

Implementing the Bank's Gender Mainstreaming Strategy:

FY08 Annual Monitoring Report

June 2009



THE WORLD BANK

Acronyms and Abbreviations

AFR	Africa Region
ARD	Agriculture and Rural Development Sector
CAS	Country Assistance Strategy
CEM	Country Economic Memorandum
CEO	Chief Executive Officer
CPS	Country Partnership Strategy
DRC	Democratic Republic of the Congo
DPR	Development Policy Review
EAP	East Asia and Pacific Region
ECA	Europe and Central Asia Region
ESW	Economic and Sector Work
GAP	Gender Action Plan
HDN	Human Development Network
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
IFC	International Finance Corporation
INF	Infrastructure
JAS	Joint Assistance Strategy
JCSS	Joint Country Support Strategy
JIT	Just-in-Time
LCR	Latin America and Caribbean Region
MDG	Millennium Development Goal
MDG3	Gender Equality Millennium Development Goal
MNA	Middle East and North Africa Region
PA	Poverty Assessment
PER	Public Expenditure Review
PREM	Poverty Reduction and Economic Management Network
PRMGE	PREM Gender and Development Group
PSD	Private Sector Development Network
QAG	Quality Assurance Group
QALP	Quality Assessment of the Lending Portfolio
QEA	Quality at Entry Assessment
QSA	Quality of Supervision Assessment
SAR	South Asia Region
SDN	Sustainable Development Network
WBG	World Bank Group

Implementing the Bank's Gender Mainstreaming Strategy: FY08 Annual Monitoring Report

Overall, the Bank improved its performance in mainstreaming gender issues in operations and analytical work in FY08, compared to FY07. In addition, FY08 witnessed renewed high-level commitment to strengthening gender equality in Bank programs: World Bank President Zoellick made six commitments to further increase the gender coverage in the Bank's operational portfolio as part of accepting an MDG3 Torch from the Government of Denmark. This report describes trends in attention to gender issues in Country Assistance Strategy documents (CAS), Poverty Assessments (PA), Country diagnostic Economic and Sector Work (ESW) and lending operations, and summarizes progress to date on the Gender Action Plan (GAP) and the six World Bank Group Commitments on Gender Equality.

Box 1. Gender Mainstreaming in FY08—Principal Findings

Country Diagnostics—there was noticeable improvement in coverage of gender issues in PAs. Meanwhile, CASs continued to outperform ESW in covering these issues.

- All PAs in FY08 integrated gender issues as part of their labor market analysis.
- All PAs in AFR, ECA and SAR covered gender issues well, including specific analysis of women as economic participants.
- More than half of all CASs in FY08 had adequate or better than adequate attention to gender issues.
- All CASs in AFR and EAP included gender analysis.

Challenge: Raising the degree of gender analysis in other ESW, including PERs and CEMs, where coverage was low.

Increase in Lending—from no change in the prior two years, gender coverage in lending operations picked up in FY08, with economic sector performance closing in on social and related sectors.

- In FY08 gender issues informed the design of 45 percent of all lending operations, a significant rise from 35 percent in FY06.
- Sectors including Education, Health, Social Protection, Social Development, Environment, and Poverty Reduction continued to improve, but the economic sectors are starting to catch up which is shown by the greater % increase in gender-informed economic sector operations.
- ARD made the most progress in attention to gender issues in project design, followed by 'other SDN'¹, INF, and PSD.
- SAR had the highest level of attention to gender issues in lending, while LCR made the most progress over the time period.

Challenge: Mainstreaming gender in supervision, monitoring and evaluation.

Progress in both IDA and IBRD countries—coverage continued to be high in IDA countries but IBRD countries improved the most (% change).

- Most notable change is the IBRD increase of gender coverage in the social and related sectors.

Challenge: Supervision, monitoring and evaluation.

The GAP is beginning to show results in terms of both reaching women on the ground and influencing Bank operations more widely.

- GAP funds provide incentives to mainstream gender in the economic sectors.
- Competitive calls for proposals show that demand for GAP funding remains high.
- Competition for GAP funding elicits "new" work on gender.
- GAP grants have been successful in leveraging additional funding for work on women's economic empowerment.
- There is little evidence that GAP funds have created a substitution or 'crowding-out' effect.

Challenge: Speeding the implementation of GAP work, effective dissemination of results and lessons learned.

Substantial progress has been made on President Zoellick's first commitment—the ARD target.

- The 2010 targets on rural projects in Africa and land policy and administration projects have been met.
- Progress has been made in all the other targets.

Challenge: Monitoring and evaluation.

¹ 'Other SDN' includes: Social Development and Environment.

I. Mainstreaming Gender in Country Strategies and Diagnostics

1. Integration of gender issues in CASs remained unchanged (at 60% of all CASs), and CASs continued to outperform ESW in including these issues. Maintaining the prior year's level of engagement, 18 out of 30 (60%) FY08 CAS products reviewed analyzed gender issues and proposed actions in one or more sectors, compared to 10 out of 16 (63%) CASs in FY07.² Overall, from FY02-FY08, 71% of CASs (106 out of 149) had an adequate or better than adequate attention to gender issues, compared to 67% (53 out of 79) of PAs and only 42 % (63 out of 150) of other ESW. The **Mauritania CAS** looks at gender impacts of sector policies, specifically for progress in education, health, access to property and political participation (See Box 2).

2. There was a noticeable uptake in the coverage of gender concerns in PAs. In FY08, all six PAs addressed gender concerns and all but one received a rating of satisfactory or highly satisfactory. In FY07, less than half of all PAs (7 of 15) received this rating. While there is still progress to be made on including adequate mechanisms to monitor gender-differentiated impacts of policies and programs, progress is being made on including gender-responsive policy recommendations: in four out of six PAs gender analysis informed recommendations (see Figure 1).³

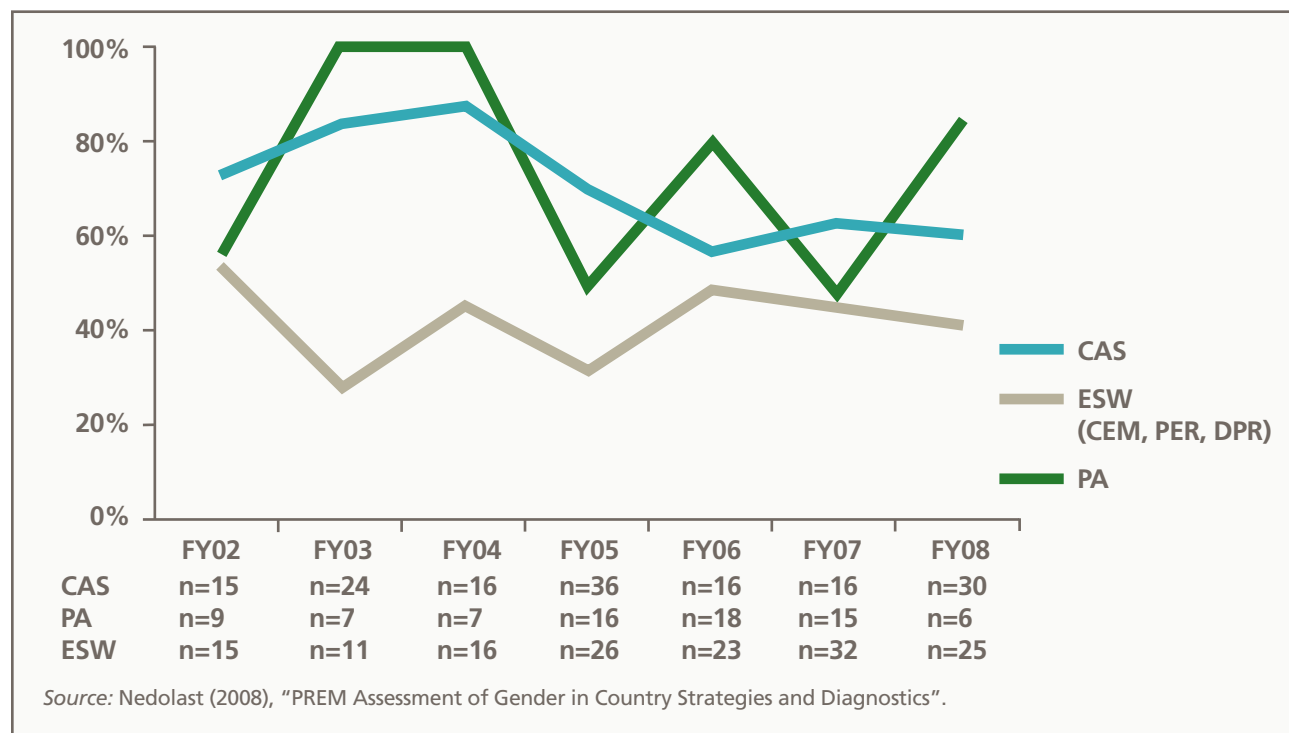
3. Attention to gender issues in other diagnostic ESW — Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER) — remained at the FY07 level. Ten of 25 reports reviewed (40%) had adequate or better than adequate attention to gender issues, compared to 14 out of 32 reports (44%) in FY07. (The difference is not statistically significant).⁴

² CAS products include: Country Assistance Strategies (CAS), Country Partnership Strategies (CPS), Joint Assistance Strategies (JAS), and Joint Country Support Strategies (JCSS). In FY08, there were 14 CASs, 15 CPSs, and 1 JAS. The 30 CASs reviewed in FY08 included: (AFR) Burundi, DRC, Ethiopia, Gambia, Mali, Mauritania, Niger, Rwanda, South Africa, and Zambia; (EAP) Indonesia, and Papua New Guinea; (ECA) Belarus, Bosnia & Herzegovina, Croatia, Georgia, Serbia, Turkey, Ukraine, and Uzbekistan; (LCR) Brazil, Colombia, Costa Rica, Guatemala, Mexico, Nicaragua, and Panama; (MNA) Morocco, and (SAR) Maldives, and Sri Lanka.

³ The rating system for the Poverty Assessments is based on the quality of attention to gender issues in four different components: (i) assessment of the poverty situation — gender profile, (ii) analysis of the impact on poverty and growth and public actions — gender analysis of poverty, (iii) suggestions or recommendations for policies or actions — gender-responsive policies, and (iv) consideration of gender issues and indicators in the monitoring and evaluation plans and systems. See AMR Annex for more information on the methodology, sampling and ratings system: www.worldbank.org/gender.

⁴ The 25 ESW products reviewed in FY08 included Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER): CEM for Benin, Ghana, Senegal, Panama, Russia, and Turkey; DPR for Vietnam, China, and Egypt; and PER for Africa, Burundi, Cape Verde, DRC, Ethiopia, Cote d'Ivoire, Madagascar, Ghana, Nigeria, Tanzania, Armenia, Georgia, Tajikistan, Ukraine, Costa Rica, and Iraq.

Figure 1. Attention to Gender Issues (Highly Satisfactory or Satisfactory) in CASs, PAs, and Other Core ESW (FY02-FY08)



Box 2. Good Practice Examples of Gender-Inclusive Policy and Analytical Work in FY08

Country Assistance Strategies

The **Mauritania CAS** discusses gender impacts of sector policies, and notes progress in education, health, access to property and political participation. Areas where disparities remain a challenge are identified such as access to basic services and finance, and participation in the formal labor market. The CAS refers to gender interventions undertaken by other agencies and focuses its efforts on girls' education and women's participation in policy-making and access to employment and economic activities. Gender and growth linkages will be reviewed in the Country Economic Memorandum, among other actions that will be taken to address gender concerns in the Bank's programs.

Poverty Assessments

Gender issues are raised throughout the **Bangladesh PA**, with a particularly detailed analysis of gender and the labor market. Cross-sectoral linkages are examined, as are the poverty impacts of improving women's education outcomes and changes in their labor market participation. The report recommends a focus on higher education for women, better enforcement of existing laws, and the creation of support systems to facilitate women's participation in the labor force.

Other Economic and Sector Work

The **Vietnam DPR** considers differences between men and women throughout the report. While women and men have similar employment rates, women have more advantage in the pension system, are more likely to purchase voluntary health insurance, and, as migrant workers, are more likely to have lower paying, non-contracted work. Women make up the majority of the disabled and aging populations. The report discusses the effect these differences could have on policy.

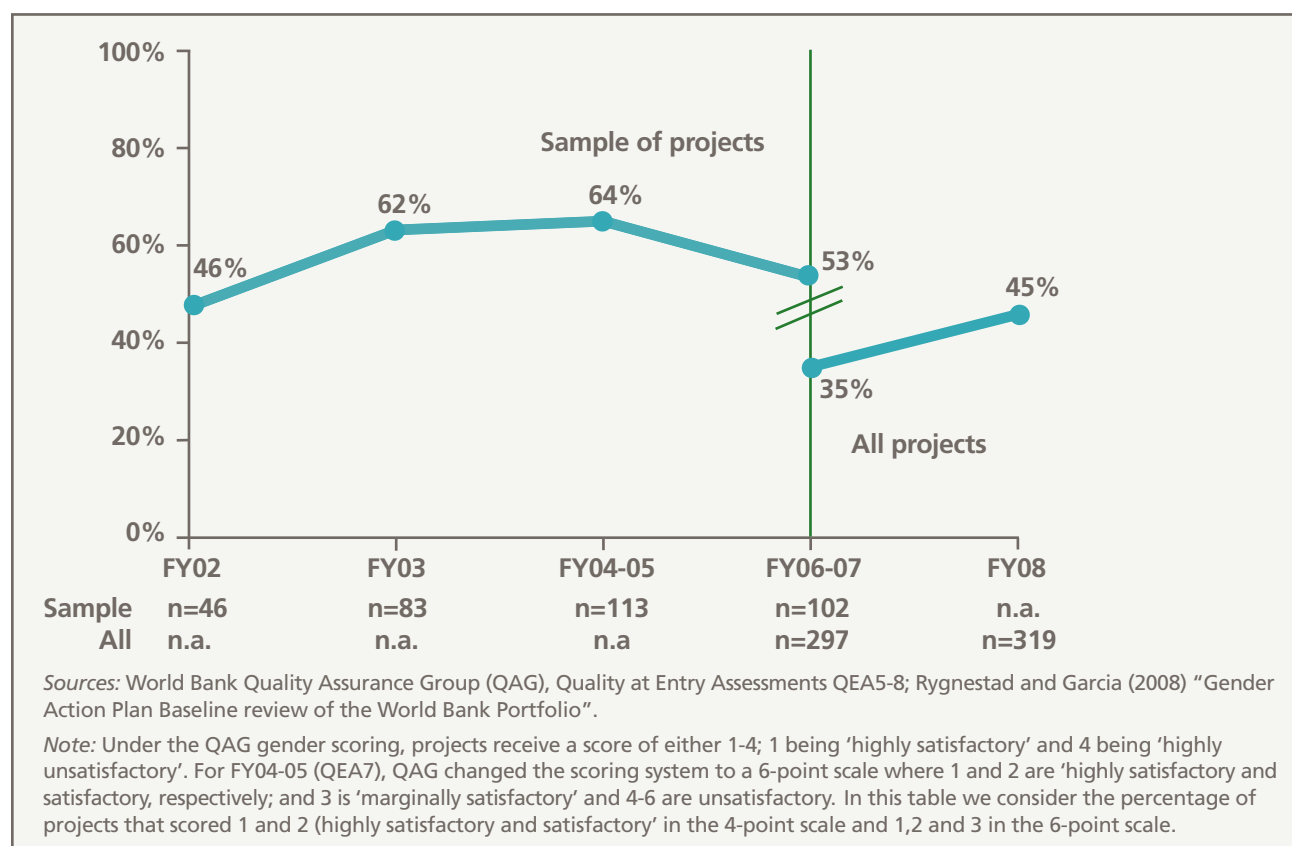
Source: Nedolast (2008), "PREM Assessment of Gender in Country Strategies and Diagnostics".

II. Mainstreaming Gender in Lending Operations

4. Increase in gender-informed lending —from no change in the prior two years, gender coverage in lending operations picked up in FY08, with economic sector performance closing in on social and related sectors. In FY08, gender issues informed the design of 45 percent of *all* lending operations, a significant rise from 35 percent in FY06 (See Figure 2).

5. The difference of about 18 percentage points between the percentages of gender-informed lending in earlier years (FY02-07) and the ones mentioned above (FY06 and FY08) is due to the fact that the earlier ratings were QAG assessments on a sample of projects while the latter (FY06-08) ratings use the total number of projects for the year. FY06-07 was the last year QAG gender assessment figures were produced for project design and FY05-06 the last year we have QAG ratings for project supervision.

Figure 2. Trends in Attention to Gender Issues in Lending from Two Sources (FY02-FY08)



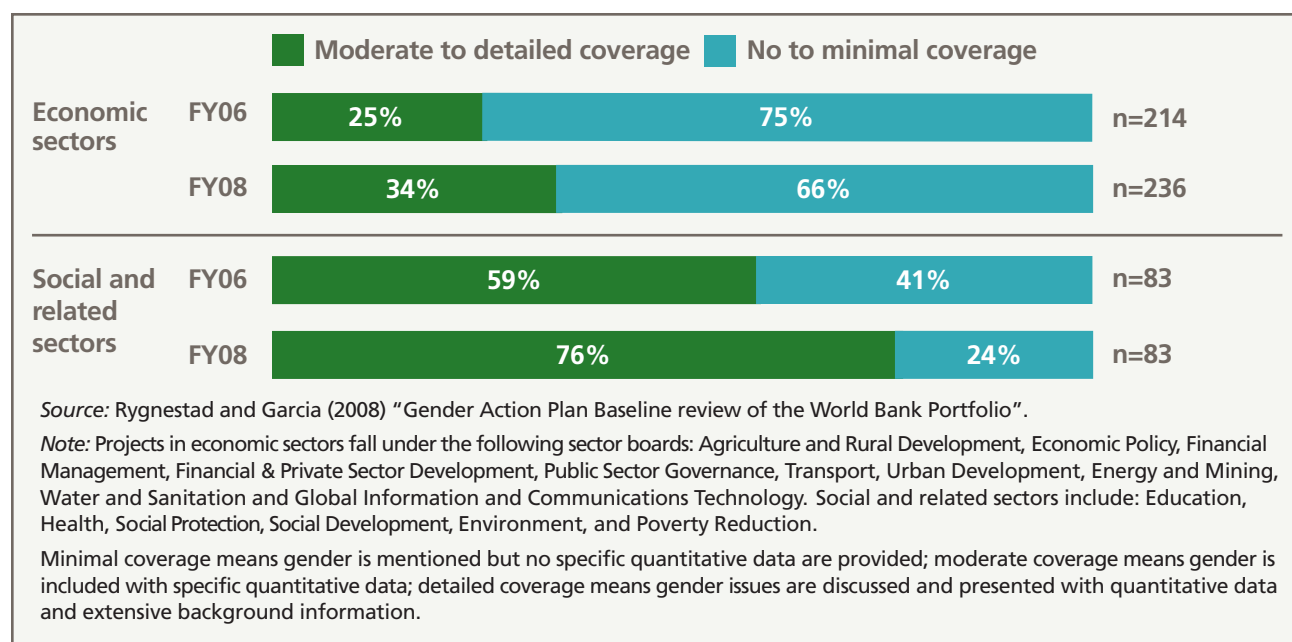
6. The comparatively lower percentages mentioned above were derived applying the QAG gender rating criteria to the *universe* of lending operations for the year. In FY10 PRMGE will carry out a parallel assessment of coverage of gender issues in project supervision (FY07-09).

7. We know from earlier reports that Bank lending operations address gender issues more often during the design phase than in supervision. The Quality of Supervision Assessment (QSA7) found that 45 percent of operations under supervision in FY05 and FY06 integrated gender issues, an improvement over 38 percent of operations under supervision that integrated gender issues in FY03-FY04 (QSA6), but still well below the percentage of operations in those years integrating gender issues in the design stage. (For more details, see FY07 Annual Monitoring Report.) It remains to be seen if gender-informed supervision has continued to improve in these last two years.

8. FY08 data (based on the universe of projects) further shows that gender coverage increased in both the economic and the remaining sectors, but the percentage increase in economic (or Gender Action Plan) sectors (36.1%) exceeded that in social and related sectors (28.6%). The economic sectors are beginning to 'catch up' to social sectors, but starting from a much lower initial level.

9. According to the PREM review of the lending portfolio, gender coverage increased for the economic sectors (from 25% in FY06 to 34% in FY08) and social and related sectors (from 59% in FY06 to 76% in FY08), see Figure 3 below. The remainder of this report uses these PRMGE ratings of the whole portfolio comparing FY06 to FY08.⁵

Figure 3. Gender Coverage in Economic (GAP), Social and Related Sectors (FY06-08)



⁵ See AMR Annex for more information on the methodology, sampling and ratings system: www.worldbank.org/gender.

III. Mainstreaming Gender in Bank Work: Additional Differences by Sectors

10. Attention to gender issues diversified from a majority focus on the social and related sectors (in recent years) to growing concentrations in a broader number of sectors both in country diagnostics and in the design phase of lending operations. Regarding country diagnostics (CASs, PAs and ESW), in FY08:

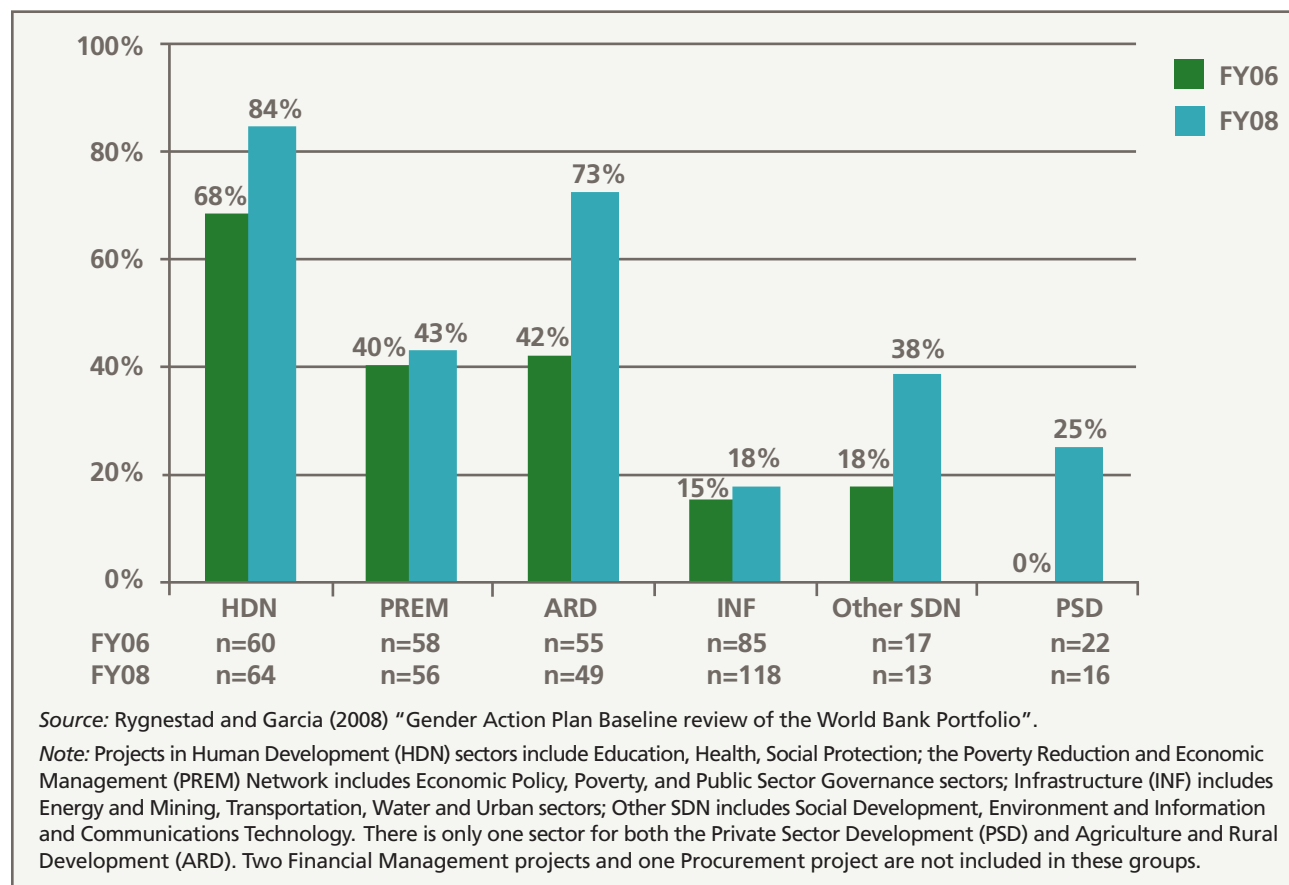
- Thirty-five percent (18 out of 52) of the gender-specific actions proposed in the CASs were concentrated in the education and health sectors, compared to 50 percent in FY07; 31 percent (16 out of 52) fell into the category ‘other’ and included actions with regard to economic development, labor markets, vulnerability, and migration. The remaining actions were in private sector development (15%), governance and law (10%), infrastructure (6%) and agriculture (4%).
- In addition to health and education, all six PAs included an analysis of gender gaps in the labor market and 4 out of 6 discussed links between gender and growth. Other topics discussed included access to credit, right to land, migration, and institutions.
- However, other diagnostic FY08 ESW reports (CEMs, DPRs, and PERs) continued to identify gender issues mainly in education and health. Thirty percent (9 out of 25) of the reports examined gender issues in health and another 30 percent in education. Labor market dynamics were included in 5 out of 25 reports. Few reports considered gender aspects in agriculture, credit/land, or other infrastructure sectors.⁶

11. Attention to gender issues in the design phase of lending operations increased in most sectors, including the social and related sectors; increases were the greatest in agriculture and rural development, ‘other SDN,’ infrastructure and private sector development.

12. As Figure 4 shows, 54 projects in the World Bank’s Human Development Network (HDN) included gender issues in their design — up from 41 in FY06. Greater investments in agriculture and rural development (see Box 3) led to a significant rise in the number of projects that addressed gender in the design stage (from 23 projects in FY07 to 36 in FY08); similarly, there were 21 gender-informed infrastructure operations in FY08, up from 13 in FY06 and 4 in private sector development, up from none in FY06.

⁶ Attention to gender issues among the different sectors in FY08 ESW was as follows: education in 9 reports, health in 9 reports, labor market in 5 reports, law/legal reform in 1 report, agriculture in 1 report, credit/land in 2 reports, and insurance/pensions in 1 report.

Figure 4. Attention to Gender Issues in Project Design by Network and Sector, FY06-FY08 Comparison ⁷



Box 3. Gender Investments in ARD

- World Development Report 2008: Agriculture for Development — gender expert on the team
- Gender Action Plan is funding 36 activities awarded from competitive Calls in the land market
- Gender Action Plan is funding strategic regional work in ARD, with special focus on the food and financial crisis
- Gender in Agriculture Sourcebook — being used to support women's agricultural productivity and access to markets

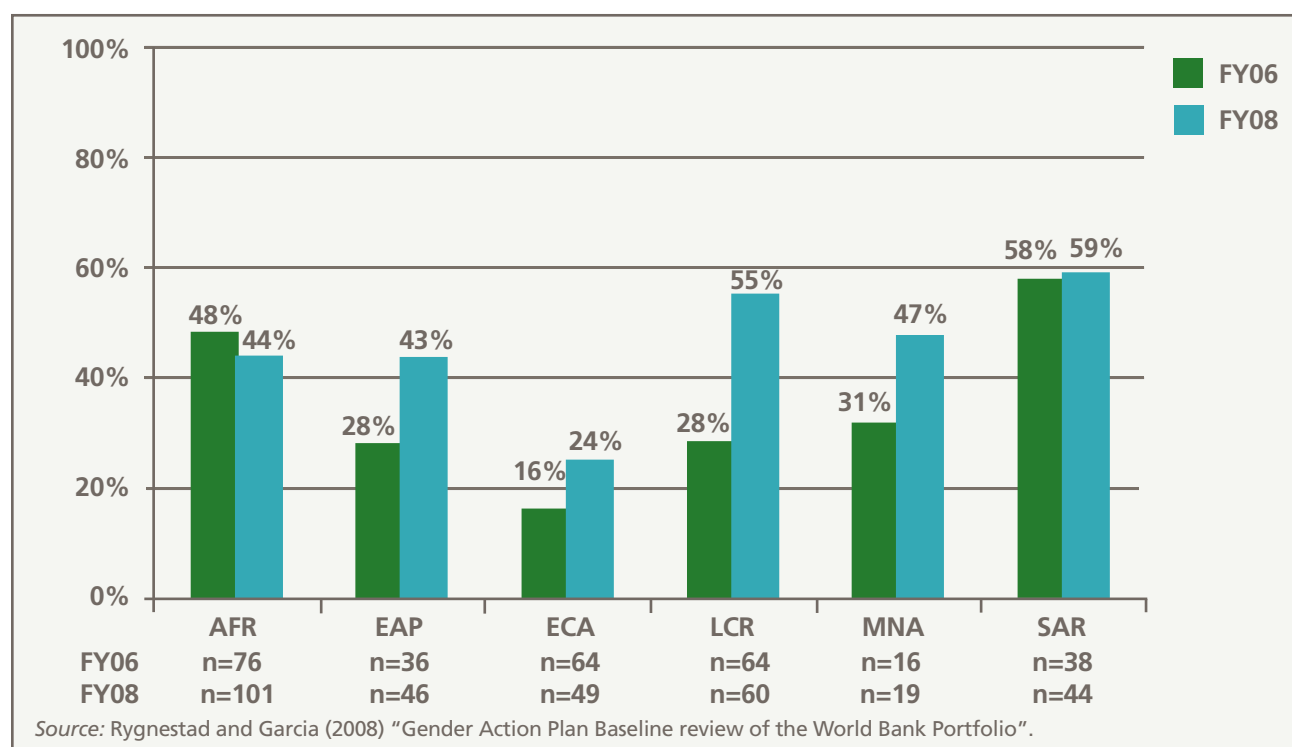
⁷ Review does not include work being done in PSD by the International Finance Corporation (IFC). A portfolio review of gender integration in the Sustainable Development Network (SDN), which includes Infrastructure, reports 7 percent in FY06 and 22 percent in FY08.

IV. Regional Trends in Mainstreaming Gender

13. All CASs in Africa (AFR) and in East Asia and the Pacific (EAP) incorporated gender issues. Other regions lagged behind and only 43 percent (3 out of 7) CASs in Latin America and the Caribbean (LCR) and 25 percent (2 out of 8) CASs in Eastern and Central Asia (ECA) included gender issues. Attention to gender issues was adequate or better than adequate in all PAs in AFR, ECA, and SAR, while in LCR one PA reviewed was rated as satisfactory and the other only marginally satisfactory in their attention to gender concerns.

14. In FY08, attention to gender in diagnostic ESW remained low across all regions. In EAP, ECA and MNA half of the reports reviewed had adequate coverage of gender issues. The percentage was lower in AFR with only 5 out of 13 reports covering gender. Both ESW reports in LCR were rated as marginally satisfactory for their integration of gender.

Figure 5. Regional Trends in Mainstreaming Gender in Project Design (comparison FY06 and FY08)



15. In lending operations, South Asia (SAR) kept a high level of attention to gender issues in FY08 (compared to FY06) while Latin America and the Caribbean (LCR) improved the most. About 55 percent of projects in LCR, and 59 percent of projects in SAR integrated gender into the design phase, compared to only 24 percent in ECA (see Figure 5). QSA results for FY03-FY06 revealed much lower attention to gender issues during project supervision compared to design across all regions, except for AFR. The proportion of operations integrating gender issues during supervision was highest in AFR and SAR, 67 and 52 percent respectively, and much lower in all other regions.

V. Gender Mainstreaming in IDA & IBRD Countries

16. Gender coverage increased in both IDA and IBRD countries; this coverage continued to be more extensive in IDA countries, but IBRD countries improved the most (in percentage terms), especially in en-gendering social and related sector operations. Table 1 shows progress in gender coverage between FY06 and FY08 for IDA and IBRD countries, for both social and related sector and economic sector operations. In addition to the progress made by IBRD countries, it is interesting to observe the large number of economic sector operations with gender coverage in IDA countries.

Table 1. Trends in Mainstreaming Gender in IDA and IBRD in Project Design in Economic and Social and Related Sectors (comparison of FY06 and FY08)

		FY06		FY08		% change
		Number of Projects Rated Satisfactory	Total Number of Projects	Number of Projects Rated Satisfactory	Total Number of Projects	
Economic Sectors	IBRD	12	86	14	72	39%
	IDA	42	128	67	164	25%
Social and Related Sectors	IBRD	12	29	15	21	73%
	IDA	37	54	48	62	13%

Source: Rygnestad and Garcia (2008) "Gender Action Plan Baseline review of the World Bank Portfolio".

17. *The Rural Health Project (P084437)* in China is one example of gender mainstreaming in an IBRD country. The project will collect detailed sex-disaggregated data, ensure employment of qualified female health workers, provide gender and equity training to project personnel, and monitor a set of gender indicators for men and women. In Mexico, the *Savings and Rural Finance SAGARPA Project (P106682)* consulted with all stakeholder groups including women, and indicates that some 50 percent of clients are women in marginal areas; thus monitoring and evaluation data will include more in depth sex-disaggregated information.

VI. Progress in Implementing the WBG's 4 Year (2007-2010) Gender Action Plan (GAP)

18. *Gender Equality as Smart Economics: A World Bank Group Gender Action Plan (GAP)*, began implementation in January 2007 with the specific purpose of strengthening the implementation of the Bank's gender mainstreaming strategy by improving gender coverage in the economic sectors. The plan's objective is to advance women's economic empowerment in Bank client countries and focuses its efforts on four key markets: land, labor, agriculture, and finance, and on infrastructure, which underpins access to all markets.

19. **The GAP is beginning to show results both in terms of reaching women on the ground and influencing Bank operations more widely**, as evidenced by the demand for GAP funding by Bank staff, motivating "new" work on gender, and leveraging additional financial resources. As of January 2009, the GAP had allocated \$29.3 million to initiatives in its four main action areas: operations; results-based initiatives; research, impact evaluation and statistics; and communications, including the Adolescent Girls Initiative and the Doing Business Gender project. The GAP funded 149 mainstreaming initiatives in 72 countries.

20. Competitive calls for proposals issued in 2008 show that demand for GAP funding remains high. All three GAP calls for proposals completed in 2008 received high response rates. In January 2008, 76 expressions of interest were submitted to a Research and Impact Evaluation call, of which 22 were funded. In the two Just-in-Time (JIT) calls for proposals, 35 out of 58 submitted proposals were funded.

21. Competition for GAP funding elicits "new" work on gender. In the first call for proposals, 66 percent of proposals submitted were from Bank staff who already worked on gender issues.⁸ This percentage fell to 34 percent in the second call, 31 percent in the Research and Impact Evaluation call, and 28 percent for the two JIT calls.⁹ As such, the GAP has been effective in motivating new work on gender and, by reaching a wider bank audience, enlarging the pool of gender expertise at the Bank (and training Bank staff on gender issues 'by doing').

⁸ C. Grown (2008), *Interim Report on Assessment of Gender Action Plan Implementation and Advisory Activities for PRMGE Deliverables*.

⁹ The estimates follow the approach used by Grown (2008) and the measure of new gender work counts number of proposals, not applicants. Proposals were counted as coming from recognized gender experts if they were submitted by Bank staff known to work on gender issues. Some gender experts were also listed on proposals with collaborators that are not known to work on gender issues. These proposals were counted as coming from new "non-usual gender experts."

22. GAP grants have also been successful in leveraging additional financial resources for work on women's economic empowerment. A strict matching fund requirement—of at least one dollar for every two dollars of GAP funding—was included starting with the second call for proposals. In fact, the GAP generated *far in excess* of this requirement in both the second and third call. The second call generated 2.56 dollars for every two dollars spent by the GAP, and this increased to 6.76 dollars for every two dollars spent in the research and impact evaluation call.¹⁰

23. In terms of leverage, modest allocations awarded through the two Just-in-Time calls for proposals have 'en-gendered' a sizable portfolio of core analytical and operational work in the Bank. Top-up GAP funding of a total of \$0.8 million for 35 awards under two JIT calls for proposals seeks to influence over \$760 million in Bank operations or ESW.

24. Based on the perceptions of Bank staff, there is little evidence that GAP funds have created a substitution or 'crowding-out' effect. According to surveys and interviews with Bank TTLs, the GAP seems to fund initiatives that otherwise would not have taken place—i.e., GAP funds provide additionality.¹¹

25. Progress in gender coverage in the Bank's analytical and operational portfolio in the economic sectors in the FY06-FY08 period is consistent with—but not conclusive proof of—the effectiveness of the GAP as an instrument to strengthen the Bank's gender mainstreaming agenda. The monitoring data also suggest that the GAP's emphasis on the economic sectors did not detract from continued advancement in en-gendering social and related sector operations.

¹⁰ C. Grown (2008) and PRMGE calculations.

¹¹ Based on the conclusions of the interim assessment of the implementation of the GAP conducted in August 2008 and preliminary findings from an independent Mid-term Evaluation of the GAP currently underway.

VII. Update on the Six Gender Commitments

26. Substantial progress was made on President Zoellick's first commitment—the ARD target. On April 11, 2008, President Zoellick accepted from Denmark's Minister for Development Cooperation, Ulla Pedersen Tørnæs, an MDG3 Champion Torch and Denmark's challenge to “do something more” to promote women's economic empowerment. In this context he announced six new gender equality commitments on behalf of the World Bank Group.

- **1. To measurably improve the integration of gender equality into our agriculture and rural developments projects by the end of the implementation of the Gender Action Plan in December 2010.**

A portfolio review of World Bank projects shows fast progress towards meeting the ARD gender commitment targets. First, the percentage of rural projects with gender responsive design in the Africa Region increased from 43 percent in 2005 to 59 percent in 2008, therefore already having met the 50 percent target. Second, in all Regions, the percentage of rural projects that include gender informed monitoring and evaluation almost doubled, from 17 percent in 2005 to 31 percent in 2008, although still significantly short of the 50 percent target for 2010. Third, the percentage of land policy and administration projects using gender analysis to guide design and support regulatory reforms increased from 37 percent in 2005 to 50 percent in 2008, again meeting the 50 percent target.

- **2. To channel, through the IFC, at least \$100 million in credit lines at commercial banks for women entrepreneurs, by the end of 2012.**

IFC has provided an additional \$48 million in credit lines for women entrepreneurs through 5 commercial banks in 12 countries so the World Bank Group is on track to achieve the commitment of \$100 million by 2012.

- **3. To have World Bank Country Directors report to President Zoellick on what we are doing and what more we should be doing to empower girls and women economically.**

Country Directors provided an initial report mid-2008. A second report to follow up on country-level progress will be compiled in August 2009, detailing FY09 activities implemented to empower girls and women, and identifying opportunities going forward.

- **4. To launch a work program on “young women count for economic development,” starting with an event prior to the 2008 Annual Meetings.**

An Adolescent Girls Initiative, launched at an event in October 2008 in Washington DC, will help women aged 16 to 24 to complete their education, build skills that match market demand, find mentors and job, and offer incentives to potential employers to hire, retain, and train young women. The first activities for training providers are planned in Liberia in 2009. We hope that up to 3000 girls can be trained over the project's three-year cycle. Similar initiatives are being designed in Afghanistan, Nepal, Rwanda and [South] Sudan, from all of which preparatory Bank missions have now returned.

- **5. To create a Private Sector Leaders' Forum and convene their first meeting on the margins of the 2008 Annual Meetings.**

The WBG formally launched a Private Sector Leader's Forum at the World Economic Forum Summit in January 2009. Members include the CEOs, Chairpersons and Presidents of major international companies including CISCO Systems, Inc., Ernst & Young, Goldman Sachs, PricewaterhouseCoopers and Standard Chartered, committed to creating economic opportunities for women in key areas such as core business, strategic philanthropy, diversity and inclusion. The next meeting is planned for Turkey on the margins of the World Bank/IMF Annual Meetings in October 2009.

- **6. To increase IDA Investments for Gender Equality in IDA16.**

Components include an IDA-specific mid-term review of the Gender Action Plan, under preparation, to be shared with IDA Deputies ahead of their November 2009 meeting; and an IDA15 review paper on gender and development, with lessons from implementation potentially including also parts of the IDA14 investment portfolio.

VIII. Moving Forward

27. Going forward, the following challenges must be addressed to fully implement the gender mainstreaming strategy:

- Although there has been noticeable progress made in gender coverage in PAs and CASs, concentrated efforts need to be made to raise the degree of gender analysis in other ESW, including PERs and CEMs, where coverage has been consistently low. This can be done by exploring more opportunities to conduct gender analysis as part of other diagnostic ESW. There is a need for wider dissemination of how to integrate gender issues into Bank policy products and diagnostic ESW.

- Addressing gender in project design picked up in FY08, with economic sectors catching up. However, no recent data is available to show how gender is being addressed in project supervision. In the past, less attention to gender has been given to project supervision. Bridging the gap in attention to gender issues between project design and supervision, and increasing the integration of gender issues in the economic sectors will be important. This can be done by undertaking and promoting gender analysis in the economic sectors, and disseminating results of gender analysis and impact evaluation to build capacity among Bank staff for using these in analytical and operational work. As the Quality Assessment Group will no longer conduct QSAs, the PREM Gender and Development group needs to conduct an assessment of the attention to gender issues in Bank supervision in FY10.¹²
- FY08 saw progress on gender coverage in both IDA and IBRD countries, but more efforts to mainstream gender in both sets of countries are required to speed up progress on poverty reduction and development. Following gender analysis with gender-responsive actions in lending operations, especially with regard to project supervision, and careful monitoring and evaluation will be critical to continue to improve gender mainstreaming across the Bank.
- Progress has been made on all of the six World Bank Group's Commitments to Gender Equality; however, vigilant monitoring and evaluation going forward will be required to meet all the targets, not only in the first commitment to improve the gender integration of gender in ARD projects. Improving monitoring and impact evaluation of gender integration into Bank policy and project lending can be achieved by
 - Strengthening partnerships to conduct gender monitoring as part of recognized Bank monitoring and evaluation exercises;
 - Continuing to improve the collection of sex-disaggregated and gender-relevant statistics and indicators to measure results and impacts; and
 - Including gender as an independent variable in rigorous evaluations of the development impact of Bank operations.

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

¹² As a new instrument, the Quality Assessment of the Lending Portfolio (QALP) has shifted the focus from quality of Bank performance to results, by identifying risks and shortcomings mid-way during implementation and making recommendations to task teams on how to improve outcomes. This new instrument will replace the quality at entry and quality of supervision tools. However, the new QALP tool does not include gender in the assessment, so the PREM Gender and Development group is planning for an assessment of the attention to gender issues in Bank supervision in FY10.

The World Bank reports annually on progress in implementing its Gender Mainstreaming Strategy, a strategy which was approved by the Bank's senior management and discussed by the Board of Executive Directors in 2001.

The Bank Group's *Gender Action Plan: Gender Equality as Smart Economics (2007-2010)* was launched in January of 2007. The *Gender Action Plan* is designed to accelerate the integration of gender concerns in economic sectors such as private sector development, agriculture and infrastructure — areas which are essentials for growth and poverty reduction, but in which progress in gender mainstreaming had lagged progress in the social sectors.



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