

## **Annex 1.1 Gender Action Plan: Membership of Governing and Advisory Bodies**

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

*As of April 2011 (final meeting of the Council)*

Otaviano Canuto (Chair), *Vice President and Head of Network, Poverty Reduction and Economic Management Network (PREM)*

Diane Jacovella, *Vice President, Multilateral and Global Programs Branch, Canada - CIDA*

Søren Pind, *Minister for Development Cooperation, Denmark*

Ritva Koukku-Ronde, *Under-Secretary of State for Development Policy, Finland*

Dirk Niebel, *Minister for Economic Cooperation and Development, Germany*

Herman Ingolfsson, *Director General for International Development Cooperation, Iceland*

Suzanne Kindervatter, *Vice President for Strategic Impact, InterAction*

Augustine Ngafuan, *Minister of Finance, Liberia*

Maria Eitel, *President, The Nike Foundation*

Erik Solheim, *Minister for International Development, Norway*

Jon Lomøy, *Director, OECD Development*

Soraya Rodriguez, *Secretary of State for International Cooperation, Spain*

Gunilla Carlsson, *Minister for International Development Cooperation, Sweden*

Michael Anderson, *Director General for Policy and Global Issues, UK – DFID*

Nyaradzai Gumbonzvanda, *General Secretary, World YWCA*

*Vacant, Federal Department of Foreign Affairs, Switzerland*

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

*As of December 2010*

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

Shaida Badiie, *Director, Development Data Group (DECDG)*

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

Randi Ryterman (interim), *Director, World Bank Institute – Gov, Innovation & Fragile States (WBIGI)*

John Henry Stein (interim), *Sector Director, South Asia Sustainable Development (SASSD)*

Cyprian Fisiy (interim), *Director, Social Development Department (SDV)*

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 & North Africa Social & Economic Development (MNSD)*

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

Gisu Mohadjer, *Manager, Operations Policy and Country Services Results Secretariat (OPCRX)*

Louise J. Cord, *Sector Manager, Latin America & the Caribbean Poverty and Gender (LCSPP)*

Benu Bidani, *Sector Manager, Europe & Central Asia Poverty Reduction/Economic Management (ECSPE)*

Jan Walliser (interim), *Sector Director, Africa PREM Front Office (AFTPM)*

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

## ANNEX 2.1 The World Bank Group's Six Gender Commitments<sup>13</sup>

**To measurably improve the integration of gender equality into our agriculture and rural development (ARD) projects by December 2010.** In FY10, in the Africa Region, an estimated 100% of ARD projects were recognized as gender responsive in their design, compared to 54% in FY06. In all regions, the percentage of rural projects that included gender-informed monitoring and evaluation, rose from 29% in FY06 to an estimated 70% in FY10.<sup>14</sup> Also in FY10, 100% of land policy and administration projects used gender analysis to guide design and support regulatory reforms.

**To channel at least US\$ 100 million in commercial bank credit lines to women entrepreneurs, through the International Finance Corporation (IFC), by the end of 2012:** Between FY08 and FY10, the IFC committed US\$ 750 million through microfinance institutions, and an additional US\$ 35 million through commercial banks, specifically targeted to women-owned small- and medium-sized enterprises.

**To have World Bank Country Directors report to President Zoellick on what is being done and what should be done to empower girls and women economically:** In 2008 and 2010, Country Directors reviewed all Country Assistance Strategies (CAS), Country Partnership Strategies (CPS) and Interim Strategy Notes (ISN), in line with the Bank's Gender and Development policy (OP/BP 4.20) for country teams. In part based on this experience, new reporting and accountability mechanisms are being developed by the Bank's regional VPUs in 2011.

**To launch a work program on “young women count for economic development,” starting with an event prior to the 2008 Annual Meetings:** The AGI was launched in 2008 to promote the transition of adolescent girls from school to productive employment through promising interventions that are tested, and scaled-up or replicated, if successful. It is currently underway in seven countries: Afghanistan, Jordan, Lao PDR, Liberia, Nepal, Rwanda and South Sudan. In 2010, President Zoellick announced that it would also be launched in Yemen and Haiti.

**To create a Private Sector Leaders' Forum (PSLF) and convene their first meeting on the margins of the 2008 Annual Meetings:** The PSLF, established in 2008, is composed of global and regional business leaders committed to empowering women through core business models, strategic philanthropy, diversity and inclusion. In 2009, participating CEOs announced new partnerships and commitments on gender. These included a commitment by Standard Chartered Bank to provide life-skills education for 100,000 girls in developing countries; one by Belcorp to provide business training to 50,000 women in Latin America; and a partnership between Goldman Sachs and the Husnu Ozyegin Foundation in Turkey through which women can hone their entrepreneurial and management skills.

**To increase IDA Investments for Gender Equality in IDA16.** For the first time, IDA Deputies made gender a ‘special theme’ of IDA16, and committed to: (i) drawing on and discussing the findings of country gender assessment in 100% of IDA CASS; (ii) increasing gender-informed investments and monitoring progress; (iii) tracking indicators to measure IDA's support in terms of gender-based country outcomes; (iv) preparing Regional Gender Action Plans; (v) implementing the Reproductive Health Action Plan with a focus on 52 priority countries with high maternal mortality and total fertility rates, including 25 countries in the Africa Region; and, (vi) completing the Education Sector Strategy and a program of action targeting gender issues in high priority countries. Operations under IDA16 will be implemented between July 2011 and June 2014.

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<sup>13</sup> From *Implementing the Bank's Gender Mainstreaming Strategy: Fiscal Year 09/10 Annual Monitoring Report, April 2011*, World Bank.

<sup>14</sup> These figures are based on PRMGE's review of AFR projects using the QAG methodology.

## **ANNEX 2.2 IDA16 Gender Mainstreaming Indicators**

With Gender as a special theme for IDA16, the Bank is committed to making rapid progress on the implementation of the GAP Transition Plan and Gender-related MDGs. This entails:

- Drawing on and discussing the findings of gender assessments in 100% of IDA Country Assistance Strategies (CASs);
- Increasing gender-informed investments in IDA countries and monitoring progress;
- Tracking indicators to measure IDA's support to gender-based country outcomes;
- Preparing and implementing Regional Gender Action Plans for IDA countries;
- Implementing the Reproductive Health Action Plan with a focus on 52 priority countries with high maternal mortality and total fertility rates, including 25 countries in the Africa Region; and,
- Completing the forthcoming Education Sector Strategy and the subsequent implementation of a program of action targeting gender issues in high priority countries.

The IDA16 Results Measurement System (RMS) has been strengthened, including through the addition of country-level outcome indicators for gender and Bank-level indicators of IDA operations' to facilitate the tracking of the above commitments. Management will provide a review of progress at the IDA16 Mid-Term Review. IDA16 Gender Mainstreaming Indicators include:

### **At the country level:**

- Gender parity in schooling;
- Ratio of girls to boys in primary and secondary education;
- Ratio of female to male in labor force participation;
- Adolescent fertility rate;
- Maternal mortality rate; and,
- Pregnant women receiving antenatal care.

### **At the Bank level:**

- Sixty percent of IDA projects are gender-informed;
- Seventy-five percent of ARD operations with gender-informed design and monitoring and evaluation;
- One hundred percent of CASs are informed by country specific gender analysis; and,
- Increased number of gender-informed ESW and AAA.

### Annex 3.1a Donor Pledges for the Gender Action Plan

(All sources as of December 31, 2010)

<b>Country</b>	<b>Amounts in US\$</b>
Australia	528,390
Canada	1,428,735
Denmark	1,418,042
Finland	1,362,600
Germany	3,170,260
Italy	1,403,333
Iceland	900,000
Norway*	13,419,897
Spain	5,159,100
Sweden (MFA)	5,999,970
Sweden (SIDA)	771,994
Switzerland	576,037
UK	1,731,949
<b>Total</b>	<b>37,870,307</b>

\* Figure includes FY07 contribution from preexisting Norwegian Trust Fund for Gender Mainstreaming (GENFUND).

### Annex 3.1b Donor Pledges to the Adolescent Girls Initiative\*

(All sources as of December 31, 2010)

<b>Country</b>	<b>Amounts in US\$</b>
Australia	200,000
Denmark (MFA:Accra)	1,797,593
Denmark (MFA:Kabul)	3,241,931
The Nike Foundation	5,250,000
Norway	2,568,554
Sweden (SIDA)	4,171,744
UK	3,101,900
<b>Total</b>	<b>20,331,722</b>

\* Includes pledges to two MDTFs: Economic Empowerment of Adolescent Girls (EPAG) and AGI and one Externally Funded Output.

**Annex 4.1 GAP Expenditures and Commitments, by R&N and PRMGE**  
(FY07-FY11, US\$)

<b>Allocations to Bank Regions and Networks</b>	<b>52,205,242</b>
<b>PRMGE-managed activities<sup>1</sup></b>	<b>17,539,833</b>
Economic Opportunities for Women (Doing Business) <sup>2</sup>	2,407,411
Research, Statistics and other Analytical Work <i>incl. DGF funds for Marrakesh Action Plan for Statistics (US\$1 million)</i> <i>incl. other research and statistics activities (US\$4.2 million)</i>	5,186,818
Communications and Capacity Building <i>incl. Private Sector Leaders Forum (US\$ 0.5 million)</i> <i>incl. other capacity building activities (US\$ 4.1 million)</i>	4,649,947
Implementation and Coordination	5,295,657
<b>Sub-Total GAP</b>	<b>69,745,075</b>

<sup>1</sup>Includes US\$ 6.5 million from Bank budget funds and US\$ 11 million from the GAP Multi-Donor Trust Fund

<sup>2</sup>Includes Australia SDTF (US\$ 511,907) and PRMGE management cost.

**Annex 4.2 GAP Expenditures and Commitments, by Action Area**  
(FY07-FY11)

	<b>Totals (US\$)</b>	<b>% of total allocated</b>
Action Area 1 - ESW & Operations <sup>1</sup>	20,300,840	46%
Action Area 2 - RBIs <sup>2</sup>	5,902,883	13%
Action Area 3 - Research, IE, and Statistics <sup>3</sup>	10,431,526	24%
Action Area 4 - Communication & Capacity Building	7,497,422	17%
<b>Total allocated to GAP Action Areas</b>	<b>44,132,671</b>	<b>100%</b>
Adolescent Girls Initiative	20,316,746	
Coordination & Implementation	5,295,657	
<b>Sub-Total GAP</b>	<b>69,745,074</b>	

<sup>1</sup> Includes Doing Business Report and [Southern] 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

**Annex 4.3 GAP Calls for Proposals**  
(FY07-FY11)

<b>Calls (calendar year)</b>	<b>Proposals received</b>	<b>Proposals selected</b>	<b>Total funding (US\$ million)<sup>1</sup></b>
Call 1 - ESW & Operations (2007)	74	29	3.2
Call 2 - ESW & Operations (2007)	97	40	4.2
Call 3 - Research & Impact Evaluations (2008)	76	22	2.8
Just-in-Time (2008), 2 calls	58	35	0.8
Just-in-Time (2009), 2 calls	59	39	1.3
Call 4 - ESW & Operations (2009)	30	18	2.2
Call 5 - Focused call, crises response (2009)	14	9	0.5
Just-in-Time (2010), 2 calls	146	63	3.1
<b>Total</b>	<b>554</b>	<b>255</b>	<b>18.1</b>

<sup>1</sup> Total funding includes trust funds and Bank budget

### Annex 4.4 GAP Expenditures and Commitments, by Expense Category

	Competitive Calls		Strategic Allocations		Totals (US\$)
	<i>N° of initiatives</i>	<i>Amount (US\$)</i>	<i>N° of initiatives</i>	<i>Amount (US\$)</i>	
<i>Regions and Networks</i>					
AFR	57	4,610,330	12	4,653,333	
EAP	34	2,986,170	2	450,000	
ECA	19	1,430,500	2	450,000	
LCR	38	3,304,130	2	450,000	
MNA	20	1,354,719	2	450,000	
SAR	28	2,068,900	2	450,000	
Global <sup>3</sup>	28	2,304,000	11	3,126,414	
Total	224	18,058,749	33	10,029,747	28,088,496
Results-based Initiatives (DGF and GAP MDTF)			5	3,800,000	
Adolescent Girls Initiative <sup>4</sup>			8	20,316,746	
Total			13	24,116,746	24,116,746
Economic Opportunities for Women (Doing Business) <sup>5</sup>				2,407,411	
Research, Statistics and other Analytical Work <sup>6</sup>				5,186,818	
Communications and Capacity Building				4,649,947	
Total				12,244,176	12,244,176
Implementation & Coordination					5,295,657
<b>TOTAL</b>					<b>69,745,075</b>

<sup>1</sup>Refers to eleven competitive calls issued

<sup>2</sup>Refers to strategic allocations for: regional priorities (US\$ 1.2 million), regional ARD sectors (US\$ 1.8 million), strategic country programs in Sudan (US\$ 2.2 million), regional capacity building and statistics (US\$ 507,414), DIME Gender-Aware Impact Evaluations (US\$ 1.2 million), IFC Access to Finance (US\$ 1 million).

<sup>3</sup>Initiatives covering more than one region are labeled "global"

<sup>4</sup>Includes allocations from the GAP Multi-Donor Trust Fund

<sup>5</sup>Includes Australia SDTF (US\$ 511,907) and PRMGE management cost

<sup>6</sup>Includes US\$ 1 million of DGF funds for the Marrakesh Action Plan for Statistics, in addition to other research, statistics and analytical work

## Annex 4.5 The Private Sector Leaders Forum

The PSLF held its final technical meeting under the GAP in February 2011. Hosted by its Lima-based member *Belcorp*, private sector representatives met with guests from the US State Department and Peru's private sector to propose new ways of advancing women's economic opportunity and forging new coalitions. Based on the success of the Forum, members have requested that the PSLF reconstitute for a second period to build on the good work carried out during the first three years of its existence.

The PSLF has provided a platform for the development of innovative partnerships. Examples of collaboration that have emerged from it include:

- Two of its members, *Belcorp* and *McKinsey* have partnered to provide financial literacy training to 50,000 women in Latin America. A number of members have also partnered to increase the number of women-owned businesses in their collective supply chains—committing to tracking and spending US\$ 2 billion on products and services from women-owned businesses over the next three years.
- Boeing partnered with *Accenture*, *Ernst & Young*, WBG and other PSLF members to increase the number of women-owned businesses in their collective supply chains, and committed to tracking and spending US\$ 2 billion on products and services from women owned businesses over the next three years. *McKinsey* provided value chain research entitled “The Business of Empowering Women” and with PSLF members helped develop a framework of how the private sector can invest in women across a woman’s life cycle. *Norfund* conducted a gender study to assist investee companies to promote positive gender outcomes, providing a comprehensive set of qualitative measures to achieve gender neutral meritocratic workplaces. *PricewaterhouseCoopers* leveraged its position as Chair of the World Business Council on Sustainable Development, and engaged World Bank expertise to ensure women’s economic empowerment was a key component of the WBCSD’s Vision 2050 which involved more than 200 leading global companies.

In some cases PSLF members simply broadened and extended existing initiatives, while in other cases members connected multiple initiatives for greater impact.

- For instance, Carlson supported HAGAR International to restore abused, exploited and abandoned women to a productive life through literacy, education and work readiness; and, launched AARP’s Women’s Scholarship Program to assist women over 40 with limited incomes remain in or re-enter the workforce.
- *Ernst & Young* expanded its Winning Women program to female entrepreneurs in emerging markets and Goldman Sachs partnered with the WBG for a Fortune Magazine Mentoring program and a financial literacy training program for its 10,000 Women initiative.
- With the Hüsni Özyegin Foundation, *Goldman Sachs* also extended its 10,000 Women Program in Turkey to enhance women’s entrepreneurial and management skills. *Heidrick & Struggles* committed to include at least one woman on every corporate board search shortlist and Hindustan Unilever committed to enhance the livelihoods of 75,000 women in India. Hüsni Özyegin Foundation extended education to 50,000 mothers and children in Turkey and improved access to secondary education of 5,000 adolescent girls by building and providing safe student housing as well as scholarships. The foundation also provided literacy training and women’s support courses to 5,000 girls and women and invested in women’s entrepreneurship training for 100 women and gender training for 3,000 men.
- INSEAD continued its commitment on knowledge sharing and preparation and the Nike Foundation partnered with the Gates Foundation and the Center for Global Development to release “Start with a Girl: A New Agenda for Global Health.” With the Grameen Healthcare

Trust, the Nike Foundation launched an innovative Nursing Institute, a social business-based health care model in Bangladesh that places adolescent girls at the center of a new strategy for healthcare.

- *Standard Chartered Bank* hosted the “Global Banking Alliance for Women Summit” in Singapore together with the GAP, and expanded their GOAL program to 100,000 young women through sport (netball) by 2013 in five markets: India, Indonesia, Bangladesh, Nigeria, and the Middle East (Jordan and Egypt).
- Sung-Joo Kim Group established an endowment for the Women’s Foundation in Korea which sends 40 young female college students to Europe for the Global Women’s Cultural Leadership program each summer and launched a Global Young Women’s Leadership Program with the Global Summit of Women.

## **Members of the Private Sector Leaders Forum**

*As of December 2010*

Robert B. Zoellick, President, World Bank Group (Chair)

Eduardo Belmont, President, Belcorp, Peru

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

Henryka Bochniarz, President, Boeing Central and Eastern Europe, Vice President, Boeing International

Frank J. Brown, Dean, INSEAD France

Kevin M. Campbell, Accenture, Group Chief Executive – Technology, USA

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

Kristin Clemet, Chair, Norfund, Norway

Rick Goings, Chairman and Chief Executive, Tupperware Brands Corporation, USA

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

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

Yang Lan, Chief Executive Officer, Sun Media Investment Holdings LTD

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

Dennis Nally, Chairman, PricewaterhouseCoopers UK

Marylin Carlson Nelson, Chair, Carlson USA

Hüsni Özyeğin, Board President, 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

Lynn Taliento, Partner, Washington DC Office, McKinsey & Company USA

Rex Tillerson, Chairman and Chief Executive Officer, ExxonMobil, USA

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

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

Mona Zulficar, Senior Partner and Chair, Executive Committee, Shalakany Law Office Egypt

## Annex 4.6 GAP INITIATIVES<sup>15</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:**

- AGI (pilot projects to provide relevant skills training for adolescent girls, matched to paying jobs) in Afghanistan, Haiti, Jordan, Lao PDR, Liberia, Nepal, Rwanda, and Southern Sudan.
- 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)
- Mainstreaming gender and targeting women effectively in the Sao Luis Enhancing Municipal Governance and Quality of Life Project (M. Zhang, Brazil)
- Strategic funds for gender mainstreaming in Latin America and the Caribbean (M. Beatriz Orlando, LCR)
- Improving employment opportunities for low-income young women (T. Jones, Argentina)
- Social insurance coverage extension and maternity benefits in Jordan – designing M&E frameworks and assessing gender specific pension contributions and household level insurance strategies (G. Demarco, Jordan)
- Participatory Design of a Capacity Building Program for Economic Empowerment of Women in the Garment Sector in Bangladesh (B. Bhatnagar, Bangladesh)

#### **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)
  - Study on gender and labor markets: 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 )
  - Including gender in the Liberia Poverty Assessment (E. Graham, Liberia)
  - Study on the determinants of off-farm employment (R. Benfica, Mozambique)
  - Determinants and barriers of labor markets entry and micro-entrepreneurship for young females in Senegal (A. Gonzalez and L. Iacovone, Senegal)

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<sup>15</sup> Names of TTLs and countries where projects are being implemented are in parentheses.

- Economic growth in Tanzania and the role of women (K. Beegle, Tanzania)
- Gender disparities in Africa (edited book) (J. Saba Arbache, Regional - Africa)
- Enhancing economic participation of Iraqi women (S. Razzaz, Iraq)
- Why is female labor force participation so low in Egypt? Analysis and policy directions (T. Vishwanath, Egypt)
- Proposal to analyze the challenges of informality and job quality for women in Lebanon using matched employer-employee data (J. Silva, Lebanon)
- Proposal to analyze the challenges of informality and job quality for women in Syria using matched employer-employee data (H. Sayed and A. Bodor, Syria)
- Impact of conflict and occupation on women (M. Brhane, West Bank and Gaza)
- Women and Informality in MENA (N. Chamlou, Regional)
- Informal home based entrepreneurship in MENA (N. Chamlou, Regional)
- Poverty and Inclusion: West Bank and Gaza (T. Vishwanath, West Bank and Gaza)
- Economic Empowerment and Entrepreneurship: MNA Region Conference, Regional (T. Vishwanath)
- Engendering emergency National Workfare Support Project (I. Wiederhofer, Timor-Leste)
- Labor markets and impacts of the financial crisis : evidence from China (J. Giles, China)
- Filipina migrant supply and demand during the global financial crisis (D. McKenzie, Philippines)
- Changes in women's work and time allocation induced by economic growth and migration (D. Van de Walle, China)
- Gender Dimensions of Social Insurance Coverage and the 2008 Labor Contract Law (J. Giles, China)
- Women in Poland: through social assistance to employment ( K. Richter, Poland)
- The impact of financial crisis on household welfare, poverty and food security of women and children (O. Ivaschenko, Tajikistan)
- Financial crisis and gender equality in Serbia (C. Laderchi, Serbia)
- The impact of financial crisis on migration, poverty and food security (O. Ivaschenko, Tajikistan)
- Gender and labor empowerment in Albania(C. Laderchi, Albania)
- Breaking down barriers to work: designing gender-sensitive activation policies in Central Asia (E. Glinskaya, Kazakhstan)
- Family friendly policies on women's employment (E. Bardasi, Russia)
- 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)
- Strengthening the Gender Focus of the Western Balkans Poverty and Inclusion Conference (C. R. Laderchi)
- Quality child care for female labor force participation in Mexico (G. Lopez-Acevedo, Mexico)
- 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)
- 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 economic participation (G. Sanchez, Paraguay)
- LCR Regional Study on gender equality in income generation and poverty reduction: outreach and increasing impact (R. Garcia-Verdu, L. Chioda, LCR)
- Promotion, Labor Supply and Income Dynamics: the Medium Term Effects of Chile Solidario (E. Galasso, Chile)

- Women and Labor Markets Opportunities in the Dominican Republic after DRCAFTA: Empirical Analysis and Policy Lessons (M. Bussolo, Dominican Republic)
  - Participatory design of the welfare and employment in the garment sector project in Bangladesh (B . Bhatnagar, Bangladesh)
  - Enhancing female participation in skills development programs (A. Blom and Z. Aljalaly, Pakistan)
  - Demographic change and women's labor supply (N. Sinha, Bangladesh)
  - Gendered impacts of India National Rural Employment Guarantee Scheme: Evidence and implications from India (K. Deininger, India)
  - Empowering Women through Skills Development in India (N. Jena, India)
  - Women's Labor Market Participation and Economic Empowerment through Bangladesh's EGPP (M. Das, Bangladesh)
  - 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).
  - Gender and rural labor (G. Carletto, Global)
  - Enabling Entrepreneurship to Empower Women – Examining Constraints to Job Creation (P. Paci)
- **Impact evaluations of:**
    - BRAC implemented Project to strengthen income-generation activities of vulnerable women (M. Goldstein, South Sudan)
    - Impact evaluation of gender-disaggregated impacts of cash transfer programs (Q. Wodon, Liberia, Sierra Leone)
    - BRAC implemented adolescent development project to girls' life-skills and income generation skills training, and access to microfinance (M. Goldstein, Tanzania, and 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)
    - Uganda Citizen Report Card at Community Level Program (D. de Walque, Uganda)
    - Uganda NUSAF Youth Opportunity Program (S. Martinez, 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)
    - Entrepreneurship training project (D. McKenzie, Sri Lanka)
    - National Rural Employment Guarantee, case of Andhra Pradesh (R. Murgai, India)
    - SIEF Impact Evaluation of Vocational Training Programs (C. Ridao-Cano, Turkey)
- **Statistics:**
    - Labor Market Survey experiment to improve labor market statistics collection in developing countries (E. Bardasi and K. Beegle, Tanzania)
    - 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)

## **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:**

- 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)
- Building capacity for SME competitiveness in Central America: Promoting women entrepreneurship (K. Larsen, Central America)
- Platform for partnership to promote policy and regulatory reforms for the economic and social empowerment of women in mining (A. Eftimie and N. Hasci, Tanzania)
- Women at sea: Augmenting gender focus in Coastal Zone Management in India (T. Paul, India)
- Fair Trade: Mainstreaming Gender into Lao Trade Activities (R. Record, Lao PDR)
- Strengthening gender equity in the Colombian private sector – towards a firm certification model (S. Freije, Colombia)
- Certification in Gender Equity in Firms as a Means to Increase Competition (S. Freije, Dominican Republic)
- Mainstreaming women's economic empowerment into CDD projects (Cambodia, Indonesia and Lao PDR)
- Promoting access to finance through financial intermediaries (Global, C.Niethammer)
- Gender Perspectives on Alternative Dispute Resolution (L. Busevac, S. Simavi, Global)
- Scaling up of alternative energy as a tool to women's empowerment (N. Bhatt, J. Steele, Cambodia)
- GAP: Africa Region work on economic empowerment (M. Goldstein, Regional)
- Enabling Innovation in Gender-Inclusive Financial Service Delivery (P. Shah, India)
- Peru RBI Replication in the Sierra Rural Development Project (M. Austin, Peru)

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

- Financial literacy and investment choice as means to female empowerment (B. Husnain Zia, India)
- 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)

- Economic empowerment of women (C. Ruggeri Laderchi, Ethiopia)
- Economic Opportunities for Women (formerly Doing Business Gender)(A. Ellis, Global)
- Turning Theses into Enterprises (R. Grun, Tunisia)
- IFC GEM Training for IFC staff (Z. Youssoufou, Global)
- 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)
- Global good practice note and methodology for gender inclusion in Special Economic Zones (S. Simavi, Bangladesh and Globally)
- Impact Evaluation of SEDA's services in South Africa (M. Goldstein, South Africa)
- Self discovery, gender and sources of growth (A. Leith, Solomon Islands)
- Identifying pathways for women's economic empowerment in a large scale Community Driven Development project (A. Parker, Philippines)
- Gender specific analysis using Ethiopia Rural Investment Climate Survey database (N. Sawada, Ethiopia)
- Gender Law Library (R. Ramalho, Global)
- Gender relevant Impact Evaluations in Financial and Private Sector Development (F. Kondylis, Global)
- Women running firms in the informal sector (R. Ramalho, LCR)
- The gender impact of saving innovations: a field experiment in rural Malawi (X. Gine, Malawi)
- How does access to financial services affect women's coping strategies during crisis? Evidence from Russia (L. Klapper, Russian Federation)
- Tackling Financial Exclusion of Women Entrepreneurs in Pakistan (M. Safavian, Pakistan)

## 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)
- 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)

- Empowering women and improving gender balance for irrigation and water management in the Andean region of Peru (M. Lajaunie, E.de Nys, 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)
- Economic empowerment of women through cattle keeping in North West region of Cameroon (A. Lufafa, Cameroon)
- Assessing land administration project's gender impacts in the Western Balkans (V. Stanley, Albania, Bosnia-Herzegovina, Montenegro)
- Reinforcing gender mainstreaming in sustainable development in poor rural areas project (M. Zhou, China)
- Strengthening gender sensitive economic empowerment mechanisms in rural livelihood projects in South Asia region through better monitoring and learning systems (P. Shah, India)
- Fostering economic empowerment for women agricultural producers in Haiti (D. Arias, Haiti)
- Improving food security of poor households through enhanced crop productivity of food crops (B. Verardo, India)
- Promoting women's economic empowerment in the agricultural sector (I. Nebie, Burkina Faso)
- Community involvement in land regularization for informal settlements in Guatemala: A strategy for enhancing the security of tenure in communal land (M. Lisbeth Gonzalez, Guatemala)
- Building women's entrepreneurial leadership for sustainable land management services (M. Delos Angeles, Cameroon)
- Afghanistan: supporting women saffron producers in value addition activities (M. Takada, M. Terasawa, Afghanistan)
- Nomadic women development centre (M.O. Hussein, Sudan)
- Women's economic empowerment in the agriculture sector (A. Nyawira Khaminwa, Papua New Guinea)
- Developing an inclusive strategy and vision for emerging actors: enhancing the leadership and recognition of women and youth in the irrigation users' boards in the Dominican Republic (E.de Nys, Dominican Republic)
- Workshop ARD AFR (M. Goldstein, Global)

### **Analytical work and Capacity-Building**

- 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)
- Household Level Barriers to Women's Access to Land and Credit (H. Z. Shahriari, Tajikistan)
- 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)
- 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)
- Sustainable intensification of agricultural production and marketing: the role of gender in irrigation development and support (I. Ekanayake, Zambia)
- Gender in Agriculture online interactive platform (E. Pehu, Global)
- Increasing participation and technology adoption by female farmers in Tanzania (M. Gautam, Tanzania)
- Securing rural land rights: experimental evidence from land use plans in Benin (K. Deininger, H. Selod, Benin)
- Female economic empowerment through vocational training education in Kenya – a randomized evaluation (M. Goldstein, Kenya)
- Promoting women's economic empowerment in agricultural extension services in Ethiopia (M. Goldstein, Ethiopia)
- AADAPT Global: A Cross Regional Program of Impact Evaluations in Agricultural Adaptations (F. Kondylis, Global)
- Doing agriculture: Kenya (A. Karanja, Kenya)
- Mainstreaming gender sensitive approaches into the Agricultural Innovation Systems Investment Sourcebook (R. Rajalahti, Global)
- Urban land titling: Evidence from a Land Lottery (M. Goldstein, Burkina Faso)
- Kenya: Gender in Access to Public Services (T. Lane, Kenya)
- Women's Participation in Community-Investor Negotiations on Land and Rural Development (N. Menzies, Timor Leste)
- Integrating Gender into Sustainable Development Pillars of the Bolivian Country Partnership Strategy and Related Country Operations (M. Blomqvist, Bolivia)

## **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 (A. Gomez, 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)
- Improving women's access to livelihood opportunities and local services in the post-conflict context of Sri Lanka (S. Manoharan, A. Olesen, Sri Lanka)
- Piloting a women reporting card – empowering women in displaced families in Wuhan (S. Mehndiratta, China)
- GAP: For capacity building for SDN staff (C. Kende-Robb, Global)
- Integrating gender-responsive approaches into the Nigeria Rural Access and Mobility Project (E. Pehu, Nigeria)
- Engendering urban transport: Gender Need Assessment Study for Mumbai Urban Transport Project (N. Josserand, India)
- Enhancing the role of women in Water Users Association (J. Stoutjesdijk, S. Soderstrom, Azerbaijan)
- The gender dimension of urban transport in Casablanca (J. Crochet, Morocco)
- Gender integration in transport planning, design and implementation (C. T. Pablo, Philippines)
- Building the capacity in gender mainstreaming skills of water sector parastatals in Kenya (A. Torkelsson, Kenya)
- Women's employment and road maintenance in rural Vietnam (P. Thi Minh Tran, Vietnam)
- Improving women's access to livelihood opportunities and local services in the post-conflict context of Sri Lanka (S. Manoharan, A. Olesen, Sri Lanka)
- Piloting a women reporting card – empowering women in displaced families in Wuhan (S. Raj Mehndiratta, China)

### **Analytical Work and Capacity-Building**

- Gender, infrastructure and time use in Africa (Q. Wodon, Africa)
- 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 (D. Hoornweg, 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)
- Gender and Environment: Implications for WBG Environment Strategy 2010 (Y.A. we and N. Ahmad, Global)
- Support to South Asia regional gender mainstreaming activities (N. Bhatt, Regional)

- Gender and Equality Workshops in LCR and AFR (L. Fort, Global)

## **OTHER / CROSS-SECTORAL**

### **Operational work:**

- The impact of migration on empowerment of women (O. Ivaschenko, Tajikistan)
- 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)
- Methodology and action plan for mainstreaming gender into the public budget (A. Leyon, El Salvador)
- Incorporating women's economic empowerment into the strengthening of East and South African Public Accounts Committee Parliamentary Associations (F. Staphenurst, Regional Africa)
- Understanding women's economic empowerment and Gross National Happiness in Bhutan (A. Kotikula, Bhutan)
- Strengthening gender mainstreaming capacity and advocacy in Dominican Republic Community Based Organizations (CBOs) (R. Senderowitsch, Dominican Republic)
- Women Empowerment and Human Development in Pakistan (X. Hou, Pakistan)
- Gender issues in disaster risk management in EAP (H. Rex, Regional)
- Engendering Haiti's nutritional security and safety nets (F. Lamanna, Haiti)
- Gender and IDPs: Integrating gender into Colombia Peace and Development (N. Gomez, Colombia)
- Engendering safety nets in Mali (S. Razmara, Mali)
- Engendering Burkina Faso's safety nets (S. Razmara, Mali)
- Improving crisis-response capacity through introduction of gender sensitive monitoring indicators (G. Gyulumyan, Armenia)
- Ethnic minority women's voices and decisions in livelihoods prioritization (S. Thanh Vo, Vietnam)
- Women's economic empowerment through livelihood enhancement and building of women's institutions in Siem Reap, Cambodia (J. Singh, Cambodia)
- Public expenditure for improved gender outcomes (E. Blanco Armas, Indonesia)
- Gender Issues in Labor and Social Protection during Vietnam's Transition to a Middle Income Country (D. Mont, Vietnam)

### **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)
- 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)
- Support to South Asia regional gender mainstreaming activities (J. Solotaroff, Regional)
- East Asia and the Pacific: integrating gender into monitoring of the human and social impacts of financial crisis (A. Mason, Regional)
- Gender sensitive real time monitoring of the impacts of the financial crisis (P. Paci, Global)
- Gender sensitive distributional impact analysis of the financial crisis (C. Sanchez, Bangladesh, Philippines, Mexico, Egypt)
- Can CCTs provide adequate protection for adolescent girls and young women during times of economic crisis? (B. Ozler, Malawi)
- The impact of scholarships on girls' schooling in Cambodia: do they protect against crisis impacts? (D. Filmer, Cambodia)
- The impact of the food and financial crisis on adherence to antiretroviral treatment and treatment success among HIV/AIDS patients in Ghana (D.M.de Walque, Ghana)
- Guatemala: analysis of rural women's economic empowerment through CCTs in ethnically diverse contexts (A. Fruttero, Guatemala)
- Lebanon: using household and living conditions surveys for gender assessment and analysis (C. Bou Habib, Lebanon)
- Benin Poverty and Gender Assessment and Capacity Support (D. Cal McWilliam, Benin)
- Supporting Women Economic Empowerment in Tanzania (W. Wane, Tanzania)
- Proposal to Integrate Gender Aspects into the Poverty Assessment in Togo (M. Francisco, Togo)
- Lessons Learned Gender Action Plan LAC (M. Beatriz Orlando, Regional)
- EAP Region Gender Innovation Notes (F. Kitt, Regional)

### **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)