in the FY03 Yemen CAS.

FY03: MNA CASs, PRSPs, and MDG papers			
Country	CAS	PRSP	MDGs
Algeria	✓	-	✓
Djibouti	FY04	✓	-
Jordan	✓	-	-
Morocco	FY02	-	✓
Yemen	✓	✓(FY02)	✓

Moreover, in preparation of a Yemen Gender Note, an extensive participatory consultation process led to a National Yemen Gender Strategy and Action Plan endorsed by the Prime Minister for Cabinet approval. The Egypt Country Gender Assessment (CGAs) was finalized in FY03 and its policy recommendations have been well-received by the Government. The FY03 Jordan CAS calls for engendering the FY04 Jordan Poverty Assessment that will also be accompanied by a FY04 Jordan Gender Assessment.

In order to further inform the policy dialogue at the regional level, concrete measures were taken to “get the gender diagnosis right”. Regional gender research was conducted and updated to feed into the MNA Regional Gender Report “Women in the Public Sphere” that focuses on women’s

economic and political participation in MNA and in a ground-breaking manner aims at estimating the cost of gender discrimination. Innovative gender work also included a MNA Gender Youth and Employment Study, which informed (among others) the regional report on employment and development. The Bank's May 2003 economic report "Twenty-seven months - Intifada, closures, and Palestinian economic crisis : an assessment" analysis and reports on gender specific circumstances surrounding educational and health attainment as well as economic conditions.

In an effort to obtain additional gender information for future gender research, FY03 Investment Climate Surveys were successfully engendered and included gender specific questions for further analysis.

Gender Work in MNA rests on Three Pillars:

- 1) Research & Strategy
- 2) Policy Advice
- 3) Capacity Building

TRAINING AND HUMAN CAPACITY BUILDING IN FY03:

In order to assist Bank staff and counterparts in strategically mainstreaming gender into policy, operations and analytical work, the MNA took a three-pronged approach to providing gender training and clinics targeting 1) Bank staff; 2) clients; and 3) Bank staff, clients, and partners. As a continuation of the MNA Gender Dialogue Series, sectoral gender dialogues targeted at MNA staff took place on Gender, Trade & Foreign Direct Investment; Gender, Legal Systems & Enforcement; as well as on Gender Employment, Private Sector Development and Privatization. The dialogue series not only offered MNA staff an opportunity to enhance their knowledge on engendering pertinent emerging reforms, but also offered best-practice examples for application in the Bank's work. In addition, a three-day seminar on Gender Mainstreaming and Analysis in Development Plans and Projects was held in FY03, which enabled staff to broaden and deepen their understanding of more general gender concepts in the context of MNA.

In partnership with WBI and PRMGE, a Distance Learning (DL) Activity on Gender Monitoring and Evaluation was piloted which brought together 104 participants representing client countries, partner organizations, and the World Bank. The six-session DL course was offered through the World Bank offices and the Global Development Learning Network (GDLN) in Egypt, Gaza, Jordan, Lebanon, West Bank and Yemen, and generated demand for more in-depth training on monitoring and evaluation at a project and country level. Face-to-Face, 40 partners from 8 client countries were able to benefit from a Monitoring and Evaluating Progress Towards Achieving Millennium Development Goals at a three-day regional workshop in Beirut that was organized in cooperation with the Bank's Gender and Development Anchor, the World Bank Institute, and the Bank's Operations Evaluation Department (OED).

In addition to gender workshops and dialogues, MNA continued to raise gender awareness among Bank staff through several brown-bag seminars. In this context, high-profile FY03 brown-bag events included "Views of Iraqi Women: Role of Women in Post-War Iraq" as well as "Women, Traditions, and Sustainable Development in MNA", the latter of which was organized with the Women's Learning Partnership.

The **MNA Consultative Council on Gender** (CCG, an external group of regional civil society representatives and experts on gender issues) continued to contribute to building gender capacity among MNA staff. At the March 2003 Annual CCG Meeting in Washington, the CCG not only provided its feedback to the MNA's region's overall gender work, but engaged the three regional

reports teams to engender the MNA regional reports on 1) Trade; 2) Employment and Development; and 3) Governance - all of which will be launched on the occasion of the World Bank/IMF Annual Meetings in Dubai. In addition, the CCG actively participated in outlining the messages of the Regional MNA Gender and Development Report “Women in the Public Sphere” (see section on gender research above). Moreover, the CCG had a chance to meet with the MNA Advisory Group on Gender which is comprised of MNA staff with different sectoral expertise and which has continued to help gender-mainstream MNA’s departmental workplans and/or projects throughout the year.

In addition, **a gender lens has systematically been integrated in key regional conferences**, which included The Knowledge for Development Meeting in Marseilles, France (September 2002). As a result of these gender-mainstreaming efforts in Marseilles, the World Bank Institute (WBI) has been requested to include gender among the indicators used for knowledge-economy benchmarking. The Mediterranean Development Forum (MDF 4) in Amman, Jordan (October 2002) aimed at having a gender-balanced participation resulting in 37% female participants and included a special session on Gender and Citizenship in the Arab Region.

OTHER INSTITUTIONAL CAPACITY BUILDING ACTIVITIES AND LENDING IN FY03:

Addressing gender at many fronts

- Internally within the World Bank & in Partnership with our Counterparts
- At the Regional-, Country-, and Local Level

Several Bank-supported initiatives were aimed at building more capacity for gender analysis and gender informed development interventions. The Bank’s Development Grant Facility (DGF)-supported regional Gender and Development Network of individuals and organizations (both governmental and non-governmental) continues to reach out to policy-makers, researchers and activists to promote policies that

address gender in development. The implementing counterpart for this multi-year initiative is the Tunis-based regional Center of Arab Women for Training and Research (CAWTAR) that established the Arab Network for Gender and Development - @NGED. This DGF-supported Gender and Development Network is now being expanded to a Farsi-speaking Gender and Development Network with a hub in Tehran to include countries from the Europe and Central Asia Region as well as from the South Asia Region.

In **Tunisia**, an Institutional Development Grant (IDF)–implemented by the Ministry of Women and Family Affairs (CREDIF)–promotes the Integration of Gender in Tunisia’s Regional Development Planning and strengthens the institution’s research capacities at the local and regional levels. In FY03, an IDF was also approved for Iran that would promote the Integration of Gender Monitoring and Evaluation Indicators in Iran’s Fourth Five Year Development Plan. Another IDF, promotes Capacity Building of the National Council for Women in **Egypt**. A second IDF in Egypt entitled “Capacity Building of Monitoring and Evaluation” for which the Ministry of Finance is the implementing agency, promotes–among others–workshops on performance-based budgeting and gender mainstreaming in the national plan and budgeting.

In **Jordan**, a Japanese Social Development Fund (JSDF)-supported project has been initiated to provide “Legal Services for Poor Women in Jordan“ and to build institutional capacity to provide such services in the long-run. Another JSDF in **Yemen** “Promoting Gender Equity” has been aiming at mitigating barriers to women’s development and participation as well as at promoting a civil society-based movement against gender-based violence. At the same time, rural Yemeni

women have benefited from Literacy through Poetry, a project supported by the Bank's Culture and Poverty Learning and Research Group. This project has not only attracted continuing support from Yemen's Social Fund for Development, but its innovative literacy curriculum has received international attention. The Small Grants Program in Yemen has provided funding for examining the Gender Implications of Local Law Amendments. As a result, proposed changes to "engender" the examined laws were passed by Parliament in January 2003.

GENDER AND LENDING IN FY03:

Mainstreaming Gender in MNA lending operations continued to prove difficult in sectors dealing primarily with finance and emergency prevention/rehabilitation. At the same time, inroads have been made in the infrastructure and water sector, while the human development sectors continued to have a strong gender component. The following gives a flair of FY03 initiated lending operations that "successfully" integrated gender at the planning stage:

The **Algeria Second Rural Employment Project** aims to create an enabling environment conducive to participatory, inclusive and gender-balanced development. Training activities and institutional capacity building activities under this project plan to address gender specific issues and will target both female and male staff.

The **Djibouti HIV/AIDS, Malaria and Tuberculosis Control Project** which emphasizes gender as a key issue, especially targets widows, women, persons in uniform, and transporters to mitigate the economic and social impact of HIV/AIDS.

Egypt's Second Matruh Resource Management Project promotes the role of rural women in development through literacy programs and the enhancement of women-led small and micro-enterprises to increase women's access to economic opportunities in the livestock, indigenous resources (e.g. medicinal/herbal plants), marketing and processing sub-sectors. The project also aims at ensuring that women take part in the overall participatory planning process of the project and draws on positive gender-lessons learned from the First Matruh Project.

Gender and Lending Activities in FY03			
	WID 0	WID 1	WID 2
Algeria Second Rural Employment			✓
Algeria Urban Natural Hazard Vulnerability	✓		
Djibouti HIV/AIDS			✓
Djibouti Int. Road Corridor Rehabilitation	✓		
Djibouti Social Development and Public Works Program			
Egypt 2 nd Matruh Resource Management Project			✓
Iran Earthquake Emergency	✓		
Iran Environmental Management Support		✓	
Jordan Education Reform		✓	
Jordan PSRL II	✓ (??)		
Lebanon Cultural Heritage		✓	
Morocco Adult Literacy		✓	
Morocco Asset Management Reform	✓		
Morocco Rainfed Agriculture			✓
Tunisia NW Mountainous and Forestry Areas Development Project			✓
Tunisia Third Municipal Development	✓		
West Bank/Gaza 2 nd Emergency Services Support Program			✓
West Bank/Gaza Emergency Municipalities			
Yemen Port Cities			✓
Yemen Sana'a Basin		✓	
Yemen Urban Water Supply and Sanitation			✓

(MNA Gender Team Self-Assessment)

The **Morocco Rainfed Agriculture Development Project** includes communal investment plans that – having conducted gender analysis as part of a comprehensive social assessment - are to

reflect the inclusion of female-headed households and other vulnerable groups of women as high priority areas for intervention.

Tunisia’s Northwest Mountainous and Forestry Areas Development Project has a strong community development component and includes substantial gender analysis of passed efforts of gender mainstreaming. Thus, its project approach emphasizes need for integration of women into all project activities.

Benefits of the **West Bank/Gaza Second Emergency Services Support Project** will accrue to a large segment of the Palestinian population, including school students and families who rely on free medical services and education financed by PA institutions. Children suffering from malnutrition and women of child bearing age will also benefit, as the grant will finance food and micronutrient supplements that will be distributed through public clinics.

In December 2002, the Bank completed a beneficiary assessment report of **West Bank and Gaza “The Second Community Development Project”** according to which nearly 40% of all schools rehabilitated under CDP II were girls and co-educational schools. Furthermore, the economic infrastructure - mainly roads benefited women through greater access to health centers, improved hygiene conditions for their children and opportunities to participate in social activities through travel. Women and girls also benefited through training programs – in particular programs on health and environment, motherhood and child care. The training facility for women constructed in Gaza also provided training programs in sewing and curtain design through the Ministry of Social Affairs.

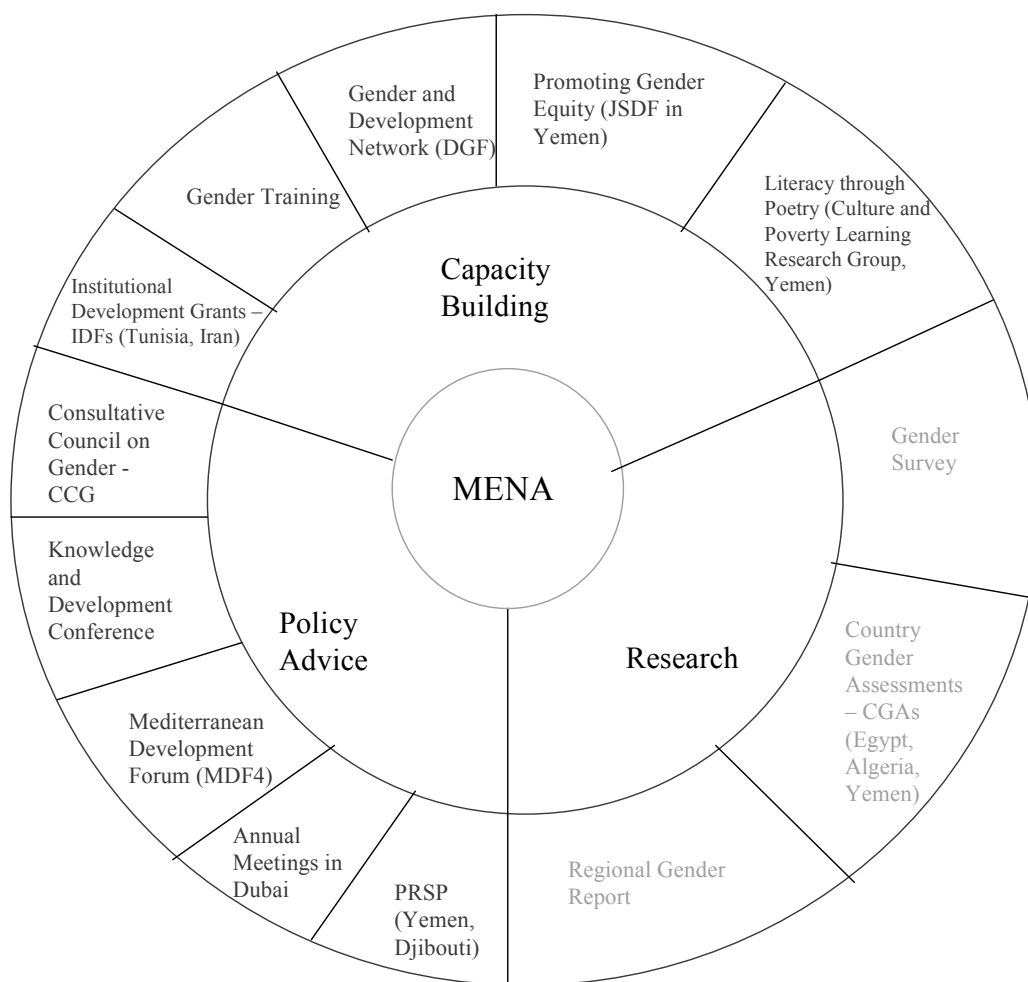
The **Yemen Port Cities Development Program’s** social development outcomes are, among others, (1) improved economic opportunities for low skilled workers, including women; and 2) improving women's role in decision-making. The project takes many systemic measures to ensure women’s participation at all levels of the City Development Strategy (which even includes a signed decree by the Governor of Aden to explicitly includes a representative of the Women's National Committee in the CDS team).

The **Yemen Sana’a Basin Project** calls for gender-specific targeted information campaigns.

It is anticipated that the **Yemen Urban Water Supply and Sanitation Program** will have an impact on reducing poverty, and particularly for women and children. Service provisions are to address the issues of gender preferences and under the project the GoY is to ensure that gender balanced training opportunities will be opened to both women and men of the sector.

FY03 MNA STRATEGY WHEEL:

The FY03 MNA Strategy Wheel developed at the end of FY02 provided the basis for the FY03 gender work as outlined above. In retrospect, the MNA Gender Team was able to achieve its set objectives. Moreover, additional achievements such as the IDF for Egypt, a BNPP for Regional Gender Capacity Building, and a Djibouti Gender Note were recorded.



PREPARATORY WORK FOR FY04:

2003 World Bank/IMF Annual Meetings: The September 2003 Annual World Bank/IMF Meetings in Dubai will include a gender seminar on the findings of the MNA Regional Gender and Development Report. Furthermore, a gender workshop on “Engendering the Public Space” is being planned in partnership with the Dubai Municipality. As part of the Dubai Meetings, a virtual seminar entitled “Young Women & Information, Communication, and Technology (ICT)” will address the constraints and opportunities of ICT in improving the lives of young women around the world, but with focus on the MNA region.

Gender Conferences and Workshops: In follow-up to the launching of the MNA Regional Gender and Development Report, four Regional Conferences are being planned in Bahrain, Egypt, Iran, and Morocco. This would include a dissemination and follow-up conference of the findings of the Egypt Country Gender Assessment in Cairo. Other thematic gender workshop/conferences would include “Gender and the Private Sector”, “Gender and Pension Reform”, “Gender and the Knowledge Economy”, and “Gender and the Informal Sector.” In partnership with the Arab Fund for Economic and Social Development a joint seminar entitled “Arab Women and Economic Development” is scheduled to take place in the fall. Gender Training Initiatives on Leadership and Gender Mainstreaming will especially target potential Iraqi partners to enable them to play a vital role in engendering future policy work in Iraq.

Furthermore, gender issues will be mainstreamed in the preparation of both The Second Knowledge for Development Conference for the MENA Region (Marseilles, March 2004) and the Fifth Mediterranean Development Forum (MDF5).

The Bank will also provide technical assistance towards organizing a gender roundtable that will take place in the context of the Djibouti PRSP and Djibouti Gender Note as part of the Paris Consultative Group Meeting in September. The Annual Conference of the Arab Network for Gender And Development (@NGED) that is being sponsored by the Bank's DGF will take place in October 2003.

CGAs, CASs and Economic Sector Work (ESW):

In FY04, Country Gender Assessments are being initiated in Iran and Jordan. Efforts have already been initiated to gender mainstream FY04 Country Assistance Strategies (CAS) for Djibouti (Update), Iran, Lebanon, Morocco (Update), Tunisia.

Concrete plans and efforts have already been made to help engender the MNA Regional Pension Report, the MNA Regional Social Development Strategy and the MNA Regional Children and Youth Strategy, which are to be finalized in FY04. A MNA Regional HIV/AIDS Strategy is also going to be finalized in FY04 and the consideration of gender issues has already been identified in the draft concept note. The FY03 Djibouti Gender Note is likely to contribute to engendering both the FY04 Djibouti PER and the Djibouti Water Sector Note. The Algeria Gender and Poverty Note is expected to inform the Algeria Poverty Update. The Iran Education Sector Strategy will benefit from the preparations of the Iran Country Gender Assessment. The Jordan Country Gender Assessment will be produced in close cooperation with the Jordan Poverty Assessment Team and it is expected that the Jordan CGA will also inform the Jordan Water Sector Update. A Gender specialist has been part of the Morocco Poverty Update Team from the outset.

FY04 PROJECT ACTIVITIES (LENDING and GRANT) ACTIVITIES:

Efforts have already been made to integrate specific gender concerns in the Egypt Policy Based Loan and the Yemen Social Fund Project. Other projects in which gender are likely to figure prominently are the Morocco Rural Access, the Gaza II Water and Sanitation, the Iran Water Supply and Jordan Amman Development projects, which are also in a position to benefit from recent analytical gender work.

The recent competitive round of the GENFUND has awarded resources to "Developing a Framework for Improving Women's Economic Opportunities and Voice in the Context of Yemen's Port Cities Development Project" and to "Morocco's Gender Gap in Schooling: A Qualitative Analysis of the Institutional, Socio-cultural and Economic Factors Underlying Regional Differences", both projects which will be implemented in FY04.

6. South Asia Region

SOUTH ASIA GENDER MAINSTREAMING FY03 PROGRESS REPORT

Summary

In FY03, the South Asia Region made significant strides in its work on gender and development. There was substantial progress made in integrating a gender dimension into policy papers (Country Assistance Strategies, Poverty Reduction Strategy Papers), including Gender Analysis of the I-PRSP in Bangladesh, inputs to the Nepal PRSP and CAS, and engendering the I-PRSP in Pakistan. In line with the Bank's Gender Strategy (September 2001) which calls for the preparation of a Country Gender Assessment (CGA) in each country, South Asia Region has completed three issues papers for Afghanistan, Pakistan, and Nepal. Considerable steps forward have been made in both Afghanistan and Bangladesh to establish gender advisory groups to provide leadership to the CGA and associated sector analyses, as well as engendering the I-PRSP (Bangladesh).

In Pakistan, in addition to a comprehensive Poverty Assessment, which focused in part on the gender aspects of poverty, an awareness session on gender-responsive budgeting was held with NGOs and government officials in collaboration with WBI. Other analytical work in the Region includes a three-year joint study with the Inter-Agency Working Group (IAWG) to look at female work participation in the informal sector (India), a study on Measuring and Learning about Empowerment and Social Inclusion (Nepal) and a study on gender mainstreaming in Poverty Alleviation (Pakistan). In India, a preliminary assessment in preparation for the gender screening of the Tenth Five Year Plan has already revealed greater attention to issues of women and children across sectors.

In lending operations, attention to gender issues has increased, particularly in projects such as the Rural Women's Development and Empowerment Project (RWDEP) in India, which links women in the informal sector with development opportunities such as service delivery, access to credit, and improved livelihoods. With support from the World Bank, many gender initiatives with governments and civil society were under taken, such as assessing gender outcomes in microfinance programs (Bangladesh), sensitizing the police personnel in Delhi (India), Opportunity for Women in Renewable Energy Technology (Bangladesh), and a JSDF grant for Empowering Rural Women in Punjab (Pakistan).

Policy dialogue on gender mainstreaming was facilitated across the Region, including support to CEDAW Training and Strategy Development and giving women voice in policy and strategy development (Afghanistan), Gender Equity Strategy and Maternal Health Strategy (Bangladesh), and inputs into Adjustment Credit (Nepal). Regional policy dialogues on Trafficking and Women's Human Rights were held to identify strategies to combat trafficking of women and children.

Gender Monitoring and Evaluation (M&E) was a focus in most of the SAR countries. A Distance Learning (DL) workshop was held in Bangladesh, India, Pakistan, and Sri Lanka, which gave participants (ranging from Bank staff and government officials to NGOs and research organizations) a framework for conducting M&E and stressed the importance of good M&E in project design and implementation. Following the DL workshop, a study on gender mainstreaming in M&E was conducted in the North West Frontier Province (NWFP)

of Pakistan, to understand whether a bank-supported project produced intended benefits for men and women, variations in impacts, and how beneficial impacts can be increased.

Country-Level Gender Analytical Work and ESW

AFGHANISTAN

- The **CGA Concept Note** was discussed by the Afghanistan Management Team in April 2003. Work is currently underway and the first phase (a CGA document and completion of a series of workshops) is expected to be completed in FY04. The Afghanistan Country Gender Assessment is intended to offer an enabling context within which to support government and key partners to identify and address gender inequality in areas considered vital to national development and poverty reduction. It hopes in a practical and non-challenging way to facilitate understanding of gender relations' analysis, to build confidence in identifying and applying gender-responsive strategies, and to provide encouragement to further exploration of solutions that go beyond received wisdom to contribute to development effectiveness. The work takes as its starting point the sad health and mortality statistics in Afghanistan, and asks how a more balanced approach to gender could start to improve the situation.
- **Gender Assessment of National Development Programs.** Development of tools and capacity building for Ministry of Women's Affairs' Gender Advisory Group to assess/report on progress on mainstreaming women into national plans.

BANGLADESH

- **Gender analysis of I-PRSP** and development of road map for participatory preparation of the full PRSP (to be completed in FY05). The draft report was completed in June 2003, and is being reviewed by a joint government-civil society committee ("Gender Platform"). The report is expected to be finalized in September 2003 and will be shared with Government PRSP task forces and donors. The "Gender Platform" group is developing an action plan based on the suggestions of the report, which will be implemented simultaneously with the development of the full PRSP.
- **Programmatic approach in Ministry of Women and Children's Affairs (MoWCA).** Through the Local Consultative Group on Women's Advancement and Gender Equality (LCG-WAGE), the Bank played an important role in supporting the Ministry of Women's and Children's Affairs (MoWCA) in carrying out an institutional and organizational assessment of MoWCA.
- **Assessing gender outcomes in microfinance program.** Palli Karma Shahayak Foundation together with the Bangladesh Institute of Development Studies (BIDS) published a report on gender outcomes of ongoing microfinance program, financed by the World Bank.

INDIA

- **Country Gender Assessment.** Work on the CGA in India has been delayed in order to

coordinate the work with new poverty analysis that is planned for FY04 and FY05. As is not surprising, other institutions are doing a lot of work on gender in India, and it is important for the Bank to offer innovative analysis that complements the work of others and lays a solid foundation to better address poverty concerns by taking gender disparities into account. The Concept Note is expected to be discussed by the India Management Team in December 2003, and the CGA is scheduled for release at the end of CY2004.

- **Rural Water Supply and Sanitation.** Development of a methodology for assessing gender impacts of Rural Water Supply and Sanitation Project is underway. A more detailed assessment of an ongoing project (Kerala project) will be undertaken.
- **Toolkit on Gender in Resettlement and Rehabilitation.** A report was completed in FY03 and has been peer reviewed. The report will be finalized in FY04.
- **Female work participation in the informal sector.** A joint initiative has been taken up with the Inter-Agency Working Group (IAWG) to undertake this study over a three year period to gain a better understanding on this issue. The first draft of the Interim Report titled Women's Economic Activity: Perception and Reality is being reviewed within the Region and will be finalized once comments have been received and addressed.
- **Gender Screening of the Tenth Five Year Plan.** The Tenth Five Year Plan for India has been announced and a preliminary assessment has revealed greater attention to issues of women and children across sectors. A gender screening of the Tenth Plan document has been commissioned. The analysis will establish the extent to which the Tenth Plan approach will create an environment for gender equality and the specific measures outlined in major sectors. The analysis will cover national policies – in financial and non-financial terms – responsibilities of states in operationalizing the Plan, evaluation of gender gaps, possible measures for gender-sensitive Plan implementation, etc. The exercise is to be taken up jointly with the IAWG.

NEPAL

- **Nepal Country Gender Assessment.** The draft concept paper for this work was completed at the end of FY03. Reflecting an understanding of gender as one of three salient social categories that determine access to assets, capabilities and voice, the Nepal Gender and Social Exclusion Assessment (GSEA) will examine caste and ethnicity, as well as gender. It will analyze how these three inter-locking socio-cultural institutions or “rules of the game” have shaped and been shaped by Nepal’s history and its existing economic and political institutions; how gender, caste and ethnic identity influence poverty outcomes; how these identities have begun to change – especially since the advent of democracy; and the way the state, market and civil society institutions have responded formally and informally to support or block these changes. Based on this analysis the report will recommend key strategies and actions that various government, civil society and donor agencies (including the Bank and co-sponsor, DFID) can take to promote positive change towards a more inclusive and equitable society. Analytical work and consultations have already begun informally in connection with the PRSP and the CAS preparation.

- **Measuring and Learning about Empowerment and Social Inclusion (MESI) study.** With support from the SDV and the bulk of funding from NTFESSD and the GENFUND trust funds, this multi-year study is developing and testing ways to track changes in levels of empowerment and social inclusion (for women and members of low caste groups) achieved through project interventions – specifically the Nepal Rural Water Supply and Sanitation Project (RWSS II). The study is collaborating with the Multi-Regional study for Measuring Empowerment (ME) to develop a unified analytical framework from which context and project specific indicators and instruments can be developed for monitoring empowerment and social inclusion.

PAKISTAN

- **CGA Concept Note.** A lengthy and detailed concept note was discussed by the Pakistan Country Management Team in June 2003. The objective of the Gender Assessment is to develop a solid analytical basis for identifying possible policy options to address gender differences. An analytical model is being developed which is based on households and the economic, social, cultural, legal and political environment that they face, since factors both inside and outside the household influence gender inequities. By placing the household and decision-making within the household at the heart of the analytical model, the Gender Assessment aims to “unpack” the process of household decision-making for the policy maker.
- **Study on Gender mainstreaming in M&E and lessons learned.** Case Study of the North West Frontier Community Infrastructure Project to determine lessons learned that can provide insights into effectively integrating gender into future community infrastructure projects planned for other provinces in Pakistan, as well as projects in other sectors adopting a community driven development (CDD) approach. Specific emphasis was placed on ascertaining whether the project produced intended benefits for men and women, what factors accounted for variation in impacts, and how beneficial gender impacts can be increased. A final report was completed in June 2003. Key findings from this report are expected to be disseminated at a workshop in FY04, and will also be available on the SAR Gender web site.
- **Pakistan Poverty Assessment.** Poverty in Pakistan: Vulnerabilities, Social Gaps, and Rural Dynamics – October 28, 2003. This report, which has evolved in cooperation with the PRSP initiatives undertaken in Pakistan, shows how gender gaps and social resistance to services (such as girls education) can be linked to poverty. Historically, Pakistan has had some of the lowest female enrollment rates in the world, resulting in wide educational gender gaps. This is disturbing since numerous studies have shown that female education has an important role in development. The impact of female education is transmitted in the context of the variety of social and economic roles that women typically play; lower infant mortality, improved child nutrition and better schooling for her children, through her role as a mother; higher wages and increasing farm yields as a producer; and increases in the number of teachers in the region – thus decreasing the cost of education – through her role as an educator of future generations. The observed differences in the availability of primary schools for girls and boys partly explain wide gender gaps in schooling outcomes. As gender disparities remain substantial in all social indicators, targeted programs are considered essential to reduce these gaps e.g. through

subsidies for girls educations, and through programs like Women’s Health Project. However, the gender of a child, which is typically important in several economic variables – does not seem to lead to statistically significant differences in nutritional status. The poverty assessment is based on a Rural Household Survey (PRHS) and a detailed Qualitative Survey, and in-depth fieldwork in six villages. The fieldwork was designed to understand constraints to collective action to mitigate poverty, by examining the social dynamics and groupings in communities and how they impede or improve access to institutions, services, and markets.

- **Comparative Study on Gender Mainstreaming in Poverty Alleviation** – Micro Credit Enterprise Development & Community Physical Infrastructure projects leading to Women’s Equity, Economic Stability and Empowerment in Pakistan. The main objective of the study is to assess how women can be effectively integrated into development initiatives that emphasize community involvement and participation, in a context where there are likely to be several types of constraints on female mobility and decision making. The study is expected to yield specific insights on how women, particularly those who are the most disadvantaged, can be effectively included in Community Based Development initiatives, and the specific types of interventions that are most useful in particular regional contexts. It will also produce a set of monitorable indicators for evaluating success of gender mainstreaming initiatives and thus assist the Bank-supported Pakistan Poverty Alleviation Fund (PPAF) in the capacity building of its partner organizations. The study will specifically examine the cultural and religious construction of femininity and masculinity in the communities being studied, and evaluate the distance/ disconnect between idealized constructions of gender and local practices in the context of the material/economic conditions within each community. It will evaluate the main constraints that inhibit participation by women and the factors that induce changes in behavior or perceptions. The strategy will be to examine factors that impact on the quantity and quality of female participation and collective action capacity including perceptions of women's role, literacy levels, political activity, caste/ethnic identity and economic inequality. The project is expected to be completed by February 2004.

Lending Operations

INDIA

- **Rural Women's Development and Empowerment Project (RWDEP)** – supervision & project extension. **RDWEP (Swa-Shakti Project)** The project focuses on self-help groups (SHGs) as a means of social action and empowerment, to show that gender involves men as well as women. One of the main strategies of poverty reduction in this project is to strengthen and build capacity of these SHGs to improve training opportunities, financial management, income generation and marketing, communication and conflict resolution.

Component 1: Institutional Capacity Building for Women’s Development

Group mobilization and capacity building for core functions of Self Help Groups - 17,587 SHGs have been formed, compared with an original plan figure of 7,400 groups. There are more than 240,000 beneficiaries in 56 districts. **Cluster and Federation Formation** - 426 clusters have been formed, and work is progressing

on federation formation in some states. A rating exercise of SHG maturity has been undertaken in some states, to assess preparedness for phase-out, and to tailor support mechanisms during the remainder of the project. This work is increasingly being linked with local level government, through collaboration with the Panchayati Raj Institutions.

Preparation of action plans for sustainability - All participating states have discussed plans for longer term sustainability in terms of (i) the nature and role of SHGs after project withdrawal, including cluster and federation formation; (ii) district and block level coordination of services and access to benefits; (iii) state level support mechanisms. These issues were discussed at a national workshop in January 2003, and more concrete, state level follow up action plans are under preparation.

NGO support to SHGs and federations - 231 NGOs are working in 7,274 villages, in partnership with the Government. Their role is to organize the groups, assist members in savings and economic activities, liaise with government agencies and relevant development schemes, and monitor and document progress.

Strengthening of state level Women's Development Corporations (WDCs) and further sensitization of line departments and financial institutions. - The need for clear commitment of participating states to continued institutional support to women's empowerment, and to mainstreaming lessons learned through the project, has led to plans for restructuring and professionalizing the WDCs.

Component 2: Establishment of Support Mechanisms for Women-Managed Income Generation Activities

Mobilization of investment funds for income generation - Members have saved more than 2 million dollars, and accessed a similar amount in bank loans. A gross of more than 3 million dollars have been utilized in inter-lending. Loans taken are becoming more productive, with various income generating schemes engaged in by members.

Business management and technical support services to SHG members - There are efforts underway to promote qualitative change in livelihood opportunities, moving beyond micro-credit and micro-enterprise. This entails people moving towards higher levels of investment, reaching out to new markets, and accessing new technologies.

Component 3: Establishment of Mechanisms to Access Social Programs and Leverage Funds for Community Asset Creation

Literacy and health programs, and access to other services - The project has contributed to significant increases in literacy. Group members are able to access health services and other opportunities. Targeted support to particularly vulnerable groups has had positive results.

Leveraging funds for community asset creation - Group members have organized to create community assets such as drinking water facilities, sanitation facilities, community halls, repairs of wells, etc. In many states, the groups successfully used the project support and organization to leverage access to other schemes operated by various

government agencies, accessing funds far in excess of what the project has provided as inputs.

Component 4: Establishment of Effective Project Management Systems

Project Management. - Over the life of the project, a positive transition has taken place from a situation where the project was dependent on strong central coordination, to one where participating states are now able to operate more independently.

Monitoring and evaluation. - Monitoring and evaluation in the project is of a high standard. Over the lifetime of the project, the focus has shifted from measuring process and inputs, to measuring outcomes. An independent evaluation is scheduled for late 2003.

Policy Dialogue and Country Assistance

AFGHANISTAN

- **Establishing a Gender Advisory Group.** Members currently being identified from government and respected civil society bodies to provide leadership to the CGA and associated sector analyses.
- **Support to CEDAW Training and Strategy Development.** Collaborating with donor/UN Gender Advisers and State Minister for Women to develop MoWA staff understanding of and initiating strategy for implementation of CEDAW.
- **Support to women's voice in policy and strategy development.** Together with WBI and by means of video technology, linking women in-country with international networks to build confidence and competence in voicing and resolving women's gender issues in economic development, health care and rural life.

BANGLADESH

- **Gender Platform for engendering PRSP.** The World Bank, together with the Ministry of Women's Affairs and other donors, facilitated the establishment of a "Gender Platform" in March 2003, consisting of Government representatives and members of civil society. The "Gender Platform" developed terms of reference and an action plan, and organized itself to consult and negotiate with the inter-ministerial PRSP Task Force on incorporation of gender analysis and concerns in the full PRSP.
- **National Workshops and Gender analysis of I-PRSP.** Local and international consultants were commissioned by the "Gender Platform" to analyze the I-PRSP and develop a roadmap for engendering the full PRSP. Two national workshops were organized in May 2003 to discuss the I-PRSP and develop the roadmap. Input from the analysis and the workshop was incorporated in the Joint Staff Assessment of the I-PRSP by the Bank and the Fund.
- **Policy Dialogue.** A high level policy dialogue was organized by MoWCA and the LCG – with substantial Bank input – on mainstreaming gender into the government program.

In June 2003, a one-day workshop was organized to develop a programmatic approach and LogFrame for implementing the National Action Plan for the Advancement of Women and a gender matrix of the I-PRSP.

- **Gender Equity Strategy and Maternal Health Strategy.** The Bank assisted the Ministry of Health and Family Welfare to develop a Gender Equity Strategy and a Maternal Health Strategy. The Ministry of Health and Family Welfare is implementing the strategies and monitoring outcomes annually.
- **Trafficking of Women and Children.** With support from the Bank, MoWCA and the Center for Women's and Children's Studies organized a regional and international dialogue to identify strategies to combat trafficking of women and children. A report was published.
- **Women's Human Rights.** MoWCA and "Women for Women" organized a dialogue on women's human rights and published a report. The activity was funded by the Bank's Small Grant Program.

INDIA

- **Gender sensitization of Delhi police personnel.** Work has commenced to sensitize the police personnel in 138 police stations in the city. Major themes to be discussed include trafficking of women and children, migrants, and violence against women. This is a highly innovative initiative that has come about in part between the Delhi municipal police and local NGOs. The grant was given directly to the Coalition for Rural Empowerment (CORE), a local NGO responsible for the implementation of the activity. Completion is expected in Spring 2004. Report will track changes in behavior, and include results from a public survey on client satisfaction.

NEPAL

- **Inputs to Nepal's PRSP.** Through dialogue and the provision of background analysis on gender, caste and ethnic disparities in income, human development indicators and political participation, the Bank was instrumental in getting HMG/N to identify social inclusion as one of the four pillars of the PRSP. Recognizing that such "targeted" programs have done little to change the structural foundations of exclusion and poverty, HMG/N actually reframed its initial "targeted programs" pillar of the PRSP to focus explicitly on overcoming gender, caste and ethnic exclusion in *mainstream policies and programs* rather than depending primarily on targeted programs which in the past have taken a welfare approach and accounted for only a very small part of the national budget.
- **Inputs on Social Inclusion in CAS.** Responding to the PRSP pillar on inclusion, the CAS now includes three outcomes specifically aimed at improving access to assets, services and voice for women and other excluded groups. Indicators for achievement of these outcomes are: 1) reduced out of school primary aged children (primarily girls, Dalits and disadvantaged Janajati groups) by 50%; 2) Increased public funds used by disadvantaged rural groups for services; 3) Affirmative action policy and implementation system for

improving the diversity of the civil service in place and functioning.

- **Inputs into Adjustment Credit and subsequent WB Policy Based Lending.** In support of the PRSP and more specifically of achieving progress on CAS indicators (1), (2) and (3) listed above, the prior actions include: 1) the enactment of an ordinance forming a Poverty Alleviation Fund and an independent Board in place (expected Sept. 2003 for the PSAC) and 2) initial implementation of scholarship package for girls and Dalit children in secondary schools (expected Sept 2004 and for the PRSC1). In addition, specific benchmarks for progress on affirmative action to improve gender, caste and ethnic diversity in the civil service is included in the policy matrix.

PAKISTAN

- **Gender dialogue with the Government** through the Interagency Gender and Development Group (INGAD). This is part of the Bank's dialogue with the government undertaken directly, as well as through the Interagency Donor Coordination Group.
- **Support to INGAD in engendering I-PRSP**, political participation and poverty through participation in sub groups. This is a regular on-going activity with special focus on political participation, poverty reduction and strengthening of institutional mechanisms.
- Substantial involvement in **gender mainstreaming** in projects through participation in project preparation and supervision, such as Ghazi Barotha Hydropower Project, AJK Community Infrastructure and Services Project, and the NWFP Community Infrastructure Project.
- **Support in consultation on gender budgeting.** In November 2002, WBI held a two-day information sharing session in Islamabad, Pakistan Dialogue was initiated on gender-responsive budgeting with Pakistani NGOs and government representatives, with a focus on the identification of specific capacity enhancement needs and strategies to support Pakistani governments' and non-government agencies' knowledge development in this area (in the context of the government devolution process that is occurring).

SRI LANKA

- **Integrating Gender into the PRSP.** In FY03, the Bank facilitated through the PRSC I and policy dialogue, the Government's strategy on gender, including: (i) increased emphasis on the protection of women's rights in conformity with U.N. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); (ii) introduction of an employment policy to promote equal training and employment opportunities for women; (iii) continued support for the entrepreneurship programs for women; (iv) greater support for victims of gender-based violence; (v) specific rehabilitation programs targeting women affected by the conflict; and (vi) introduction of gender sensitization programs for the public and private sectors.

Providing Support for Strategy Implementation

BANGLADESH

- **Thematic gender supervision** was initiated jointly by the Social Development, the private sector development and finance teams in Bangladesh in micro-finance activities for monitoring the impact on women's advancement and gender equality. As a result of the supervision, terms of reference for mainstreaming gender in micro-finance were developed. The Bangladesh Institute of Development Studies (BIDS) completed the report that was disseminated in an international workshop in April 2003 and recommendations were adopted by international financial institutions.
- **Opportunity for Women in Renewable Energy Technology (RET) Phase I.** Finalization and publication of the report of this action-oriented study and initiation of Phase II. This is an example of a project that is striving to improve women's status, productivity, and income by increasing their access to human development and basic utility services, technology and infrastructure. In addition to the RET report, a group of students from Colombia University's School of International and Public Affairs (SIPA) have produced a draft report in collaboration with PRMGE and ESMAP entitled *Integrating Gender into the Energy Sector: Towards a Synthesis of Tools and Best Practices – A Case Study in Bangladesh*.

PAKISTAN

- **Empowering Rural Women in Punjab.** The Japan Social Development Facility (JSDF) grant focuses on Empowering Rural Women in Punjab by providing literacy and life skills to girls/women who were unable to attend school. To date, 12,000 girls/women have benefited from this grant; presently another 15,000 participants are undergoing training. At the end of the training period participants took an exam and were provided with a certificate of completion. The project is implemented through the Department of Social Welfare GoPunjab in collaboration with NGO/CBOs at the Tehsil level, who are responsible for social mobilization, appointment of female teacher and supervisor, formation of Village Education Committees / Women's Committee, and monitoring the attendance of teachers and students. The District Government officers also monitor the project and coordinate with the NGOs/CBOs. The project also liaises with micro credit banks to provide the trained women/girls with access to credit institutions.

REGIONAL

- **Distance Learning Workshop on Gender in Program and Project M&E.** The Distance Learning (DL) workshop on *Integrating Gender in Program and Project Monitoring and Evaluation (GPPME)* was held in five sites in South and East Asia from October 7 to 9, 2002. The course:
 1. Introduced participants to the basic concepts of M&E, with emphasis on how to integrate gender dimensions into all stages of program and project M&E design.

2. Presented participants with a comprehensive framework for conducting M&E, with the knowledge of how key aspects are interrelated (e.g., linkages between gender indicators and data collection methods).
 3. Provided participants with M&E tools, techniques and resources for planning, organizing, and/or managing programs and projects. A design matrix—a tool for organizing and planning M&E activities—was adapted to participants’ own exercises.
 4. Provided experiences on how gender dimensions have been integrated into M&E designs in order to improve the methodological quality of projects.
 5. Participants:
 - ***Sri Lanka*** - 39 participants, the majority representing the government; four senior officials, including the Director of the Ministry of Women's Affairs, and several key representatives from donor organizations.
 - ***Bangladesh*** - 33 gender focal points of the government were provided training using GDLN and facilitated by WBI and PRMGE.
 - ***India*** - 23 participants, including Bank staff, British Council, and resource people.
 - ***Pakistan*** - Thirty-five participants, including members of research organizations, academic institutions, government, and NGOs.
- **Future collaboration on the CGA process/content with the Asian Development Bank.** A dialogue has been initiated with ADB to deepen joint work on gender issues.

Staffing and Budgets

- Five countries – Afghanistan, Bangladesh, India, Nepal, Pakistan – have field-based gender focal points who spend a substantial amount of their time on this issue; a sixth country (Sri Lanka) will have a gender focal point in FY04.
- SAR FY03 budget: \$103,200 received from center (Global Public Goods), \$143,800 from country budgets; Country budgets include budgets for gender work, as well as project budgets used for gender. Out of \$247,000 budgeted, \$189,300 was used for gender mainstreaming.
- During FY02, the total amount of GPG funds from the anchor were not disbursed, which resulted in \$103,200 being given to SAR in FY03 for gender initiatives; these funds were used for gender mainstreaming in India, and CGA preparatory work in Nepal.

Annex 2

Proposed Benchmarks for Measuring Gender Integration

Benchmarks are general and in some cases apply to all countries, e.g., for the CASs or CGAs. In other cases they are only relevant according to regional and country priorities.

Country-level Products & Processes	Benchmark*
CGAs	CGA with recommendations/priority areas for Bank intervention completed for every active Bank client country.
CAS	All CASs should address gender issues, particularly in sectors or areas identified as priorities in the CGA, or explain why they are not relevant.
PRSPs/JSAs	All PRSPs should address gender issues in their diagnosis. All JSAs should review the gender coverage of the PRSP and propose ways to take into account gender issues where appropriate.
PAs	All PAs should address the gender dimension in data and information, poverty analysis, policy recommendations, and M&E.
PERs	PERs for countries where gender is identified as a priority in the CAS should address gender issues or explain why they are not relevant.
CEMs	CEMs for countries where gender is identified as a priority in the CAS should address gender issues or explain why they are not relevant.
DPRs	DPRs for countries where gender is identified as a priority in the CAS should address gender issues or explain why they are not relevant.
ESW/AAA	ESW/AAA in countries and sectors where gender has been identified as a priority in the CAS or in the sector strategy should address gender issues or explain why they are not relevant.
Lending	All lending operations, including social funds, in sectors where gender is identified as a priority in the CAS or in the initial project documents, should address gender issues from design to implementation and in monitoring and evaluation.
QAG QEA (Quality at Entry Assessment)	All projects in sectors where gender is identified as a priority in the CAS for that country should address gender issues from design to implementation and in monitoring and evaluation.
QAG QSR (Quality of Supervision Review)	Supervision of projects in sectors where gender is identified as a priority in the CAS or in the initial project documents should address gender issues.
IDA & Blend countries	All Bank operations and products in IDA countries and operations that receive IDA funding should address gender issues or explain why these issues are not relevant.
* For each product or category above, there are existing or forthcoming guidelines on how to address gender issues or conduct a gender-sensitive process, and rating systems for measuring gender integration. They will all be issued by the close of FY04.	