

**Gender Equality as Smart Economics:  
World Bank Group Gender Action Plan**

**Two-Year Progress Report  
(January 2007-January 2009)**

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Gender and Development  
Poverty Reduction and Economic Management Network

## Acronyms and Abbreviations

AC	Advisory Council on Women's Economic Empowerment
ADePT	Stata Software Platform for Automated Economic Analysis
AFR	Africa Region
AGI	Adolescent Girls Initiative
ARD	Agriculture and Rural Development Sector
CDD	Community Driven Development
CIDA	Canadian International Development Agency
DANIDA	Danish International Development Agency
DEC	Development Economics Department
DFID	UK's Department for International Development
EAP	East Asia and Pacific Region
EC	Executive Committee
ECA	Europe and Central Asia Region
ESW	Economic and Sector Work
GAP	Gender Action Plan
ICA	Investment Climate Assessment
ICRW	International Center for Research on Women
ICS	Investment Climate Survey
IDA	International Development Association
IFC	International Finance Corporation
LCR	Latin America and Caribbean Region
LEG	Legal Vice Presidency
LIS	Luxembourg Income Survey
LSMS	Living Standard Measurement Survey
MAPS	Marrakesh Action Plan for Statistics
MDG3	Gender Equality Millennium Development Goal
MNA	Middle East and North Africa Region
NGOs	Non-Governmental Organizations
OECD	Organization for Economic Cooperation and Development
OECD/DAC	OECD Development Co-operation Directorate
PREM	Poverty Reduction and Economic Management Network
PRSP	Poverty Reduction Strategy Papers
PSD	Private Sector Development Network
RBI	Results-Based Initiative
SAR	South Asia Region
SDN	Sustainable Development Network
SIDA	Swedish International Development Cooperation Agency
UNECE	United Nations Economic Commission for Europe
UNIFEM	United Nations Fund for Women
UNSD	United Nations Statistics Division
WBI	World Bank Institute

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## *Executive Summary*

This report provides the second update of **Gender Equality as Smart Economics: A World Bank Group Gender Action Plan (GAP)**, two years after implementation began in January 2007. The plan's objective is to advance women's economic empowerment in Bank client countries by making markets work for women (at the policy level) and empowering women to compete in markets (at the individual level). It focuses on four key markets: land, labor, agriculture, and finance, and on infrastructure, which underpins access to all markets.

Progress in 2008 was marked by strong commitments to women's economic empowerment and the launch of new GAP initiatives. These include the Bank's new commitments to promote gender equality and the launch of the Adolescent Girls Initiative and the Private Sector Leaders' Forum. Mobilization of new resources for the GAP was also strong. Pledges to date total \$60.9 million—\$36.4 million above the original four-year budget of \$24.5 million.

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 has used competitive processes that provide financial incentives as the main mechanism to increase work on women's economic empowerment and allocate funds to operations and research. In the second year of the GAP, this largely demand-driven approach was complemented by strategic allocations to Bank regions and networks.

The GAP is extending its reach within the Bank. Beyond the strong response to competitive calls for proposals, the GAP has also been effective in motivating 'new' work on gender and enlarging the pool of gender expertise at the Bank. GAP grants have also leveraged additional financial resources for work on women's economic empowerment; there is little evidence these resources are creating a substitution or 'crowding-out' effect.

GAP mainstreaming initiatives in 72 countries are beginning to show results both in terms of reaching women on the ground and influencing Bank operations more widely. The GAP is building the evidence for women's economic empowerment. A strategic set of activities to improve the collection, quality and use of sex-disaggregated statistics on women's economic empowerment complements a growing body of GAP-funded research and impact evaluation work designed to influence Bank operations.

The GAP is broadening its external reach and has been instrumental in focusing donor and client attention to, and collaboration on, the importance of women's economic empowerment for development. Collaboration with external partners such as Asian Development Bank, the International Center for Research on Women (ICRW), INSEAD, OECD/DAC Gendernet, UNIFEM, and Vital Voices has generated a critical mass of

institutions working on the issue of women's economic empowerment. In addition, the members of the GAP Advisory Council have been active in raising international attention to women's economic empowerment.

Moving forward, this report identifies four challenges. First, consolidating mainstreaming gains in the economic sectors may require additional time beyond the GAP's current end date of December 2010. Second, this first challenge is magnified by the fact that a visible portion of GAP initiatives are in post-conflict countries, where the pace of implementation is slow. Third, effective dissemination of the GAP's overall message to external audiences, particularly client countries, will be critical to ensuring country demand, buy-in and commitment. Fourth, the GAP's mainstreaming agenda may require additional instruments to ensure the sustainability of work on women's economic empowerment.

Next steps in terms of implementation include the allocation of GAP funding to help engender the Bank's emergency responses to the effects of the financial and food crises on women and families. In so doing, the GAP will work to ensure that women are targeted as economic agents, not merely victims of the crisis. The focus on responding to the twin crises should not supplant consideration to gender equality and the economic participation of women, but rather increase the need to include women in all Bank responses, including those aimed at employment, production and income generation.

## I. Introduction

1. **The World Bank Group Action Plan “Gender Equality as Smart Economics” supports efforts to advance women's economic empowerment in client countries in order to promote shared growth and accelerate the implementation of Millennium Development Goal 3 (promoting gender equality and women's empowerment).** The target of MDG3—eliminating gender disparities in education—is a critical, but not the only, vehicle to achieve gender equality. This Action Plan focuses on the equally important vehicle of women’s economic empowerment, which has received much less attention in development policy.

2. **To accomplish its objective, the Gender Action Plan (GAP) seeks to intensify and scale up gender mainstreaming in the economic sectors.** The economic sector includes four key markets (land and agriculture, labor, private sector development and finance) and infrastructure, which underpins access to all markets. The aim is to strengthen the gender focus of Bank Group lending and non-lending operations, and to increase Bank staff and policy makers’ awareness of the importance of women’s economic empowerment. As such, while the GAP falls within the broader framework of the Bank’s gender mainstreaming strategy, it focuses on the economic sectors *only*.

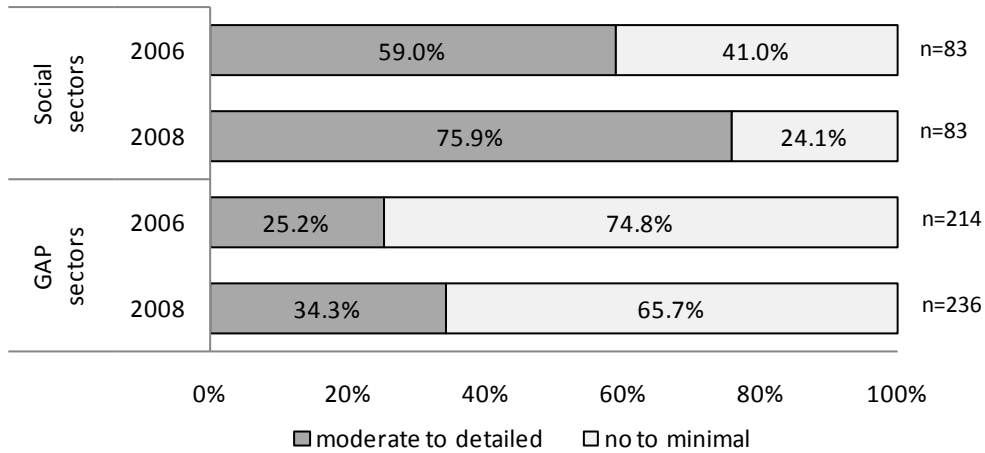
3. **Baseline data confirms the hypothesis behind the GAP’s sectoral focus: gender coverage is significantly lower in the economic sectors when compared to the social sectors.** A baseline review of all projects approved in FY06 with IBRD and/or IDA commitments conducted at the onset of the GAP showed that 59% of social sector projects included moderate or detailed gender coverage while only 25% of projects that covered GAP markets did so (Figure 1).

4. **FY08 data (see Figure 1) show that gender coverage has increased both in the economic and social sectors since the launch of the GAP, but the percentage increase in GAP sectors (36.1%) exceeds that in social sectors (28.6%).<sup>1</sup>** More rapid progress in GAP sectors is consistent with—but not conclusive proof of—GAP effectiveness.

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<sup>1</sup> Progress in social sectors may be a positive spillover from GAP implementation (and increased institutional attention to gender equality) or simply the continuation of long-term progress.

**Figure 1: Gender coverage in World Bank lending operations**  
(FY06 and FY08)



*Note:* Projects in GAP sectors fall under the following sector boards: Agriculture and Rural Development, Economic Policy, Financial Management, Financial & Private Sector Development, Public Sector Governance, Transport, Urban Development, Energy and Mining, Water and Sanitation and Global Information and Communications Technology. The remaining sector boards fall under social sectors.

Minimal coverage means gender is mentioned but no specific quantitative data are provided; moderate coverage means gender is included with specific quantitative data; detailed coverage means gender issues are discussed and presented with quantitative data and extensive background information.

*Source:* Rynestad and Garcia (2008) “Gender Action Plan Baseline review of the World Bank Portfolio”

**5. Progress in 2008 was marked by new commitments to women’s economic empowerment and the launch of new GAP initiatives.** These include the Bank’s new commitments to promote gender equality (Box 1), which were announced by President Zoellick at a side-event to the 2008 Spring Meetings, as he accepted an ‘MDG3 torch’ as part of Denmark’s ‘Global Call to Action on MDG3.’ In line with these new commitments, President Zoellick launched the Adolescent Girls Initiative (AGI) at an event on the sidelines of the 2008 Annual Meetings in October, while Managing Director Okonjo-Iweala chaired the first meeting of a Private Sector Leaders’ Forum at the World Economic Forum in Davos in January 2009.

**Box 1. Six WBG New Commitments on Gender**

1. To measurably improve the integration of gender equality into World Bank agriculture and rural developments projects by the end of the implementation of the GAP.
2. To channel, through the IFC, at least \$100m in credit lines at commercial banks for women entrepreneurs, by the end of 2012.
3. To have WB Country Directors report on what we are doing and what more we should be doing to empower girls and women economically in countries that we support.
4. To launch a work program on “young women count for economic development,” starting with an event prior to the 2008 Annual Meetings.
5. To create a Private Sector Leaders' Forum and convene the first meeting on the margins of the 2008 Annual Meetings.
6. To increase IDA Investments for Gender Equality.

6. **Mobilization of new resources for the GAP was also strong.** Total pledges to date total \$60.9 million—an additional \$36.4 million above the original four-year budget of \$24.5 million. Receipts to date total \$29.3 million. The Bank has disbursed funds to the GAP from the President’s FY07 contingency fund, the Development Grant Facility, incremental allocations in the FY08 and FY09 World Bank budget, and FY08 and FY09 matching funds from the regions and networks (Table 1).<sup>2</sup>

**Table 1: Financial Contributions to the GAP**  
(as of December 2008)

Source	Pledges <sup>1</sup>	Receipts <sup>2</sup>
Trust Fund	48,171,050	18,282,080
Bank Budget	12,729,277	10,979,271
<b>Total</b>	<b>60,900,327</b>	<b>29,261,351</b>

<sup>1</sup>Includes anticipated FY10 allocation of Bank budget based on current FY allocation.

<sup>2</sup>Includes anticipated receipts during the current fiscal year (through June 2009).

7. **By the end of 2008, Australia, Canada, Denmark, Finland, Germany, Iceland, Italy, the Nike Foundation, Norway, Spain, Sweden, and the United Kingdom had pledged a total of \$48.2 million to the GAP.** This includes pledges to the new Adolescent Girls Initiative (AGI), for which a separate multi-donor trust fund is being set up (Annex Table 2.1 lists donor pledges to the GAP and Table 2.2 lists donor pledges to the AGI).

8. **The GAP has used competitive processes that provide financial incentives as the main mechanism to increase Bank work on women’s economic empowerment.** To date, five competitive calls for proposals have been issued. In the two calls completed in 2007, 70 proposals for operational and analytical work were selected for funding for a total of \$7.1 million. In 2008, 26 proposals were funded through a research and impact evaluation call with a funding envelope of \$3.0 million and 35 proposals were awarded a total of \$0.8 million in two ‘Just-in-Time’ (JIT) calls for proposals. The objective of the JIT calls is to provide small grants in ‘top-up’ funding for activities that increase the focus on women’s economic empowerment in Bank operations and core analytical work.

9. **In the second year of the GAP, the largely demand-driven approach was complemented by strategic allocations to Bank regions and networks.** In addition to allocation through competitive calls, \$5.5 million was allocated through strategic awards to World Bank regions, including \$1.2 million for strategic regional activities in core areas important for the GAP, \$1.8 million for regional priorities in operations in

<sup>2</sup> Not included in this figure is IFC’s contribution with an in-kind equivalent of \$1.1m in funding and total additional matching funds allocated by Bank regions and networks to specific GAP activities (see paragraph 16).

agriculture and rural development, and another \$2.5 million for strategic country programs and regional capacity building (see Annex Table 2.3).

10. **As of January 2009, the GAP had allocated \$29.3 million to cover work in four main action areas in addition to specific initiatives such as the Adolescent Girls Initiative.** This work seeks to: mainstream gender in Bank lending and core operational work (46%); undertake pilot interventions to empower adolescent girls and adult women and measure impacts (19%); help build the business case for women’s economic empowerment and strengthen statistics to measure this empowerment (23%); and disseminate knowledge and build capacity (5%) (See Annex Table 2.4).

11. This report provides the second update on “Gender Equality as Smart Economics: A World Bank Group Gender Action Plan” (GAP), two years after implementation began in January 2007. It discusses accomplishments to date, challenges moving forward and next steps.

## II. Main Accomplishments

12. **Building on past experience, the GAP aims to mainstream gender in the economic sectors by using financial incentives to strengthen the business case and develop a critical mass of en-gendered operations and analytical work.** It starts from the premise that gender mainstreaming begins with development rationales and en-gendered operations rather than with institutional mandates and other organizational initiatives (such as staff training and work on gender indicators).<sup>3</sup> This was the case in the education sector, where rigorous research documented the benefits of educating girls, and substantial donor funding in support of operations was sufficient to fully mainstream gender issues in Bank operations. The importance of having dedicated resources was endorsed in an evaluation of the World Bank’s gender strategy in the 1990s; it showed that strategic seed financing can be effective in building institutional commitment to incorporating gender into analytical and operational work.<sup>4</sup>

13. **Financial incentives elicit substantial demand from Bank staff.** To date, a total of \$10.9m has been allocated through five different competitive calls for proposals. These calls together generated 307 proposals, 131 of which were funded.

14. **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

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<sup>3</sup> Mehra, R. and G. Rao Gupta (2008). “Gender Mainstreaming: Making it Happen,” in Buvinic, Morrison, Ofosu-Amaah and Sjoblom (eds.) *Equality for Women: Where do we stand on MDG3*, World Bank: Washington DC

<sup>4</sup> World Bank (2005). “Evaluating a Decade of World Bank Gender Policy: 1990-99,” Operations Evaluation Department. World Bank. Washington, DC.

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.

15. **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.<sup>5</sup> This percentage fell to 34 percent in the second call, to 31 percent in the Research and Impact Evaluation call, and to 28 percent for the two JIT calls.<sup>6</sup> 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’).

16. **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.<sup>7</sup>

17. **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 proposal seeks to influence over \$760 million in Bank operations or ESW.

18. **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.<sup>8</sup>

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<sup>5</sup> C. Grown (2008), “*Interim Report on Assessment of Gender Action Plan Implementation and Advisory Activities for PRMGE Deliverables.*”

<sup>6</sup> 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.”

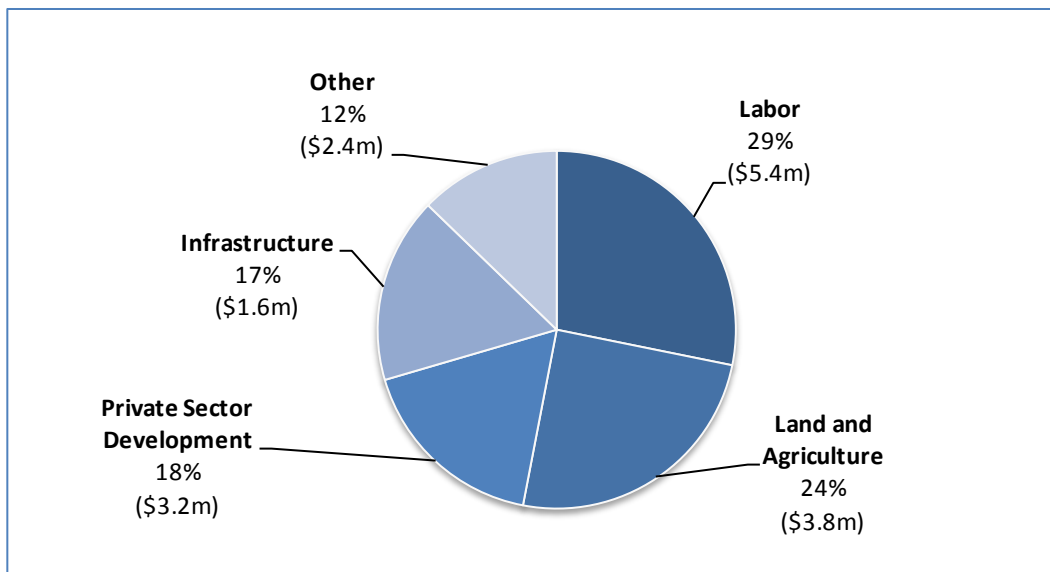
<sup>7</sup> C. Grown (2008) and PRMGE calculations

<sup>8</sup> 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.

## **Operations and Research**

19. **GAP funds provide incentives to mainstream gender in the economic sectors.** Most of the initiatives in Bank regions fall under the GAP's four thematic areas: private sector development, labor, infrastructure, land and agriculture, and other. A total of 149 initiatives have been supported accounting for \$16.5m (excluding the Results-based Initiatives, Adolescent Girls Initiatives, and the Doing Business Gender Project).<sup>9</sup> Annex 3 provides a full list of all GAP-funded initiatives, disaggregated by region, country and GAP sector.

**Figure 2: GAP-funded work by markets (149 initiatives)**  
(as of December 2008)



Note: the category 'other' includes cross-cutting work (e.g., capacity building) and work related to women's economic empowerment that falls outside of core GAP sectors (e.g., migration, conditional cash transfer programs etc.)

Source: GAP Second State of the Markets report

20. **The GAP moved away from its original idea of working in a relatively small number of focus countries and currently funds initiatives in 72 countries** (see Annex 3). The GAP Executive Committee decided early on to favor selecting the most relevant and well-designed proposals rather than those being implemented in selected focus countries. At the same time, however, a set of strategic country programs have emerged organically in Afghanistan, Kenya (with the aid of a senior staff position seconded by the Government of Sweden), Lao PDR, Liberia and South Sudan (with funding from the Government of Norway), among others.

<sup>9</sup> This section is based on the "GAP Second State of the Markets Report" —a monitoring report produced semi-annually by PRMGE with information from periodic grant monitoring reports submitted by project teams. See also Annex Table 2.4

21. **Examples of GAP-funded initiatives that directly influence operations include work to identify possible policy levers to increase women’s participation in labor markets and enhance the quality of their jobs.** The GAP supports active labor market programs in Argentina, Chile, Egypt, India, Morocco, Rwanda, and Tanzania. In Argentina, for instance, GAP funding is used to develop employment orientation tools for women and career ladders for domestic workers to be used in a \$200 million *Lifelong Learning and Training Project* and a \$350 million *Heads of Household Transition Project*. In this latter project, 400,000 low-income women are expected to benefit from the tools and training supported by the GAP.

22. **Targeting the agricultural sector, the GAP supported the *Gender in Agricultural Livelihoods Sourcebook*—a tool to support gender mainstreaming in Bank operations and analytical work.** GAP funds for the Gender in Agricultural Livelihoods (GAL) Sourcebook complemented other funding from FAO and IFAD, allowing for inter-agency collaboration. The Sourcebook has already been used to support the design of five Bank operations, including a project to increase women’s agricultural productivity and access to markets in Mali.

23. **GAP-funded operational work in infrastructure aims at making projects more responsive to the needs of women.** The majority of GAP-funded initiatives in infrastructure fall under transport and energy sectors. All but one target rural women as part of efforts to improve access to transport and energy in rural areas. For instance, GAP support for a rural electrification project has helped increase the connection rate of poor female-headed households in rural Lao PDR (see Box 2).

**Box 2. Lao PDR Rural Electrification Project**

*While female-headed households represent only 8% of all households in Lao PDR, they account for 43% of poor households. Funding from the World Bank (GAP) and AusAID, allowed Electricité du Laos to pilot test a revolving fund to subsidize household connection costs, thus enabling the poorest households to access electricity. In the rural pilot scheme, households repay loans through the regular monthly billing process from the savings incurred on traditional fuels (estimated to more than double monthly electricity bill costs).*

*Connection rates in the 20 pilot villages increased from 78% to 95% overall, and from 63% to 90% for female-headed households. The power company has begun to roll out the project to three other provinces and targets 1,800 more connections by the end of 2009 and 8,000 by end of 2010. Assuming an average of 5.2 members per family, this project has the potential to reach 50,000 direct beneficiaries by the end of 2010. Opportunities are being sought to replicate the model in other countries.*

*GAP funding in the amount of US\$65,000 helped to leverage additional funding from AusAID in the amount of US\$500,000 to expand the rollout of electricity and the Revolving Fund model.*

24. **GAP has also financed work to address women’s transport needs.** In Afghanistan, a GAP-funded study analyzed patterns of mobility and transport among rural men and women in six provinces with the aim of helping the *National Rural Access*

Program design effective interventions that improve rural access and mobility for both women and men. As part of the ongoing *Public Transport Technical Assistance* to the Palestinian Authority, a GAP-funded initiative aims to encourage the development of a gender-friendly transport supply in order to enhance women's mobility. GAP funding also enables Bank staff to address different dimensions of women's mobility and access in transport projects such as the *Iraq Emergency Community Infrastructure Rehabilitation Project* and the *Yemen Transport Sector Work* (see Box 3.)

**Box 3. Addressing Women's Transport and Income Needs in Iraq and Yemen**

*A GAP-funded feasibility study is linked to the **Iraq Emergency Community Infrastructure Rehabilitation Project**, which aims to create rural employment and rehabilitate rural infrastructure at the community level. The study—on the provision of microfinance services to small-scale farmers in Iraq—is designed to shape activities to maximize women farmers' engagement in income producing activities.*

*Survey data in Yemen are being used to assess the degree to which the transportation system is responsive to women's needs and facilitates (or discourages) women's economic activities. Findings of the study will mainstream gender in the diagnostic and reform measures to be prepared through the **Yemen Transport Sector Work**.*

**25. In terms of women's access to finance, GAP initiatives implemented by the IFC are beginning to show sizeable on-the-ground results.** In Tanzania, IFC provided a \$5 million credit line to finance women entrepreneurs with small and medium enterprises, along with business advisory services that were in part funded by the Canadian International Development Agency (CIDA) and the Gender Action Plan. The partnership with a commercial bank also supported a microfinance leasing institution to reach up to 30,000 women-owned micro-enterprises—clients that the commercial bank would not have previously targeted. The access to finance activity in Tanzania continues to deliver bottom-line results and has since informed the ongoing advisory service activities in Senegal, also partially-funded by the GAP. Based on the success of the Tanzania and Senegal programs and lessons learned, IFC envisages replicating the program.

**26. Progress is also underway to meet the new WBG's commitment to channel, through the IFC, at least \$100 million in credit lines for women entrepreneurs by the end of 2012.** Since March 2008, IFC has provided additional credit lines of \$48 million for women entrepreneurs from 5 commercial banks in 12 countries.

**27. The GAP is well on track in terms of building the evidence for women's economic empowerment,** including analytical work on programs designed to support female employment. The GAP is financing: (i) experiments with the provision of training, coaching and/or credit to female entrepreneurs (Tunisia, Tanzania, Uganda, South Sudan, and Nicaragua); (ii) evaluations of the effect of subsidized daycare on parents' labor market participation and earnings (Mexico and Brazil); and, (iii) evaluation of targeted training and intermediation services (Chile). In addition, the GAP partnered with the Spanish Fund for Impact Evaluation to undertake gender-disaggregated analysis

of the impact of five active labor market projects: youth vocational training projects in the Dominican Republic, Honduras and Uganda; a public works program in India; and financial literacy training for women in Sri Lanka. Five Adolescent Girls Initiatives will add to this body of research by testing interventions that aim to smooth young women's transition into productive employment.

**28. The GAP also funds a strategic set of activities to improve the collection, quality and use of sex-disaggregated and statistics on women's economic empowerment.** To this end, the GAP has forged strategic partnerships both within and outside the Bank (see Box 4). For instance, the GAP has partnered with the UN in support of the Marrakesh Action Plan for Statistics (MAPS) to improve the availability and quality of sex-disaggregated employment data and funds the collection of labor market statistics in Afghanistan, Bolivia and Tanzania. In Afghanistan, the National Risk and Vulnerability Survey is being expanded to collect data on women's economic participation and contributions to household welfare; the analysis of the data collected will inform the formulation and monitoring of the Afghanistan National Development Strategy (PRSP), within which the government has given gender issues high priority.

#### **Box 4. GAP Initiatives on Statistics**

- *An Inter-Agency Expert Group on Gender Statistics (WBG, UNSD and other UN agencies) to promote global collaboration in producing using and building capacity on gender statistics at the country level.*
- *A three-year capacity building program for national statistical systems in ECA countries to improve the collection, use, and reporting of gender statistics in partnership with the UN Economic Commission for Europe.*
- *Creation of a Gender Module for ADePT, a Stata software platform that produces automated poverty tables commonly used by Bank's poverty assessment teams.*
- *Increased access to cross-country, sex-disaggregated data from Living Standards Measurement surveys and improving the quality of data household surveys can provide on women's use of financial services.*
- *A dataset of sex-disaggregated statistics on women's economic empowerment for middle and low income countries generated in collaboration with the Luxembourg Income Study (LIS).*
- *A multiyear data collection and research plan to improve availability of data on individual-level asset ownership, produce better statistics on women's asset ownership, and promote additional research, developed in collaboration with a team of academic researchers.*

**29. The Results-based Initiatives (RBI) launched under the GAP are beginning to generate increased economic opportunity for women.** RBIs are pilot interventions designed—in partnership with UNIFEM and ICRW—to empower women economically, measure the key indicators of this empowerment, and undertake rigorous impact evaluations to determine if outcomes are attributable to the interventions. RBIs are currently under implementation in seven countries (Egypt, Kenya, Liberia, Cambodia, Lao PDR, Nicaragua, and Peru); they address different GAP issues including employment, earnings and working conditions for women, and access to credit. For

instance, the RBI in Egypt promotes gender equity in private firms through a voluntary training and certification program (Box 5).

**Box 5. RBI - Gender Equity Model Egypt (GEME)**

*GEME is a firm certification program designed to promote gender equity in private firms in Egypt. Olympic Group (OG)—a firm with over 7,500 employees in Egypt, Saudi Arabia and Sudan—is one of the participating firms. Preparing for GEME certification, OG staff conducted a self-assessment and developed an action plan to promote greater gender equity in the firm. Staff were trained and an internal social marketing campaign was launched. In parallel, OG developed new policies covering gender equity in promotion, reward and recognition, transfers, grievance, flexible working hours, and performance development. An Employee Opinion Survey was conducted and a human resources scorecard was launched to track gender equity on a monthly basis.*

*The firm lists the following results to date: (i) improved image as an employer; (ii) increased percentage of female employees in OG (from 15% in Jan 2008 to 17.7% in Dec 2008); (iii) improved equality and employee satisfaction; and, (iv) greater innovation and creativity. Looking ahead, OG management is confident that the firm will pass their certification audit and obtain the Gender Equity Seal.*

**30. The GAP has partnered with the Doing Business Project to further advance the agenda for women’s economic empowerment—both inside and outside the Bank.** The Doing Business Gender Project identifies laws and regulations that discriminate against women; assesses which reforms benefit women the most; and produces regional publications and entrepreneurial case studies for reform. The project has produced publications and Entrepreneurial Case Studies such as the regional reports *Doing Business: Women in Africa* and *Economic Opportunities for Women in East Asia and the Pacific*. It is also developing a Women’s Economic Opportunity Index that will provide countries with indicators to measure the business environment for women.

**31. As part of this partnership, a Gender Law Library was formally launched in 2008.** The Doing Business Gender Project’s Gender Law Library was formally launched in October 2008 with the participation of Heidemarie Wieczorek-Zeul, Germany’s Minister of Economic Cooperation and Development. The library tracks thousands of laws and regulations affecting women entrepreneurs and female employees in 181 countries. It includes different topics such as gender equality, family and inheritance law, labor law and data on six relevant Doing Business Indicators: starting a business, getting credit, property rights, enforcing contracts, paying taxes, and employing workers.<sup>10</sup> The library has been formally moved to the Enterprise Analysis Unit of the Indicators and Analysis Group (which also includes the Doing Business project). There is a long-term commitment to building, maintaining and updating the data and the GAP Doing Business project will continue to provide staff funding and other support.

<sup>10</sup> See [www.doingbusiness.org/genderlawlibrary/](http://www.doingbusiness.org/genderlawlibrary/)

### **New GAP Initiatives**

32. **As part of the six new WBG commitments to promote gender equality (see Box 1), President Zoellick launched an initiative to promote the economic empowerment of older adolescent girls and young women in October of 2008.** The Adolescent Girls Initiative (AGI) began in Liberia in 2008 through a partnership between the Bank, the Nike Foundation and the Governments of Liberia and Denmark. It was then expanded to include Afghanistan, Nepal, Rwanda, and South Sudan.

33. **The AGI strives to smooth the path to productive employment for old adolescent girls and young women in low-income, post-conflict countries** over a three-year time horizon (2009-2011). In addition to the initial five countries, background studies are being conducted in Lao People's Democratic Republic and Papua New Guinea, with a view to potentially expanding the initiative to these countries. The criteria for selecting participating countries include country ownership and commitment, and opportunities to scale up within and outside Bank operations. To strengthen the evidence on how to empower adolescent girls and young women economically, the initiative will rigorously evaluate a core set of promising interventions, including skills and vocational training services.

34. **The GAP Private Sector Leaders Forum (PSLF)—formally launched in January 2009—also responds to the WBG's new commitments to promote gender equality.** The PSLF was launched by Managing Director Ngozi Okonjo-Iweala at the World Economic Forum in Davos in January 2009 as a public-private partnership between the World Bank and leading private sector companies to promote female employment and gender equality. It is comprised of nineteen private sector leaders (see Annex 1 for full list of members) committed to women's economic empowerment in key areas such as core business, strategic philanthropy, diversity and inclusion. The next PSLF meeting will be held in Turkey in October 2009 in the margins of the Annual Meetings.

### **External reach of the GAP**

35. **The GAP has been instrumental in helping to focus donor and client attention to, and collaboration on, the importance of women's economic empowerment for development.** Since its inception, three new members have joined the GAP's Advisory Council (AC) of 14 members, and 19 private sector leaders have formed the Private Sector Leaders Forum. The GAP has collaborated closely with a number of external partners, including the Asian Development Bank, the International Center for Research on Women (ICRW), INSEAD, OECD/DAC Gendernet, UNIFEM, and Vital Voices.

36. **AC members have continued to be active in raising international attention to the importance of women's economic empowerment.** Following Germany's initiative to incorporate the issue of women's economic empowerment in the 2007 G8 Summit Declaration, Denmark organized a 'Global Call to Action on MDG3' torch campaign in

2008 and obtained 100 commitments from important development actors to promote gender equality and the empowerment of women.

### III. Challenges and Next Steps

#### Challenges

37. **Consolidating the GAP's gains in the economic sectors may require additional time beyond the GAP's current end date of December 2010.** Results from GAP funded operational work, research and impact evaluations should provide information and best practices that make the economic case for gender equality and women's economic empowerment. Building such evidence is a key pillar of the GAP's strategy to enhance the way the Bank does business. However, it is unlikely that all of this work will be available in time to disseminate results prior to GAP completion in December 2010. The GAP 'fast tracked' its design (in 100 days) and 'front loaded' implementation as much as it was possible, but many of the initiatives it has funded have 2 or 3 year timeframes. Speeding the implementation of GAP work and the dissemination of lessons learned is a key challenge.

38. **A portion of GAP funded work is being implemented in post-conflict countries, where the pace of implementation is slow and there is always a risk that fragile peace conditions may not hold.** Four out of the five Adolescent Girls Initiatives, for instance, are being implemented in post-conflict countries, and GAP also supports an extensive program beyond the AGI in Afghanistan and South Sudan. In all, the GAP works in 13 countries listed as fragile states.

39. **The GAP needs to develop effective dissemination of its overall message and findings to external audiences.** Will the empirical rationale for women's economic empowerment resonate outside the Bank? Bank staff in the economic sectors cite client country resistance as a serious and enduring obstacle to mainstreaming gender within Bank activities.<sup>11</sup> At the same time, client country demand is one of the strongest levers to influence Bank operations and analytical work. So, it will be increasingly important to disseminate GAP findings on the business case for women's economic empowerment to elicit client country demand, commitment and buy-in. To date, the GAP has focused on broadening its internal reach, but effective dissemination to client countries is a critical challenge.

40. **In addition to dissemination, the GAP's mainstreaming agenda may require additional instruments to ensure the sustainability of work on women's economic empowerment over time.** Dissemination and capacity building are important but not a panacea, and the GAP needs to seek internal alliances and explore additional vehicles to

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<sup>11</sup>Based on preliminary findings from surveys and interviews conducted by an independent firm for the ongoing GAP Mid-term Review

increase the likelihood that the knowledge and lessons it generates will endure and continue to be applied in operational and analytical work. One such promising vehicle is the IDA16 replenishment, which can serve to move the GAP agenda forward beyond 2010.

### Next Steps

41. **The GAP will allocate its next tranche of funding to help en-gender the Bank's emergency responses to the effects of the financial and food crises on women and families.** The combined shocks of the food and financial crises have gender-specific effects that need to be addressed in the Bank's crisis responses, both to mitigate possible detrimental effects on gender equality and maximize long-term development outcomes. In response, the GAP will allocate this year's uncommitted funding envelope of \$3.2 million through competitive calls for operational and core analytical work, giving preference to Bank responses to the crises and to research on the impact of the crises on women's economic empowerment.

42. **The GAP will work to ensure that women are targeted as economic agents, not merely victims of the crisis.** Empirical evidence on the impacts of financial crises on women and families is limited. The GAP, through its support for research and statistics, is well-placed to begin closing this evidence gap. The GAP can also play a role in ensuring that the Bank Group's emergency investments will support women's economic participation. What will be key here is to foster a shift from traditional approaches that target women and children for health and nutrition interventions, to interventions that target women as economic agents.

43. **While the financial crisis may warrant some caution with respect to achieving the objectives of the GAP, the agenda for women's economic empowerment is more relevant than ever.** The focus on responding to the twin crises should not supplant consideration to gender equality and the economic participation of women, but rather increase the need to include these concerns in the Bank's responses to maximize their development impact.

## **Annex 1. Gender Action Plan: Membership of Governing and Advisory Bodies**

### **Members of the Advisory Council on Women's Economic Empowerment** *as of March 2009*

Danny Leipziger (Chair), Vice President and Head of Network, Poverty Reduction and Economic Management Network (PREM)

Heidemarie Wieczorek-Zeul, (Honorary Co-Chair), Minister for Economic Cooperation and Development, Germany

Richard Carey, Director, OECD Development

Gunilla Carlsson, Minister for International Development Cooperation, Sweden

Maria Eitel, President, The Nike Foundation

Ingibjörg Sólrún Gísladóttir, Minister for Foreign Affairs, Iceland

Håkon Arald Gulbrandsen, State Secretary for International Development, Ministry of Foreign Affairs, Norway

Nyaradzai Gumbonzvanda, General Secretary, World YWCA

Suzanne Kindervatter, Vice President for Strategic Impact, InterAction

Mark Lowcock, Director General for Policy and International, UK – DFID

Mahmoud Mohieldin, Minister of Investment, and World Bank Governor, Egypt

Soraya Rodriguez, Secretary of State for International Cooperation, Spain

Ulla Pedersen Tørnæs, Minister for Development Cooperation, Denmark

*Vacant*, Canadian International Development Agency, Canada

### **Members of the Private Sector Leaders Forum** *as of March 2009*

Lloyd Blankfein, Chairman, Chief and Executive Officer The Goldman Sachs Group, Inc. USA

Henryka Bochniarz, President, Boeing Central and Poland Eastern Europe

Frank J. Brown, Dean, INSEAD France

John T. Chambers, Chairman and Chief Executive Officer, Cisco Systems, Inc. USA

Kristin Clemet, Chair, Norfund Norway

Samuel DiPiazza, Chief Executive Officer, PricewaterhouseCoopers UK

Kevin L. Kelly, Chief Executive Officer, Heidrick & Struggles USA

Nancy Killefer, Senior Director, McKinsey & Company USA

Sung-Joo Kim, Chairperson and Chief Executive Officer, Sungjoo Group/MCM Group Korea/  
Germany

Wendy Luhabe, Founding Member, Women Private Equity Fund South Africa

Marylin Carlson Nelson, Chair, Carlson USA

Hüsnu Özyeğin, Chairman, Finansbank Turkey

Nitin Paranjpe, Chief Executive Officer and Managing Director, (HUL) Hindustan Unilever Ltd.  
India

Mark Parker, President and Chief Executive Officer, Nike Inc. USA

Peter Sands, Group Chief Executive, Standard Chartered PLC UK

James Turley, Chairman and Chief Executive Officer, Ernst & Young USA

Elena Viyella de Paliza, President, Grupo Inter-Quimica S.A. Dominican Republic

Yang Lan, Chair, Sun Media, China Investment Holdings

Mona Zulficar, Chair, Executive Committee, Shalakany Law Office Egypt

### **Members of the Executive Committee**

*as of March 2009*

Mayra Buvinic (Chair), Director, PREM Gender and Development (PRMGE)

Shaida Badiee, Director, Development Data Group (DECDG)

Christina Biebesheimer, Chief Counsel for Judicial Review, Law and Development - Justice Reform (LEGVP)

Roumeen Islam, Manager, World Bank Institute - Poverty Reduction & Economic Management Unit (WBIPR)

Karin Erika Kemper, Sector Manager, South Asia Social Development (SARVP)

Caroline Kende-Robb\*, Sector Manager, Social Development Department (SDN)

Maureen Lewis, Adviser, Human Development Network Office of the Vice President (HDNVP)

Magda Lovei, Sector Manager, East Asia & the Pacific Operations and Policy (EASOP)

Ritva Reinikka, Sector Director, Middle East and North Africa Social & Economic Development

Ana Revenga, Sector Director, PREM Poverty Reduction Group (PRMPR)

E. Gail Richardson, Senior Operations Officer, Operations Policy and Country Services Results Secretariat (OPCRX)

Jaime Saavedra, Sector Manager, Latin America & the Caribbean Poverty and Gender (LCSP)

Sarosh Sattar\*, Senior Economist, Europe & Central Asia Poverty Reduction/Economic Management (ECSPE)

Sudhir Shetty, Sector Director, Africa PREM Front Office (AFTPM)

Monika Weber-Fahr, Manager, Sustainable Business Innovator, International Finance Corporation (CESSB)

## Annex 2. Gender Action Plan Budget

**Annex Table 2.1 Donor Pledges for the Gender Action Plan**  
(All sources as of December 31, 2008)

<b>COUNTRY</b>	<b>Amounts in US\$</b>
Australia	\$ 678,390
Canada	\$ 1,428,735
Denmark	\$ 1,412,352
Finland	\$ 1,433,445
Germany	\$ 3,150,748
Italy	\$ 1,403,333
Iceland	\$ 900,000
Norway*	\$ 12,131,920
Spain	\$ 4,109,290
Sweden (MFA)	\$ 2,999,970
Sweden (SIDA)	\$ 782,912
UK	\$ 1,724,624
<b>Total</b>	<b>\$ 32,155,720</b>

\*Norway's contribution is subject to annual parliamentary approval; Figure includes FY07 contribution from preexisting Norwegian Trust Fund for Gender Mainstreaming (GENFUND).

**Annex Table 2.2 Donor Pledges to the Adolescent Girls Initiative\***  
(All sources as of December 31, 2008)

<b>COUNTRY</b>	<b>Amounts in US\$</b>
Norway	\$ 2,157,497
The Nike Foundation	\$ 3,000,000
Denmark (DANIDA)	\$ 1,924,335
Denmark	\$ 3,000,000
Sweden	\$ 3,000,000
UK	\$ 2,933,498
<b>Total</b>	<b>\$ 16,015,330</b>

\*Includes pledges to Economic Empowerment of Adolescent Girls (EPAG) and Adolescent Girls Initiative I MDTFs.

**Annex Table 2.3 GAP Expenditures and Commitments, by Expense Categories**  
(FY07-FY09)\*

	Competitive Calls <sup>1</sup>		Strategic Allocations <sup>2</sup>		Totals
	Number of initiatives	Amount (US\$)	Number of initiatives	Amount (US\$)	
<b>Regions and Networks<sup>3</sup></b>					
AFR	31	\$ 2,572,080	5	\$ 3,034,203	
EAP	16	\$ 1,703,500	2	\$ 450,000	
ECA	10	\$ 715,000	2	\$ 450,000	
LCR	20	\$ 2,132,830	2	\$ 450,000	
MNA	14	\$ 957,960	2	\$ 450,000	
SAR	18	\$ 1,199,500	2	\$ 450,000	
Global <sup>4</sup>	22	\$ 1,659,000	3	\$ 262,414	
<b>Total</b>	<b>131</b>	<b>\$ 10,939,870</b>	<b>18</b>	<b>\$ 5,546,617</b>	<b>\$ 16,486,487</b>
Results-based Initiatives (DGF)				\$ 4,026,000	
Adolescent Girls Initiative <sup>5</sup>				\$ 1,000,000	
<b>Total</b>				<b>\$ 5,026,000</b>	<b>\$ 5,026,000</b>
Doing Business				\$ 2,401,281	
Economic and Sector Work				\$ 410,000	
Research and Statistics <sup>6</sup>				\$ 2,204,636	
Communications and Capacity Building				\$ 1,363,000	
<b>Total</b>				<b>\$ 6,378,917</b>	<b>\$ 6,378,917</b>
Implementation and Coordination					\$ 1,370,000
<b>TOTAL</b>					<b>\$ 29,261,404</b>

<sup>1</sup>Refers to: two competitive calls in 2007 and three competitive calls in 2008 (one for research and impact evaluation, and two Just-in-Time calls).

<sup>2</sup>Refers to strategic allocations for: regional priorities (\$1.2 million), regional ARD sectors (\$1.8 million), the Tanzania Business Incubator project (\$1.4 million), strategic country programs in South Sudan (\$720,000), and regional capacity building and statistics (\$473,000).

<sup>3</sup>Allocations to PRMGE are included in the figures in the following two rows. Excluding implementation and coordination, the Adolescent Girls Initiative and the Doing Business Gender Project, the total amounts to \$4.7 million.

<sup>4</sup>Initiatives covering more than one region is labeled as global.

<sup>5</sup>Includes receipts to date for the Adolescent Girls Initiative in Liberia *only*. Work has begun in another four countries with in-kind contributions from Bank budget.

<sup>6</sup>Includes \$1 million of DGF for the Marrakesh Action Plan for Statistics in addition to other research, statistics and capacity building initiatives.

**Annex Table 2.4 GAP Expenditures and Commitments, by Action Area**  
(FY07-FY09)\*

	<b>Totals</b> (US\$)	<b>% of total</b> <b>allocated</b>
Action Area 1 - ESW & Operations <sup>1</sup>	\$ 13,352,611	46%
Action Area 2 - RBIs <sup>2</sup>	\$ 5,429,333	19%
Action Area 3 - Research, IE, and Statistics <sup>3</sup>	\$ 6,612,460	23%
Action Area 4 - Communication & Capacity Building	\$ 1,497,000	5%
<i>Allocated to GAP Action Areas</i>	\$ 26,891,404	92%
Adolescent Girls Initiative <sup>4</sup>	\$ 1,000,000	3%
Coordination & Implementation	\$ 1,370,000	5%
<b>Sub-Total GAP</b>	<b>\$ 29,261,404</b>	<b>100%</b>

<sup>1</sup>Includes Doing Business Report and [South] Sudan GAP initiatives.

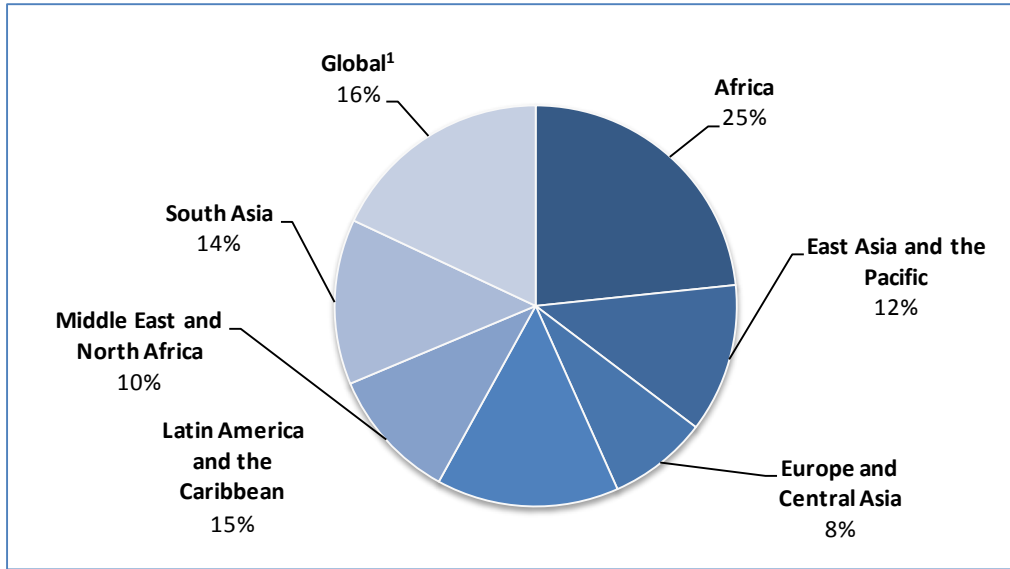
<sup>2</sup>Includes DGF and GAP-funded RBIs and the Tanzania Business Incubator project.

<sup>3</sup>Includes DGF-funded Marrakesh Action Plan for Statistics.

<sup>4</sup>Includes receipts to date for the Adolescent Girls Initiative in Liberia only.

### Annex 3. GAP Initiatives in Regions and Countries

**Annex Fig. 3.1 Regional Breakdown of GAP Initiatives (149 total)**  
(As of December 31, 2008)



<sup>1</sup> Initiatives that cover more than one region were classified as ‘global’

Annex Table 3.1 Countries where GAP Initiatives are underway

<i>Low-income countries:</i>		<i>Fragile states<sup>1</sup>:</i>	<i>Middle-income countries:</i>	
Bangladesh	Mozambique	Afghanistan	Albania	Kazakhstan
Bosnia and Herzegovina	Nepal	Angola	Argentina	Lebanon
Burkina Faso	Pakistan	Cambodia	Bolivia	Mexico
Ethiopia	Rwanda	The Gambia	Brazil	Morocco
Ghana	Senegal	Guinea	Bulgaria	Namibia
Honduras	Sri Lanka	Kosovo	Chile	Nicaragua
Kenya	Tajikistan	Lao PDR	China	Panama
Kyrgyz Republic	Tanzania	Liberia	Dominican Republic	Paraguay
Lesotho	Timor Leste	Nigeria	Ecuador	Peru
Macedonia	Uganda	Papua New Guinea	Egypt	Philippines
Mali	Vietnam	Sierra Leone	Guatemala	South Africa
Malawi	Yemen	South Sudan	Honduras	Tajikistan
Moldova	Zambia	Uzbekistan	India	Thailand
			Indonesia	Tunisia
			Iran	Turkey
			Iraq	West Bank and Gaza
			Jordan	

<sup>1</sup>Using the latest (2007) World Bank’s definition of fragile states, i.e., low-income countries scoring 3.2 and below on the Country Policy and Institutional Assessment (CPIA), <http://go.worldbank.org/HCP9BFLFLO>.

## GAP INITIATIVES<sup>12</sup>

### LABOR

*To inform policies and programs to promote female employment, and to expand the knowledge base of gender issues in labor market, the GAP seeks to improve statistics on women's labor force participation in both formal and informal sectors. The GAP also aims to promote policy dialogue with client countries to increase women's labor force participation and to design and implement pilot projects to promote women's employability and earnings. Currently, the GAP supports the following labor market activities:*

#### **Operational work in labor markets:**

- Engendering emergency National Workfare Support Project (I. Wiederhofer, Timor-Leste)
- Mainstreaming gender into 2 projects: Heads for Household Project and Lifelong Learning and Training Project (T. Jones, Argentina)
- Gender component in Lifelong Learning Project (D. Ringold, Chile)
- Adolescent Girls Initiative (pilot projects to provide relevant skills training for adolescent girls, matched to paying jobs) in Afghanistan, Liberia, Nepal, Rwanda, and South Sudan.

#### **Analytical work:**

- **Studies on:**
  - Gender and enterprise development in Africa (M.C. Hallward-Driemeier, Regional Africa)
  - Gender gaps in entrepreneurial performance among firms (E. Bardasi, Regional Africa)
  - Earning differentials between men and women (K. Ezemenari, Rwanda).
  - The effect of child labor, marriage and bride price on economic opportunities for women (K. Beegle, Tanzania)
  - Gender productivity gap in cotton sectors (J. Baffes, Uganda)
  - Gender differences of time use in poor households (E. Bardasi, Guinea )
  - Changes in women's work and time allocation induced by economic growth and migration (D. Van de Walle, China)
  - Equitable Benefit Sharing in Workfare Projects (Timor-Leste)
  - Family friendly policies on women's employment (E. Bardasi, Russia).
  - Gender effects of retirement policies and regulations and gender effects (E. Bardasi).
  - Review: interventions to improve women's employability and quality of work (E. Bardasi).
  - How women have benefited from economic reforms and growth in the region (S. Sattar, Regional ECA).
  - Private firms' labor demands for young women (D. Angel-Urdinola, Kosovo)
  - Employment constraints faced by minority women (D. Angel-Urdinola, Macedonia)
  - Population aging and policy options (A.M. Bakilana, Russia)
  - Determinants of female labor participation and policy levers (D. Angel-Urdinola, Turkey)
  - Gender gaps in entrepreneurial performance (E. Bardasi, LCR Regional)
  - The effects of labor market flexibility and changes in employment legislation on female employment (E. Bardasi, LCR Regional)
  - Reducing gender-based differences in formality in productivity (Y. S. Sakho, Bolivia)

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<sup>12</sup> Names of TTLs and countries where projects are being implemented are in parenthesis.

- Impacts of Bolsa Familia transfers, changes in labor markets opportunities for women, and the role of productive inclusion policies at the local levels (E. Murrugarra, Brazil)
- Women's formal and informal employment (A. Coudouel, Nicaragua)
- Women's economic participation (G. Sanchez, Paraguay)
- Impact of conflict and occupation on women (M. Brhane, West Bank and Gaza)
- Demographic change and women's labor supply (N. Sinha, Bangladesh)
- Gender and rural labor (G. Carletto, Global)
  
- **Impact evaluations of :**
  - BRAC implemented Project to strengthen income-generation activities of vulnerable women (M. Goldstein, South Sudan)
  - BRAC implemented adolescent development project to girls' life-skills and income generation skills training, and access to microfinance (M. Goldstein, Tanzania, Uganda).
  - Program that gives cash and equipment grants to male and female self-employed business owners (D. McKenzie, Ghana)
  - TASAF II project component that promotes female entrepreneurship among vulnerable women in community driven projects (B. Ozler, Tanzania)
  - Women's Development Initiative Program that provides grants and group facilitation to women's cooperatives (A. Legovini, Ethiopia)
  - Uganda Citizen Report Card at Community Level Program (D. de Walque, Uganda)
  - Youth Opportunities Program: vocational training (S. Namara, Uganda)
  - Training program on women's labor force participation (D. Ringold, Chile)
  - Day care program (S. Martinez, Mexico)
  - Rio de Janeiro's public day-care program (P. Olinto, Brazil)
  - Youth vocational training program (C. Tesliuc, Dominican Republic)
  - Youth vocational training program, Mi Primer Empleo (M. Salazar, Honduras)
  - Entrepreneurship training project (D. McKenzie, Sri Lanka)
  - National Rural Employment Guarantee (R. Murgai, India)
  
- **Statistics:**
  - Expansion of the National Risk and Vulnerability Survey to collect data on women's economic participation and conduct analysis (T. Vishwanath, Afghanistan)
  - Cross-country study on Engender Employment Lab, an electronic toolbox to systematically monitor labor market outcomes and trends (P. Paci).
  - Luxembourg Income Study for the generation of sex disaggregated statistics on women's economic empowerment (E. Bardasi).
  - Labor Market Survey experiment to improve labor market statistics collection in developing countries (E. Bardasi and K. Beegle, Tanzania)

## **PRIVATE SECTOR DEVELOPMENT (PSD)**

*Women's entrepreneurship and its contribution to economic growth are increasingly being recognized around the world as an important engine of development. To further advance women's economic empowerment the Gender Action Plan commits to improving women's access to formal financing through private banks, promoting gender responsiveness in private sector operations (including the extractive industry), and engendering private sector development strategies. The GAP supports the following PSD activities:*

### **Operational work:**

- IFC GEM training for IFC staff (capacity building) (Z. Youssoufou, Global)
- Mainstreaming women's economic empowerment into projects (G. Brown, Regional EAP)
- Mainstreaming gender in access to finance pilot (M. Weber, Uganda)
- Access to finance for women entrepreneurs in Africa (Z. Youssoufou, Tanzania)
- Access to finance for women entrepreneurs in Africa (Z. Youssoufou, Senegal)
- Extractive industries and women empowerment (A. Eftimie, Global)
- Rural women's livelihoods from artisanal and small scale mining (A. Eftimie, Global)
- Strengthening gender equity in the private sector (M. E. Castro, Chile)
- Strengthening gender equity in the private sector (M. E. Castro, Argentina)
- Engendering the Rwanda Demobilization and Reintegration Project (P. Peeters, Rwanda).
- Women participatory value chain development in Chhattisgarh (B. Verardo, India)
- Supporting women in enhancing profitability of their enterprises for improved livelihood (N. Githagui, Kenya)

### **Analytical work and Capacity Building:**

- Feasibility Study for Provision of Microfinance Services to Small Scale Women Farmers (R. Akeel, Iraq)
- Financial literacy and investment choice as means to female empowerment (B. Husnain Zia, Indonesia & Philippines)
- Randomized experiment of gender differences in microenterprise dynamics (D. McKenzie, Sri Lanka)
- Gender chapters in Investment Climate Assessments (ICA) (E. Bardasi, Cameroon, Ethiopia, Nigeria and Tanzania)
- ICAs Gender Analysis and Outreach (M. Weber, Regional Africa)
- Gender Entrepreneurship Investment Climate Report (C. Thioro Niang, Sri Lanka)
- Economic empowerment of women (C. Ruggeri Laderchi, Ethiopia)
- Enabling Entrepreneurship to Empower Women: Using Rural Investment Climate Surveys to Examine Constraints to Job Creation (P. Paci and B. Rijkers, Global)
- Doing Business Gender Project (A. Morrison, Global)
- Turning Theses into Enterprises (R. Grun, Tunisia)
- Money or Ideas? Evidence from a field experiment to understand barriers to female entrepreneurship (G. Mansuri, Pakistan)
- Strengthening Rural Women's Economic Empowerment through information and social capital (R. Vakis, Nicaragua)
- Empowering female migrant workers and their families through improving access to finance (D. Sitorus, Indonesia)
- Promoting women entrepreneurship in Central America (Y. Wang, Central America)
- Gender gaps in entrepreneurial performance among firms (S. Sabarwal, Regional ECA)

## LAND AND AGRICULTURE

*Initiatives in the land market focus on women's land rights and women's ability to claim these rights. In particular, activities focus on assisting governments with ongoing land reform processes and building the evidence on the impact on women's access to credit, levels of agricultural productivity and household welfare (e.g. income, consumption) of changes in land-related laws and processes, such as land titling. GAP-funded work on agriculture covers a broad range of activities related to off-farm employment, water resources and irrigation, access to markets, and decision making in rural/agricultural development projects.*

### **Operational work:**

- Integrating Gender-Responsive Action in “Fostering Agricultural Productivity in Mali Project” Operationalizing the Gender in Agriculture Sourcebook (E. Pehu, Mali)
- Women's agriculture and Food Processing Activities (Y. Sangho, Mali)
- Gender & aquaculture (E. Pehu, Regional Africa)
- Empower women in small scale fisheries (I. Hewawasam and M. Hatziolos, Regional Africa)
- Women empowerment in rural development (W. Zhou, China)
- Improving Land Tenure for Women in Honduras (M. B. Orlando, Honduras)
- Women agricultural producers and irrigation in the Sierra (M. Lajaunie, Peru)
- Engendering markets (D. Umali-Deinger/Grahame Dixie, India)
- Women's participation in rural enterprise development program (A. Olesen, Afghanistan)
- Empowering women: pilot in Rajasthan (A. M. Khan, India)
- Pilot-testing and Training - Gender and Land Tenure Module of the Gender in Agricultural Livelihoods (GAL) Sourcebook (E. Pehu, Global)
- Improving governance and gender equity in rural services (E. Pehu, Global)
- Regional awards for gender mainstreaming gender in ARD operations (all six regions)

### **Analytical work:**

- Land Titling and Deeds Registration as means for Women Economic Empowerment in Ghana (B. Allah-Mensah, Ghana)
- Gender-specific productivity- and welfare impacts from land certification & rental: The case of Ethiopia (K. Deininger, Ethiopia)
- Empowering Women through Systematic Land Demarcation (K. Deininger, Tanzania)
- Mainstreaming Gender into Prevention and Management of Invasive Alien Species (K. Mackinnon, Ethiopia)
- Women's Access to Land and Labor Rights (C. Mary Sage, Kenya)
- Land and Gender Review (P. F. Lytle, West Balkans)
- Household Level Barriers to Women's Access to Land and Credit (H. Z. Shahriari, Tajikistan)
- Land and Gender Review for Macedonia (V. Stanley, Macedonia)
- Gender-differentiated Impacts of Land Titling in Post-Tsunami Aceh (K. Bell, Indonesia)
- Rural land titling & female ownership (N. Benhassine, Morocco)
- Workshop on Rural Microfinance for the Agricultural Sector: Technical Assistance Using the Rural Finance Module of the Gender in Agriculture Sourcebook (L. Tran, Jordan)
- Gendered impact of land-use certificates (K. Deininger, Vietnam)
- Improving knowledge and statistics on women in the economy (H.Thi Mong Pham, Vietnam)
- Gender-sensitive inheritance legislation as a tool for women's economic empowerment? Evidence and implications from India (K. Deininger, India)
- Completion of the Gender in Agricultural Livelihoods (GAL) Sourcebook (E. Pehu, Global)
- Integrating Gender in Operationalization of the WDR 2008 (L. R. Brown, Global)

## INFRASTRUCTURE

*As the Bank steps up lending for infrastructure, the GAP seeks to ensure that these investments improve access, service quality, and reliability of basic infrastructure (roads, transport, water, energy, and information and communication technology) to lessen the time women spend on household and community chores and expand their access to employment and entrepreneurship opportunities, as well as, credit and product markets. Currently, the GAP supports the following labor market activities:*

### Operational Work

- Gender Support for Energy Operations (R. Carneiro de Miranda, Cambodia)
- Making infrastructure projects responsive to the needs of women in rural and remote areas: (G. Brown, West Papua and Papua New Guinea, Lao PDR)
- Power to the Women: Integrating gender concerns in energy, hydro and mining operations - Lao PDR Rural Electrification Project (REP (G. Brown, Lao PDR)
- Anchoring Gender in Transport and development Policies of the State of Guerrero (N. Peltier-Thiberge, Mexico)
- Mobility, Transport and Air Quality in Dhaka: A gender analysis - Clean Air & Sustainable Environment (S. Akbar, Bangladesh)
- Initial Gender Analysis Study for the Haryana State Transport Sector (A. Bandyopadhyay, India)
- Gender-Focused Study on Rural Access and Mobility (S. Holste, Afghanistan)

### Analytical Work

- Gender, infrastructure and time use in Africa (Q. Wodon, Africa)
- Gender Strategy and Implementation Plan for Rural Energy Strategy (J. Tang, Cambodia)
- Feasibility Study: provision of microfinance to small-scale women farmers (R. Akeel, Iraq)
- Gender and Transport (J.C. Crochet, Yemen)
- Mainstreaming Women's Economic Empowerment into the World Bank's work on Energy Efficiency in MNA (A. Kremer, Regional MNA)
- Gender and Spatial Development in MNA (A. Kremer, Regional MNA)
- Enhancing Women's Mobility (I. Dajani, West Bank and Gaza)
- Gender Issues and Actions in Waste Picking and Recycling (S. Cointreau, India)
- Capacity Building for Mainstreaming Gender in Bank Transport Projects (G. Banjo, Global)
- Capacity Building of SDN for Gender Action Plan (N. Ahmad, Global)
- Dissemination of Transport and Gender Good Practices (J. Hine, Global)
- Engendering the FY09 GICT Flagship Publication, Information and Communication for Development (S. Melhem, Global)
- Gender and Infrastructure: A Stocktaking report on Infrastructure & Women's Economic Empowerment (N. Ahmad, Global)
- Infrastructure, Access & Women's Productivity (D. Van de Walle, Global)
- Infrastructure Workshop – Manila, Philippines (PRMGE)
- Review of Gender Mainstreaming in SDN Portfolio (N. Ahmed, Global)
- Gender Support for Urban Operations (C. Johnnides, Global)

## **OTHER / CROSS-SECTORAL**

### **Operational work:**

- The impact of migration on empowerment of women (O. Ivaschenko, Tajikistan)
- Empowering women through management of CDFs (D. R. Gibson, China)
- Needs Assessment for Economic Empowerment of Affected Women in Southern Conflict Provinces (M. Judd, Thailand)
- Rapid Gender Assessment of Technical Education (A. Blom & M. Chatterjee, India)
- Operationalizing Country Gender Assessment Recommendations (A. Olesen, Afghanistan)

### **Analytical work and Capacity Building:**

- Evaluation of Conditional and Unconditional Cash Transfers (D. De Walque, Burkina Faso)
- Impact of female education on labor market outcomes (B. Ozler, Malawi)
- Mainstreaming gender in regional flagship report and related initiatives on risk and vulnerability (M. C. Araujo, regional EAP)
- The importance of female migration in the Indonesian economy (S. Guggenheim & G. Brown, Indonesia)
- Strategic Regional Activities (S. Zaidi, ECA)
- The impact of conditional cash transfers for girls education (T. Fasih, Yemen)
- Women Empowerment through Conditional Cash Transfers (R. Radji & R. Grun, Morocco)
- Evaluation of Women's Self-Help Groups in Orissa (M. B. Das, India)
- Support Regional Gender Mainstreaming Activities (M. B. Das, regional SAR)
- Gender and the Quality of Household Financial Service Data in AFR & EAP (K. Scott, global)
- Increasing Access to Gender-Disaggregated Data (D. Steele & K. Scott)
- Global Statistics (S. Patel & L. Fort, global)
- LCR Statistics (J. Molinas Vega, regional LCR)
- Capacity Building LCR Gender Focal Points (M. B. Orlando, regional LCR)

### **Results-Based Initiatives (DGF-funded)**

*Results-Based Initiatives (RBIs) are pilot interventions designed to empower women economically, measure the key indicators of this empowerment, and most importantly, attribute the outcomes to the interventions. Impact evaluation is a mandatory component of all RBIs. The RBIs are being implemented in partnership with the United Nations Development Fund for Women (the implementing partner) and the International Center for Research on Women (the impact evaluation partner). The following DGF-funded RBIs are being developed under the GAP:*

- Promoting Gender Equity in Private Firms (The Gender Equity Model Egypt)
- Strengthening the Export Competitiveness of Women Bead Workers (Kenya)
- Value-Added Cassava Enterprise for the Ganta Concern Women's Group (Liberia)
- Improving Bamboo Handicraft Value Chains for Women's Economic Empowerment (Mekong, Cambodia and Lao PDR)
- Strengthening the Economic Empowerment of Women Property Owners and Micro-entrepreneurs in Lima (Peru)