



REPORT OF THE 5TH ANNUAL MEETING OF THE WORLD BANK EXTERNAL GENDER CONSULTATIVE GROUP

Washington D.C.
November 30 – December 1, 2000

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BACKGROUND

The fifth annual meeting of the External Gender Consultative Group (EGCG) took place November 30 - December 1, 2000 in Washington DC. Nine of the eleven members of the group were present. The purpose of the meeting was to meet with World Bank senior management and staff, to review progress on the implementation of the Bank's gender policies, and to provide advice on the implementation of these policies.

The EGCG members met with Senior Bank Management, including James D. Wolfensohn, President; Mamphela Ramphele, Managing Director responsible for gender issues; Kemal Dervis, Vice-President, Poverty Reduction and Economic Management (PREM); Callisto Madavo, Vice-President, Africa; Jean-Louis Sarbib, Vice-President, Middle East and North Africa; Meiko Nishimizu, Vice-President, East Asia; David de Ferranti, Vice-President, Latin America and the Caribbean; several Executive Directors; and Bank directors. They also met with Karen Mason, Director, Gender and Development and members of the Gender and Development Board. The discussions focused on five topics: 1) the priorities and obstacles to mainstreaming gender in the Bank; 2) the Gender Mainstreaming Strategy Paper; 3) gender in the Poverty Reduction Strategy Papers; 4) the role the EGCG can play to help mainstream gender; and 5) Operations Evaluation Department's evaluation of gender in Bank assistance. Through these discussions, the EGCG provided the Bank with valuable feedback and guidance from an external perspective.

This report summarizes the topics discussed and recommendations made by the EGCG during this meeting. A detailed agenda for the Fifth Annual Meeting can be found in Annex 1.

1. GENDER MAINSTREAMING IN THE WORLD BANK

Mr. Wolfensohn, Ms. Mamphela, Mr. Dervis, and Ms. Mason updated EGCG members on recent developments in efforts to mainstream gender at the Bank. Mr. Wolfensohn identified gender issues as a core development concern that is essential to meeting the International Development Goals and highlighted some of the Bank's recent accomplishments. Although progress has been made, the Bank still has a long way to go before gender issues are fully mainstreamed.

One of the challenges that the Bank faces as an overarching institution for development is that it must be strategic with priorities and at the same time be comprehensive in analysis and diagnosis. Bank staff stressed that gender should be a strategic component of the Comprehensive Development Framework and pointed to the inclusion of the Gender and

Development Group in the PREM Network as a signal that the Bank is committed to integrating gender into country strategies, economic policy, and poverty reduction.

The EGCG was encouraged to provide insights on how the Bank should position its development efforts to promote sustainable development and to ensure that gender equality concerns are reflected both in Bank activities and government policies.

EGCG members welcomed recent shifts within the Bank towards a greater focus on social development and noted that these policy shifts are clearly evident in the 2000 World Development Report, *Attacking Poverty*, and the Policy Research Report, *Engendering Development Through Gender Equality in Rights, Resources, and Voice*. The EGCG expressed concern that these policies are not reaching people in operations and as a result, are not being translated into action on the ground. They recognized the constraints the Bank faces in operationalizing social development and gender equality but felt the current Bank policy is inadequate and ambiguous. Furthermore, they stated that if the Bank is serious about gender, then it must provide adequate funding and resources.

The EGCG identified several factors they felt were necessary for mainstreaming gender in the Bank. These factors included: an incentive structure, an accountability mechanism, and responsibility of the Executive Directors for ensuring that projects approved by the Board are gender-sensitive.

The EGCG made the following recommendations:

- The Bank's corporate strategy should focus on equity and investing in people. This will produce an environment that is conducive to gender mainstreaming. A notion of synergy and cross-sectoral work should be used as a guiding principle for prioritizing action.
- Gender work needs to be fully funded. Using trust funds and short-term consultants does not enhance the capacity of Bank staff to do gender work. There needs to be a fully funded gender coordinator in each Region.
- Top management should support and be held accountable for gender mainstreaming in order to create the incentives for including gender. To complement this, members suggested implementing an award system for gender work.
- The Bank should recognize the role its staff can play as agents of change within countries to bring gender issues to the table.
- There is a need for an improved gender skills mix among Bank staff.

2. GENDER MAINSTREAMING STRATEGY PAPER

The EGCG and Gender and Development Board discussed the draft Gender Mainstreaming Strategy Paper during two separate meetings. The EGCG complimented the Board for producing a holistic strategy that efficiently integrates a variety of arguments, and they were generally supportive of the paper. The EGCG pointed to the method of Bank lending as one of the major challenges to incorporating a quality-of-growth approach and mainstreaming gender. They also wanted to ensure that genuine participation is given high priority. Members stressed that the policies outlined in the

strategy must be sensitive to the realities on the ground and should be flexible to allow for regional and country differences. Furthermore, the different needs and constraints of men and women need to be considered, otherwise they risk being confined to a particular economic, social, or political role. The EGCG hoped that the strategy would recognize the multiple dimensions of poverty and take a long-term approach.

The EGCG made the following recommendations:

- Broaden the definition of poverty to capture human rights factors;
- Take steps to ensure genuine participation that includes women;
- Make gender analysis a mandatory element in the project design cycle;
- Integrate country gender reviews into the strategy; and
- Use the language of economic autonomy: if women cannot be economically self-sustaining, this leaves them vulnerable.

3. GENDER AND THE POVERTY REDUCTION STRATEGY PAPERS

The EGCG met with John Page, Director of Poverty Reduction Strategies, Daniela Gressani, Sector Manager in the Europe and Central Asia Region, as well as two of the authors of the gender chapter of the Poverty Reduction Strategy Papers (PRSP) Sourcebook: Mark Blackden, Gender Coordinator, Africa Region and Michael Bamberger, Senior Sociologist, PREM Gender Group. Each shared his or her experiences with PRSPs with the EGCG and identified the PRSP as an important entry point for integrating a gender perspective into poverty reduction efforts. They also noted that since these strategies are country-owned, it is important to bring attention to gender issues within countries.

Bank staff explained that capturing these opportunities requires strategic planning ahead, coming up with concrete packages, and building alliances. As there are difficulties in talking about cross-sectoral issues, the best way to build support for including gender is to focus on priority sectors. The participatory nature of the PRSP process, they claimed, also offers opportunities for bringing women into decision making through a participatory process. For example, in the ECA Region the entry points for bringing gender into the PRSP discussion are labor market participation and post-conflict interventions.

Mr. Page stated that the PRSPs received so far have not really taken into account the elements of gender as a cross-cutting issue in a broadly shared strategy of growth with equity and inclusion. He stated, most PRSPs identify rural development as a priority area and this can be an important entry point for women. Furthermore, there is a need to develop PRSP indicators that focus on gender issues.

The EGCG expressed concern that the mechanisms to ensure a minimum level of integration of gender into the PRSP process are not in place. They identified the gender chapter of the PRSP sourcebook as very good, but stated that it needs to be operationalized. The EGCG also expressed concern that the time constraints inherent in the PRSP process risk diminishing the quality of the strategy. Sufficient time needs to be

allotted for the PRSP consultative process, to ensure that women's groups in urban and rural areas can be involved. The EGCG emphasized that without a good consultative process, poverty work will suffer.

The EGCG made the following recommendations:

- More research is needed to look at the causes of high poverty levels and gender inequalities in PRSP countries;
- Explicit criteria in the Joint Staff Assessment should ensure that women's groups are included in the participatory and consultative processes and that there is attention to gender issues in the poverty reduction strategy;
- More attention is needed on the effect debt and civil war have had on women;
- Better assessment of structural adjustment programs and privatization is needed;
- The consultative process is essential. Without a consultative process, PRSPs will fail on gender issues; and
- Information that is already available on the ground should be used in PRSP formulation.

4. THE ROLE OF THE EGCG

During a luncheon with Bank Senior Management, the role of the EGCG was discussed along with ways in which the EGCG could be more useful as a consultative group. This topic was also discussed in meetings with Mr. Wolfensohn, Ms. Ramphele, Mr. Dervis, and with a group of Executive Directors. Senior Management and Bank staff expressed appreciation for the time and energy that EGCG members have committed to working with the Bank on gender and showed a keen interest in discussing the role of the EGCG and how it can be more effective.

The EGCG expressed concern with their position as a consultative group in the Bank. They thought the EGCG should be a corporate responsibility rather than being coordinated and funded by the Gender Anchor. The EGCG felt that the current arrangement was not conducive to reaching the audience that they need to be reaching. In the EGCG's view, their role is not to educate the Gender and Development Board about gender issues, but to act as catalysts and allies in helping the Gender and Development Board educate Bank staff on gender issues and push for increased gender mainstreaming.

The EGCG proposed the establishment of Bank regional consultative councils, modeled after the Consultative Council on Gender in the Middle East and North Africa. EGCG members explained how these regional councils could facilitate the translation of gender policy into operations and add value to the participatory process. For example, regional councils would be an effective mechanism for having on-the-ground involvement with a greater gender impact. They would also provide a greater level of participation and interaction, be used to galvanize support, and act as a link to gender specialists on the ground.

Mr. Wolfensohn welcomed the suggestion of setting up regional consultative groups and asked the EGCG to come up with a realistic action plan. He also asked them to provide the Bank with a practical set of recommendations, which he can discuss with his management team. Senior Managers shared their concerns with setting up a separate mechanism in addition to the multiple consultative groups that already exist. Most managers however did see the value added that such a group could provide and said they would consider the possibility of setting up regional councils.

5. OED GENDER EVALUATION 2000 – GENDER DIMENSIONS OF BANK ASSISTANCE

The EGCG met with Gita Gopal, Senior Evaluations Officer in charge of the OED Gender Evaluation 2000. The evaluation consists of two reports: the first examines internal Bank processes; and the second investigates results on the ground. The first report, which has been discussed by the Bank's Board of Executive Directors, recommends that the Bank clarify its gender policy and the processes, procedures, and accountabilities for implementing the policy.

The second report, which is currently under preparation, assesses the gender-related results of Bank assistance and derives learning and lessons from experience. Twelve countries have been selected for this study. In each country the OED team will analyze gender in the CAS, in all sector and analytical work, and in all projects that closed between FY95 and 00. They are doing field assessments in six of the countries, and consultations with a variety of stakeholders. They are also planning to survey Bank staff.

EGCG members suggested that activities at the country level should be analyzed within the overall Bank framework on gender to see how this framework influenced the choice of projects and the extent of gender inclusion. They suggested a statistical analysis be done to help determine whether Bank assistance, or some other factor, is responsible for improvements. There was some concern with placing gender solely under the rubric of poverty reduction, as discrimination against women is not limited to the poor. The EGCG was pleased that the report uses the language of participation and governance and hoped that human rights could be disaggregated into various types of rights such as political, civil, social, and economic.

WRAP-UP

A strong expression of thanks was given to the EGCG members for their participation throughout the meeting and the support they have given throughout the year. The EGCG commended the Gender and Development Board on the draft of the gender strategy paper and expressed satisfaction with the meetings. This was the last year of service for Gita Sen, Chair of the EGCG and Eva Charkiewicz, EGCG Secretary. It was announced that the EGCG will appoint two new co-Chairs this year.

Following the meetings at the Bank, the EGCG held a half-day meeting amongst themselves to discuss the outcome of this year's annual meeting and follow-up. The EGCG will report back to the Bank with their recommendations for promoting gender mainstreaming in the World Bank's work.



PROGRAM FOR THE FIFTH ANNUAL MEETING OF THE EXTERNAL GENDER CONSULTATIVE GROUP

Tuesday, November 28, 2000

10:00 – 10:30 **Meeting with Callisto Madavo, Vice-President, Africa Region**
(Kassey Garba and Mary Okelo)
Venue: J5-093, 701 18th Street, NW, The World Bank

Wednesday, November 29, 2000

8:30 – 9:00 **Meeting with Latin America and the Caribbean Gender Team**
(Rosalba Todaro and Magaly Pineda)
Venue: I9-420, 1850 I Street, NW, The World Bank

10:30 – 5:00 **EGCG Planning Meeting**
Venue: State Plaza Hotel

5:00 – 5:30 **Meeting with David de Ferranti, Vice President, Latin America
and the Caribbean Region**
(Rosalba Todaro and Magaly Pineda)
Venue: I8-001, 1850 I Street, NW, The World Bank

Thursday, November 30, 2000

Venue: MC4-800, 1818 H Street, NW, The World Bank

9:00 – 10:30: **Meeting with the Gender & Development Board (GDB)**
Chair: Karen Mason, Director, Gender and Development
- Overview of what is happening with Gender and Development in the
World Bank
- EGCG's concerns
- GDB members' priorities and perceived obstacles to achieving them

10:30 – 10:45 Coffee

10:45 – 11:30 **Meeting with the Gender & Development Board, cont.**
Chair: Karen Mason
- Discussion of draft gender mainstreaming strategy

11:30 – 12:30	<p>Meeting with Mamphela Ramphele, Managing Director and Kemal Dervis, Vice-President, Poverty Reduction and Economic Management <i>Chair: Mona Zulficar</i></p> <ul style="list-style-type: none"> - Introductions - Views on current priorities for the Bank and on gender strategy - Discussion of instruments and resources for gender work in the Bank, including the role of the EGCG
12:30 – 1:30	<p>Working Lunch, Discussion with James D. Wolfensohn, President, The World Bank Kemal Dervis and Mamphela Ramphele will also attend (Ramphele 12:30-1:00 only)</p>
Venue:	MC12-700, 1818 H Street, NW, The World Bank
1:30 – 2:00	Break
2:00 – 3:30	<p>Meeting with Gita Gopal, Senior Evaluations Officer, Operations Evaluation Department <i>Chair: Naila Kabeer</i></p> <ul style="list-style-type: none"> - Discussion of the OED Gender Evaluation 2000 – Draft Approach Paper
3:30 – 3:45	Coffee
3:45 – 5:00	<p>Meeting with the Gender & Development Board <i>Chair: Karen Mason</i></p> <ul style="list-style-type: none"> - Continue discussion of draft gender mainstreaming strategy
5:00 – 6:30	Reception
Venue:	Preston Auditorium Lobby, 1818 H Street, NW, The World Bank, First Floor

Friday, December 1, 2000

Venue	MC4-800, 1818 H Street, NW, The World Bank
9:00 – 10:30	<p>Meeting with the Gender & Development Board <i>Chair: Karen Mason</i></p> <ul style="list-style-type: none"> - Discussion of PRSPs, CASs, other major operational initiatives
10:30 – 11:00	Coffee
11:00 – 12:30	<p>Meeting with Executive Directors <i>Chair: Gita Sen</i></p>
12:30 – 1:00	Break

1:00 – 2:30 **Lunch with Senior Management** Kemal Dervis will be among those attending
Hosted by Mamphela Ramphele

Venue: MC-C1 Dining Rooms D & E, 1818 H Street, NW, The World Bank

2:30 – 3:00 Break

3:00 – 4:00 **Meeting with John Page, Director, Poverty Reduction Strategy**
Kemal Dervis will also attend (starting time to be determined)
Chair: Rosalba Todaro

4:00 – 5:00 **Meeting with the Gender & Development Board**
Chair: Karen Mason

- Terms of Reference for the EGCG, future meetings, etc.
- Wrap-up

Saturday, December 2, 2000

9:00 – 12:00 **EGCG Debriefing and Planning Meeting**
Venue: State Plaza Hotel