

**IMPLEMENTING THE BANK'S GENDER MAINSTREAMING
STRATEGY: THIRD ANNUAL MONITORING REPORT, FY04
AND FY05**

ANNEXES

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Gender and Development Group, PREM

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ABBREVIATIONS AND ACRONYMS

AAA	Analytical and Advisory Assistance
ADB	Asian Development Bank
AFR	Sub-Saharan Africa Region
AFTPM	AFT: PREM Front Office
AGFUND	Arab Gulf Program for United Nations Development Organizations
AIDS	Acquired Immune Deficiency Syndrome
BB	Bank Budget
BNPP	Bank Netherlands Partnership Program
CAS	Country Assistance Strategy
CBO	Community based organization
CCG	MNA Consultative Council on Gender
CDD	Community Driven Development
CEM	Country Economic Memorandum
CGA	Country Gender Assessment
CGAP	Consultative Group to Assist the Poorest
CGC	Country Gender Coordinator
CIDA	Canadian International Development Agency
CMU	Country management Unit
CO	Community organization
CPIA	Country Policy and Institutional Assessment
DECRG	World Bank Development Research Group
DFID	United Kingdom's Division for International Development
DGF	Development Grant Facility
CIS-7	Coalition of Independent States, formerly part of the Soviet Union
DPR	Development Policy Review
EAP	East Asia and Pacific Region
EASES	East Asia Environment and Social Development Sector Department
ECA	Europe and Central Asia Region
ESMAP	Energy Sector Management Assistance Program
ESW	Economic and Sector Work
GDLN	Global Distance Learning Network
GENFUND	Norwegian/Dutch Trust Fund for Gender Mainstreaming
GENRD	Gender and Rural Development Thematic Group
GSEA	Nepal Gender and Social Exclusion Assessment
GTZ	German Agency for Technical Cooperation
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HNP	Health, Nutrition and Population Sector
ICT	Information and Communication Technology
IDF	Institutional Development Fund
ILO	International Labor Organization
IMF	International Monetary Fund
I-PRSP	Interim Poverty Reduction Strategy Paper
JSA	Joint (IMF-World Bank) Staff Assessment of a PRSP
JSDF	Japanese Social Development Fund
LAC	Latin America and the Caribbean Region
LEGAf	Africa Legal Department
LIL	Learning and Innovation Loan
LSA	Living Standards Assessment
M&E	Monitoring and Evaluation
MAP	Multi-Country HIV/AIDS Program

MDG	Millennium Development Goal
MFA	Multi-Fiber Arrangement
MNA	Middle East and North Africa Region
NGO	Non-Governmental Organization
OECD/DAC	Organization for Economic Co-operation and Development/Development Assistance Committee
OPCS	Operations Policy and Country Services
PA	Poverty Assessment
PER	Public Expenditure Review
PREM	Poverty Reduction and Economic Management Network
PRMGE	PREM Gender and Development Group
PROGENIAL	Program for Gender Innovation in Latin America
PRSC	Poverty Reduction Support Credit
PRSP	Poverty Reduction Support Paper
RAMP	Rebuilding Agricultural Markets in Afghanistan Program
SAR	South Asia Region
SCGA	Strategic Country Gender Assessment
SDV	Social Development Sector
SEWA	Self-Employed Women's Association (India)
SHG	Self Help Group
SIDA	Swedish International Development Association
TA	Technical Assistance
TTL	Task Team Leader
UNDP	United Nations Development Program
UNECA	United Nations Economic Commission for Africa
UNIFEM	United Nations Development Fund for Women
VPU	Vice Presidential Unit
WBI	World Bank Institute
WPA	Work Program Agreement

ANNEX 1. METHODOLOGIES USED FOR THE REVIEWS INCLUDED IN THE REPORT

Country Gender Assessments

1. The review covered 11 Country Gender Assessments (CGAs) for FY04 and 6 for FY05. Table 1 presents the list of reports reviewed. The process of reviewing the CGAs was implemented in three phases consisting of the following: (i) preparation and selection of methodology; (ii) assessment of the CGA reports using previously approved checklists to determine sectoral and thematic coverage, quality and depth of analysis, and the range of policy and programmatic recommendations made in the report; and (iii) dissemination and impact of the CGA.

2. The methodology used in the review process relied mostly on a desk review of the reports that was done using a checklist based on the CGA guidelines that were widely distributed following the adoption of the gender mainstreaming strategy. The desk review was complemented with interviews with regional gender coordinators and task team leaders. The checklist used in the review allowed for a more systematic assessment of the CGAs in that it included sectoral, thematic, and programmatic indicators. The interviews with regional gender coordinators and task team leaders provided information on the dissemination process and insight on the impact of the CGA.

AFR	Burkina Faso	Strategic Country Gender Assessment FY04	
	Malawi	Strategic Country Gender Assessment FY05	
	Nigeria	Strategic Country Gender Assessment FY04	
	Sao Tome and Principe	Strategic Country Gender Assessment FY04	
	Tanzania	Strategic Country Gender Assessment FY04	
	Uganda	Out of Control: Gender and Poverty in Uganda FY04	
	Zambia	Strategic Country Gender Assessment FY04	
	EAP	Cambodia	A Fair Share for Women FY04
		Mongolia	Gender Assessment FY05
ECA	Bulgaria	Gender Study FY04	
	Poland	Country Gender Assessment FY04	
	Russia	Gender Profile FY04	
	Tajikistan	Strategic Country Gender Assessment FY05	
MNA	Jordan	The Economic Advancement of Women in Jordan FY04	
SAR	Afghanistan*	Country Gender Assessment FY05	
	Nepal	Gender and Social Exclusion Assessment FY05	
	Pakistan	Gender Mainstreaming/ Country Gender Assessment FY05	

* Country considered “inactive” by OPCS

Table A 2. Status of CGA Preparation by Region

Region	Active countries*	CGAs completed	% Active countries w/ completed CGA	Delivered in/before FY02	Delivered in FY03	Delivered in FY04	Delivered in FY05	Active countries w/ no completed CGA	Active countries where CGAs are not planned
AFR	32	10	31%	Benin Ghana	Kenya	Burkina Faso Nigeria Sao Tome & Principe Tanzania Uganda Zambia	Malawi	Burundi Cameroon Chad Congo, DR Cote d'Ivoire Ethiopia Guinea Madagascar Mali Mauritania Mozambique Niger Rwanda Senegal Sierra Leone	Cape Verde Central African Rep. Congo, Rep. of Eritrea Gambia, The Guinea-Bissau Mauritius South Africa**
EAP	5	8	63%	China Vietnam	Indonesia	Cambodia	Mongolia	Laos Papua New Guinea Philippines	
ECA	7	21	33%	Ukraine Gender in Transition***	Bosnia Turkey	Bulgaria Poland Russian Fed.	Tajikistan	Azerbaijan Armenia Georgia Kazakhstan Kyrgyz Rep. Latvia Macedonia Moldova Romania Slovak Rep. Uzbekistan	Albania Belarus Croatia Kosovo** Serbia & Montenegro
LAC	13	16	81%	Argentina Brazil Chile** Ecuador El Salvador Guatemala	Colombia Dominican Rep. Haiti** Jamaica Paraguay			Bolivia Peru	Mexico

Region	Active countries*	CGAs completed	% Active countries w/ completed CGA	Delivered in/before FY02	Delivered in FY03	Delivered in FY04	Delivered in FY05	Active countries w/ no completed CGA	Active countries where CGAs are not planned
				Honduras Nicaragua Panama Uruguay					
MNA	4	6	44%	Morocco	Algeria Egypt	Jordan MNA Regional Report****		Djibouti Iran Iraq	Lebanon Syria Yemen**
SAR	2	5	40%				Afghanistan** Nepal Pakistan	Bangladesh India Sri Lanka	
Total*	91	40	44%	15	10	10	5		

* Based on list of "active" countries for core ESW provided by OPCS.

** Country listed by OPCS as inactive for core ESW.

*** Report contains gender assessment on 21 active countries. This regional gender assessment is not counted as a delivered CGA report here.

**** Report will contain gender assessment on 9 active countries. This regional gender assessment is not counted as a delivered CGA report here.

Poverty Assessments

3. A total of 17 Poverty Assessments (PAs) (7 in FY04 and 10 in FY05) were considered in the review (see table A3).¹ The rating system that was used in the desk review of the PAs was based on the multi-dimensional approach towards poverty laid out in the *World Development Report 2000/01* which analyzed poverty in terms of opportunities, capabilities, security and empowerment. Gender-differentiated aspects of poverty can be found within each of these four dimensions, and therefore a consideration of how gender should be integrated into poverty assessments can be viewed within these four broad areas.²

AFR	Benin	Poverty Note FY04
	Burkina Faso	Reducing Poverty Through Sustained Equitable Growth: Poverty Assessment FY05
	Ethiopia	Poverty Assessment FY05
	Nigeria	Poverty Report FY04
	Uganda	Poverty Assessment FY05
	Zambia	Poverty and Vulnerability Assessment FY05
EAP	Vietnam	Poverty Assessment / Development Policy Review FY04
ECA	Belarus	Poverty Assessment FY04
	Kosovo	Poverty Assessment: Promoting Opportunity, Security, and Participation for All FY05
	Poland	Living Standards Assessment FY04
	Turkey	Poverty Assessment FY05
	Ukraine	Poverty Assessment FY05
LCR	Bolivia	Poverty Assessment FY05
	Dominican Republic	Poverty Assessment: Achieving more Pro-Poor Growth FY05
	Mexico	Poverty Assessment FY04
	Peru	Opportunities for All FY05
MNA	Morocco	Poverty Assessment FY04

4. The review looked at the integration of gender issues in four key PA components, these being: (i) assessment of the poverty situation – **gender profile**, (ii) analysis of the impact on poverty and growth and public actions – **gender analysis of poverty**, (iii) suggestions or recommendations for policies or actions – **gender-responsive policies**, and (iv) considerations of gender issues and indicators in the monitoring and evaluation plans and systems – **monitoring and evaluation**.

5. The rating methodology shown in table A4, consisted of following three steps:

- First, a number of sub-questions were included under the four review dimensions (gender profile, gender analysis of poverty, gender-responsive policies, and monitoring and evaluation), and each sub-question was given a score on a four-point scale with a score of: *1 indicating detailed coverage, 2 indicating moderate coverage, 3 indicating minimal coverage and 4 indicating no coverage* of gender issues.
- Second, each sub-question was scored and then given a standard relative weight. Each section had a relative weight, which depended on the number of sub-questions in the each section. The relative weights for each section are the following: *Gender Profile*

¹ As of September 29, 2005 only ten of the nineteen PAs planned for FY05 were available for review.

² See K. Saito, *The Integration of Gender Concerns into Poverty Assessments*, PRMGE, October 2003. These two papers were prepared simultaneously and share the same analytical framework.

– 35%³; *Gender Analysis* – 35%; *Gender-responsive Policies* – 20%; and *Monitoring and Evaluation* – 10%.

- Lastly, the total scores of each section were tallied and ranked on a range of equal intervals were a range: 1.00-1.75 meant that the report was *Highly Satisfactory*; 1.76-2.50 meant that the report was *Satisfactory*; 2.51-3.25 meant that the report was *Marginally Satisfactory*; and a score of 3.26-4.00 meant that the report was *Unsatisfactory*.

Table A4. Gender and Development Poverty Assessment Rating Sheet

1 = detailed; 2 = moderate; 3 = minimal coverage; 4 = no coverage		Average Total	Weights
1. Gender Profile			
<i>Does the poverty profile address opportunities, capabilities, security and empowerment of women and men?</i>			
1.1 Are sex-disaggregated data and/or qualitative information presented? (male and female literacy, mortality rates, nutrition status, income levels, etc.)			0.35
1.2 Are gender disparities identified in any of the following areas?			
1.2a Differences in total work hours (including all household and non-household tasks); and/or differences in the composition of time use of men, women and children.			0.04
1.2b Gender gaps in labor force participation, wage earnings, length of working hours.			0.04
1.2c Access to and control of productive resources (land, agriculture, credit, savings, etc.)			0.04
1.2d Are distinctions between the critical infrastructure needs of women and men identified? (water, roads, transport, domestic energy, etc.)			0.04
1.2e Gender gaps in human development (education, health, etc.)			0.04
1.2f Participation by women and men in decision-making at the household, community and/or national levels.			0.04
1.2g Inequalities between men and women in rights and protection under the law.			0.04
1.2h Are gender-specific risks and vulnerabilities identified? (domestic violence, conflict-related risks and violence, crime-related violence, HIV/AIDS, refugees/IDPs, migrant workers, risks imposed by cultural norms, etc.)			0.04
Average score for Gender Profile			
2. Gender Analysis of Poverty			
<i>Were the gender dimensions of poverty analyzed?</i>			
2.1 Is household survey data analyzed in terms of gender and/or does it cover the differences in intra-household distribution of resources and opportunities among different categories of household members?			0.35
2.2 Is qualitative data analyzed in terms of gender?			0.35
2.3 Are the findings of quantitative and qualitative research compared?			0.35
2.4 Are specific sectors that are addressed by the PA, analyzed in terms of gender?			0.35
2.5 Are cross-sectoral linkages identified and/or analyzed?			0.35
2.6 Have the distributional impacts on women and men of existing or past policies and programs been assessed?			0.35
2.7 Has any new analysis been done for the report to address gender gaps?			0.35
Average score for Gender Analysis			
3. Gender-responsive Policies			
<i>To what extent do policy issues discussed promote gender inclusion and equality?</i>			
3.1 Does the report's gender analytical information influence recommended areas of action?			0.20

³ One of the two main questions in this section contained eight sub-questions (see table A3), these eight sub-questions have each been given a relative weight of 0.04 (0.35/8).

Table A4. Gender and Development Poverty Assessment Rating Sheet	
3.2 Does the poverty assessment discuss government policies and/or programs for promoting gender inclusion and equality?	0.20
<i>Average score for Gender-Responsive Policies</i>	
4. Monitoring and Evaluation	
<i>Are there adequate mechanisms to monitor the gender impacts of policies and programs?</i>	
4.1 Gender-Sensitive Design: Do data collection methods capture the differences in impact of public policy and action on males and females?	0.10
4.2 Sex-disaggregated data: Does the monitoring and evaluation system include sex-disaggregated baseline data and/or progress indicators?	0.10
<i>Average Score for Monitoring & Evaluation</i>	
Report Score (Total Average Weighted Score)	
Ranking	

Other Core ESW

6. Aside from the Country Gender Assessments and the Poverty Assessments, the review also looked at the integration of gender issues in Country Economic Memorandums (CEMs), Development Policy Reviews (DPRs) and Public Expenditure Reviews (PERs). Through random sampling 42 core ESW pieces, 17 for FY04 and 25 for FY05⁴ were selected for this review.

Table A5. List of Core ESW Reviewed (FY04 and FY05)				
CEM	AFR	Ethiopia	Country Economic Memorandum FY05	
		Mauritania	Accelerating Diversified Private Sector Growth FY04	
		Sudan	Joint Assessment Mission: Framework for Sustained Peace, Development and Poverty Eradication FY05	
EAP	Lao, PDR	Social and Structural Review/ Country Economic Memorandum FY04		
ECA		Belarus	Country Economic Memorandum FY05	
		Bosnia & Herzegovina	Country Economic Memorandum FY05	
		Kazakhstan	Country Economic Memorandum FY05	
		Kyrgyz	Country Economic Memorandum FY04	
		Romania	Restructuring for EU Integration FY04	
LCR		Colombia	Country Economic Memorandum FY05	
		Nicaragua	Country Economic Memorandum/ Development Policy Review FY04	
		Peru	Country Economic Memorandum FY05	
		Uruguay	Sources of Growth FY05	
SAR	Pakistan	NWFP Economic Report FY05		
DPR	AFR	Cape Verde	Development Policy Review FY05	
		Madagascar	Sustaining Growth for Enhanced Poverty Reduction FY05	
		Uganda	PRSC Stocktaking FY04	
	EAP	China	Policies for the 11 th Plan FY05	
		Philippines	From Short-Term Growth to Sustained Development FY05	
		Vietnam	Development Policy Report FY05	
	SAR	Nepal	Restarting Growth and Poverty Reduction FY04	

⁴ The samples of CEM and PER reviewed for FY05 were supposed to contain 10 and 12 reports, respectively. As of September 29, 2005, each ESW sample group was missing one report in order to be complete.

Table A5. List of Core ESW Reviewed (FY04 and FY05)				
		Sri Lanka	Development Policy Review FY04	
PER	AFR	Ethiopia	Public Expenditure Review FY04	
		Guinea	Public Expenditure Review Update FY04	
		Guinea-Bissau	Public Expenditure Review FY04	
		Ivory Coast	Strengthening Public Expenditure and Management Control FY04	
		Kenya	Public Expenditure Review FY05	
		Madagascar	Public Expenditure Review FY05	
		Senegal	Public Expenditure Review FY05	
		Tanzania	Public Expenditure Review FY04	
		ECA	Kosovo	Public Expenditure Review FY05
			Russian Federation	Fiscal Cost of Structural Reform FY05
Uzbekistan	Public Expenditure Review FY04			
LCR	Ecuador	Fiscal Management & Public Expenditure Review FY04		
	Grenada	OECS Analysis of Fiscal Issues I FY04		
	Mexico	Infrastructure Public Expenditure Review FY05		
	Paraguay	Public Expenditure Review FY05		
	St. Vincent & the Grenadines	OECS Analysis of Fiscal Issues II FY05		
MNA	Djibouti	Public Expenditure Review FY05		
	Jordan	Public Expenditure Review FY05		
	Lebanon	Public Expenditure Review FY05		
	Yemen	Fiscal Decentralization FY04		

7. The criteria for reviewing core ESW was the same as the ones used in the FY02 and FY03 gender mainstreaming reports. Reports were rated as Unsatisfactory, Marginally Satisfactory, Satisfactory, or Highly Satisfactory according to the following criteria:

- **Unsatisfactory:** Little or no mention of gender differences with respect to poverty.
- **Marginally Satisfactory:** Addresses few gender differences, but does not provide data to support the existence of the differences or how these are relevant in a poverty analysis.
- **Satisfactory:** Addresses gender differences in one or two sectors and provides data that supports the existences of these differences and how they are relevant in a poverty analysis.
- **Highly Satisfactory:** Addresses gender differences in more than two sectors and provides data that supports the existence of these differences and how they are relevant in a poverty analysis.

8. The sectors included in the core ESW review were: education, health, labor market, political participation/decision-making, law/legal reform and protection, infrastructure, agriculture, water, credit/land, and insurance/pensions. It is important to note that the criteria used for this review have significant limitations: they can only evaluate reports in terms of broad sectoral coverage; they do not sufficiently reflect the qualitative standards of the reports, and they do not take account of the differences in the objectives of each ESW product type.

Country Assistance Strategy

9. In order to analyze the mainstreaming of gender in policy dialogue, the review also looked at attention to gender issues in the Country Assistance Strategy (CAS) documents. A total of 52 CAS reports were included in the review; 16 CASs were for FY04 and 36 CASs were for FY05 – the most number of CASs for any fiscal year (see table A6).

10. The CASs were rated based on the type and number of gender-responsive actions by sector of theme. The sectors included in the CAS review were the following: education, health, private sector development, infrastructure, agriculture, governance/law, and the category “other.” The scores for the CASs – Unsatisfactory, Marginally Satisfactory, Satisfactory, and Highly Satisfactory/Good Practice – were given according to the following criteria:

- **Unsatisfactory:** No mention of gender issues – or mention of gender issues, but no discussion of the relevance of those issues for the country assistance program.
- **Marginally Satisfactory:** Analysis of gender issues, but no action proposed and no explanation of why actions are not needed.
- **Satisfactory:** Analysis of gender issues and subsequent action proposed in at least one sector (with 1 to 5 good practices) or explanations as to why action is not needed (for example, where there are actions undertaken by a donor partner, Bank-supported action may not be warranted).
- **Highly Satisfactory:** Analysis of gender issues and subsequent actions in several sectors (with 6 or more good practices).

11. The good practices that determine whether a CAS could be ranked as Satisfactory or Highly Satisfactory were the following:

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

Table A6. List of Country Assistance Strategy Documents Reviewed (FY04 and FY05)

AFR	
Angola FY05	Ghana FY04
Benin FY04	Madagascar FY04
Burkina Faso FY05	Mali FY04
Burundi FY05	Mozambique FY04
Cameroon FY04	Nigeria FY05
Cape Verde FY05	Sierra Leone FY05
Central African Republic FY05	Sao Tome & Principe FY05
Chad FY04	Togo FY05
Eritrea FY05	Zambia FY04
Ethiopia FY05	Zimbabwe FY05
Gabon FY05	
EAP	
Cambodia FY05	Pacific Islands FY05
Indonesia FY04	Papua New Guinea FY05
Lao FY05	Philippines FY05
ECA	
Bosnia-Herzegovina FY05	Poland FY05
Croatia FY05	Russian Federation FY05
Kazakhstan FY05	Serbia & Montenegro FY05
Macedonia FY04	Turkey FY04
Moldova FY05	Ukraine FY04
LAC	
Bolivia FY04	Haiti FY05
Brazil FY04	Jamaica FY05
Dominican Republic FY05	Paraguay FY04
El Salvador FY05	Peru FY04
Guatemala FY05	Uruguay FY05
MNA	
Djibouti FY05	Morocco FY05
Egypt FY05	
SAR	
India FY05	Nepal FY04

Joint Staff Assessments

12. The FY04-FY05 gender mainstreaming review also analyzed attention to gender issues in IMF/World Bank Joint Staff Assessments (JSAs). A total of 19 JSAs were considered for this review (see table A7).

Table A7. List of Joint Staff Assessments Reviewed (FY04 and FY05)

AFR	
Burkina Faso FY05	Madagascar FY04
Cameroon FY04	Mozambique FY05
Cape Verde FY05	Sao Tome and Principe FY05
Chad FY04	Sierra Leone FY05
Lesotho FY05	
EAP	
Lao FY05	Timor-Leste FY05
Mongolia FY04	
ECA	
Georgia FY04	Serbia and Montenegro FY04
Moldova FY05	
SAR	
Bhutan FY05	Nepal FY04

13. The review looked at the integration of gender issues in four key JSA components, these being: (i) attention to gender in the PRSP participatory process – **building country ownership through participation**, (ii) the use of gender-disaggregated poverty data – **poverty diagnosis**, (iii) use of gender-specific monitoring and evaluation indicators – **targets, indicators, and monitoring**, and (iv) consideration of gender as a priority public action – **priority public actions**.

14. As seen in table A8, the questions under each component were designed to reflect whether gender was included in each component.

Table A8. Joint Staff Assessment Rating Sheet

0 = no coverage; 1 = coverage

1. Building Country Ownership through Participation?

- Does the JSA mention gender in the participatory process used in the PRSP?

2. Poverty Diagnosis

- Does the JSA identify the use of gender-disaggregated poverty data in the PRSP?
- Does the JSA make a recommendation for gender-disaggregated poverty data?

3. Targets, Indicators, and Monitoring

- Does the JSA identify the use of an M&E system in the PRSP with gender-specific indicators?
- Does the JSA make recommendations for gender-specific M&E indicators?

4. Priority Public Actions

- Does the JSA identify policies for social inclusion and equity, included in the PRSP, which address gender concerns?
- Does the JSA make a recommendation for gender to be considered as a priority public action?

ANNEX 2. PARTNERSHIPS TO ADVANCE GENDER MAINSTREAMING

15. In FY04 and FY05, the Bank increased and strengthened partnerships across networks, and with external agencies, in order to further mainstream gender issues into operations at the international, regional and country levels. This report has already noted the Bank's collaboration on CGAs with other development agencies. The Bank's multi-partner gender equality and MDGs initiative is described in Box A1, other notable international and regional partnerships include:

- GENFUND, the Norwegian/Dutch Fund for gender mainstreaming, supports innovative approaches to mainstreaming gender issues in World Bank activities.⁵ In FY04-FY05 (the fourth tranche), the GENFUND allocated more than \$1 million to support gender relevant activities in 23 Bank initiatives in areas such as HIV/AIDS, health, economic and financial services, infrastructure, and law and governance;
- The Capacity Building Program on Gender and Legal Reform in Latin America is a collaboration between the Legal VPU, PRMGE, LAC, WBI, the United Nations Office of the High Commissioner for Human Rights, and the Organization of American States to strengthen national capacity to implement international women's rights obligations;
- The DGF⁶-supported MNA regional gender and development network reaches out to policy-makers, researchers and activists to promote gender-based development in the region. This partnership also involves UNDP and the Arab Gulf Programme for United Nations Development Organizations;
- The LAC Poverty and Gender Unit and the Food and Agriculture Organization are collaborating to develop gender analytical methodologies for service provision in rural development operations, with pilot projects planned for Guatemala, Honduras and Panama;
- The Distance Learning Dialogue Series on Implementing Gender Equality Legislation in Central Asia is a collaboration between the ECA region, the Bank-Netherlands Partnership Program (BNPP) and UNDP to integrate gender into knowledge sharing and learning activities;
- PROGENIAL (Program for Gender Innovation in Latin America) is financed by the BNPP and provides gender capacity building to government agencies that are implementing World Bank projects in Central America.
- Collaboration between the ECA region and the ILO resulted in the undertaking of conferences and capacity building activities on Poverty Reduction, Employment Generation and Income Policy in the North West Okrug of the Russian Federation – Gender Aspects and Gender Strategy for the Russian Federation.

⁵ See GENFUND web page: <http://gender/genfund/aboutgenfund.htm>.

⁶ DGF is the World Bank's Development Grant Facility, which complements the Bank's lending advisory services through grants that encourage innovation, catalyze partnerships and broaden the scope of Bank services.

Box A 1: Multi-Partner Initiative on Gender Equality and the Millennium Development Goals

In November 2003, the World Bank and UNDP sought to galvanize support for gender equality to achieve the MDGs by organizing a high-level international workshop that drew 200 participants from the UN system, bilateral organizations, civil society, the private sector and developing countries. The workshop was hosted by the World Bank in Washington, DC and was a collaborative effort co-sponsored by the UN Interagency Network on Women and Gender Equality, the OECD/DAC Network on Gender Equality, and the Multilateral Development Bank/IMF Working Group on Gender.

In preparation for the workshop, the Bank published “Gender Equality and the Millennium Development Goals,” which highlights the importance of gender equality for achieving all of the MDGs. The report provides examples of how to integrate gender analysis when designing MDG policies and interventions.*

Workshop participants identified three strategic ways to integrate a gender perspective in MDG policies and interventions: incorporating gender issues in national planning processes, mobilizing grassroots support for gender equality, and monitoring the MDGs using sex-disaggregated data. They proposed follow-up actions in each area.

* Available at: <http://siteresources.worldbank.org/INTGENDER/Publications/20169280/gendermdg.pdf>

16. Country-level partnerships either across Bank units or with external partners were numerous in FY04 and FY05. For example, SAR and WBI collaborated on the Dialogue with Trade Union Leaders on Gender Issues in Export-Oriented Industry in Bangladesh, and SAR partnered with the GDLN to link Afghan women to sources of external support and advice on gender and empowerment (see Box A2). Other examples of partnerships include: the BNPP co-financing of the Participatory Energy Management project in Senegal (FY04); the IDF grant to provide capacity building to the National Council for Women in Egypt (FY04); SDV support to the multi-year study on *Measuring and Learning about Empowerment and Social Inclusion in Nepal* (FY04-FY05); the BNPP support to the Building Stronger Healthcare Responses –PROSALVAR in the LAC region (FY05); training sessions on gender and social protection issues undertaken jointly by the ECA region and CIDA (FY05); and JSDF support for Promoting Gender Equity in Yemen and Legal Services for Poor Women in Jordan (FY04). More examples of regional and country-level partnerships are found in the annual regional reports on gender mainstreaming in Annex 4.

ANNEX 3. RESOURCES FOR GENDER MAINSTREAMING: CAPACITY BUILDING, BUDGET AND STAFFING, AND MONITORING AND EVALUATION

Capacity Building for Bank Staff and Clients

17. International, regional, and Bank-wide gender knowledge management and capacity building was expanded in FY04 and FY05 by the regions, PRMGE and WBI; independently as well as collaboratively. A three-pronged capacity-building approach was implemented, and comprised: (1) training for operational teams and clients by the regions through conferences and workshops; (2) regional analytical work was undertaken to underpin capacity building; and (3) distance learning and the World Wide Web were used to cost-effectively deliver gender mainstreaming expertise to our clients throughout the globe.

Training Events and Resources Developed by the Regions

18. Four regions conducted training and networking workshops for their country gender focal points. The Africa region held a workshop on gender and economics for country office gender focal points. And EAP and LAC both held retreats for country gender focal points. Country gender focal points forums for ECA and CIS-7 countries were also held. Box A2 describes the Global Distance Learning Network (GDLN) program for *Women's Leadership* in Afghanistan. Other notable regional capacity building efforts during FY04 include:

Africa (FY04)

- Building core teams of trainers for integrating gender into MAPs and other HIV/AIDS-related activities (for Zambia and Malawi);
- Collaborating with other donors (the Netherlands and GTZ) in training on *Engendering PRSPs* for various countries in the region;
- Gender budgeting workshop (for East Africa); and
- Gender-responsive training for government officers in Kenya.

East Asia and Pacific (FY04)

- *Second Regional Gender and PRSP* workshop held in collaboration with counterparts and development partners;
- Published the field guide on *Active Participation of Women in KDP: a Guide for Facilitators* in both Indonesian and English; and
- Cross country exchanges between country gender focal points.

Europe and Central Asia (FY04 and FY05)

- Distance Learning Dialogue on *Implementing Gender Equality Legislation In Central Asia* (with UNDP and BNNP);
- Workshop on *Engendering the PRSP Process In CIS-7 Countries* (in Kazakhstan, with WBI and PRMGE);
- Technical Workshop on *Gender in the Labor Market* (with PRMGE);
- Conference on *Gender and Labor Market for Former Soviet Union (FSU) Countries* (in Sweden, with SIDA and Open Society Institute);
- Seminars and training in gender monitoring and analysis that counted with the participation of Vologda regional authorities and trade union representatives (with ILO); and
- Collaborated with CIDA on social protection and gender issues workshops and with the WBI and UNDP on a sub-regional workshop in Uzbekistan on gender statistics.

Latin America and the Caribbean (FY04 and FY05)

- LAC country gender focal points retreat;
- Good practice in mainstreaming gender case studies;⁷
- Workshop on Gender Mainstreaming in Results-Based CASs; and
- VC on Gender Mainstreaming in Rural Development Projects.

Middle East and North Africa (FY04)

- Regional Gender and Development Network (DGF funded);
- Follow-Up Distance Learning Courses on monitoring and evaluation (with WBI and PRMGE);
- Pilot gender e-learning program for MNA Staff;
- MNA Gender Website;
- Several events during the 2003 Annual IMF/World Bank Meetings in Dubai, UAE: Seminar on the *MNA Regional Gender and Development Report*; gender workshop on *Engendering the Public Space* in partnership with the Dubai Municipality; and virtual seminar on *Young Women & Information, Communication, and Technology (ICT)*; and
- Seminar on *Arab Women and Economic Development* in partnership with the Arab Fund for Economic and Social Development.

South Asia (FY04 and FY05)

- Videoconference on *Engendering Information and Communication Technologies (ICTs) for Afghanistan*;
- Dialogue with trade union leaders on *Gender Issues in Export-oriented Garment Industry* in Bangladesh;
- Gender sensitization of Delhi (India) police personnel - program in 138 police stations in the city; and
- Support to the Central Bureau of Statistics in Delhi to help them devise a scientific categorization of the 103 caste and ethnic groups in the census for use in the National Living Standards Survey.

⁷ Available in the LAC Region's Gender web page on [Publications and Reports](#).

Box A 2. Building Capacity for Women's Leadership and Business Development in Afghanistan: A GDLN Program

Undertaken in collaboration with WBI, and intended to link to the CGA's gender concerns, the ongoing program comprises the following:

Actions

- Videoconferences and associated workshops on *Women's Economic Development*, and on *Women's Leadership* (for British Council, with support mission from WBI);
- Extensive networking on urban and on rural women's economic development with the International Labor Organization (ILO), Ministry of Commerce/Children, and several NGOs working with urban women entrepreneurs/business development initiatives;
- Collaboration on rural women's economic development with several NGOs; and
- Assessment of needs for computer training of senior women in government service.

Outputs

- Exposure visit for 11 women entrepreneurs to *Self-Employed Women's Association* (SEWA), India (funded by President's Fund). SEWA will continue to provide support to rural women via provincial-level resources, subject to funding for capacity building of trainers in business development;
- Wide partnership and planning for workshop with rural women on their economic development needs, with VC linkage to potential sources of support – SEWA and the US Department of Agriculture already agreed in collaboration with WBI and the Gender and Rural Development Thematic Group (GENRD);
- Coordination with ILO in developing expertise for *Women's Business Development*;
- Collaboration with the *Rebuilding Agricultural Markets in Afghanistan Program* (RAMP) on economic development strategies for rural women, which is intended to feed into NSP project areas; and
- Possible collaboration with British Council on training for women to meet the Civil Service needs.

PREM Gender and Development Training Activities

19. The Gender and Development Group in PREM (PRMGE) has continued its focus in FY04 on training for field-based staff and stakeholders. Several workshops for country gender focal points in the ECA, LAC and AFR regions were held in FY04 (see descriptions included in regional training). Other trainings included workshops on gender and the legal dimensions of HIV/AIDS, gender equality and the MDGs, labor market issues, natural resource management, gender and poverty reduction, and dialogues with female judges from various countries. PRMGE also continued its collaboration with other Bank networks, including working with WBI and other networks in integrating gender issues into training on health and education, and into project monitoring and evaluation, among others. A number of these events were open to non-Bank staff practitioners.

20. As part of the strategy to integrate gender issues into learning and training events for staff from different networks, PRMGE and the regions organized five panels for PREM Knowledge & Learning Week 2004 including: (1) *Jobs, Trade, Gender and Governance: Towards a New Growth Strategy for MNA*; (2) *The Growth Dividend of Gender* (both with the MNA gender team); (3) *Addressing Gender in Poverty and Social Impact Analysis*; (4) *Poverty Assessments: Integrating Gender Analysis*; and (5) *Gender Dimensions of Private Sector Development as a Path out of Poverty*. PRMGE organized three events during ESSD Week 2004, including: a breakout session on *Gender Equality, Integrating the Gender Dimension into the Integrated Country Social Analysis*, and *Gender in Monitoring and Evaluation*.

21. In addition to the *Multilateral Workshop on Gender Equality and the Millennium Development Goals* described in Box A1 above, six seminars were held as part of the *Gender and Information and Communication Technologies Seminar Series*. PRMGE also organized a distance-learning course on *Gender in Program and Project Monitoring and Evaluation* with WBI and the MNA gender team. Numerous informal seminars were also held throughout FY04, such as: a *Uganda Case Study of Integrating Gender into Transport Programs for Development*; *Gender and the Labor Market: Selected Issues*; *How Fair is Workfare?: Gender, Public Works, and Employment in Rural Ethiopia*; *The Impact of Trade on Gender Equality*; *International Trade and Wage Discrimination: Evidence from East Asia*; and *Public Sector Downsizing: Issues and Tools*.

22. PRMGE also designed, produced and disseminated important tools to guide operational teams in developing successful projects, including *Guidance on Gender and Results-Based CASs*, *Gender and PSIA*s, and an *Operational Guide on Integrating Gender Issues in HIV/AIDS Programs*. Other gender learning and training materials produced in FY04 included the following areas or topics: community driven development, diversity, economic policies and gender, education, empowerment, governance, health, information and communication technologies, infrastructure, labor markets, law, poverty, private sector, public sector, social protection, trade and transportation. The gender and development website also was redesigned with the technical needs of operational staff in mind.⁸

The World Bank Institute Gender Programs

23. The World Bank Institute (WBI) increased the gender content of its FY04 and FY05 programs and courses in response to the adoption of its own gender mainstreaming strategy in FY03. WBI's gender strategy included the development of technical resources and provision of financial incentives for gender mainstreaming.⁹ WBI's health and education programs have long included strong gender components. As a result of significant analytical work undertaken in FY04, gender issues will be integrated for the first time in the following three programs in FY05: macroeconomics and poverty reduction, trade, and private-public partnerships in infrastructure. In an effort to increase the accountability of task team leaders for gender integration, the new WBI monitoring system requires that all activities with gender content be flagged.

24. WBI also established strong internal and external partnerships to leverage the impact of its activities on the ground. A notable country-level pilot is the collaboration with the Russian government, the regional gender coordinator and the country team to provide capacity building to support the implementation of the recently issued *Russian Gender Strategy*. A comprehensive proposal was developed and discussed with the Ministry in charge of gender with civil society members and key development partners. As a result of this, WBI, the region, and the Government Ministry signed a Memorandum of Understanding. In close collaboration with the region, and despite significant obstacles, WBI has also supported capacity building in post-conflict countries, such as Iraq and Afghanistan, with a series of internal and external partners.

Alignment of Bank Resources with Sector Strategy

25. In FY04 and FY05, the regions increased their funding for gender mainstreaming work, leveraged other Bank resources to expand the scope of the work, and developed more external partnerships. Most regions invested resources to empower their country gender focal points

⁸ These can all be reviewed at the GenderNet web site page on [Training Materials](#).

⁹ See WBI's [Gender Web site](#).

(CGCs) in their work, and established cross-country networks to share knowledge and learning. The EAP region established a budget provision for gender activities in the work program agreement, which CGCs have leveraged and complemented with other resources.

26. Mainstreaming gender issues in private sector development work received a boost with the appointment of a senior specialist with a broad mandate to integrate gender into private sector development work in the Bank and IFC.¹⁰

Monitoring Progress on Gender Mainstreaming in the Bank's Work

27. PRMGE produced a progress report on the implementation of the gender mainstreaming strategy and a draft gender results framework for the comprehensive Sector Strategy Implementation Update. The Bank's first *MDG Global Monitoring Report* included an update on progress towards achieving MDG 3, which promotes gender equality and women's empowerment.

28. An accurate assessment of gender integration into Bank lending and non-lending operations is difficult to achieve due to the cross-cutting nature of gender issues and the limited number of themes – only five – that can be coded into SAP. As a result, operations with significant gender integration may still not be flagged. The coding system also is limited by a narrow interpretation of “project goals.” Unless the project explicitly identifies promoting gender equality as a goal, the gender theme is unlikely to be chosen, even though mainstreaming implicitly involves promoting gender equality in all activities. Country and regional gender focal points have identified numerous tasks that consider gender issues, and include gender-sensitive designs or gender-specific components, but which still were not coded in SAP as “gender” projects. Examples include the Kenya Arid Lands II, Vietnam Forest Development, Ecuador Judicial Reform, Jordan Amman Development Corridor, and Bangladesh Water Management Improvement projects. OPCS and the Gender and Development Board are collaborating to better capture gender-relevant activities in project coding, but problems are likely to remain because of system limitations.

29. Because the current SAP system presents an incomplete picture of the full extent of gender mainstreaming in Bank operations, alternative means must be devised to fully acknowledge gender-related design, components and tasks. One proposed method to apply results-based monitoring activities that mainstream a gender perspective is to establish a tracking and assessment system or mechanism at the regional level to fully document gender-relevant work, and the impact of that work, for each country in the region. A more qualitative analysis is needed to assess how gender issues have been integrated into a country's development strategy with the Bank's assistance.

30. The EAP region has made the greatest progress in conducting systematic, annual monitoring of its efforts to mainstream a gender perspective in its operations. Regional and country gender focal points in EAP reach an agreement with each Country Management Unit (CMU) about the activities they will target for gender mainstreaming that year. CGCs and the regional coordinator then provide support to those priority activities, and monitor progress and results. LAC is developing a gender tracking system to provide comments to project teams during the project identification phase, and ECA has a database on ECA activities of relevance for gender mainstreaming. WBI has also developed a system to monitor their operations that have content on gender issues.

¹⁰ See IFC's [Gender Initiative](#) web site

31. The remaining regions lack systematic monitoring systems, and conduct monitoring exercises only when requested to do so for the annual monitoring of strategy implementation. Inconsistent monitoring practices have several drawbacks: (i) the effort required for monitoring and evaluation is compressed and conducted under pressure; (ii) achievements and lessons learned may be more difficult to identify under those circumstances; and (iii) regional and country staff are unable to benefit from timely feedback over the course of the year to adjust to evolving situations.

32. Only systematic monitoring and evaluation of the Bank's gender mainstreaming efforts at the country level will provide the requisite information to gauge the results and impacts of gender-sensitive development in all sectors in which the Bank is assisting its clients. Systematic and continuous M&E will require additional resources for staff time and training to establish and maintain the system. An intensified M&E effort would be cost effective because it would enable the regions to provide valuable and timely feedback on efforts to mainstream gender issues to Bank staff and clients throughout the year. As a result of continuous feedback and concomitant adjustment, gender analysis and its incorporation into country diagnostic and analytical work, policy dialogue, the lending portfolio, capacity building and M & E will increasingly become a good practice in Bank-wide operations.

Sub-Saharan Africa Region

Introduction

33. This brief report summarizes how the Africa Region continued to implement the “strategic mainstreaming” approach articulated in the Bank-wide gender mainstreaming strategy paper. The attached matrix summarizes the principal gender-inclusive actions undertaken by the Region in FY04.

34. 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 a few CDs (to support SCGAs) and from various Trust Funds (GENFUND, BNPP, IDF) to provide direct country operational support. A small group of staff and consultants coordinated the region’s work at headquarters and country offices, and there were also teams of consultants at the country level that carried out SCGAs.

Principal Achievements in FY04

Country Analysis and Dialogue

- **Strategic Country Gender Assessments (SCGA):** In FY04, the Region completed SCGAs in eight countries (Nigeria, Guinea, Kenya, Malawi, Zambia, Uganda, Tanzania, and Sao Tome). Two countries were near completion (Ethiopia, Sierra Leone), and one country (Kenya) launched the SCGA with the country director and minister responsible for gender as guest speakers. The Kenya SCGA informed the Country Assistance Strategy. In countries where the process allowed greater participation by Government, civil society groups, and other donors (Nigeria, Malawi, Zambia, Uganda, and Tanzania), emerging messages were informing operations and the CAS.

Issues that emerged strongly from all SCGAs were the following: (i) the importance of the **economic** roles of men and women in AFR, 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 and social) empowerment, especially with respect to legal rights and protections; and (v) the persistence of **gender-based disparities in human development** in AFR.

- **Other AAA/ ESW:** Several studies were undertaken during the year that highlighted gender with the aim of informing Bank operations or government projects directly. A number of them focused on the integration of young men and women in development initiatives (AFR, Chad); women’s empowerment (Ethiopia, Chad); and gender and adolescent reproductive health, and young men at risk, both in the context of HIV/AIDS (AFR, Uganda, Ethiopia). The Kenya CEM 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.

¹¹ As of September 29, 2005 FY05 Action Plans were received from the ECA, LAC, and SAR regions.

- **Country Assistance Strategies (CAS):** Eight AFR CASs went to the Board during the year (Benin, Cameroon, Mali, Madagascar, Mozambique, Zambia, Ghana, and Kenya). Seven, of these eight, mentioned gender as a critical development issue: gender is relevant for labor productivity; some refer to women's economic roles in particular and identify gender-based disparities, and linkages between gender and poverty reduction; culture has sustained unequal gender relations; and gender is important to understanding the challenge of HIV/AIDS. The Cameroon CAS, the eighth CAS, was one of the two CASs (with Mali) that called for SCGAs in FY05.
- **Gender in poverty analysis:** The team continued to bring gender to poverty work. Gender has been integrated systematically into Uganda's PRSC4 program and its associated action matrix. This has been done in conjunction with the revision of Uganda's Poverty Eradication Action Plan (PEAP, PRSP equivalent). Key action areas included: (i) development of the national gender policy; (ii) gender equity budget guidelines; (iii) gender and growth research program; (iv) support to passage of Domestic Relations and Sexual Offenses bills; (v) focus on gender in access to agricultural services; (vi) continuation of work on enhancing women's land rights; (vii) supporting sectoral undertakings in health, education, and water; and (viii) supporting the implementation of recommendations of a multi-sectoral task force on Infant and Maternal Mortality.

The team collaborated with partners (The Netherlands) to prepare a framework for engendering PRSPs, which was used to train in-country counterparts in Burkina Faso. With GTZ and OECD/DAC, the team organized a learning workshop in Nairobi on engendering PRSPs for Africa-wide counterparts.

Regional Operations

35. 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. What follows is a selective illustration, mainly by theme, of some examples of gender-aware work undertaken in the Africa Region in FY04, as part of the wider mainstreaming effort:

- **HIV/AIDS programs (MAP):** In collaboration with WBI and country experts, AFR gender team developed modules to facilitate integration of gender dynamics into MAPs and other HIV/AIDS activities. In Malawi, Zambia and Rwanda, the team worked with TTLs and national AIDS councils/commissions to build core teams of gender and HIV/AIDS trainers who would in turn work with community workers and community based organizations to integrate gender in their activities.
- **Energy:** In Senegal, work continued on a participatory energy management project that has been co-financed with The Netherlands. It focuses on biomass, and targets the poor and women as the end-users of fuel wood. It includes forestry management and efficient use of fuel wood for domestic use and as a source of income for the participating women and villages.
- **Agriculture and Food security:** Ethiopia's Food Security Project and Nigeria's Fadama II bring out the importance of women in agricultural productivity and especially in food production. Ethiopia's project acknowledges women's central role in food production and management, and acknowledges customary and cultural hurdles and pays special attention to gender during implementation. Nigeria's project is actively including women in decision-making. Monitoring and evaluation indicators in both cases are gender sensitive.

- **Land resource management:** Kenya's Arid Lands Resource Management project has mainstreamed gender. The TTL, her team that includes the country office gender coordinator, and Government were informed of the importance of gender by a social assessment undertaken as part of project preparation. All project staff received gender sensitization, and the project team has developed a sound gender strategy to inform implementation.
- **Roads and bridges management and maintenance:** Mozambique provides a good example of how to involve women in decision making in projects traditionally reserved for men, and in so doing provide income to them in order to alleviate poverty at the household level. The project also targets young people, aware of the need to involve young women as well as young men.
- **Community-driven development:** 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.

Implementing the Region's Gender and Law Program

36. Implementation support for Nigeria has been provided by Legal Department, while AFTPM in collaboration with country office staff has been responsible for the remaining five (Burkina Faso, Rwanda, Burundi, Tanzania and Kenya). Preparatory activities in three countries (Mali, Mauritania and Uganda) for the application of JSDF support has been carried out collaboratively both within the Bank (LEGAFA/AFTPM) and with in-country NGO's and government agencies. Some highlights:

- The IDF Gender and Law program in Burkina Faso came to a close following a very successful execution by both Government and NGO agencies.
- Government-executed implementation activities in Rwanda continued to lag, following the appointment of new Ministerial staff in 2003.
- The program in Burundi has had an active first year of implementation activities by both Government and NGO.
- NGO-execution of activities in Tanzania was actively launched.
- Both the Tanzania and Kenya programs are the first of the Africa Gender and Law program in which the Government executing ministries are the Ministries of Justice rather than the Ministries of Women's Affairs. The Ministry of Justice and Constitutional Affairs (MJCA) in Tanzania has already incorporated their IDF activities within their Budget Program for FY05, and launched detailed planning for their execution.

Capacity-Building

37. The Region has pursued gender-focused training, outreach, and capacity-building activities in FY04. Key actions have included:

- Building core teams of trainers for integrating gender issues into MAPs and other HIV/AIDS related activities (Lusaka, Zambia, August & November 2003; Salima & Lilongwe, Malawi, August 2003 & January 2004).
- Building the capacity of country office coordinators in their appreciation of gender and economics (Nairobi workshop, November 2003).
- Support to WBI-led learning events around budgeting for Bank economists and country counterparts (October 2003).
- The team has collaborated with other donors in training (notably the Netherlands and GTZ), on *Engendering PRSPs*, for various countries in AFR.

Strengthening Partnerships

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

- Collaboration with key donor partners in the implementation of Strategic Country Gender Assessments (SCGAs), notably: UNDP (Malawi); CIDA (Guinea); UNECA (Ethiopia), DFID, Denmark and the Netherlands (Uganda), and the Netherlands (Tanzania).
- Collaboration with partners in supporting Regional and in-country efforts to engender PRSPs.

39. Many ministries or divisions dealing with gender equality issues have started their programs, and in a few cases AFR gender team has found synergies between the issues that have emerged through Bank work and what they are doing. AFR has taken advantage of these synergies to strengthen their work and improve its knowledge. Within AFTPM discussions were initiated on building synergies between Gender and Poverty; FY05 will see much work in this area.

Key Challenges for FY04

- **Staffing:** The team at headquarters faced some changes with the departure of one consultant and retirement of one staff member, who is yet to be replaced. Country office coordinators have continued to face difficulties in accommodating gender because no staff weeks are allocated to gender.
- **Country team ownership:** In a few cases, Country Directors have taken ownership of SCGAs. This has resulted in greater and easier integration of gender into CASs, ESWs, and other operations. However, the team continued to face hurdles in creating a culture of gender ownership. The challenge remains how to win more directors over to gender.
- **Supply versus demand:** In many cases, there still remains the challenge of limited demand. This gets translated into funding for gender work and personnel by country operations and ESW. For example, very few country departments (Burkina Faso, Guinea, Ethiopia, Nigeria, and Zambia) have made provisions for SCGAs in their budgets.

Table A9. AFR: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result)

Tasks & Deliverables	Actuals, July 2004		Comments
	Completed	In progress	
1. Country Analysis and ESW			
Burkina Faso SCGA	√		
Guinea SCGA	√		Prepared as background to the CAS
Kenya SCGA	√		Kenya SCGA launched in November and is advising the Ministry of gender as it develops a gender policy
Malawi SCGA	√		SCGA to be launched in FY05 (August). The process raised messages that informed the Land Reforms project and the MAP
Zambia SCGA	√		SCGA to be launched in FY05 (August). The analysis informed the CAS
Uganda SCGA	√		Supports GoU revision of the PEAP to strengthen its gender focus; and to inform PRSC and CAS
Tanzania SCGA	√		To support PRSA review and upcoming CAS
Sao Tome SCGA	√		Strong government ownership of the process, linked to preparation of the social sector investment program
Ethiopia SCGA		√	Consultant report completed end of June 2004
Sierra Leone SCGA		√	Consultant report completed end of June 2004
Kenya CEM	√		Links gender to economic growth
Young Men at Risk & Gender		√	Focuses on HIV/AIDS and conflict
AFR Youth Strategy		√	Includes good practices for working with young women and men
Chad: Women Empowerment; Youth Empowerment and Conflict Mitigation		√	Proposals to JSDF. Studies to look at the cultural backdrop for women's vulnerability; and address issues pertinent to boys and girls in both rural and urban areas
Sierra Leone: The Social Assessment Study	√		Raises gender issues embedded in culture, to inform the National Social Action Project
Gender and adolescent reproductive health in HIV/AIDS programs	√		
Gender, Public Works and Employment in Rural Ethiopia	√		
2. Country Assistance Strategies			
Benin	√		More poor men than women, but female poverty more severe. Gender equality to go beyond education to include protections of women's rights
Cameroon	√		Calls for an SCGA in FY05 (IDF)

Tasks & Deliverables	Actuals, July 2004		Comments
	Completed	In progress	
Mali	√		Gender issues at forefront of Malian policy, to take account of inadequate opportunities women face. SCGA in FY05
Madagascar	√		Household headship does not define poverty. Higher illiteracy rates among women. Laws are gender-responsive but lack enforcement
Mozambique	√		Refers to hidden domestic violence. Limited access to resources as reason for inequalities. Culture and religion perpetrate the imbalances
Zambia	√		Sees culture as a critical gender variable. Relates the spread and impacts of HIV/AIDS to culture and imbalances
Ghana	√		Incidence of poverty highest among food crop farmers dominated by women; men and women play central roles in the economy
Kenya	√		Discrimination despite constitution stand; role of culture in girls' education; understanding youth and urban poverty. Refers to SCGA's messages
3. Integrating gender into poverty analysis and assessment, including support to country PRSPs			
Uganda: PEAP Revision of this PRSP equivalent		√	Strong gender focus across the pillars of the PEAP
Uganda PRSC 4			Support provided to PRSC4 TTL to integrate gender into action matrix, based on SCGA and other materials prepared for the PEAP revision
Framework on gender and PRSPs	√		Collaborative learning workshops in Burkina Faso and Nairobi
4. Operations			
Integrating Gender into HIV/AIDS (MAP)		√	Technical support to TTL and supervision teams: Malawi, Zambia, Rwanda
Senegal: Sustainable and Participatory Energy Management		√	This 7 year bio-mass energy project that by March 2004 had overtaken all the PAD targets: production, village revenue, stoves
Kenya: Arid Lands Resource Management		√	A gendered social assessment informed the design, and a gender strategy has been developed to guide implementation
Ethiopia: Food Security; Women Development Initiatives		√	Both raise issues of time poverty for women; of gender analysis; women's participation; gender dimensions of poverty
Nigeria: Fadama II; Urban Youth and Empowerment		√	Gender mainstreamed in projects; both look to greater participation in decision making by women and girls
Mozambique: Roads & Bridges Management		√	Encourages women's participation in decision making and their employment
Mali: agric. services & producer organizations		√	Gender identified as a key issue in agric. productivity for poverty reduction
5. Implementing the Regional Gender and Law Program			
Burkina Faso	√		Focused on implementation of PRSC 2
Burundi		√	Capacity during implementation of ERC 1

Tasks & Deliverables	Actuals, July 2004		Comments
	Completed	In progress	
Kenya		√	Public sector and governance reforms, constitution review process
Nigeria		√	Preparation of social sector credits
Rwanda		√	Implementation of ERC 2; IRC preparation
Tanzania		√	Follow-up to IDF 1
6. Capacity Building			
Integrating gender into HIV/AIDS programs		√	Capacity building workshops in Malawi, Zambia, arrangements for Rwanda and Cameroon
Gender budgeting workshop	√		Supporting the East African gender budget network
Engendering PRSPs	√		Various countries in AFR
Gender and economics	√		Targeted Country Office gender coordinators
Energy: Ethiopia Women Fuel wood Carriers		√	Proposal to JSDF to look at energy, gender and poverty alleviation linkages & strengthen WFCs
Africa country gender database		√	Updates on-going
Gender Responsive Training for GoK officers	√		As follow up to the KSCGA
7. Monitoring & Evaluation			
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
Safeguards			Social team ensures gender inclusion
8. Partnerships & Synergies			
UNDP; CIDA; ECA		√	SCGA in Malawi, Guinea and Ethiopia
Kenya and Cameroon		√	AFR-identified gender issues merge with government on-going processes
AFTPM		√	Synergies between Gender and Poverty with AFTPM are initiated

East Asia and the Pacific Region

40. This brief report summarizes how the East Asia and the Pacific Region continued to implement the “strategic mainstreaming” approach articulated in the Bank-wide gender mainstreaming strategy paper in FY04.

Main Results for FY04

- Vietnam and Cambodia completed CGAs; five other priority countries in EAP are in the process of preparing/finalizing their CGAs.
- The Bank has increasingly been working with the borrowing country partners and stakeholders regarding policy dialogue on gender, especially through the CGA and PRSP processes.
- CGCs are working closely with key TTLs and counterparts to implement priority policies and operational interventions.
- The *Second Regional Gender and PRSP* workshop was organized in Siem Reap, Cambodia, in September 2003, with great collaboration from counterparts and development partners. Ninety participants from 6 countries attended the workshop and had agreed on steps to enhance gender equality in poverty reduction.
- A systematic methodology for calculating the CPIA rating was developed last year using information collected in the CGA process. The rating for Question 11 has now been calculated for most countries using this methodology.
- Consistent efforts in Vietnam, from studies of land titling policies, through to a pilot project to train titling teams to include the name of the wife as well as the husband on the certificate, was a contributing factor in the change of the Land Law in Vietnam to include this specifically.
- Monitoring of implementation of the strategy.

FY04 - Reflection of sector strategy in country strategies and process – CAS, PRSPs, and other relevant programs

- CGA and gender profiles and reviews leading up to the CGAs will provide input to Cambodia, Mongolia, and Lao PDR CASs.
- Philippines portfolio review (FY03) reflects a good ground for gender mainstreaming in country program and can be used for CASs and other relevant programs.
- Vietnam uses a Trust Fund to prepare a checklist on integrating gender, targets and policy measures in PRSP, and will organize a series of workshops to incorporate national PRSP into local government plans with gender sensitive aspects.
- An IDF-funded activity is just starting in Cambodia to prioritize gender –responsive policies in PRSP, lobby for funding for implementation of these policies, and monitor the implementation and impact.
- PRSP-Trust Fund is being used in Mongolia to raise awareness of the gender aspects of the PRSP and continue gender mainstreaming in the next stage – with a focus on the line agencies.

FY04 ESW and other non-Lending – use of ESW to support sector strategy

- Special analysis will be undertaken in China looking at gender issues in the context of the poverty assessment.
- The Indonesia INDOPOV initiative includes specific studies on gender issues such as the diagnosis of gender-related barriers to opportunities for poverty reduction, and the study to understand how the existing gender patterns relate to poverty, economic growth and well-being.

- A participatory poverty assessment in Cambodia will follow-up on issues identified in the CGA to get more in-depth information.
- Gender consultant is working to mainstream gender in the Lao poverty assessment.

FY04 Studies to support sector strategies

- A background paper on *Trafficking in Persons and Labor Migration* was prepared. 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.
- In Lao PDR a background paper on *Gender and Ethnic Minorities* was prepared and reinforces findings of other studies that ethnic minorities, especially women, suffer negative impacts as a result of the implementation of the Government's policies on relocation of upland ethnic village to lowlands.
- A paper on *Vulnerability of Female Migrants Workers* was produced in Indonesia. Because of the preliminary findings, a follow-up qualitative and quantitative survey is currently planned and the contract is opened for bidding. Operational follow-up includes work together with the Justice for the Poor team and work with the Ministry for Women's Empowerment through an IDF grant.
- A series of articles about women and decentralization in Indonesia is being published in a book.

FY04 Lending: Sector Strategy implementation in lending preparation and supervision

41. There has been a significant improvement in the incorporation of gender issues into project design and preparation. There is demand from TTLs, and a growing number of staff members, for more inputs. Specific mention is made of the following:

- A *Gender Planning Workshop* was recently held in the Philippines with staff from the Project Implementation Units, to make plans for specific actions to mainstream gender in each project in FY05. CGCs from Indonesia and Vietnam traveled to Manila to attend and share experiences.
- In Vietnam a consultant is now providing systematic comments to TTLs of projects under preparation, and is available to provide follow-up support if requested. Inputs have been provided to a diverse range of projects including those for HIV/AIDS prevention, ICT development, and road safety.
- The field guide on *Active Participation of Women in KDP: a Guide for Facilitators* has now been published in both Indonesian and English.
- KDP a Female Engineers Empowerment Program, which aimed to provide female engineers with experience through an internship program, resulted in all of the interns being hired by the government as full engineers before the training was complete.

FY04 Partnerships with other stakeholders

- The Bank has been working on harmonization with ADB across the board. All assessments are now prepared jointly. ADB and World Bank organized a one-day meeting for CGC staff to discuss their experiences and steps to enhance collaborations between the two institutions.
- Greater collaboration with others including UNDP, UNIFEM, CIDA, DFID, and inclusion of discussion of MDG implications.

- Deepening of the analysis into specific issues now that general overviews are updated regularly.
- Through the process of developing CGAs and PRSPs, various offices have partnered with civil society organizations and have conducted extensive consultations with civil society.

FY04 Alignment of Bank resources with sector strategy (BB, skills mix, staff levels)

- An important development was to provide each of the CGCs with some budget and flexibility to develop their own activities and mode of working.
- With the recruitment of Social Development Officers on ETC contracts in Mongolia and Lao PDR, the region now has locally recruited staff working as CGCs in every country in which there is an office.
- Regional gender budget assigned to EASES has been used to support the implementation of the regional Gender and PRSP workshop, and also for review and support visits to Indonesia and Vietnam to assess progress and advise on next steps. The budget was insufficient to provide regional coordination and visibility.
- This year saw an empowerment of the CGCs through the provisions of budgets for gender activities in the WPA. Small amounts of core funds were used to leverage additional trust funds and a significant amount of work grew from the country level up.

Challenges in FY04

42. Although more task teams have taken steps to identify gender issues and steps to address the issues during the preparation stage, implementation agencies often place gender on low priority. There is a need to use more innovative plans to supervise and encourage the team during the implementation. There is also a need to explore more opportunities to introduce more proactive interventions in the projects.

- In terms of monitoring of project implementation and project impact, the Bank needs to:
 - Continue the work to develop tools for monitoring the implementation of gender policies in the PRSP/PRSC and gender responsiveness of other policies; and
 - Increase the depth of analysis of project impacts on gender issues.
- The Bank needs to improve the depth of impact from project design and interventions, and expand to new sectors (e.g. Transport, ICT).
- Disseminate information and experience with assistance from EXT.
- Preliminary findings from the Vietnam PA show that the same gender-related issues are occurring as in the previous PA, with little or no progress.
- Beyond mainstreaming gender in normal projects and policy work, the Bank needs to work more on specific operational interventions to address specific gender issues such as the projects on PEKKA and Female Migrant Workers in Indonesia where the success of these interventions is encouraging.

Table A10. EAP: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result)

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed/cancelled	
Planned Actions				
1. Country Analysis and ESW (including CGAs)				
Cambodia CGA	√			Possible best practice because of partnership
Mongolia CGA (with ADB)		√		Prepared with ADB in lead, consultations 5/04
Lao PDR CGA			√	Prepared in parallel with the poverty assessment
China Gender and Poverty Analysis			√	Prepared in parallel with the poverty assessment
2. Policy Dialogue (CASs, PRSPs)				
Second Gender and PRSP Workshop	√			50 government and NGO participants from 6 countries
Mongolia CAS	√			Gender profile prepared in advance
Lao PDR CAS			√	Joint preparation with DFID and ADB, cross cutting themes, including gender, prepared jointly
Cambodia CAS			√	
Indonesia PRSP				
3. Operations (Lending and Non-Lending)				
<i>Cambodia</i>				
• IDF: Gender Planning, budgeting and monitoring of PRSP	√			Grant signed 3/04
<i>Indonesia</i>				
• IDF: Migrant Workers	√			
• JSDF: PEKKA project for Female Heads of households				
<i>Mongolia</i>				
• PRSP-TF	√			Signed 11/03
<i>Vietnam</i>				
• Pilot to include wives names on land title certificates	√			
4. Capacity Building				
• Country Gender Coordinators Retreat	√			
• CGC cross country exchanges	√			
5. Other				
<i>Regional</i>				
• Background note on Trafficking and Labor Migration	√			
• CPIA Q11 matrix developed	√			

Planned Action Plan for FY04	Actuals			Comments
Planned Actions	Completed	In process	Delayed/cancelled	
<i>Indonesia</i>				
<ul style="list-style-type: none"> • Gender Policy brief for in-coming government • Vulnerability of Migrant Workers • Increasing Participation of Women in KDP: A guide for facilitators 	√ √ √			
<i>Lao PDR</i>				
<ul style="list-style-type: none"> • Gender and Ethnic Minorities Background paper 	√			
<i>Philippines</i>				
<ul style="list-style-type: none"> • Gender Planning Workshop for PMUs 	√			
6. Advances in FY04 and Challenges for FY05				
<p>1. Significant advances for FY04 have been:</p> <ul style="list-style-type: none"> • Harmonization with ADB - all gender assessments now prepared jointly. • Greater collaboration with others including UNDP, and inclusion of discussion of MDG implications (e.g. Cambodia) • Deepening of the analysis into specific issues now that general overviews are updated regularly (e.g. China) • Increased consultation with and participation of civil society as result of increased policy work 				
<p>2. Challenges for FY05</p> <ul style="list-style-type: none"> • Initiate cross-sectoral regional work on labor migration between EAP Social Development and Human Development. • Continue the work to develop tools for monitoring the implementation of gender policies in the PRSP and gender responsiveness of other policies. • Disseminate information and experience with assistance from The Bank's External Office. • Improve depth of impact from project design and interventions, and expand to new sectors e.g. Transport, ICT. 				

Europe and Central Asia Region

43. The Europe and Central Asia Region continued to mainstream gender into country operations in FY04 and FY05. The Region allocated approximately \$185,000 from the regional program budget¹² (BB) in FY04 to support the work of the Gender Team in ECA. Further funds were gathered from WBI, PRMGE, SIDA, BNNP, UNDP, and the GENFUND to support mainly gender learning activities, and from the Italian Trust Fund to provide direct operational support.

44. A small team of consultants provides support to the Gender Regional Coordinator to carry out the work of gender mainstreaming in the Region and all the Country Offices have designated gender coordinators, who are local staff working on gender on an *ad hoc* basis.

45. Tables A11 and A12 reflect the work of two successful years in which the objectives set out in the plan have been, for the most part, met. Overall, mainstreaming gender issues in the ECA Region has progressed at an increasing pace since the launch of the gender strategy in FY02 and the institution of the Regional Gender Coordinator.

46. 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 projects reported in Tables A11 and A12 are all projects that have paid attention and included gender issues. In FY04 and FY05, a series of gender specific papers, technical assistance reports, and a few Regional Studies that paid attention to gender issues (male and female) were completed. These include:

FY04

- *Do Women Exercise And Enjoy Their Rights In Kazakhstan?*
- *Promoting Social Cohesion And Conflict Prevention And Improving Early Childhood Development In Northern-Albania*
- *Albania: Early Childhood Development Post Conflict TA*
- *Gender Mainstreaming For The Moldova Youth Inclusion Project (YIP)*
- *Roma And Evgjits In Albania: From Social Exclusion To Social Inclusion*
- *Tajikistan Voices Of The Poor For The PRSPs*
- *Tajikistan ESW Social Dimensions Of Regional Differences In Tajikistan*
- *A Qualitative Needs Assessment Of Female-Headed Households: Work And Entrepreneurial Opportunities In Post-Conflict Tajikistan*
- *Tajikistan 'Empowering Women Socio/Economic Development' TA*
- *Central Asia HIV/AIDS and Tb Country Profiles*
- *Human Trafficking In South Eastern*

FY05

- *Gender Gaps in Modern Russia (in process)*
- *Dying too Young: Addressing Premature Mortality and Ill Health Due to Non-Communicable Diseases and Injuries in the Russian Federation*
- *Analysis of the Social Conditions of Roma Minority (in process)*
- *Gender Wage Differentials*
- *Southern Caucus Gender Study (in process)*

¹² ECA Gender Coordination FY04 - \$130,000; \$50,000 Gender Focal Points Learning Activities.

*Europe: Beyond Crime Control, An Agenda
For Social Inclusion And Development*

• *Youth Inclusion And Empowerment In South
Eastern Europe*

47. The completed CASs carried out during FY04 and FY05 were for the following countries: Bosnia-Herzegovina, Croatia, Kazakhstan, Macedonia, Moldova, Poland, Russian Federation, Serbia and Montenegro, Turkey, and Ukraine. Five PRSPs were also completed or are at an advanced stage (Armenia, Bosnia-Herzegovina, Georgia, Moldova, and Serbia and Montenegro).

48. Eight training, knowledge sharing and learning activities were identified as important, and as such necessary to be incorporated in this review: (1) the Forum for Gender Focal Points held in Washington, DC in November 2003; (2) Distance Learning Dialogue Series: Implementing Gender Equality Legislation In Central Asia (five videoconferences);¹³ (3) a workshop Engendering The PRSP Process In CIS-7 Countries held in Almaty, Kazakhstan in November 2003; (4) a technical workshop on Gender In The Labor Market held in Washington, DC; (5) a conference on Gender Labor Market for FSU Countries held in Stockholm, Sweden in April 2004; (6) the interregional/international conference on Poverty Reduction, Employment Generation and Income Policy in the North West Okrug of the Russian Federation – Gender Aspects; (7) the conference on Gender Strategy for the Russian Federation: Prospects for Development and Implementation in North-West Federal District; and (8) a sub-regional workshop on gender statistics in Poland.

49. The Poverty Assessments included in this review were carried out for the following countries: Armenia, Belarus, Bulgaria, Kazakhstan, Kosovo, Poland, Russian Federation, Turkey, and Ukraine.

50. During FY04 and FY05 a number of CGAs were undertaken in the region either as free-standing reports or as parts of a PA or a LSA. Generally, the purpose of the ECA Country Gender Assessments has been to set the stage for further Bank's work in the region. In particular, the focus has been on assessing the gender dimensions and differentials of inequality and poverty in different sectors. The overarching goal of the FY04 and FY05 CGAs has been to set the stage and provide baselines for further in-depth gender work in their countries and for mainstreaming gender in the World Bank's work in poverty reduction.

51. Again in FY04 and FY05, as in the previous fiscal year, the proportion of Country Assistance Strategies (CASs) that have mainstreamed gender issues in their analysis is slightly less negative. Overall, CASs are paying greater attention at the inclusion of gender at a descriptive level, however, actions and policies are rarely gender-oriented or gender-focused.

52. The overall assessment of reports included in this review is positive. However gender mainstreaming is a process in ECA's work, and as such, it is still too early to derive a definite picture of its impact on Bank's policy or on Core Policy Work as CASs or PRSPs. 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 a short write-up has been prepared for each task. One of the successes of this fiscal year has been the creation and consolidation of an active

¹³ The five dialogues were: Consultative Dialogue on Gender and Governance Issues in Central Asia; Framing the Issue: Equal Opportunity Legislation in Central Asia; Economic Empowerment: Implementing Gender-responsive Labor Legislation; Access to Safety Nets, Implementing Social Security Legislation; and, Access to Land and Property Entitlements.

network of Gender Focal Points. The process has started last March (2003) in Warsaw, it has further developed with the training events held in Washington and in Sweden this year.

Table A 11. ECA: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result - as of May 2004)

Task/ Objective & Deliverables	Completed	In Progress
1. Country Strategies and Process		
PRSP		
Armenia	√	
Bosnia & Herzegovina	√	
Georgia (Econ. Growth And Poverty Reduction Program)	√	
Moldova	√	
Serbia and Montenegro	√	
Country Assistance Strategies (CASs)		
Bosnia & Herzegovina	√	
Georgia ¹⁴		
Kazakhstan	√	
Lithuania	√	
Macedonia	√	
Moldova		√
Romania		√
Serbia And Montenegro		√
Slovakia	√	
Turkey	√	
2. Lending		
Integrating Gender into Lending Projects		
Albania Social Services Delivery Project		√
Albania The Micro Credit Project		√
Armenia "Municipal Water & Ww"	√	
Bulgaria PAL 2	√	
Kyrgyz Republic VILLAGE INVESTMENT		
Moldova Youth Inclusion LIC	√	
Moldova SIF 2	√	
Ukraine STATS SYST DEVT		
Uzbekistan (Health 2)	√	
Serbia And Montenegro (Energy Efficiency)	√	
3. ESW and Non Lending Projects		
Self Standing Reports - Country Gender Assessments (CGAs)		
Azerbaijan		
Bulgaria	√	
Kosovo		√
Macedonia		√
Romania		
Russian Federation	√	
Integrating Gender Into Poverty Analysis And Assessments		

¹⁴ The new CAS for FY 04-06, was withdrawn from Board consideration on December 4, 2003.

Task/ Objective & Deliverables	Completed	In Progress
Armenia	√	
Belarus	√	
Bulgaria	√	
Croatia		
Kazakhstan		√
Poland	√	
Russian Federation	√	
Slovakia		
Tadjikistan		
Ukraine		√
Integrating Gender Into Sector Economic Work, TA, etc.		
Albania PSD TA		
Do Women Exercise And Enjoy Their Rights In Kazakhstan?	√	
Albania Labor Market Study		
Promoting Social Cohesion And Conflict Prevention And Improving Early Childhood Development In Northern-Albania	√	
Albania: Early Childhood Development Post Conflict TA	√	
Gender Mainstreaming For The Moldova Youth Inclusion Project (YIP)	√	
Roma And Evgjits In Albania: From Social Exclusion To Social Inclusion	√	
Voices Of The Poor For The PRSPs (Tajikistan)	√	
ESW Social Dimensions Of Regional Differences In Tajikistan	√	
A Qualitative Needs Assessment Of Female-Headed Households: Work And Entrepreneurial Opportunities In Post-Conflict Tajikistan	√	
Empowering Women Socio/Economic Development' TA (Tajikistan)	√	
Integrating Gender into Regional and Sub-Regional Studies and Gender Specific Studies (ESW, TA, etc.)		
Gender Equality Agenda. Priorities for Armenia, Azerbaijan, and Georgia	√	
Gender in CIS-7. An Analysis of the Education, Health and Labor	√	
Central Asia HIV/AIDS and TB Country Profiles	√	
South Eastern Europe Social Development TA	√	
Human Trafficking In South Eastern Europe: Beyond Crime Control, An Agenda For Social Inclusion and Development	√	
Youth Inclusion and Empowerment in South Eastern Europe	√	
Integrating Gender into Database Building		
Database On ECA Activities of Relevance For Gender Mainstreaming	√	
Creation and Maintenance of an ECA Gender Webpage	√	
Country Gender Briefs (for all ECA Region Countries)	√	
4. Cross-Sectoral Synergies and Partnerships		
ECA GFP Forum (Gender Board, ECA Region)	√	
Setting Up an Active Network Of Gender Focal Points	√	
Integrating Gender into Knowledge Sharing and Learning		
Distance Learning Dialogue Series: Implementing Gender Equality Legislation In Central Asia (ECA Region, UNDP, BNNP)		√
Engendering The PRSP Process In Cis-7 Countries (Almaty, Kazakhstan) [WBI, ECA, Gender Board]		√
Technical Workshop Gender In The Labor Market [ECA, Gender Board]	√	
Conference On Gender and Labor Market for FSU Countries (Stockholm, Sweden) [SIDA and Open Society Institute]	√	

Table A 12. ECA Monitoring Status of Region/Country Deliverables for FY05 (by type of product/result)

Planned Actions	Status as of Sept. 2005		Comments
	Completed	In Process	
1. Country Analysis and ESW (including CGAs)			
Tajikistan: Gender Review	√		The Tajikistan review covered gender issues in poverty, labor markets, education, health, sexual violence, and political participation. Widening disparities between boys and girls is part of the Bank dialogue with the Govt. in the context of the PRSP.
Volodga Region CGA	√		This is the first subnational level CGA done by the Region as a pilot effort. The client region of Volodga requested is as part of their effort to try to implement the national gender strategy. This was done by local consultants and was disseminated at a large regional workshop, and has contributed to the development of a local strategy. The Russia CGA was a staged activity.
Adult Mortality Study – <i>Dying Too Young: Addressing Premature Mortality and Ill Health Due to Non-Communicable Diseases and Injuries in the Russian Federation</i>	√		The Russia Adult Mortality Study is aimed at raising public debate and the consciousness of policymakers on the major issue of high male mortality. The main message of the report was that the current demographic deficit and deteriorated health status among working-age population in the Russian Federation was not just a health issue but rather one that is critical to the social well-being of the country, and one which is critical for ensuring long-term economic development, political stability and security of the country. A workshop to discuss the draft report was held in Moscow on June 13-14, 2005. Significant improvement in adult health can be achieved within a short period of time if different agencies undertake concerted efforts that support a program for addressing alcohol abuse, tobacco consumption, road accidents and deaths and disability associated with other external causes, and promote better nutrition and physical exercise. The main report is being finalized and sent for publication. A presentation is also planned at the European Health Conference to be held in Gastein, Austria during October 5-8, 2005.
ESW on Gender Gaps in Modern Russia, bases upon formal statistics		√	This study is using official statistics to describe gender gaps in health, education, labor markets and other dimensions in Russia. This work is financed under a Trust Fund and is demand-driven by the client.
Kosovo: PA	√		This PA provided gender-disaggregated statistics and documented the large gender disparities in economic and social well-being in Kosovo.
Bosnia & Herzegovina: Programmatic Poverty Assessment – <i>Social Impact of Enterprise Restructuring</i>	√		The analysis showed that women, along with some other groups, bear a disproportionate poverty burden of enterprise restructuring.
Macedonia: Programmatic Poverty Assessment	√		This PA provided gender disaggregated statistics.
Slovakia: • Living Standards	√		Includes gender-disaggregated analysis.

Planned Actions	Status as of Sept. 2005		Comments
	Completed	In Process	
Assessment • Analysis of the Social Conditions of the Roma Minority		√	
Gender Wage Differentials ESW	√		This study showed that while gender pay gaps were relatively small in transition economies, they could not be explained by differences in productivity endowments and could only be attributed to unequal treatment of men and women in the labor market.
Southern Caucus Gender Analysis		√	
Kyrgyz Republic Gender Analysis		√	
Turkey: Labor Market Study	√		The low labor market participation of women was an important question for the study. The study found that the employment rate in Turkey at 44 percent, one of the lowest in the world and more than 20 percent below the EU 15. Much of the difference between the employment rates in Turkey and the EU 15 was due to very low employment of women. The decline in female labor force participation that began in the 1960's has not begun to reverse itself. A U-shaped pattern in female labor force participation was common as countries urbanize, but in Turkey it has remained under 20 percent for the last 15 years. The study documents the importance of education in encouraging female labor force participation.
2. Policy Dialogue (CAS, PRSP, etc.)			
PRSP Forum for Western Balkans, Thessaloniki, Greece, May 27-28	√		Forum brought together policymakers and academics from 5 countries. It focused on labor markets, growth and poverty. Gender issues were discussed in the context of labor market opportunities and outcomes.
Ongoing policy dialogue in many countries (including Turkey) covers gender issues	√		
Bosnia-Herzegovina CAS	√		
Croatia CAS	√		
Kazakhstan CAS	√		
Moldova CAS	√		
Poland CAS	√		
Russian Federation CAS	√		
Serbia and Montenegro CAS	√		

Planned Actions	Status as of Sept. 2005		Comments
	Completed	In Process	
3. Operations (Lending and Non-Lending)			
Poland: Hard Coal Social Mitigation Project – Women in Mining (WIM) Program	√		The program was developed in connection with the Hard Coal Social Mitigation Project. The WIM Program activities were financed by an ESMAP grant, mobilized by the project team. The program consisted of workshops (every weekend for six months) which were designed to support the development of 24 women leaders by providing them with the knowledge and the skills required for working in local communities (mining and post-mining communities). The workshops were focused on employment advisory, entrepreneurship, public speaking, self presentation and interpersonal communication. The outcomes of the program included development of a comprehensive system of assistance, specifically for women, threatened with social and professional exclusion resulting from, directly or indirectly, the hard coal mining restructuring process.
4. Capacity Building			
Russia Sub-national Level TA: <ul style="list-style-type: none"> • Seminar for high level officials of Vologda administration; • The Pilot launch seminar which attracted Russian and international researchers working on gender issues; • Training of a group of social protection officials (in cooperation with CIDA); • Interregional/international Gender conference in St. Petersburg/ New Raivola "Poverty Reduction, Employment Generation and Income Policy in the North West Okrug of the Russian Federation – Gender Aspects" in which Vologda regional authorities and trade unions representatives 	All completed		There is heavy latent demand at the sub-regional level for training in gender monitoring and analysis.

Planned Actions	Status as of Sept. 2005		Comments
	Completed	In Process	
actively participated (in cooperation with ILO); <ul style="list-style-type: none"> • Conference in Novgorod Veliky "Gender Strategy for the Russian Federation: Prospects for Development and Implementation in North-West Federal District". (in cooperation with ILO). 			
Uzbekistan: Sub-regional workshop on gender statistics	√		Organized by WBI and UNDP

Latin America and the Caribbean Region

Table A13. LAC: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result)

Planned Output	Status as of April 23, 2004		Comments
	Completed	In process	
1. Projects			
Gender actions included in about 25 Bank lending operations across sectors		√	Twenty projects reached via local technical consultants financed by the PROGENIAL project; additional projects addressed by headquarters consultants and staff. (See attached summary of technical assistance provided by project.)
Argentina and Mexico gender LILs continue successful execution		√	<ul style="list-style-type: none"> • Argentina PROFAM LIL program: its objective is to promote gender equality and women's participation in poverty reduction projects. It funds subprojects at the local level through the Consejo Nacional de la Mujer (National Women's Council). Eighty five approved subprojects had been signed by April 2004. Its implementation is happening at a slower rate than planned in part because of a change of directors at the Consejo Nacional de la Mujer. The project team will address implementation challenges during an upcoming supervision mission. • Mexico Generosidad (Gender Equity) LIL project. This project consists of three components: institutionalization of gender equity in poverty alleviation programs, promotion of community based actions to improve equity in opportunities for men and women, and promotion of gender equality awareness. The performance of the implementing agency INMUJERES has been satisfactory. Within the gender awareness component, the project organized a successful "Gender Equity Certification" with the participation of a wide range of private firms, public sector organizations, and NGOs. The project was granted an extension of 12 months establishing December 2005 as the new closing date.
Execution completed on and final report prepared for Central America Gender and Sustainable Energy Project (ESMAP)	√		ESMAP final report is attached.
2. Economic and sector work (formal and informal)			
Inclusion of gender analysis in St. Vincent Public Expenditure Review	√		
Best practice case studies (5) on technical assistance to Bank projects on gender-related issues	√		Completed best practice studies are attached. These studies were published recently; thus, there has not been enough time for them to have an impact. They provide great insight on how gender analysis can enhance project quality. These case studies also illustrate how the inclusion of women as stakeholders during project implementation increased effectiveness.

Planned Output	Status as of April 23, 2004		Comments
	Completed	In process	
Policy note on gender issues in Venezuela	√		Policy note is attached
Background paper on occupational segregation in Mexico		√	This study will be included in a recent Mexico Labor Market Study by the Bank.
Issues paper on gender-based violence in LAC		√	This study will be presented in a Bank –wide conference on gender-based violence.
Methodology paper on costing of gender-based violence in LAC		√	This study will be presented in a Bank –wide conference on gender-based violence.
3. Gender Capacity Building			
Workshop with Gender Focal Points in Lima, Peru	√		Our first annual workshop with Gender Focal Points was very successful and contributed to the integration of the team. We agreed on gender mainstreaming strategies for LAC. We also worked on the topics of domestic violence, male inclusion in reproductive health programs, and engendering the MDGs.
4. Policy Dialogue			
Gender tracking system- project identification phase- Project Concept Notes		√	We are designing with our Country Gender Focal Points (CGFP) a <i>gender tracking system</i> to provide comments to project teams during the project identification phase. The tracking system will work automatically and electronically, connecting our CCFP with team leaders in real time. The system is part of an initiative of LAC's Civil Society Group.
5. Advances in FY04 and Challenges for FY05			
Significant advances in FY04:			
<ul style="list-style-type: none"> • Starting Gender Focal Points network; • ESW on gender-based violence issues and gender specific labor market issues • Best practice case studies on gender 			
Challenges for FY05:			
<ul style="list-style-type: none"> • Consolidating our Gender Focal Point network • Working on gender mainstreaming with Project Team Leaders 			

Table A 14. LAC: Monitoring Status of Region/Country Deliverables for FY05-FY06 (by type of product/result)

Planned Output	Actuals		Comments
	Completed	In process	
1. Country Analysis and ESW (including CGAs):			
ESW : Socio Economic Impacts of Gender-Based Violence	√		We are in the process of disseminating results and publishing the paper
ESW: Addressing Gender Based Violence in LAC – Interventions	√		Paper has been published. Results should be disseminated further
Honduras CGA		√	Chapter in Honduras Poverty Assessment focusing on labor issues.
Uruguay CGA		√	This analytical piece will likely be a short paper on the situation of women in labor markets. Partner institution: UNDP
Nicaragua CGA		√	We have started consultations with the Women’s Institute and Government. Partner institution: IDB.
Chile CGA		√	We have started consultations with the Women’s Institute and Government. Partner institution: IDB.
2. Policy Dialogue (CASs, PRSPs)			
Peru CAS	√		Wrote a short piece on gender issues for CAS team. Our GFP made comments to the team directly as well
Dominican Republic CAS	√		GFP was CAS TTL and engaged in deep consultations with women organizations in the DR
Guatemala CAS	√		Limited impact on CAS.
Argentina CAS		√	
Venezuela CAS		√	
Ecuador CAS		√	
Nicaragua CAS		√	
Dominican Republic PA	√		PA DR: Poverty, Education, and Labor Chapters have significant analysis of gender issues
Guyana Poverty and Social Impact Analysis		√	PSIA Guyana has stressed gender issues in division of labor and income generating activities
3. Operations (Lending and Non-Lending)			
Gender Tracking System- Empowerment and Gender Equality System: A systematic and standardized instrument to provide comments on project design early in the project cycle.		√	Working on implementation issues
BNPP: Building Stronger Healthcare Responses (TF053894)- PROSALVAR (Pilot)		√	Currently in last months of project. This project emphasizes training to health care professionals with the objective of a more effective diagnosis and treatment for gender based violence victims and more involvement of men in reproductive health.

Planned Output	Actuals		Comments
	Completed	In process	
Argentina LIL	√		
Mexico LIL	√		
BNPP : PROGENIAL (Pilot)	√		Modelo de Equidad de Genero is a certification program for private sector firms and government organizations offered by the Women's Ministry. The ministry provides technical assistance on good gender practices within organizations. Successful organizations receive public recognition.
Venezuela: Proyecto Desarrollo Rural	√		PROGENIAL has offered technical support during the implementation phase to achieve gender mainstreaming in 11 projects in Central America. Best practices will be disseminated in FY06.
Peru: Rural Roads Project	√		
4. Capacity Building			
GFPs workshop (FY05)	√		
VC on Impact of Labor Market Regulations Specific to Women Workers	√		
Workshop on Gender Mainstreaming in Results-based CASs		√	
GFPs workshop (FY06)		√	
VC on Gender Mainstreaming in Rural Development Projects		√	
5. Other			
Gender Focal Points: Members of Inter-Agency Gender Equality Committees (Elizabeth Dasso – Peru, Maria M. Comenares – Venezuela)			
Gender Focal Points Activities: <ul style="list-style-type: none"> • Mulheres de Puro Talento (Zeze Weiss – Brazil) • Youth Development projects (Elizabeth Dasso – Peru) 	√	√	Objective is to celebrate and disseminate the achievements of women in different societal roles and from different backgrounds.
6. Monitoring and Evaluation			
Evaluation BNPP PROSALVAR			
Evaluation PROGENIAL			
7. Advances in FY05 and Challenges for FY06			

Planned Output	Actuals		Comments
	Completed	In process	
Gender Team in the Poverty and Gender Group is understaffed			

Middle East and North Africa Region

Table A 15. MNA: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result)

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
1. Country Analysis and ESW (including CGAs)				
MNA Gender and Development in the Middle East and North Africa Region: “Women in the Public Sphere”	√			MNA’s gender strategy focuses on the importance of raising awareness of the gender impact on economic development and effectiveness. Four regional flagship reports advocate the need for a new development model towards spurring economic growth and absorbing the growing number of job seekers. In this context, the MNA Regional Gender Report “Women in the Public Sphere”, which explores barriers to women’s labor force participation, was put forward simultaneously with the four regional reports on trade, governance, and employment – indicating the critical role of gender in the regional development debate. The report(s) were launched at the 2003 Annual World Bank/IMF Meetings in Dubai.
Algeria Gender and Poverty Note			√	
Djibouti Gender Note		√		
Egypt CGA	√			The CGA was launched in December 2003 under the auspices of the First Lady, and attended by seven line Ministers and Governors. Based on the CGA, the Bank is working with the NCW in drafting a Gender Strategy for Egypt based on the findings and recommendations of the report.
Iran CGA		√		A concept note has been drafted which has served as basis for consultations with the Governments that is ready to launch the CGA in FY05 - with a focus on employment and growth.
Jordan CGA		√		The CGA has been finalized for review on May 26, 2004. The participatory process has promoted country ownership. Moreover, the CGA team has informed the Jordan Poverty Assessment on relevant gender aspects in Jordan.
Yemen Gender Note		√		
Iraqi Joint Needs Assessment	√			In November 2003, a group of WB invited women provided gender input for the Iraqi Joint Needs Assessment and Iraq Interim Strategy Documents. (see “Listening to Iraqi Women”) The workshop represented "best practice" in mainstreaming gender in the Bank's work program at the outset. It provided an opportunity to hold detailed discussions with the women on a variety of topics and sectors, benefiting not only from their gender perspective but also from their professional expertise. Both men and women community leaders attended the workshop in Amman on December 7-8, 2003 focusing on how to design and implement community-driven development (CDD) activities, emphasizing fiduciary aspects and monitoring and evaluation.

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
Investment Climate Surveys (Syria, Tunisia, Morocco)		√		ICA questionnaires have been engendered in content and process. ICA data collection and analysis still ongoing.
MNA Regional Children and Youth Strategy		√		The MNA Gender Team has a representative on the MNA Youth Team in an effort to gender-mainstream the regional strategy.
MNA Regional Report on Disability		√		The MNA Gender Team has a representative in the MNA Disability Working Group in an effort to gender mainstream the regional strategy.
MNA Regional HIV/AIDS Strategy	√			The Strategy points to gender discrepancies in access to education, health services, and points to the vulnerability of women also as care-takers.
MNA Regional Pension Report	√			The authors of the MNA regional report have worked closely with the MNA gender team and gender is one of the main themes in the report. When the report was disseminated in FY05, Gender Coordinator was asked to give key-note luncheon address.
MNA Regional Social Development Strategy	√			Gender issues figure prominently in Regional Strategy.
Djibouti PER	√			Djibouti PER was identified as good practice ESW by both the Public and the Gender Sector Boards.
Jordan Poverty Assessment	√			The Poverty Assessment, in addition to a separate chapter on poverty and gender, successfully integrated gender across most sectors. The PA points to the dearth of poverty data on women and includes gender specific recommendations.
Jordan Regional & M		√		Social Assessment that will take into consideration women communities/needs and will suggest gender-sensitive participatory approaches for improved service delivery.
Morocco Poverty Update	√			The Poverty Update was complemented with a qualitative study (funded by the GENFUND) looking in depth at the cultural and institutional factors that help explain why school enrollment for girls improved much more in some areas than in others.
Yemen Energy Access for Poverty Reduction	√			This ESMAP study successfully mainstreamed gender, which resulted in innovative gender work.
2. Policy Dialogue (CASs, PRSPs)				
Djibouti CAS Update				MNA Gender Team has been an active member of the Djibouti CAS Team.
Djibouti Joint Staff Assessment	√			Gender was mentioned as both an issue and also as a topic for concrete follow-up. ED's congratulated the team at the Board Meeting for having addressed gender so successfully
Egypt CAS Preparations	√			The Gender Team worked with the CAS team and gender issues were addressed throughout the CAS. The reduction of gender disparities mentioned as one of four key areas for Bank support. CAS activities will continue to pay special attention to gender concerns and the cost-effectiveness of education spending.

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
Iran CAS		√		Iran CGA preparations are feeding into the CAS discussions.
Iraq Interim Strategy Note	√			Gender is one of the cross-cutting themes of the strategy note focusing on gender and institutional capacity building.
Lebanon CAS	√			The Gender Team worked with the CAS team and gender issues were addressed throughout the CAS.
Morocco CAS	√			The Gender Team worked with the CAS team and gender issues were addressed throughout the CAS. Gender issues were integrated throughout the results-based matrix.
Tunisia CAS	√			The CAS for Tunisia proposed a coherent, strategic and well-formulated development plan addressing needs, constraints and opportunities, and ensuring that gender issues are integrated throughout the CAS. The CAS's approach to gender issues is promising in many respects.
Tunisia DPR	√			Gender issues addressed in the DPR mainly relate to women's economic participation and their contribution to economic growth
3. Operations (Lending and Non-Lending)				
Algeria Rural Employment Project		√		At research/data collection phase. All data are gender disaggregated. Women's employment is an important activity.
Egypt: "Capacity Building of Monitoring and Evaluation" (IDF)		√		This IDF 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.
Egypt: "Capacity Building of the National Council for Women in Egypt" (IDF)		√		An IDF for the capacity building of the NCW has been approved in 2003, amounting to \$350,000. The objective of the project is to strengthen its institutional capacity in the areas of: (i) gender strategic planning, (ii) performance measurement, and (iii) identification of gender indicators; in order to ensure women empowerment and gender mainstreaming in policies, programs and projects.
Iran: Integration of Gender Monitoring and Evaluation Indicators in Iran's Fourth Five Year Development Plan (IDF)		√		The purpose of the Grant is to: (i) assess the extent to which gender-sensitive monitoring and evaluation indicators are being used to support the national planning, budget decision-making, and sectoral line ministry management; (ii) help to integrate gender-sensitive monitoring and evaluation indicators and/or mechanisms in the preparation and implementation of the Recipient's Fourth Five-Year Development Plan.
Jordan - Enhancing Women's Health (IDF)		√		Undertake research/studies to (a) cover the gaps identified; (b) develop a detailed plan for a National Women's center; (c) carry out a Needs Assessment Survey on females in the southern part of Jordan where access to services are limited; and (d) with the findings, develop a detailed package of curative services.

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
Jordan: Strengthening the Capacity of the National Council for Family Affairs (IDF Grant)		√		The Grant aims to build organizational capacity to play an important role in developing policies and national strategies for and advocating on behalf of, children, women and families, in close collaboration with relevant public agencies.
Tunisia: Integration of Gender in Tunisia's Regional Development Planning (IDF)		√		Promotes the integration of gender in regional planning and strengthens the institution's research capacities at the local and regional levels
Yemen Decentralization and Local Development Project (LIL)		√		This project which is currently in the appraisal process, includes a local gender and development component – a first in MNA lending operations.
Yemen's Port Cities Development Project	√			The competitive round of the GENFUND has awarded resources to “Developing a Framework for Improving <i>Women's Economic Opportunities and Voice</i> in the Context of this project.
4. Capacity Building				
Regional Gender and Development Network (DGF)	√			The DGF-supported Network of individuals and organizations (both governmental and non-governmental) with hubs both in Tunis and Tehran has been reaching out to policy-makers, researchers and activists to promote policies that address gender in development – an activity in which the Bank is working in close partnership with UNDP and AGFUND. The Annual Conference of the Arab Network for Gender And Development (@NGED) took place in October 2003 where the <i>Arab Adolescent Girl</i> reports were launched. Application for 2-year DGF extension under window one was approved in 02/2004.
Series of Follow-Up Distance Learning Courses on Monitoring and Evaluation	√			PRMGE, WBIEV and WBIHD/MNSHD organized and delivered two follow-up distance learning training sessions on Gender and M&E. The objectives were to (a) learn how this course might have been useful to their work; (b) discuss successes and challenges encountered in implementing gender into their monitoring and evaluation activities; (c) exchange ideas on the topic; and (d) share information on the linkages between gender and the Millennium Development Goals (MDG)s. 1. December 17, 2003: Follow-up with Gaza, West Bank, and Yemen -- 20 participants 20 (Gaza=6, West Bank=5, Yemen=9) 2. February 12, 2004: Follow-up with Egypt and Lebanon -- 11 participants (Egypt=7, Jordan=4)
Pilot gender E-learning program for MNA Staff		√		The program is designed as a learning and resource tool for the Bank's mainstreaming gender into the Bank's analyses and operations.
BNPP for Gender Capacity Building		√		Follow-up workshop to the distance learning course on Gender in Program and Project Monitoring and Evaluation (GPPME).

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
MNA Consultative Council on Gender Meeting (4/2004)		√		The CCG, an external group of regional civil society representatives and experts on gender issues) continues to contribute to building gender capacity among MNA staff since 1999. This year's meeting focused on the operationalization of the MNA Regional Gender and Development Report.
MNA Gender Website		√		The Gender Regional Sector Brief was at the top of the list of most requested external MNA web pages (almost twice as high as the next top page) in November and December 2003 (and possibly subsequent months?!).
Yemen: "Promoting Gender Equity" (JSDF)		√		Aims at mitigating barriers to women's development and participation as well as at promoting a civil society-based movement against gender-based violence.
Jordan: "Legal Services for Poor Women in Jordan" (JSDF)		√		The project has been initiated to provide Legal Services for Poor Women and to build institutional capacity to provide such services in the long-run.
Jordan: Conservation of Medicinal/Herbal Plants - Global Environment Facility (grant)		√		As part of the broader project, the gender component will aim to bridge the gender disparity and to alleviate women's vulnerabilities in M/H plants utilization and management by: <ul style="list-style-type: none"> • Preparing women to participate fully in the resource management process • Targeting women in the communities the project serves • Supporting women to conserve existing M/H plants through cultivation • Promoting mechanisms for the active and full participation of women • Targeting them for access to micro-credit facilities • Including women in grower's and producer's organizations
2004 PREM Week and PREM Conference:	√			This year's PREM event included two MNA Gender Presentations: <ul style="list-style-type: none"> • The Growth Dividend of Gender • Jobs, Trade, Gender and Governance: Towards a New Growth Strategy for MNA The seminars provided participants an opportunity to become familiar with the content of the MNA regional report and to discuss its operational implications.
5. Other				
The 2003 Annual IMF/World Bank Meetings in Dubai, UAE	√			The September Annual Meetings included a gender seminar on the findings of the MNA Regional Gender and Development Report. Furthermore, a gender workshop on " <i>Engendering the Public Space</i> " took place in partnership with the Dubai Municipality. As part of the Dubai Meetings, a virtual seminar entitled " <i>Young Women & Information, Communication, and Technology (ICT)</i> " addressed the constraints and opportunities of ICT in improving the lives of young women around the world, but with focus on the MNA region.

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
“Arab Women and Economic Development” (Fall 2003)	√			This seminar organized in partnership with the Arab Fund for Economic and Social Development included a WB presentation on <i>Women Entrepreneurs in MNA</i> .
2004 Celebration of International Women’s Month and Month of Diversity	√			The MNA Gender Team presented this WB-initiated and -sponsored project, whose innovative literacy curriculum has received international attention, was also featured in National Geographic News (which was also syndicated) and Anthropology News.
Preparations for The Mediterranean Development Forum (MDF5) (FY06)		√		The MNA Gender Team has provided MDF-partners ongoing assistance and concrete input on how to engender MDF thematic areas, process, and participation.
Woodrow Wilson International Center for Scholars, Washington, DC, Jan. 03	√			Women: MNA's Untapped Resource Presentation of selected findings of the MNA Regional Development Report.
The Second Knowledge for Development Conference in Marseilles (3/2004)	√			The conference included a presentation on the Gender and Development Report as well as two separate gender sessions 1. Impact of KE, trade, and competition on women’s participation in the labor force 2. Development, Knowledge Economy and Gender – excellent follow-up from First Knowledge Conference in 2003.
Gender and the Millennium Development Goals (Nov. 2003 Conference)	√			Yemen participated in this global conference via video conference.
MNA Regional Women’s Studies Centers		√		Promotion of cross-fertilization and learning among Women Studies Centers regarding research, teaching, capacity building, resource mobilization, etc.
World Bank Regional Youth Conference (6/2004)		√		The Bank’s regional Youth Conference will include a presentation on gender.
2004 World Economic Forum in Jordan – Facing the Real Challenges: Partnering for Change, Peace and Development, Dead Sea 15-17 May		√		Presentation of the Regional Gender and Development Report.

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
The World Bank, the Middle East Institute, the Earth Institute, the School of International and Public Affairs, Columbia University, May 6, 2004	√			World Bank MNA Presentation on “Job Growth, Gender and Governance in the Middle East and North Africa: Unlocking the Potential for Prosperity and Achieving the Millennium Development Goals.”
Third Annual AIWF Conference to be held at the League of Arab States in Cairo, 6-9 June 2004.		√		World Bank MNA Gender Presentation “Women in the Arab World: Partners in the Community and on the World Stage.”
World Bank Presidential Fellows Lecture Series Event - Shirin Ebadi, Nobel Peace Prizewinner May 5, 2004.	√			Ms. Ebadi spoke on "Human Rights and Economic Development" and will share her views on the global progress on women's rights and her plans to advance children's rights and improve the prospects of disenfranchised youth.”
6. Monitoring and Evaluation				
See IDFs above (non-lending operations)				
See BNPP above				
7. Advances in FY04 and Challenges for FY05				

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
Areas of satisfactory progress and areas where our work needs to be strengthened:				
<ul style="list-style-type: none"> • Position Gender Work Strategically at regional/international conferences: The quantity and quality of gender analytical work has increased. However, such reports often get read by the "already convinced". Much more challenging and convincing is the inclusion of gender in other ("non-gender") regional/international conferences (on trade, globalization, investment, poverty, knowledge economies, etc.). The presentation of the regional gender report as one of MNA's four flagship reports was an approach chosen to indicate that gender is as important to development in MNA as trade, governance, and employment. As an institution we should probably do more of this. • Develop Gender Training Tools that reach many development practitioners: The MNA region together with WBI and PRMGE has been piloting a Distance Learning Course on Gender. Face to face training courses are not only very costly, but also difficult to organize - and follow-up to measure impact is not easy, either. While distance learning may not be the best vehicle to reach the poor directly, it can certainly help to build the capacity of national institutions and research centers and reach many counterparts in a continuous fashion. • Integrate gender in analytical pieces relevant to women's employment opportunities (PERs and ICAs): The MNA region has made some progress on integrating gender in PERs, but the Bank still needs to better understand the relevance of gender and public expenditure in the energy, water, housing, and transport sectors - areas where the anchor can play an important role in identifying best-practices. These sectors are especially important in terms of freeing up women's time to enable them to participate in the formal labor market. Furthermore, MNA has only recently piloted the integration of gender in Investment Climate Assessments - here, too, the region could benefit from some leadership from the anchor as investment climates and related hiring practices also have an impact on women's entrepreneurship. • Integrate gender in the Bank's work on youth and disability: The MNA gender team is represented in both the MNA working group on youth and the regional working group on disability. These are areas where not much gender work has been done globally. The anchor's assistance in these thematic areas could add much value. 				
Resource allocation, staffing and structures:				
<ul style="list-style-type: none"> • Quality and quantity of staff: There is certainly not enough staff working on gender in MNA (currently 2 staff, a third one being hired), and "gender mainstreaming" in the different sectors has partly been ensured by the voluntary members of the MNA Advisory Group on Gender consisting of representatives from MNA's sectoral departments (the group is being led by the Regional Gender Coordinator). At the more senior level, it has been difficult identifying qualified technical staff, familiar with the region, that are able to take on the position of Sr. Gender Economist. • Resources for gender work in MNA remain scarce: Given that MNA consist of mainly middle-income countries, donor resources for gender work in the region are scarce. In addition, MNA countries (like others in the world) have not been borrowing from the Bank for gender work. Trust funds are also difficult to come by - and while the DGF is one of the few mechanisms to allocate resources for gender work in MNA, even here we have been facing difficulties to secure (relatively small amounts of) financial resources and in moving the MNA Gender and Development Network to Window 1. 				

Planned Action Plan for FY04	Actuals			Comments
	Completed	In process	Delayed or cancelled	
Accountabilities and incentives for gender mainstreaming:				
<ul style="list-style-type: none"> • <i>The Network of "Friends of Gender" does not guarantee success:</i> So-called "Gender focal points" that have been identified in the various country offices do not report to the Regional Gender Coordinator given that they have other reporting structures to follow. There is a lack of accountability given that gender focal points are not funded to undertake specific gender work. • <i>The occasional spot-award does not do the trick:</i> While the spot-award system enables the Gender Team to recognize MNA staff for their efforts to support (often innovative) gender work, this is not sufficient to encourage staff to integrate gender in their work in the long run and on a larger scale basis. It may be useful to discuss the possibility of including "gender integrative work" as part of the OPE process and/or project review cycle - the latter which may be less controversial and easier to tackle. 				

South Asia Region

FY04 Country-Level Gender Analytical Work and ESW

Afghanistan

53. **Country Gender Assessment:** The Afghanistan draft CGA is well underway and includes: (i) a presentation of the status quo regarding women's situation in terms of health, education, employment, agriculture, and legal position, based on all available studies and surveys; (ii) an economic analysis of the cost to Afghan society of continued gender-based exclusion; and (iii) a portfolio review with respect to gender concerns. The first draft will be peer reviewed in September 2004 and delivered by the end of October 2004.

Bangladesh

54. **Facilitating Programmatic Approach in Ministry of Women and Children Affairs (MoWCA):** An Institutional and Organizational Assessment (IOA) of MoWCA was undertaken by the MoWCA and Local Consultative Group on Women's Advancement and Gender Equality. The objective of this exercise was to formulate the practical development plan of action for consideration by the Government of Bangladesh (GoB) and development partners in making the right strategic choices and approaches for a potential programming approach to gender mainstreaming, which would form the basis for future collective or individual support from the development partners. Consultants are being recruited and expected to complete the work in FY05.

India

55. **Country Gender Assessment:** A draft concept note on the Country Gender Assessment has been developed; however the work is now planned until FY06, as understanding the gender issues requires coordination with the country poverty analysis planned for FY05 and FY06. 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.

56. **Female work participation in the informal sector:** A joint initiative has been taken up with the Inter-Agency Working Group 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*, based on secondary data and preliminary fieldwork, was presented and now work is going on to answer many fundamental questions.

Nepal

57. **Nepal Gender and Social Exclusion Assessment (GSEA):** The joint DFID/World Bank *Gender and Social Exclusion Assessment* was formally initiated on April 19, 2004 with an Inception Workshop. An example of the synergy between the World Bank and DFID's focus on social inclusion is the emerging work on affirmative action. Originally envisioned as "a review of best practice approaches" to be presented as a chapter in the GSEA, this work is now lead by the DFID Social Development Advisor (with support from the Bank Lead Social Scientist). The concept note for the GSEA was reviewed and approved by the Bank in February 2004. A National Consultation Workshop is scheduled for mid-December after which the report will be finalized and presented to DFID and the World Bank by the end February 2005.

58. 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 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

59. Country Gender Assessment: The gender profile and analysis for the CGA has been put together using data from the Census, latest round of the Pakistan Integrated Household Survey (2001-02,) as well as data from the Pakistan Rural Household Survey (PRHS, 2001). The three broad themes of the profile are: human development (education, health); participation of women in economically productive activities, such as labor force participation and productive activities within the household; and gender and political participation of women. The analysis entails unpacking the process of household decision-making that influences outcomes so as to uncover appropriate policy levers. The analysis of secondary data will be complemented by data gathered through the *Qualitative Study on Gender* and the second round of the PRHS (2004) that contains an extensive module on gender related issues. The qualitative study is underway in 5 sites in rural Punjab and Sindh where the South Asia Region, in collaboration with DECRG, is also undertaking an evaluation of the Pakistan Poverty Alleviation Fund, which mostly entails evaluation of the Rural Support Programs. A report based on the study will be completed by December 2005. Data from the second round of PRHS (2004) is expected to be available by November 2004. An Interim Report based on the analysis of the secondary data and some insights from the qualitative study will be delivered in September 2004. A final report of the CGA incorporating information from the qualitative study and the second round of the PRHS is expected to be delivered in February 2005.

60. Comparative Study on Gender Mainstreaming in Poverty Alleviation: The scope of this study has been considerably expanded and, along with informing the work of the PPAF, it will also provide qualitative inputs for the Pakistan Country Gender Assessment. Potentially, the study could have profound and far reaching impacts as it would be influencing two major initiatives: the Bank's largest project in Pakistan and its flagship AAA. The objectives now are as follows: (i) to see 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 initiative; (ii) 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, and to have a set of trackable indicators for evaluating success and thus assist the PPAF in the capacity building of its partner organizations; (iii) to see the level of gender integration in the familial and communal life, individually and collectively, highlighting the role of female segment; and (iv) to assess the response towards and to identify and emphasize the Cultural Coping Strategies regarding change (if any) caused by the process of gender mainstreaming resulting from PPAF interventions. Work on the study is proceeding well and the survey and field work will be completed by the end of August 2004; a first draft will be delivered in October 2004.

Sri Lanka

61. **Country Gender Assessment (CGA):** The concept note was finalized at the end of June 2004 and, following internal department review, a review by the County Management Team was anticipated in September 2004. The CGA concept note identifies two specific areas in Sri Lanka where further in-depth work would be appropriate: (i) the micro and macro socio-economic implications of female international and domestic migratory employment; and (ii) an assessment of gender dimensions of conflict in North & East Sri Lanka. GENFUND grants in the amounts respectively of \$49,000 and \$45,000 have been approved for dedicated analysis in these two areas, subject to review and endorsement of the CMT. The expected delivery of the final CGA will be December 2004, with the two proposed analyses expected to be delivered by May 2005.

FY04 Lending Operations

India

62. **Rural Women's Development and Empowerment Project (RWDEP) – supervision & project extension:** The RDWEP (Swa-Shakti 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. The project, which was scheduled to close in June 2004, was extended for a year in May 2004 and a dialogue with the Government of India to create a sustainable institutional framework for long-term support to women-oriented social and economic activities has been initiated. The project has established 17,647 SHGs, against an original target of 7,400; a substantial number of the SHGs are less than 36 months old. SHG membership has contributed to both increased savings and incomes of its members. Total savings have increased by 25% from September 2003 to March 2004. The project has sought to link SHG members to formal financial institutions so as to decrease their reliance on informal sources of funds, and 95 percent of the groups have now established sound financial management practices. In addition, there have been considerable achievements in the areas of improved access to health care, education and drugery reduction initiatives.

Pakistan

63. **AJK Community Infrastructure and Services Project:** Gender has been mainstreamed in all components of the project where all CBOs are to have female representatives (33 percent). Thus the project aims to ensure that women's opinion is taken into account in scheme selection and design.

64. **Pakistan Poverty Alleviation Fund Project:** This project has made a concerted effort at all levels to ensure the inclusion and participation of women, and over the last three years PPAF's female client base has risen from less than 20% to over 45%.

65. **Punjab Education Sector Adjustment Credit (PESRP):** The Punjab Government has launched an education reform program to bring improvements in education service delivery and in outcomes, which is being supported by the World Bank through a series of sector adjustment credits over a three-year period (Punjab Education Sector Adjustment Credit-PESAC). PESAC has three main pillars: (i) public finance reforms that realign (increase) public spending toward education (and other pro-poor services) and ensure fiscal sustainability; (ii) reforms that strengthen devolution and improve the fiduciary environment and governance; and (iii) education sector reforms that improve quality, access, sector governance, and public/private partnerships. The program is targeted at enhancing enrollment,

with an emphasis on girls. A girls' stipend program targeting all girls enrolled in Classes 6 – 8 in all government schools in fifteen low literacy districts has been launched. Even after just three cycles of quarterly installments to about 175,000 eligible girls, trends are showing improved rates of attendance (there is a criteria of eligibility of 80% attendance), and increases in enrollment of up to 27% in some cases.

66. Ghazi Barotha Hydro Power Project: The females affected and the affected areas have received attention in all components of the program. Specifically, 411 Female Community Organizations (COs) have been formed against 391 male COs. The savings of female COs stand at Rs. 1 million. Women COs members have received credit for productive purposes along with the men COs in the following areas: agri-input, livestock development (1132 female CO members and 271 for male CO members), enterprise development, and small infrastructure as individual enterprise. Total credit disbursed stands at Rs. 4.4 million benefiting 1529 females and 1483 males. Women along with men have benefited from capacity building and vocational training programs.

FY04 Policy Dialogue and Country Assistance

Afghanistan

67. Establishing a Gender Advisory Body: Members have been identified from government and respected civil society bodies to provide leadership to the CGA and associated sector analyses. This process will be initiated by MoWA. However, MoWA and a majority of the planned ministerial membership could not come together in sufficient numbers on several planned dates due to what were considered to be more important priorities (the Loya Jirga, NDB meetings, etc). It has now been proposed that a body be formed around a review of the CGA Report in FY05.

Bangladesh

68. Gender analysis of Bangladesh IPRSP: A gender analysis of the Bangladesh I-PRSP and a roadmap for developing a gendered PRSP was completed by the Technical Working Group on June 30, 2004. This report was used to produce a draft report on *Women's Advancement and Rights* for engendering the Bangladesh PRSP.

69. Engendering PRSP: The World Bank and Gender and PRSP Group provided technical assistance and facilitated gender analysis of the IPRSP, and developed a roadmap for engendering the full PRSP, which will be completed in December 2004, and presented to the Board in March 2005. The government established 12 thematic groups, which consisted of government officials, academics and civil society. One of these thematic groups is the Women's Advancement and Rights. The Bank is liaising with this thematic group for mainstreaming gender in the full PRSP process.

Pakistan

70. Engendering IPRSP in coordination with other donors: Realizing the need for concerted efforts, the Bank has worked in tandem with other donors through the donor coordination group and facilitated the engendering of the I-PRSP. The Bank provided technical advice on other issues highlighted in the document. The I-PRSP was converted to a full PRSP in December 2003.

71. 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.

72. **Pakistan CAS:** The CAS progress report of April 2004 tracks progress in achieving MDGs, including steps forward towards gender equality and empowering women by eliminating gender disparity in education, as well as women's health concerns. Gender as reflected in the government's poor-gender equity policies are enunciated in the PRSP and in line with the CAS. The CAS progress report also mentions the Bank's efforts to mainstream gender on an ongoing basis in its work program.

73. **Gender dialogue with the Government through the Interagency Group for Gender and Development:** This is part of the Bank's dialogue with the government undertaken directly, as well as through the Interagency Donor Coordination Group.

74. **Mainstreaming Gender in Bank's Work:** Gender is being mainstreamed in Bank's project and programs. The social sector structural adjustment loan for education focuses on gender while projects prepared for Rural Development sector also make efforts to address gender concerns. More importantly, dialogues with government during project preparation emphasize the importance of ensuring that gender concerns are addressed.

FY04 Capacity Building/ Support for Strategy Implementation

Afghanistan

75. **National Development Budget Structural Adjustment Facility:** The processes provided opportunity to: (i) establish more congenial relations between gender actors working with MoWA; (ii) influence the MoWA vision toward more strategic interests; (iii) increase the interest in gender within GoA, including the establishment of a Gender PIP and an independent budget hearing; and (iv) improve capacity of MoWA selected staff to develop, present and defend its budget.

76. **GDLN:** This was undertaken in collaboration with WBI, including a one-month support mission by Tooba Mayel, and intended to link to CGA gender concerns.

77. **Engendering Information and Communication Technologies (ICTs):** A video conference seminar was held on March 25, 2004, highlighted a team from Afghanistan who reported on the potential benefits of ICTs. These include laptops donated by the World Bank (for use in the health management information system in the hospital in Andkhoi), classes in English for boys and girls, women's emergency protection/care of survivors of violence, and women's health outreach services.

Bangladesh

78. **Dialogue with Trade Union Leaders on Gender issues in Export oriented Garment Industry:** A dialogue is being organized with Trade Union Leaders on Gender issues in Export oriented Garment Industry, especially the potential impact of post-MFA and mitigation efforts in June 2004. This will be facilitated by WBI. Follow-up workshops and related actions will be continued over FY05.

India

79. **Gender sensitization of Delhi police personnel:** This program set out to sensitize the police personnel in 138 police stations in the city. Major themes 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, a local NGO responsible for the implementation of the activity. This activity was completed in Spring 2004. The Delhi police have not only increased the number of training programs with their own budget, they

have also incorporated a major gender sensitization module as part of the regular training course for police personnel at the Delhi Police Training Academy.

Pakistan

80. Empowering Rural Women in Punjab: The Japan Social Development Facility (JSDF) grant focused on Empowering Rural Women in Punjab by providing literacy and life skills to girls/women who were unable to attend school. The project also liaises with micro credit banks to provide the trained women/girls with access to credit institutions. The JSDF grant for "Empowering Rural women in Punjab" closed on May 1, 2004. 25,000 girls/women have benefited from the program by completing training in literacy, numeracy, and life skills.

FY04 Partnerships

Afghanistan

81. Gender and Rural Development Thematic Group/USAID: Gender focal point in Afghanistan participated in a panel discussion in May 2004 to recommend a strategy for integrating gender into the "Rebuilding Agricultural Markets in Afghanistan Program" (RAMP), a large USAID agricultural project.

Nepal

82. Collaboration between DFID and the Bank: During the months following the official publication of the PRSP, both DFID and the World Bank developed their country program strategy documents, the CAP and the CAS respectively. Reflecting this close collaboration, both institutions have made support to the PRSP inclusion pillar one of their central strategic objectives. Under the leadership of the DFID/Nepal Social Development Advisor, an entire program of activities has been developed under the CAP to support of social inclusion, of which the GSEA is one.

Sri Lanka

83. Collaboration between the United Nations and the Bank: The Bank is an active partner in the newly activated UN Gender Working Group and is developing the CGA with the collaboration of an Expert Advisory Group representing gender-focused Sri Lankan NGOs and the Ministry of Social Welfare and Women's Empowerment.

Regional

84. Gender Focal Point Training Workshop: Delayed in FY04 due to budgetary issues; to be held in Delhi in October 2004.

85. SAR Gender Working Group: This group was established in March 2004 in order to foster cross-sectoral discussion of gender issues, as well as create a community of gender expertise.

FY04 Staffing and Budgets

86. Six countries – Afghanistan, Bangladesh, India, Nepal, Pakistan, and Sri Lanka – have field-based gender focal points that spend a substantial amount of their time on this issue. An acting Gender Coordinator for the Region and a Gender Analyst are based at headquarters in Washington DC.

87. **SAR FY04 budget:** US\$526,500 was received from country budgets, which include budgets for gender work, as well as project budgets used for gender. Out of the \$526,500 allocated, \$514,400 was used for gender mainstreaming. This represents more than double the amount allocated for gender work in FY03: out of \$247,000 budgeted by the country teams, \$189,300 was used for gender mainstreaming.

Table A 16. SAR: Monitoring Status of Region/Country Deliverables for FY04 (by type of product/result - as of May 2004)

Planned Action Plan for FY04	Actual			Comments
	Completed	In process	Delayed or cancelled	
1. Country Analysis and ESW (including CGAs)				
Afghanistan CGA		√		The draft CGA will be peer reviewed in August/September 2004, and then reviewed by the CMT. CGA is expected to be completed in October 2004.
India CGA			√	The Concept Note will be revised and reviewed with CMT in 2005. CGA is expected to be completed in FY06.
India – Cross Sectoral Consultations: Rural Water Supply Sanitation Rural Roads			√ √	Development of a methodology for assessing Gender impacts of Rural Water Supply and Sanitation Project has been underway; TORs for Rural Roads have been done – these will eventually be rolled into the CGA.
India: Toolkit on Resettlement and Rehabilitation		√		Final process is pending. NEED UPDATE from Mridula/Warren/Eric.
India: Female Work Participation in Informal Sector		√		The consultants provided an interim report. Further analysis is being carried out and the Inter Agency Working Group on Gender is following up.
Pakistan CGA		√		The Interim CGA Report will be delivered in September 2004.
Pakistan: Comparative Study on Gender Mainstreaming in Poverty Alleviation		√		Work on the study is proceeding well; the survey and field work are expected to be completed by end of August 2004. This would be followed by transcribing and analyzing the data, which is expected to be completed by the end of September, and a first draft delivered in October 2004.
Sri Lanka CGA		√		The expected delivery of the final CGA will be December 2004.
Nepal Gender and Social Exclusion Assessment (GSEA)		√		Joint DFID/World Bank Gender and Social Exclusion Assessment (GSEA) Concept Note was reviewed and approved by the Bank in February 2004. On April 19, 2004 the Inception Workshop for the GSEA was held primarily for HMG/N and civil society stakeholders. The first draft will be delivered in October 2004. Best practice in affirmative action?
2. Policy Dialogue & Country Assistance (CASs, PRSPs)				
Afghanistan – Gender Advisory Group			√	MoWA and a majority of the planned ministerial membership could not come together in sufficient numbers due to what were considered to be more important priorities (the Loya Jirga, NDB meetings, etc). Gender advisory body to now be formed around a review of the CGA Report in FY05.
Bangladesh IPRSP – Gender Analysis and Roadmap for PRSP	√			The Technical Working Group completed gender analysis of Bangladesh IPRSP on June 30, 2004; draft report on Women's Advancement and Rights for engendering Bangladesh PRSP has been done.
Bangladesh PRSP		√		Full PRSP is expected to be completed in December 2004 and will be presented to the Board in March 2005.

Planned Action Plan for FY04	Actual			Comments
	Completed	In process	Delayed or cancelled	
India CAS		√		Gender inputs were provided; CAS went to the Board on August 26, 2004 and will be included in FY05 report.
Pakistan CAS Progress Report	√			The CAS progress report of April 2004 tracks progress in achieving MDGs, including progress towards gender equality and empowering women by eliminating gender disparity in education, as well as women's health concerns.
Pakistan I-PRSP	√			Realizing the need for concerted efforts, the Bank has worked in tandem with other donors through the donor coordination group and facilitated the engendering of the IPRSP. Converted to a full PRSP in December 2003.
Pakistan - External Consultative Group	√			External Consultative Group was created in Pakistan to participate in the production of the CGA. This was finalized in April 2004.
Pakistan – Gender Dialogue with Government		√		Via Interagency Gender and Development Group (INGAD). This is an ongoing activity.
3. Operations (Lending and Non-Lending)				
India – Rural Women's Development and Empowerment Project (supervision & project extension)		√		The project was extended for a year and a dialogue is on with the Government of India to create a sustainable institutional framework for long-term support to women-oriented social and economic activities. Possible best practice due to empowerment and success of self-help groups.
Pakistan Lending Program				Gender is being mainstreamed in Bank's project and programs. The Punjab Education Sector Adjustment Credit's major focus is on gender, Projects in the Agriculture and Rural Development sector e.g. NWFP Community Infrastructure Project make efforts to address gender concerns. The HIV/AIDS project is another example of addressing gender in the lending portfolio.
Pakistan - AJK Community Infrastructure and Services Project		√		Gender has been mainstreamed in all components of the project where all CBOs are to have female representatives (33 percent). This is an ongoing activity.
Pakistan Poverty Alleviation Fund		√		This project has made a considerable effort at all levels to ensure the inclusion and participation of women and over the last three years PAF's female client base has risen from less than 20% to over 45%
Pakistan - Punjab Education Sector Adjustment Credit (PESRP)		√		Gender is a major focus of this project and incentives have been provided to girls in the form of scholarships. Schools selected in the pilot phase represent those areas where girl's enrollment is low. All teachers recruited for the primary sections will be women.
4. Capacity Building				
Afghanistan – Engendering ICTs:	√			Video conference seminar in honor of International Women's Day and the March Celebration of

Planned Action Plan for FY04	Actual			Comments
	Completed	In process	Delayed or cancelled	
Ensuring Gender Equality in ICT for Development				Diversity. Links to Afghanistan, Thailand, and Uganda.
Afghanistan GDLN	√			Undertaken in collaboration with WBI, including a one-month support mission by Toga Mail, and intended to link to CGA gender concerns.
Bangladesh - Dialogue with Trade Union Leaders on Gender issues in Export Oriented Garment Industry		√		A dialogue on gender issues in garment industry, re: the potential impact of post-MFA and mitigation efforts was held in June 2004, facilitated by WBI. Follow-up workshops and related actions will be continued over FY05.
Bangladesh - Facilitating Programmatic Approach in Ministry of Women and Children Affairs (Mica)		√		Consultants are being recruited and expected to complete the work in FY05.
India – Gender Sensitization of Delhi Police Personnel	√			This activity has been completed. The Delhi Police have not only increased the number of training programs with their own budget they have also incorporated a major gender sensitization module as part of the regular training course for police personnel at the Delhi Police Training Academy.
Nepal - Inception Workshop for the Gender and Social Exclusion Assessment (GSEA)	√			On April 19, 2004 the Inception Workshop for the GSEA was held primarily for HMG/N and civil society stakeholders. A second Information Sharing Workshop was held two days later on April 21 for interested DFID and Bank staff and other members of the Donor Community, to present the overall conceptual framework for the GSEA and briefly outline its main components to the Advisory Group.
5. Providing Support for Strategy Implementation/Other				
Afghanistan – National Development Budget (NDB) Structural Adjustment Facility (SAF)	√			The processes provided opportunity to (a) establish more congenial relations between gender actors working with MoWA; (b) influence the MoWA vision toward more strategic interests; (c) increase the interest in gender within GoA, including the establishment of a Gender PIP and an independent budget hearing; (d) improve capacity of MoWA selected staff to develop, present and defend its budget.
India- Regional Workshop on “Impacts of structural adjustments on women”			√	Workshop is likely to be held in FY06, when work on the CGA resumes.
Pakistan – Empowering Rural Women in Punjab	√			The JSDF grant for "Empowering Rural women in Punjab" closed on May 1, 2004. Provided literacy, numeracy, and life skills training to 25000 girls/women who could not attain an

Planned Action Plan for FY04	Actual			Comments
	Completed	In process	Delayed or cancelled	
				education from the formal school system.
REGIONAL – Gender Focal Point Training Workshop			√	Delayed in FY04 due to budgetary issues; to be held in Delhi in October 2004.

6. Shortcomings in FY04 and Challenges for FY05

Challenges in mainstreaming gender in Bank's program in Pakistan:

Gender is still a sensitive issue and any intervention needs to be done in a sensitive manner. Data in most areas is available, but accurate statistics on gender in areas such as labor force participation, contribution to National Income etc., are still difficult to obtain. An enabling environment needs to be created prior to any major gender intervention particularly through repeal of discriminatory laws. This needs policy dialogues in a sustained manner. The National Commission on the Status of Women has been established but considerable efforts are required before gender can be mainstreamed.

Lessons Learned from Bangladesh:

Bank should assist government in developing PRSP, sector strategies and program formulation in a gendered and socio-economic balanced participatory process that would include poor and women's 'voice'. This would promote national ownership and need based development agenda by effective participation of poor and women in the preparation and implementation process. Working through the gender chapter of the sourcebook would be a very useful exercise in this respect.

What worked/what didn't work

Strategy formulation, IPRSP development worked well, but implementation is slow, as government machineries are weak and have limited capacity or enough incentives to implement strategies. Good policies and strategies are not always translated into actions.

Challenges to mainstreaming gender in Bank's program in Bangladesh

Building alliances with members of the PRSP Task Force will be critical so that they can be supported to take up the issue themselves. The Ministry of Women and Children Affairs representative in the Task Force needs to be empowered and actively supported. This could be linked up with the gender training for Secretaries that PLAGS has already planned. The training for new WID focal points in ministries can be tied into this as well.

Work with the consultants who are preparing the draft I-PRSP to ensure that gender is properly reflected in it. Mainstreaming gender in the analysis where enough information is already available, highlighting gaps that will need filling during preparation of the full PRSP and outlining preliminary policy choices that will address gender inequality. Engage the inter-ministerial PRSP Task Force to show them the rationale for integrating gender into the PRSP and building their capacity to mainstream gender concerns.

No sound implementation assessment was done for the National Action Plan for the Advancement of Women (NAP), which could have assisted gender-based strategy formulation in PRSP. There is also inadequate study and documentation of success outcomes, especially multiplier effects of women's development e.g., what is the impact of women's labor force participation which increased seven times in two decades?

Planned Action Plan for FY04	Actual			
	Completed	In process	Delayed or cancelled	Comments
Also productive sectors lack good quantitative and qualitative gender analysis, which could assist the preparation of full PRSP.				

Table A 17: SAR: Monitoring Status of Region/Country Deliverables for FY05 (by type of product/result)

Action Plan for FY05	Actuals		Comments
	Completed	In Process	
1. Country Analysis and ESW (including CGAs)			
Afghanistan CGA	√		CGA completed, published in English and translated to Dari to increase outreach and broad participation in discussion. Dissemination will follow as soon as Dari version is printed.
Bangladesh CGA		√	In preparation, with in-country consultations well supported by mainstream economists within the Bank.
Nepal Gender and Social Exclusion Assessment (GSEA)	√		The Country Gender Analysis for Nepal was combined with a Country Social Analysis in a new hybrid product called a Gender and Social Exclusion Assessment. The idea was to look not only at discrimination based on gender, but to look at two other types of structural inequity – caste and ethnicity – which also contribute to the high – and growing levels of inequity in Nepal. The result of a collaborative effort between DFID and the World Bank which began in 2002, the GSEA report was delivered in June of 2005 entitled <i>UNEQUAL CITIZENS: Gender, Caste and Ethnic Exclusion in Nepal</i> . The summary report was around 120 pages while the full report contained 15 chapters and was over 600 pages long.
Pakistan CGA	√		The CGA investigation of gender issues focused purposefully on identifying issues of direct practical significance to the design of policy and interventions. Separate chapters were devoted to issues of gender gaps in the legal environment; education; health; participation in the labor force and other facets of public life (e.g., political and community decision-making). CGA dialogue with representatives of government, civil society, and academia laid the foundation for long-term World Bank engagement, and improved the prospects for expanding gender discourse in the future.
Sri Lanka CGA		√	Concept note draft is under informal review as of September 2005. Aiming for formal review by end November 2005, with an eye to a CGA deliverable at end FY06 or early FY07.
2. Policy Dialogue (CASs, PRSPs)			
Afghanistan PRSP		√	National Development Strategy (local version of PRSP) is under preparation.
Bangladesh: CAS & PRSP	√ (PRSP)	√ (CAS)	Gender is a central pillar of the PRSP and has been actively mainstreamed in the preparation of the CAS.
India CAS	√		
Maldives			The 2000 CAS cites the absence of discrimination along gender lines in access to health services, education, income-earning opportunities, and jobs in the public sector. The only area in need of improvement mentioned is the establishment of a gender balance in atoll and island development committees.
Nepal GSEA	√		The Nepal GSEA has had a significant influence on the Nepal Policy dialogue – influencing the PRSP itself to include social inclusion as one of the four PRSP pillars (through a background paper submitted to

Action Plan for FY05	Actuals		Comments
	Completed	In Process	
			the Nepal Planning Commission in 2002) and then subsequently informing both the World Bank CAS and the DFID CAP.
Pakistan			Gender incorporated as a principal objective of Pakistan's economic reform program, with Government programs now specifically targeting cultural and economic constraints to gender equality – as prescribed in the country's PRSP. Home delivery of healthcare in the Lady Health Workers program is representative of a growing government awareness of and sensitivity to the constraints women face in accessing services.
Sri Lanka			The 2002 PRSP places special emphasis on gender mainstreaming in different facets of achieving its key objective – a ten percent growth rate target. While the 2003 CAS expressed a commitment to gender mainstreaming, it was substantially less specific on how such mainstreaming is to be achieved in its wide-ranging sector work.
3. Operations (Lending & Non-Lending)			
Afghanistan			Gender issues are well reflected in both health and education projects. Micro-finance project (MISFA) has 90% female borrowers.
Bangladesh		√	<ul style="list-style-type: none"> • The Second Female Secondary School Assistance Project, focusing on both the quality of, and girls' access to, secondary education in rural areas. • Health Sector SWAP and the new local governance program have strong gender focus.
India		√	<ul style="list-style-type: none"> • The second phase of the Rural Women's Development and Empowerment which fosters the creation of women's self help groups is under discussion. • District Poverty Initiative Projects in Andhra Pradesh, Chhattisgarh, Madhya Pradesh, and Rajasthan and the Rural Poverty Reduction Projects in Andhra Pradesh, Chhattisgarh, and Orissa all have a strong gender focus • The Bihar Rural Livelihoods Development Project has been planned to work specifically with organizations like the Women's Economic Development Corporation and Bihar State Cooperative Dairy Producers Federation Ltd. to promote market-driven skills development, savings, access to credit, and infrastructure for community services, which should have profound meaning for rural women. Work is now underway on the PAD, authorization of which is expected in February 2006.
Nepal	√		The focus on gender, caste and ethnic exclusion has been integrated into operations in rural water supply, rural roads, the Poverty Alleviation Fund, the Health and Education sector SWAPs and even into the PRSC I that was taken to the Board in 2003.
Pakistan		√	Support to the Punjab stipend program for girls, which has helped over 150,000 girls to remain enrolled in school through grade eight.

Action Plan for FY05	Actuals		Comments
	Completed	In Process	
4. Capacity Building			
India		√	In rural Andhra Pradesh over 6 million women have organized into self help groups and federations in which women develop their own technical and livelihood support services. Technical support specifically tailored to women's needs generates and promotes substantial social capital as the women become reliable and trustworthy resource persons for each other. The dynamic is equally evident in legal, family counseling, and girls' education services. The self help groups have proven well-inclined to apply their social capital quite actively, and their organizations can assume a pronounced element of social mobilization. Much of it has found expression through Social Action Committees which have organized around issues of urgent concern to women, including desertion, rape, spousal abuse, girl-child marriages, bonded and child labor, and the Jogini-Matamma temple concubine system.
Nepal	√		As part of its analysis of the poverty impact of social exclusion by gender, caste and ethnicity, the GSEA team worked with the Central Bureau to Statistics and helped them to devise a scientific categorization of the 103 caste and ethnic groups in the census for use in the National Living Standards Survey. This has not only enabled the current poverty mapping exercise, but is also being used for the up-coming DHS and will enable cross survey comparisons by caste and ethnicity for the first time.
5. Monitoring and Evaluation			
Afghanistan		√	Study on Microfinance and Gender Roles
Bangladesh		√	One of the three components of Female Secondary School Assistance II relates directly to capacity of the Directorate of Secondary and Higher Education to monitor and manage school operations.
Nepal	√		One of the major recommendations of the GSEA is that national survey data and sectoral monitoring data must be gathered and analyzed by caste, gender and ethnicity. Also the instrument developed by the GSEA for its empirical study on Measuring Empowerment and Social Inclusion is being used by the Bank-supported Poverty Alleviation Fund M&E system to track project impact on inclusion and empowerment.
6. Shortcomings in FY05 and Challenges for FY06			
<u>Afghanistan:</u> Dissemination of the CGA in Dari will follow the parliamentary elections on Sept 18 and provide the opportunity to put gender on the agenda for a parliament with a constitutionally guaranteed 25% female participation. Next will be the challenges to have gender mainstreamed in the upcoming WB-funded agricultural strategy.			
<u>Bhutan:</u> Current FY shortcomings include the lack of any plan for AAA work as well as the absence of gender mainstreaming from policy dialogue—or at least an empirically-based justification for the lack of need for either. The challenge for the next FY is to determine the need for either and, if there is said need, to establish a timeline for a CGA or other AAA work.			
<u>India:</u> Support scaling up of Government's Swamyamsiddha national program on women's empowerment through technical assistance, program cost support, and supervision in the northern states, where the women's self help group movement is still early in its development.			

Action Plan for FY05	Actuals		Comments
	Completed	In Process	
			<p><u>Nepal</u>: The current political crisis in Nepal due to the king's seizure of power on Feb 1, 2005, means that many of the core recommendations of the GSEA which involve ensuring equal rights for all Nepal citizens regardless of their gender, caste or ethnicity, may not find a receptive and proactive audience with the current conservative government. In response to this situation, DFID and the Bank are continuing their partnership and are currently preparing a two year follow-on program to the GSEA. The Social Exclusion Action Program includes an influencing and dissemination strategy that will insure that the GSEA messages get to civil society groups and other donors and stakeholders and that support is provided for action by civil society as well as government actors. The Nepal country team will continue its policy dialogue with government to support debate and learning about effective Affirmative Action policies, further work on disaggregated poverty monitoring as part of the Nepal Planning Commission's Poverty Monitoring and Analysis System and to help develop and test public accountability mechanisms to supplement the MIS systems of key ministries.</p>
			<p><u>Pakistan</u>: Expansion of support to improved primary education into Balochistan with special attention to girls' enrollment in—and completion of—school. The project being proposed stresses access to high quality, low tuition private primary education with explicit provision for girls' enrollment and retention.</p>
			<p><u>Sri Lanka</u>: Delays in preparation and review process have pushed the CGA (originally to be delivered in FY 2005) back considerably. The major challenge is to get country stakeholders, the country office (CO) and potential Bank sector AAA contributors in agreement on the content and timeline of at least interim deliverables for a CGA.</p>

World Bank Institute

Principal Achievements in FY04

88. Results of WBI Assistance: In collaboration with WBI Task Team Leaders, the Gender Group, regional gender coordinators, other development partners, and backed by strong management commitment, satisfactory progress has been made in implementing WBI's Gender Action Plan (2003). Results attributable to WBI capacity building efforts can be summarized as follows:

89. Results of Mainstreaming Gender in WBI: As a result of significant analytical work undertaken in FY04, gender will be integrated for the first time into three programs in FY05 – Macroeconomics and Poverty Reduction, Trade, and Private Public Partnerships in Infrastructure. Additionally, gender integration will be strengthened in several other programs. This has resulted from a conscious and comprehensive strategy including the development of technical resources and provision of financial incentives for gender mainstreaming. In order to increase accountability of task team leaders, a newly introduced monitoring system requires all activities with a gender content to be flagged. In FY05, the evaluation group will randomly review activities with gender flags to better understand the quality of integration and provide feedback to Management. Data related to the gender flags will be also be included in Management monitoring reports. Together, this 'gender infrastructure' is expected to sustain and strengthen gender mainstreaming in WBI over the coming years, leading to strengthening of WBI participants to understand and address gender issues.

90. Development of Gender Knowledge Products: Several pedagogical resources will be available by FY04 including a standard gender mainstreaming module that can be adapted to different programs and regions, several gender modules and peer reviewed analytical papers on gender, and a training package for semi-literate female entrepreneurs in financial literacy. As these are tested and finalized, they will be made available publicly. In addition, the Knowledge for Development Group has developed a gender aware methodology for assessing the status of knowledge in a country.

91. Results of the Gender-Related Activities: Strong internal partnerships have helped WBI to leverage the impact of its activities on the ground. Country-level pilots have taken long to initiate and establish, given that they are country-led and collaborative efforts among several partners. One country level pilot is particularly noteworthy. In Russia, in close collaboration with the regional gender coordinator and country team, WBI responded to a Capacity Building Proposal received from the Government to support the implementation of their recently issued Gender Strategy. A comprehensive proposal was developed, discussed with the Ministry in charge of gender, with civil society members, and key development partners. WBI, the region, and the Government Ministry have signed a Memorandum of Understanding. Regional level capacity building activities have been initiated, including the joint preparation of training materials for government staff. Given the close partnerships within the Bank and the country, it is expected that this action plan will indeed influence policy and institutional dimension of gender mainstreaming both at the regional and federal levels, which will be assessed by several indicators including the adoption of a final Gender Strategy and the number of regions adopting and implementing gender action plans. In close collaboration with the region, WBI also supported capacity building in post-conflict countries such as Iraq and Afghanistan. In both countries, work has been undertaken with a series of partners, both external and internal, and has led to coordinated efforts at capacity building, despite the significant obstacles.

92. Partnerships with external actors have also been strengthened leading to some successful initiatives. For example, a program to strengthen gender mainstreaming at African

Universities has been started, initiated by a request from the University of Dar-es-Salaam to support the gender mainstreaming efforts of Tanzanian Universities. WBI, the country team, and UDSM together organized a workshop with several East and Southern African Universities to share and learn experiences. The workshop found that only 3 of the 22 participating universities had a gender strategy. In all other cases, ad hoc activities were leading to negligible results. This workshop has led to an action plan adopted by the participating universities. With continued WBI and other donor support, it is therefore likely that several participating universities will adopt gender action plans in the medium term. The workshop proceedings and background papers are expected to be published as a first step in disseminating information and knowledge. Several other activities, including the establishment of a fund for gender research for African universities are under consideration. In addition, WBI undertook has embarked on a project to reach youth audiences on gender issues. A request by the Dubai Women’s College led to a GDLN session connecting young men and women from around 7 countries during the Annual Meetings in Dubai. The work has been continued with several gender workshops being planned for student leaders from different universities. One workshop has been organized, two others planned for FY04. Initial feedback indicates the significant potential to influence gender-responsive change on campuses as well as generate a demand for gender mainstreaming at universities through education of student leaders.

93. Reach of WBI: In FY03, women represented 36 percent of the WBI 52,000 participants. Overall, this year this has reduced to 34 percent. Part of this decline may be attributed to the lower number of female participants in the financial and other ‘hard sectors,’ combined with the increased reach of these sectors through the use of GDLN. However, WBI expects to pay greater attention in FY04 to see how the number of qualified female participants can be increased, especially in sectors where there is a gender balance among professionals (see Table below). The GDLN facility was also exploited by WBI, the region, and the Gender Group to reach groups of young women in the MNA region and in Afghanistan.

Table A 18. WBI Sector and Thematic Units	
<i>WBI Sector & Thematic Units</i>	<i>% of female participants</i>
WBIEN	36
WBIFP	32
WBIHD	35
WBIPR	33

Principal Achievements in FY05

94. Capacity Building Activities in the Regions or Countries: WBI has put considerable emphasis on mainstreaming gender within its capacity building activities for clients. This has been a successful effort, as 35% of its activities in FY05 have been engendered, compared to 17% in FY04. Some examples include the following:

- 1. Gender mainstreaming in environmental governance and natural resource management** (Guinea, Mali)
- 2. Public private partnerships in infrastructure, Gender and Poverty** (DL Africa, Egypt)
- 3. Global program on achieving the MDGs: poverty reduction, reproductive health and Health Sector reform** (world)
- 4. Social protection program:** Starting with the diagnosis (and the usefulness of having a gender component), going to differentiated types of policies (making sure these

policies are not gender-biased), to finally promoting targeted interventions (making sure they will not be gender-blind, but rather address both male and female needs), the team developed modules that fully integrate gender. One such module being Protecting the Vulnerable: The Design and Implementation of Effective Social Safety Nets.

5. Gender mainstreaming in universities in Ghana, Kenya, Sudan, and Tanzania.

- Tanzania:
 - Development of a gender mainstreaming checklist for capacity building;
 - Delivery of a regional workshop, followed by national workshops at the request of University of Dar-es-Salaam (UDSM);
 - Research component with 4 groups of awardees, from various universities, developing papers on gender and rural development, with sub-components focusing on governance, ICT, and decentralization; and
 - Preparation of a new course on Gender, Rural Development and Governance to improve the courses being taught by the Institutions of higher learning in Tanzania. Will become an integral part of the universities' curricula.

- Ghana:
 - Development of survey instruments;
 - Commissioning of a paper to review the state of gender in universities. Looking at the challenges and opportunities of gender mainstreaming in Ghanaian universities, it served as an important input into the preparation and delivery of workshops on the commitment of key university personnel to strengthening gender mainstreaming. The goals of the workshop included providing occasion for all tertiary institutions and related stakeholders in Ghana to jointly and concomitantly learn and exchange knowledge for capacity building for gender mainstreaming as well as exchange and disseminate ideas on good practices in mainstreaming gender within their universities. As background, this paper provides information on the gender status of the various universities in terms of female and male levels of participation in academia, as administrators and students; and
 - Delivery of two workshops: one for universities Vice-Chancellors from 12 public and private universities, one for students from universities (220 students attended). The Vice Chancellors, at the end of the workshop, issued an Action Plan to be implemented within a 1-2 year period, with the following 4 actions: development and adoption of a gender mainstreaming policy for each university; development and implementation of a curriculum on Gender and Development, that will be mandatory for all students entering university in Ghana; establishment of a Gender Center under the Office of VCs; and preparation and continuous updating of a database on gender issues.

6. Program on Public Sector Governance: Gender is one of the most important elements in public sector reform, and is thus mainstreamed in most sub-programs. Emphasis is being put on Gender and Voice (from the work with Parliaments, where gender started to be taken into consideration 5 years ago, to legal and judiciary reform, civil service reform, fiscal decentralization, etc. Examples from the Parliamentary sub-program include:

- Parliamentary control for reducing poverty, with emphasis on the role of parliament in the budget cycle, and on the need for incorporation of gender and poverty reduction issues in the budget.
- Establishment of networks of women parliamentarians in Africa, South Asia and Latin America.

7. Programs on Gender, Poverty and Growth:

- Basic poverty measurements and diagnostic tools (Philippines);
- Gender and macroeconomics; and
- Emphasis on the use of sex-disaggregated data and content for instance: gender-disaggregated statistics initiatives, monographs, and poverty monitoring tools in which poverty-disaggregated systems are used to reveal the needs, and address the concerns, of women, are important tools used by the Poverty and Growth program, particularly in Russia and Central Asia

8. Afghanistan: several programs, such as:

- Millennium Development Goals: Youth, Gender and Universities;
- Afghan Women in the Political Process;
- Building Consensus, Networking and Positive Influencing;
- Rural Women in Afghanistan: Health and Income Generation; and
- Enhancing the Opportunity, capacity and Voice of Afghan Women: ample: the series reached out to female parliamentary candidates and staff from Afghanistan's Ministry of Women's Affairs (MOWA), the Civil Service Commission, and non-governmental organizations in Kabul, connecting them with representatives from international donor agencies in London and Washington, DC. Learning from examples of countries like South Africa, participants discussed ways to engage stakeholders in order to determine priority issues, increase awareness of these issues among policy makers, and promote their integration in national policies and programs.

9. E-courses: "Financial education for poor women:" The on-line course is being offered on WebCT with Participants' Workbooks and Facilitator Guide (Budgeting: Developing a Financial Road Map) accessed through the WBI external server. The objectives include: (i) raising awareness of the importance of financial literacy training for poor women, (ii) strengthening IT skills through introduction to, and participation in, up-to-date e-Learning techniques, (iii) disseminating basic financial literacy material, (iv) exchanging ideas on mainstreaming financial literacy into existing financial programs around the world, and (v) training a cadre of on-line financial literacy trainers to upscale the number of organizations and participants able to build financial literacy skills. In addition, the training provides an innovative way for participants to share best practices, raise difficult issues on money management, and discuss solutions and ways to scale up within organizations. Also used by WBFN.

95. Capacity Building in Direct Support to Projects: Activities in FY05 included the following:

1. Africa: HIV/AIDS (on-going): Through strong partnerships with Act Africa, the Bank's Global AIDS Team, UNAIDS, UNDP and other partners, WBI is specifically strengthening the governments' capacity to implement HIV/AIDS programs. The focus is on the critical implementation constraints that have been identified by the operational staff and management in the Africa Region (human resources, procurement capacity, financial bottlenecks) and on basic health financing, including health insurance and hospital policy.

Even though the program is thematically focused to address regional needs in Africa, there is a deeper country focus on the two largest (in population) countries in Sub-Saharan Africa (Nigeria and Ethiopia), with a smaller focus on Tanzania and Kenya. While focusing in the short term on the needs of Africa in the health and AIDS sector, medium and long term concerns are also addressed, for both Francophone and

Anglophone Africa: efforts have been put in long-term capacity enhancement to build networks and training institutions in West and East Africa.

2. **Sri Lanka: National HIV/AIDS Prevention Project**, with implementation of a Rapid Results Initiative.
3. **Rwanda: Community capacity building**, a pilot program in four phases (from situation analysis to evaluation) has a learning component that supports, in one province, the WB Rural Sector Power project, and in another province, UNDP's Capacity building for decentralization project
4. **Russia: Support to a Technical Assistance Pilot Initiative on Mainstreaming Gender in the Delivery of Social Services and Social Assistance**, in full cooperation with ECSPE, ECSHD. The pilot work has largely achieved its objectives, and has moved gender mainstreaming forward in the Vologda region. Knowledge dissemination under the Pilot has been extensive and includes:
 - Seminar for high level officials of Vologda administration in December, 2004;
 - The Pilot launch seminar in January, 2005 which attracted Russian and international researchers working on gender issues;
 - Training of a group of social protection officials in April, 2005 (in cooperation with CIDA)
 - Interregional/international Gender conference in St. Petersburg/ New Raivola in April 2005 -"Poverty Reduction, Employment Generation and Income Policy in the North West Okrug of the Russian Federation – Gender Aspects" in which Vologda regional authorities and trade unions representatives actively participated; and
 - Study tour to Canada in May 2005 for the representatives of Vologda Administration, municipal authorities of Vologda region, regional parliamentarians, civil society, as well as representatives of federal level authorities (in cooperation with CIDA).

Subsequent to these training events, the Vologda Administration has revised its approach to the development of its social policy programs and introduced initial gender analyses in the decision making process. The Administration has collected unique data on the beneficiaries of social services and on demand for services, by gender, and found that while men are mostly in need of psychological support, women need "material" help and economic support-type services. As a result the Administration re-addressed the lists of the services provided, rearranged staffing patterns of social services provision centers (more men were hired to meet the demand of men in psychological support) and has undertaken other measures to improve the quality of services provided. These efforts have reportedly also resulted in increased utilization of social services and increased beneficiary satisfaction. Thus, the pilot training activities contributed to the overall success of the project and helped to reach the Project development objective.