

**Implementing the Bank's
Gender Mainstreaming Strategy:
FY09-FY10 Annual Monitoring Report**

April 2011

Compendium Documents



THE WORLD BANK

Acronyms and Abbreviations

FR	Africa Region	M&E	Monitoring and Evaluation
AGI	Adolescent Girls Initiative	MDB	Multilateral Development Banks
AMR	Annual Monitoring Review of Gender by PRMGE	MDG	Millennium Development Goal
ARD	Agriculture and Rural Development Sector	MDG3	Gender Equality Millennium Development Goal
CAS	Country Assistance Strategy	MNA	Middle East and North Africa Region
CEM	Country Economic Memorandum	NATO	North Atlantic Treaty Organization
CEO	Chief Executive Officer	OPCS	Operations Policy and Country Services
CPIA	Country Policy and Institutional Assessment	PA	Poverty Assessment
CPS	Country Partnership Strategy	PAD	Project Appraisal Document
DFID	UK Department for International Development	PER	Public Expenditure Review
DIME	Development Impact Evaluation Initiative	PREM	Poverty Reduction and Economic Management Network
DRC	Democratic Republic of the Congo	PRMGE	PREM Gender and Development Group
DPL	Development Policy Lending	PSD	Private Sector Development
DPO	Development Policy Operations	PSG	Public Sector Governance
DPR	Development Policy Review	PSLF	Private Sector Leaders Forum
EAP	East Asia and Pacific Region	QAG	Quality Assurance Group
ECA	Europe and Central Asia Region	QALP	Quality Assessment of Lending Portfolio
ESW	Economic and Sector Work	QEA	Quality at Entry Assessment
FPD	Financial and Private Sector Development Network	QSA	Quality of Supervision Assessment
FY	Fiscal Year	RBI	Results-Based Initiatives
G8	Group of Eight (leading industrial nations)	RMS	Results Measurement System
GAD	Gender and Development	SAR	South Asia Region
GAP	Gender Action Plan (Gender Equality as Smart Economics)	SIL	Specific Investment Loan
HDN	Human Development Network	TA	Technical Assistance
HNP	Health, Nutrition and Population Sector	TTL	Task Team Leader
IBRD	International Bank for Reconstruction and Development	SDN	Sustainable Development Network
IDA	International Development Association	SD	Social Development
IDA16	The 16th replenishment of IDA's financing framework	SME	Small and Medium-Sized Enterprises
IFC	International Finance Corporation	SP	Social Protection
IMF	International Monetary Fund	UN	United Nations
INF	Infrastructure	VPU	Vice-Presidential Unit(s)
JAS	Joint Assistance Strategy	WBG	World Bank Group
JCSS	Joint Country Support Strategy	WBL	Women Business and Law Library
JIT	Just-in-Time	WDR	World Development Report
LCR	Latin America and Caribbean Region	WD/GS	Women in Development/Gender Study

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Part I. Technical Annex: Methodology for Monitoring Gender Integration

1. Country Assistance Strategies

Country Assistance Strategies (CASs) are rated based on the type and number of gender-responsive actions by sector/theme. The sectors included in the CAS review are 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—are 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).

The good practices that determine whether a CAS could be ranked as Satisfactory or Highly Satisfactory are 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 country gender analysis.

2. Country-Level Gender Diagnostics

The Bank periodically assesses the gender dimensions of development within and across sectors in the countries in which it has an active assistance program. This gender assessment informs the Bank's policy dialogue with member countries. The CGA is a tool for diagnosing gender-related barriers to poverty reduction and economic growth in client countries and for identifying priority interventions to mitigate or eliminate those barriers. CGAs are intended to be flexible. For example, they can be done as part of a Poverty Assessment or other country level diagnostic instead of a freestanding report; can rely on existing research or new analysis; and can be a Bank product or a joint output with clients, civil society and/or donor partners. Thus, in certain cases countries complete Economic and Sector Works (ESWs) which are CGA-equivalent. A baseline of active countries was chosen as the starting point. This was provided by OPCS and included countries that were active as of June-September 2008. In addition, two inactive countries, Chile and Costa Rica were included because they had completed CGAs. Active countries were classified based on whether they had completed a CGA. Active countries which had not completed a CGA but had completed ESW which included the components of a CGA above were considered to have fulfilled the requirement of a CGA-equivalent ESW. The list of ESW included DPRs, CEMs, PERs, and Pas.

These ESW have the same components as CGAs. The CGA components consist of:

- A set of recommended policy and operational interventions developed on the basis of gender analysis of socio-economic roles of men and women in different sectors and decision making processes, as well as stakeholder consultations. These ESW are considered CGA-equivalent if they cover at least three sectors.
- A country gender profile. In the case of CGA-equivalent ESW this gender profile is embedded in the poverty analysis, policy recommendations and sector work under discussion in the document.
- A review of the country's laws, institutions and policy context.
- A review of the World Bank's lending portfolio in the country. CGA-equivalent ESW may not have a complete review of the lending portfolio, but they do identify priority interventions to address gender related barriers to poverty reduction.

3. Poverty Assessments (PAs)

Poverty Assessments are rated for attention to gender in four key 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) considerations of gender issues and indicators

in the monitoring and evaluation plans and systems—**monitoring and evaluation**. The rating methodology consists of following three steps:

- First, a number of sub-questions are included under the four review dimensions (gender profile, gender analysis of poverty, gender-responsive policies, and monitoring and evaluation), and each sub-question is 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 is scored and then given a standard relative weight. Each section has a relative weight, which depends on the number of sub-questions in the each section. The relative weights for each section are the following: *Gender Profile—35%¹; Gender Analysis—35%; Gender-Responsive Policies—20%; and Monitoring and Evaluation—10%*.
- Lastly, the total scores of each section are tallied and ranked on the following ranges of equal intervals: 1.00-1.75 means that the report is *Highly Satisfactory*; 1.76-2.50 indicates that the report is *Satisfactory*; 2.51-3.25 means that the report is *Marginally Satisfactory*; and a score of 3.26-4.00 means that the report is *Unsatisfactory*.

4. Other Economic and Sector Work (ESW)

Aside from the Country Gender Assessments and the Poverty Assessments, the review also looked at the integration of gender issues in Country Economic Memorandums (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER). The criteria for reviewing Country Economic Memorandums (CEM), Development Policy Reviews (DPR), and Public Expenditure Reviews (PER) are as follows:

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 poverty analysis.

The sectors included in ESW reviews are: 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.

¹ One of the two main questions in this section contained eight sub-questions, each of which has been given a relative weight of 0.04 (0.35/8).

PRMGE's review covered 38 ESW reports in FY10. Of these there were 28 PERs—for Seychelles, Sierra Leone, Pakistan, Afghanistan, Lesotho, Equatorial Guinea, Honduras, Republic of Congo, Russian Federation (two different types of reports), Guinea Bissau, Kazakhstan, Uganda, Poland (two different types of reports), Romania, Botswana, Zambia, Tanzania, Mozambique, Indonesia, Nigeria, Kosovo and Serbia; CEMs included—Albania, Burkina Faso, Burundi, Guatemala, Kosovo, Tajikistan, Togo, Turkey, Uruguay, Ukraine; and DPRs included—Tunisia, and Vietnam. There were two PERs—for Philippines and Burkina Faso—that did not have completed documents and were thus dropped. One CEM was a regional report for SAR and was not reviewed, though it was gender informed, and one DPR, was a regional report for AFR and was not reviewed.

In FY09, 33 ESW reports were reviewed. The CEM for Georgia (ECA) does not have completed documents to review and were dropped. The 32 remaining ESW reviewed are: PERs—Bangladesh, Bulgaria, Ethiopia, Ghana, Liberia, Libya, Lithuania, Mali, Mexico, Montenegro, Mozambique, Philippines, Uganda (PER), Uganda (Agricultural Sector PER), Serbia, Seychelles, Tanzania (PEFAR), Tanzania (Public Expenditure Tracking Surveys/PER), Togo, and Turkey; CEMs—Azerbaijan, Georgia, Macedonia, Madagascar, Malawi, Mauritania, Mozambique, Sudan and Turkey; DPRs— Cambodia, Indonesia, Malaysia and Vietnam. The criteria for reviewing ESWs rates projects as Highly Satisfactory, Satisfactory, Marginally Satisfactory and Unsatisfactory.

5. Lending Portfolio²

The lending review was done of all IBRD/IDA lending between FY06 and FY10 using the QAG six-point scale.³ The QAG review includes reviewing information available in Project Appraisal Documents (PAD), Program Documents, Environment and Social Safeguard documents, and Technical Annexes (referred to as *project documents*). Each project is rated for integration of gender issues on four criteria/dimensions: (1) analysis, (2) actions, (3) discussion of implications for women's

² *PREM summary rating methodology for design*: In light of the QAG decision to discontinue its gender assessment, PRMGE conducted two parallel assessments—one following the QAG methodology and the other using a *summary rating*. This *summary rating* was used for the FY08 Report on the Annual Gender Monitoring Report for FY08; comparing FY08 with the baseline year FY06 (before implementation of the GAP). The results for FY06 and FY08 using *this summary rating* are different from the QAG results presented in this report and thus, the results from the FY08 report should not be compared to this current FY09-10 report. Just like with the QAG review, the review using the *summary rating* was based on information available in Project Appraisal Documents (PAD) and Program Documents. These project documents were searched to determine the level of coverage of gender-issues. Project documents are initially searched for keywords: Gender, Women/Woman, Female, and Girl. Project documents are then assessed to determine the level of coverage on a four-point scale:

- 1: No coverage.
- 2: Minimal coverage: Gender issues are mentioned but no specific quantitative data are provided.
- 3: Moderate coverage: Gender issues are included with specific quantitative data. An allowance is also made for projects where the discussion of gender issues is substantial even if no specific quantitative data are provided.
- 4: Detailed coverage: Gender issues are discussed and presented with quantitative data and extensive background information.

³ See Ratings Criteria for lending projects in the following pages or online at: http://siteresources.worldbank.org/INTGENDER/Resources/RatingMatrixforLending_22Aug09.pdf.

empowerment, and (4) M&E. Each project's final rating is an average of the four criteria, each of which is rated on a scale of 1-6, a scale which was adopted by QAG for all its reviews since FY04 (after using a 1-4 scale from FY01 to FY03). See Table 1.

Background on QAG reviews: Quality at Entry

Beginning with the assessment of Quality at Entry for FY97 (QEA1), QAG has carried out eight such assessments, the most recent, QEA8 for FY06-FY07 (See Table 2). The purpose of the QEA is to provide real-time feedback to operational teams to improve the quality of the Bank's output in the broad context of alleviating poverty and achieving development impacts. QAG assesses attention to gender issues under Section 3 of the *Guidance Questionnaire* that addresses 'Poverty, Gender, and Social Assessment'. Question 3.2 is "attention to gender issues". Since 2001, PRMGE has tracked the attention to gender issues in project design.

The QEA 4-6 were based on a 4-point scale (1: Highly Satisfactory, 2: Satisfactory, 3: Marginally Satisfactory, 4: Unsatisfactory). In a 4-point scale, a rating of either 1 or 2 is considered above the line and a rating of 3 or 4 is considered below the line. The ratings for QEA 7-8 are based on a 6-point scale (1: Highly Satisfactory, 2: Satisfactory, 3: Moderately Satisfactory, 4: Moderately Unsatisfactory, 5: Unsatisfactory, 6: Highly Unsatisfactory). In a 6-point scale, a rating of either 1 or 2 or 3 is considered above the line and a rating of 4 or 5 or 6 is considered below the line.

Background on QAG reviews: Quality at Supervision

From FY98 to FY06, the QAG conducted Quality of Supervision Assessments (QSA) to provide senior management with real-time feedback on the overall effectiveness and efficiency of the Bank's supervision work at the Regional and Network levels; and to evaluate the Bank's experience in identifying and resolving problems in the portfolio, and draw conclusions for learning in key areas of supervision quality and processes. QAG stopped conducting QEA and QSA in FY08 after a review revealed that QAG assessments focused excessively on the Bank's performance and not sufficiently on results on the ground.

Table 1. QAG Six Point Rating Matrix

Poverty/Gender/Social Aspects	Highly Satisfactory = 1	Fully Satisfactory = 2	Moderately Satisfactory = 3	Moderately Unsatisfactory = 4	Unsatisfactory = 5	Highly Unsatisfactory = 6
<p>3.2. Adequacy of attention to gender issues?</p> <p>Strong attention to gender dimensions (opportunity, capacity, security and empowerment):</p> <ul style="list-style-type: none"> • in-depth identification of the barriers to women's participation; • inclusion of high-payoff targeted interventions that address the most relevant gender issues; and • in-depth formulation of the outcomes from targeted or specific gender programs <p>Gender-specific analysis and recommendations strongly reflect the findings in the CGAs, CASs, PAs and other core ESW.</p>	<p>Adequate attention to gender dimensions:</p> <ul style="list-style-type: none"> • identification of barriers to women's participation; • inclusion of interventions that address gender imbalances but that are not necessarily high-payoff interventions; and • analysis of outcomes of targeted programs. <p>Adequate use of the findings in the CGAs, CASs, PAs and other core ESW.</p>	<p>Some attention to gender dimensions:</p> <ul style="list-style-type: none"> • brief identification of barriers to women's participation; • inclusion of interventions that address some, but not all, gender imbalances; and • brief analysis of outcomes of targeted interventions. <p>Brief mention of findings and recommendations in CGAs, CASs, PAs and other core ESW.</p>	<p>Brief analysis of gender dimensions:</p> <ul style="list-style-type: none"> • brief identification of barriers to women's participation; • at least one intervention addressing gender imbalances; and • little or no analysis of outcome of targeted intervention <p>Brief mention of findings or recommendations of CGAs, CASs, PAs and other core ESW, and no mention of their relevance to the project.</p>	<p>Very little analysis of gender dimensions:</p> <ul style="list-style-type: none"> • brief identification of barriers to women's participation; • no targeted interventions or analysis of outcomes <p>No mention of the findings or recommendations of CGAs, CASs, PAs and other core ESW, and no mention of their relevance to the project.</p>	<p>No attention to gender dimensions:</p> <ul style="list-style-type: none"> • No identification of barriers to women's participation; and • No targeted interventions or analysis of outcomes. <p>No mention of the findings or recommendations of CGAs, CASs, PAs, and other core ESW, and no mention of their relevance to the project.</p>	
<p>3.2. (i) Were gender issues identified during preparation?</p> <p>Key gender issues are clearly identified, in a disaggregated manner, in the context of the project including: discussion of the impacts of the project outcomes on both men and women and how women's participation and collaboration is essential for reaching the project's goals; different needs, constraints, opportunities and interests of men and women identified; and discussion on the involvement of female project beneficiaries in the analysis of the project's intended impact on women. Gender treated as a main project component and interventions are high-payoff gender-responsive actions.</p>	<p>Adequate analysis to gender issues in the context of the project. Analysis presents disaggregated information by gender, but gender may or may not be treated as a main project component.</p>	<p>Attention to gender issues and limited project response to said issues; gender identified more as a cross-cutting theme.</p>	<p>Gender issues considered as cross-cutting, but there is no specific identification of gender issues.</p>	<p>Gender issues briefly identified in the project context, but no mention of its relevance to project impact or gender responsive actions.</p>	<p>Gender not included in project preparation discussions.</p>	
<p>3.2. (ii) Does the operation have specific activities or measures designed to ensure inclusion of women in program benefits?</p> <p>High-payoff gender responsive actions are included in the project components, explicitly refer to both women and men, and strongly reflect the findings of gender-specific diagnosis and analytical work. Female project beneficiaries are actively involved in the analysis of the project's intended impact on women and women's groups (NGOs, CSOs and other grassroots organizations) actively participate and collaborate in project design and implementation.</p> <p>Project includes plans to train project staff on gender-based differences and how they relate to project objectives.</p>	<p>Gender-responsive actions are included in the project components, which draw from gender-specific diagnosis and analytical work. Women's groups consulted about project design and implementation. Project may include plans for training of project staff on gender issues.</p>	<p>Gender-responsive actions are included in the project components, but these briefly reflect gender-specific diagnosis and analytical work and are not high payoff activities. Project activities do not explicitly refer to women and men and there is very little information on the participation of women's groups in project design and implementation.</p> <p>There may or may not be plans to train project staff on gender issues.</p>	<p>Gender is treated as a cross-cutting issue, and project documents include brief information on gender-specific analysis; there are no specific gender activities.</p> <p>There are no plans to train project staff on gender issues.</p>	<p>Gender is treated as a cross-cutting issue but there are: no gender-responsive actions; mention of gender specific information regarding the participation of female beneficiaries or women's groups in project design and implementation.</p> <p>There are no plans to train project staff on gender issues.</p>	<p>No activities or measures to ensure inclusion of women are included in the project; women's groups were not consulted for project design or implementation; and there are no plans to train project staff on gender issues.</p>	

Table 3. QAG Six Point Rating Matrix, continued

Poverty/Gender/ Social Aspects	Highly Satisfactory = 1	Fully Satisfactory = 2	Moderately Satisfactory = 3	Moderately Unsatisfactory = 4	Unsatisfactory = 5	Highly Unsatisfactory = 6
<p>3.2 (iii) Has the potential effect of the operation on the empowerment of women (increased assets, capabilities and voice) been assessed?</p>	<p>Assessment of project results on the empowerment of women reveals that:</p> <ol style="list-style-type: none"> Women will have greater access to 3 or more of the following resources: <ul style="list-style-type: none"> • education; • land or credit; • employment or income-generation activities; • leadership positions; • reproductive health programs; or • social networks <p>AND</p> <ol style="list-style-type: none"> Strong indication that women will make significant achievements in 3 or more of the following areas: <ul style="list-style-type: none"> • education • employment or income generation activities; • empowerment (leadership at various levels); • legal institutions; or • health and physical wellbeing. <p>AND</p> <ol style="list-style-type: none"> Project results are linked to achievement of the MDGs, country gender assessments, and/or other gender-specific country strategy. 	<p>Assessment of project results on the empowerment of women reveals that:</p> <ol style="list-style-type: none"> Women will have greater access to 2 or more of the following resources: <ul style="list-style-type: none"> • education; • land or credit; • employment or income-generation activities; • leadership positions; • reproductive health programs; or • social networks <p>OR</p> <ol style="list-style-type: none"> Women will make significant achievements in at least 2 of the following areas: <ul style="list-style-type: none"> • education • employment or income generation activities; • empowerment (leadership at various levels); • legal institutions; or • health and physical wellbeing. <p>AND</p> <ol style="list-style-type: none"> Project results are linked to achievement of the MDGs, country gender assessments, and/or other gender-specific country strategy. 	<p>Assessment of project results on the empowerment of women reveals that:</p> <ol style="list-style-type: none"> Women will have greater access to 1 or more of the following resources: <ul style="list-style-type: none"> • education; • land or credit; • employment or income-generation activities; • leadership positions; • reproductive health programs; or • social networks <p>OR</p> <ol style="list-style-type: none"> Women will make significant achievements in 1 of the following areas: <ul style="list-style-type: none"> • education • employment or income generation activities; • empowerment (leadership at various levels); • legal institutions; or • health and physical wellbeing. 	<p>Brief assessment of project results on the empowerment of women, but no clear indication of how this will be achieved and which resources will be impacted; and weak link to achievement of the MDGs, country gender assessments, and/or other gender-specific country strategy.</p>	<p>There is mention that the operation may benefit women, but there is no clear assessment of how this will be achieved.</p>	<p>No mention of the operation's potential affect on the empowerment of women.</p>
<p>3.2 (iv) Are there mechanisms in place to monitor gender impacts?</p>	<p>Full analysis of sex-disaggregated data and inclusion of gender-specific targets in the monitoring and evaluation component.</p> <p>Female and male beneficiaries are consulted in the monitoring and evaluation of the project.</p>	<p>Gender targets included in the monitoring and evaluation component and there is an adequate gender analysis including sex-disaggregated data.</p>	<p>Brief analysis of gender and few gender-specific targets in low-impact areas.</p>	<p>Brief analysis using sex-disaggregated data, but to gender-specific monitoring and evaluation component, or targets.</p>	<p>Limited use of sex-disaggregated data (but its relevance to project outcomes and impacts is not clear) and no specific gender monitoring component or targets.</p>	<p>Operation does not include mechanisms that monitor gender impacts.</p>

Table 2. Quality at Entry and Supervision Assessment, Years

Quality at Entry (QEA)	Quality at Supervision (QSA)
FY98=QEA1	FY98=QSA1
FY99=QEA2	FY99=QSA2
FY00=QEA3	FY00=QSA3
FY01= QEA4	FY01=QSA4
FY02= QEA5	FY02= QSA5
FY03= QEA6	FY03-04= QSA6
FY04-FY05= QEA7	FY05-06= QSA7
FY06-FY07= QEA8	

Quality Assessment of the Lending Portfolio (QALP-2)

To address the shortcomings of separate QEA and QSA exercises, QAG created a single instrument—the Quality Assessment of the Lending Portfolio (QALP).

In 2010, QAG conducted a Quality Assessment of Lending Portfolio (QALP-2), and the results are pending publication. The sample used for QALP includes 145 projects and it is representative of sectors or regions but not both simultaneously.⁴

QALP-2 shifts the focus from the quality of Bank project *design* to *results* by identifying risks and shortcomings mid-way during implementation and making recommendations to task teams on how to improve outcomes. One part of this assessment is a review of social development issues, including gender, poverty and safeguards. A series of questions are asked, and a project is rated on a scale of 1-6, where 1 is Highly Satisfactory and 6 is Highly Unsatisfactory. Gender is embedded in each section of the social assessment—where at design, supervision and implementation stages, a project is assessed based on its attention to gender in analysis, stakeholder participation, measurement of outcomes and empowerment. In addition, to isolate gender within this social assessment, the final review rates projects on a six-point scale in response to two separate questions:

- 1. Gender (Design):** What is the quality of gender coverage at the design stage? Specifically: How well are gender issues identified and how adequate are measures specifically designed to ensure gender equity in outcomes, including effects on women's empowerment?

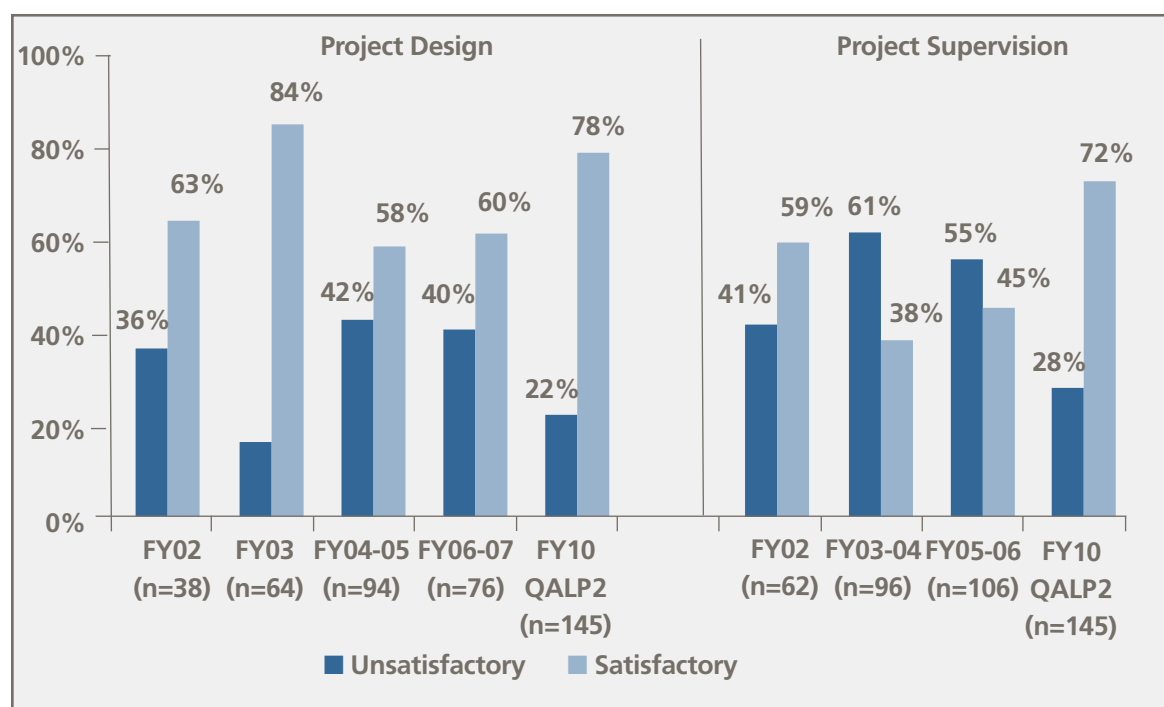
⁴ Each lending project receives a weight, which is “the inverse of the ratio of the sample size in the respective stratum for Region and Global & Regional, Additional Financing and Multi-Sector to the portion of the universe from which it is drawn” (QAG stratification and Weighting guidelines). The completed final review from QALP was made available end 2010. For more on the QALP methodology see upcoming Methodological Annex to this report. See: http://intresources.worldbank.org/INTQAGNEW/Resources/QALP_2ApproachPaper.pdf

2. Gender (Supervision): What is the quality of gender coverage at the supervision stage? Specifically: What is the level, effectiveness and monitoring of efforts devoted to supervision of gender issues and risks, and gender outcomes.⁵

Table 3. Results of QALP-2: Gender-informed Lending at Design and Supervision Stages by Region

	AFR	EAP	ECA	LCR	MNA	SAR
Design (FY10)	83%	75%	76%	74%	67%	77%
Number of Projects (rated Moderately Satisfactory or above)	30	18	22	14	10	17
Total number of projects	36	24	29	19	15	22
Supervision (FY10)	72%	67%	66%	74%	87%	77%
Number of Projects (rated Moderately Satisfactory or above)	26	16	19	14	13	17
Total number of projects	36	24	29	19	15	22

Figure 1. FY10 QALP-2 Results Compared with Previous Years: Attention to Gender Issues in Project Design and Supervision (FY02-FY10)



6. PROBIT Analysis

A PROBIT methodology is used to test the significance of regions, sectors, lending instruments, years, whether a project belongs to IBRD group versus IDA group, and total commitments in determining the success of projects in gender mainstreaming, which is calculated based on the average QAG index. In addition to these variables we also include some macroeconomic variables which are expected to affect the success probability of projects in gender mainstreaming.

One of the best ways of analyzing the variables affecting the success probability of projects is PROBIT regression analysis. A project is defined as successful if its average QAG index is 3 or lower; if not, it is considered unsuccessful in gender mainstreaming. If the project is successful, it gets value 1; and 0 otherwise. The empirical specification is

$$\begin{aligned} \text{Success of QAG} = & \alpha_0 + \sum_i \alpha_i \cdot (\text{Regions})_i + \sum_j \alpha_j \cdot (\text{sectors})_j + \sum_l \alpha_l \cdot (\text{lending instrument})_l \\ & + \alpha_k \cdot (\text{Dummy for IBRD}) + \sum_m \alpha_m \cdot (\text{dummy for years})_m + \alpha_q \cdot (\text{total commitments}) \\ & + \sum_p \alpha_p \cdot (\text{Macroeconomic variable})_p + (\text{error term}) \end{aligned}$$

⁵ The Coordinator of the Social Review process, reviews the social reviewers' comments and gives each project a rating for gender supervision in terms of level of effort, effectiveness of supervision and monitoring, and quality of stakeholder ownership and participation.

In this specification,

Regions: AFR, EAP, ECA, LCR, MNA, SAR (the variables' value will be 1 if the project in question is in the corresponding region; and 0 otherwise).⁶

Sectors: ARD, ED, EMT, ENV, EP, FM, FPD, GIC, HE, PO, PR, PS, SDV, SPTR, UD, WAT (the variable will get the value of 1 if the project belongs to the sector in question; and 0 otherwise).

Dummy for IBRD: If the project belongs to an IBRD country, it will take a value of 1; and 0 otherwise (if the country is in the IDA group).

Dummy for years: The dummy variable takes the value of 1 depending on whether the project belongs to FY06, FY07, FY08, FY09 or FY10; and 0 otherwise.

Lending instruments: Lending instruments: APL, DPL, ERL, FIL, SIL, and SIML. The variables are constructed as follows: 1 for the projects which belong to the corresponding lending instrument; and 0 otherwise.

Country-level macroeconomic variables: CPIA gender (from the Country Policy and Institutional Assessment of the World Bank), GDP per capita, female mortality rate, share of females in labor force, and life expectancy for females.

The number of projects included in the study is 1615 for the 5 fiscal years from FY06 to FY10. In some regression results the number of included projects drops, mostly based on the availability of macroeconomic variables.

The data source for all the variables except the macroeconomic variables is PRMGE's review of the FY06-10 IBRD/IDA lending portfolio using the QAG methodology. The data source of the macroeconomic variables is the World Development Indicators Database of the World Bank.

The marginal effect of some of the explanatory variables on the probability of success of the projects in gender mainstreaming is calculated as

$$\frac{\partial \text{Prob}(y = 1)}{\partial x_k} = \varphi \left(\sum_{k=1}^K \alpha_k x_k \right) \cdot \alpha_k$$

where $\text{Prob}(y = 1)$ is the success probability of the project; x_k is the explanatory variable for which the marginal effect on the probability of success is calculated; α_k is the estimated coefficient of x_k ; and $\varphi(\cdot)$ is the standard normal probability density function.

⁶ In the regression specifications, one region, one lending instrument, one year, and one sector excluded to prevent the perfect collinearity problem.

II. Region's Response to FY02-09 CAS Assessment (May 2010) with Updates on FY10 CASs

Background

At the December 2009 Board meeting on the IEG gender evaluation, Bank Management committed to improving its implementation of the Bank's operational policy on Gender and Development (OP/BP 4.20). The policy states that for each country where there is an active assistance program, the Bank is to periodically assess the gender dimensions of development within and across sectors. These gender issues are to be discussed in country assistance strategies (CASs).

The gender assessment that is integrated in CASs may be a Bank stand-alone assessment, or be carried out as part of other economic and sector work (such as PERs, Poverty Assessments or CEMs), or be carried out by the country or an organization other than the Bank, if the Bank finds those assessments to be satisfactory. Each CAS is expected to draw on and reflect this assessment—a requirement that was recently reiterated by the Bank's Board of Executive Directors.

To improve the implementation of this policy, the Bank reviewed CASs from FY02 to FY09 to determine which countries have addressed gender issues adequately in CASs. Individual Regional Vice Presidents were then contacted by PRMVP and OPCVP, and informed of the relevant list of countries in their region where the last CAS is not considered to meet the requirements of OP 4.20.

For these countries, each region⁷ was asked to respond to the following questions with their regional plans (including a reasonable timetable) for ensuring that all CASs are compliant with the requirements of OP/BP 4.20 on gender and development:

1. Do you agree with the assessment? In some cases you may not agree with a particular CAS view; if this is the case, please inform PREM accordingly.
2. If you agree with PREM Gender's review and your respective country is planning a CAS in FY10 or FY11, what will you do to ensure that gender issues are addressed as required?

To facilitate the development of these plans, gender-related operational policy requirements for CASs, as well as references to good-practice examples were also shared with Regions. Senior Management continues to monitor progress in integrating country-level gender assessment into CASs. PRMVP is responsible for reporting periodically to Managing Directors on progress in integrating gender assessments into CASs, which would be used in OPCS's corporate inputs on CASs.

⁷ East Asia and Pacific Region: To improve the implementation of the Bank's gender policy, PREM Gender reviewed CASs from FY02 to FY09 to determine which countries have addressed gender issues adequately in CASs. *All CASs in EAP were found to meet the requirements of OP 4.20*, thus a regional plan was not required at this time.

Regions noted a number of exceptions to the PREM assessment. In some cases the Bank is re-engaging with a particular country after a long hiatus (Belize, Botswana, Swaziland⁸ and Panama). In addition, some countries no longer have an active assistance program (Eritrea and Venezuela) and therefore should not be included in the non-compliance list, as the requirement applies only to active countries. Other CASs which met the OP4.20 requirement according to the Regions include:

Botswana and Swaziland: The respective country strategies (the first ever for Botswana and the first for Swaziland in over a decade) were selective and entirely demand-driven responding to the respective governments' most urgent requests for Bank support. In both cases, gender issues were discussed at the institutional review meetings for the country strategies and those meetings endorsed the team's approach to mainstreaming gender into Bank operations rather than looking at it as a stand-alone area of support at this stage. In Botswana, gender is a key consideration for the Bank's HIV/AIDS project and support to the education sector. In Swaziland, gender will feature in the HIV/AIDS project that is currently under preparation.

Cote d'Ivoire: A Country Partnership Strategy (CPS) for Côte d'Ivoire was prepared and discussed by the Board on May 4, 2010. We believe the CPS is compliant with OP 4.20 given that an Education Country Status Report, a Health Country Status Report, and the 2008 PEMFAR have provided assessments on gender and access to basic services, poverty and public expenditures. In addition, a LSMS was prepared for the PRSP in 2009 which also provides data and assessments on household poverty, access to basic services and economic status of Ivoirians, including by gender. A Poverty Assessment is under preparation which covers gender assessment information and would further ensure that the requirements of OP 4.20 are met. Nonetheless, the RVP has further requested that in addition, we prepare a Gender Assessment in FY12, and this will feed into the CPS Progress Report.

Jamaica: The April 2005 CAS for Jamaica did include a gender analysis, focused on the gender dimensions of poverty and also on the situation of boys at risk in the educational system. It explicitly referred to government social priorities in gender and the priorities for attaining gender equality and emphasized mainstreaming gender into investment lending operations. The FY10 Jamaica CPS (dated February 23, 2010) has also followed this approach. It has a section discussing gender dimensions, with a focus on unemployment and education issues. The new strategy also mainstreams gender, such as in the rural economic development initiative project (which gives greater weights to female applicants for grants), and continues to give attention to the issue of boys at risk, following the recommendations of the Regional Caribbean Conference to Keep Boys Out of Risk which took place in Jamaica in 2009.

⁸ A new CPS for Swaziland is scheduled for FY11 and we will make sure that the principle of mainstreaming gender into our work is reflected appropriately in the document. Since the Swaziland program is very small (and so is the BB) we have limited possibilities for financing a stand-alone gender assessment. We are not planning a poverty assessment for FY11 either.

Country Management Units with Plans to Meet the Requirements of OP/BP 4.20		
Region	Country	Proposed Actions to Meet OP/BP 4.20
AFR	Angola	Plan to use the upcoming CAS to incorporate better the gender dimension, both analytically and in the direction of the portfolio.
AFR	Central African Republic	Gender and the need for Bank ESW will be discussed in the upcoming CAS progress report (scheduled for delivery in late FY11, or early FY12); team will incorporate gender analysis in the upcoming poverty work in CAR (either an updated poverty profile or full poverty assessment is scheduled for delivery in early FY12).
AFR	Comoros	FY10 ISN has gone to the Board; expect to prepare a new ISN or a CAS in FY13; plan to carry out a poverty assessment that will include gender specific issues instead of a stand-alone gender assessment.
AFR	Lesotho	The diagnostic part of the new CAS includes a discussion on gender, based on the findings of the recent Gender Poverty and Vulnerability Study, and the strategy will describe how the team plans to mainstream gender.
AFR	Seychelles	If the team moves from an ISN to a CAS in the next FY, a living standards analysis will be carried out; this will incorporate the gender dimension.
ECA	Azerbaijan	The new CPS for Azerbaijan published in the fall of 2010 (i) included gender focused CSO in the CPS consultations, (ii) supported the preparation of a diagnostic gender analysis in key areas, (iii) encouraged the client to develop a meaningful National Action Plan on Family and Women's issue, (iv) ensured that new analytical on poverty, IDPs, and education will continue to analyze gender disaggregated data, and (v) developed a CPS M&E system that will better capture the gender impacts of Bank interventions.
ECA	Croatia	To prepare for the next CPS, we would welcome PREM support in carrying out a Croatia Gender Assessment.
ECA	Georgia	The team will ensure an appropriate gender focus during CPS implementation by looking at gender issues within the context of poverty and IDP work, as well as improved tracking of the gender impacts of Bank interventions.
ECA	Kazakhstan	The future CAS will 1) establish a gender profile drawing upon Bank and other donor's analyses; 2) include sex disaggregated data when available in the CAS; 3) integrate gender in the poverty analysis work; and 4) adopt a consultative process to include organizations working for gender issues.

⁹ Since the communications on CASs with the regions, the completed FY10 CAS for Comoros was evaluated by PRMGE and was rated a highly satisfactory (and thus, gender aware) CAS. Additionally, in FY10, CASs for the Seychelles, Lesotho's were rated 'Satisfactory' and thus were in compliance and gender aware. However, Georgia's FY10 CAS was not gender aware documents.

Country Management Units with Plans to Meet the Requirements of OP/BP 4.20		
Region	Country	Proposed Actions to Meet OP/BP 4.20
ECA	Montenegro	The team will be able to tap into existing UNDP and UNICEF work for the preparation of the next CPS, which will be underway shortly; it is understood that appropriate focus will be devoted to gender in the MNE CPS FY11-14.
ECA	Russian Federation	The team will implement the policy in the new CPS to be prepared during FY11; do a better job of detailing the current activities that are underway in response to the disparity in life expectancy between males and females, which is reported in the CPS PR FY09-11; Operational responses must be multi-sectoral as the causes are related to the aging of the population, rapid urbanization, changing lifestyles and risky behaviors.
ECA	Serbia	The upcoming CPS for Serbia, scheduled for the fall of 2011, will take up gender issues by: <ul style="list-style-type: none"> a. Providing analytical background for the CPS, including sex-disaggregated data; b. Discussing gender issues in the diagnostic section of the CPS, with full consideration of gender inequalities and how they constrain Serbia's development; c. Including gender specific progress indicators and gender issues in poverty analysis; d. Including Serbia's country gender profile; and e. Including organizations working on gender issues in the consultative process.
ECA	Ukraine	Existing data (gender-disaggregated PA) should be usefully collated in a gender assessment upstream of the next CPS; determine whether other donors have already done something similar and build on that; to further ensure that gender features strongly, the CPS consultations will cover this cross-cutting theme.
LCR	Belize ¹⁰	The upcoming CPS (FY11) will draw on ongoing analytical work, including policy notes on social protection and welfare trends that will yield insight into gender issues. In addition, we will draw on the Country PA (2010) financed by the Caribbean Development Bank to assess gender dimensions in the country. Belize representatives participated in the Regional Caribbean Conference to Keep Boys Out of Risk (2009) and agreed on steps and a platform for action to address this issue, which will also provide material for the upcoming CAS.
LCR	Costa Rica	The Gender Team in LCSPP will work with the team preparing the FY11 CAS to incorporate findings and recommendations from the FY06 Poverty Assessment. Findings from the ongoing study on Gender Trends, Income Generation and Poverty Reduction in Central America will also provide important inputs for the preparation of the FY11 Costa Rica CAS.

¹⁰ LCR would like to suggest not to include Belize in this list, as at the time of the Interim Strategy Note (ISN), covering the period March 2009 to March 2011, Belize was a re-engaging country (after having been inactive since 2001) and there was no existing work to draw on. It should be noted, though that Belize had a CAS that was evaluated in FY09 and that was not seen to be gender aware.

Country Management Units with Plans to Meet the Requirements of OP/BP 4.20		
Region	Country	Proposed Actions to Meet OP/BP 4.20
LCR	Panama	In preparing the FY11 CAS, the team will be able to incorporate findings and recommendations from the ongoing FY11 Poverty Assessment (looking at gender differences in access to opportunities for basic services and goods, as well as gender related labor market outcomes); findings from the ongoing study on Gender Trends, Income Generation and Poverty Reduction in Central America will be important for the preparation of the FY11 Panama CAS.
MNA	Iraq	Gender issues are an integral part of the current Interim Strategy Note for Iraq (FY09-FY11); at the time that the ISN was being written, a nationwide household survey had just being completed, but the data had not yet been fully treated and analyzed; therefore, gender was not subject to an in-depth treatment in the ISN document itself; the household survey contains gender-disaggregated data, allowing for analytical work to be conducted more systematically on gender issues and to prepare the ground for a fuller discussion of gender issues in the next ISN or CAS/CPS.
MNA	Iran	On the analytical side, the Bank had a lot of catch-up to do in terms of data gathering and analysis; in this regard, the 2001 strategy planned basic analytical underpinnings including a CEM, a PER, a CPAR, a CFAA as well as an ESW in the area of energy pricing reform and trade and foreign exchange reform. While the strategy includes gender disaggregated data for illiteracy, primary school enrollment and secondary school enrollment as well as some analysis regarding closing the gender gap in illiteracy and political representation, it does not go much further than this in its diagnosis or plan for WB support. The CMU is not planning a CAS possibly because the authorizing environment is not conducive for a CAS discussion. Nonetheless, the team has been able to address gender issues to some degree over the last few years through the implementation of an IDF grant to the Women's Studies Department of the University of Tehran (from 2004-2007).
SAR	Maldives	The Maldives CAS Progress Report which is currently going to the board will update the status of gender-related MDG (indicator and sub-indicators) and in doing so will refer to the fact that gender issues have been discussed in an ADB Gender and Development assessment (late 2007) and in the United Nations' strategy (UNDAF), currently under preparation. In addition, we have revised the results matrix to incorporate gender parity in education. SAR will advise all of country teams preparing CASs to keep in mind the principles of OP/BP 4.20 and gender-aware CASs, and to seek the advice of PRMGE as required.

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 achievement in the social sectors.



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