

Implementing the Bank's Gender Mainstreaming Strategy:

FY09 Annual Monitoring Report

June 2010

ABBREVIATIONS AND ACRONYMS

AFR	Africa Region
AGI	Adolescent Girls Initiative
AMR	Annual Monitoring Review of Gender by PRMGE
ARD	Agriculture and Rural Development Sector
CAS	Country Assistance Strategy
CEM	Country Economic Memorandum
CEO	Chief Executive Officer
CPS	Country Partnership Strategy
DRC	Democratic Republic of the Congo
DPL	Development Policy Lending
DPR	Development Policy Review
EAP	East Asia and Pacific Region
ECA	Europe and Central Asia Region
ESW	Economic and Sector Work
FPD	Financial and Private Sector Development Network
GAP	Gender Action Plan
HDN	Human Development Network
HNP	Health, Nutrition and Population Sector
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
IFC	International Finance Corporation
INF	Infrastructure
JAS	Joint Assistance Strategy
JCSS	Joint Country Support Strategy
JIT	Just-in-Time
LCR	Latin America and Caribbean Region
M&E	Monitoring and Evaluation
MDB	Multilateral Development Banks
MDG	Millennium Development Goal
MDG3	Gender Equality Millennium Development Goal
MNA	Middle East and North Africa Region
OPCS	Operations Policy and Country Services
PA	Poverty Assessment
PAD	Project Appraisal Document
PER	Public Expenditure Review
PREM	Poverty Reduction and Economic Management Network
PRMGE	PREM Gender and Development Group
PSD	Private Sector Development
PSG	Public Sector Governance
QAG	Quality Assurance Group
QALP	Quality Assessment of Lending Portfolio
QEA	Quality at Entry Assessment
QSA	Quality of Supervision Assessment
SAR	South Asia Region
SIL	Specific Investment Loan
TA	Technical Assistance
SDN	Sustainable Development Network
SD	Social Development
SP	Social Protection
WBG	World Bank Group
WDR	World Development Report
WD/GS	Women in Development/ Gender Study

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

I. INTRODUCTION

1. The World Bank reports annually on progress in implementing its Gender Mainstreaming Strategy, a strategy that was approved in 2001. The Bank Group's Gender Action Plan (2007-2010) *Gender Equality as Smart Economics*, launched in January of 2007 within the framework of the gender strategy, was designed to accelerate the integration of gender concerns in economic sectors such as private sector development, agriculture and infrastructure. Gender mainstreaming in these areas, essential for growth and poverty reduction, lagged compared to progress experienced in the social sectors.

2. This report summarizes attention to gender issues in World Bank policy and analytical documents and lending operations; the Gender Action Plan (GAP); and the World Bank Group President's Six Commitments on Gender Equality. The report presents new tabulations for gender integration in FY09 and uses as comparisons FY08 and FY06 (the baseline year for the introduction of the Gender Action Plan). It reflects the Bank's responses to the Independent Evaluation Group's (IEG) 2009 evaluation of the gender mainstreaming strategy (2002-2008).

3. The report is organized into four chapters. Chapter 2 reports on gender integration in the Bank's lending and non-lending portfolio in FY09, in comparison with FY08 and FY06, and analyzes sources for changes in patterns between these years. Chapter 3 provides a snapshot of progress in implementing the Gender Action Plan in the third year of the plan's implementation. It is based on a larger report of the Plan's first three years of work. Chapter 4 describes progress in meeting the President's six commitments, which he made when accepting the MDG3 torch from the Government of Denmark in 2008. The last chapter discusses the way forward.

4. The Annex includes a regression analysis. A companion publication to this report contains supporting material including the methodology for measuring gender integration and regional plans to meet the requirement of the gender policy with respect to Country Assistance Strategies (CASs).

Box 1: Gender Mainstreaming in FY09—Principal Findings

Country Diagnostics and Economic and Sector Work—integration of gender issues in Country Assistance Strategies (CASs) increased in FY09 but has yet to comply with the 100% requirement under the Bank’s gender policy. CASs continued to outperform Economic and Sector Work (ESW) in including gender issues.

- Gender was mentioned in all 23 CASs in FY09, and 19 CASs (83%) were considered gender-aware.
- In Africa (AFR), 5 of 6 CASs included gender analysis and covered three or more sectors. In Eastern and Central Europe (ECA) and South Asia (SAR), all CASs had gender related actions in at least two sectors.
- A companion to this report summarizes regional plans to comply with the gender policy with respect to CASs.
- All 8 Poverty Assessments (PA) in FY09 had sex-disaggregated data or qualitative information, but only 5 analyzed this data.
- Country Economic Memoranda (CEM) and Public Expenditure Reviews (PER) for FY09 improved their coverage of gender issues.
- A review of country-level gender diagnostics from 2002 to 2009 shows that out of 107 active countries, 73 countries (68%) completed Country Gender Assessments (CGA) or CGA-equivalent documents.

Challenge: Raising the coverage and quality of gender analysis in country diagnostics and economic and sector work. Improving analysis of outcomes in terms of the distributional impact of policies on men and women.

Lending—using the QAG methodology, PRMGE found that the level of gender-informed lending (in design) increased from 35 percent in FY06 to 38 percent in FY09. However, following a simpler PRMGE methodology that may be a better fit for policy lending, FY08 stands out as the best year in terms of gender-informed lending in design. In FY09, lending with gender-informed design decreased somewhat compared to FY08.

- AFR made the most progress with the highest level of attention to gender issues in lending. Most other regions made some progress from FY06 to FY09.
- Between FY06 and FY09, IDA projects saw an increase in the level of gender-informed coverage in the social and economic sectors. Gender coverage in IBRD lending increased for social sectors but stayed about the same for the economic sectors.
- Early results of QALP-2, suggest improvement in gender integration in project supervision/monitoring. Final results will be available in the Fall of 2010.

Challenge: Sustaining gender-informed lending in the social sectors and taking further steps to integrate gender into economic sector projects, and infrastructure projects in particular. The task of reporting on gender-informed lending is made complex by annual fluctuations in lending which are driven by portfolio composition. PRMGE is working to develop a more reliable methodology to track progress in gender integration which captures relevant project and portfolio characteristics. Additionally, there needs to be a shift in focus to evaluating quality of gender-informed lending of projects at the supervision stage.

The Gender Action Plan demand for GAP funding remains high.

- As of January 2010, the GAP had allocated US\$48.4 million.
- Over 260 gender mainstreaming activities have been funded in 78 countries.

Challenge: In this final year of the GAP, PREM presented a GAP Transition Plan to the Bank’s Board (on June 15). Challenges include implementing this three-year Transition Plan, including integrating lessons learned from the GAP into mainstream Bank operations.

The World Bank Group President’s commitments to gender—on target.

- IFC exceeded its target and committed (between FY08 and FY09) US\$390 million to women through microfinance institutions, and an additional US\$22 million through commercial banks, specifically targeted to women-owned small- and medium-size enterprises..
- The Adolescent Girls Initiative (AGI) is underway in Afghanistan, Liberia, Nepal, Rwanda, and S. Sudan. Jordan and Lao PDR are joining this initiative in 2010.
- Gender equality is a special theme in the IDA16 replenishment.

Challenge: Implementing regional action plans that have identified priorities and propose tracking indicators in IDA countries for the IDA 16 replenishment.

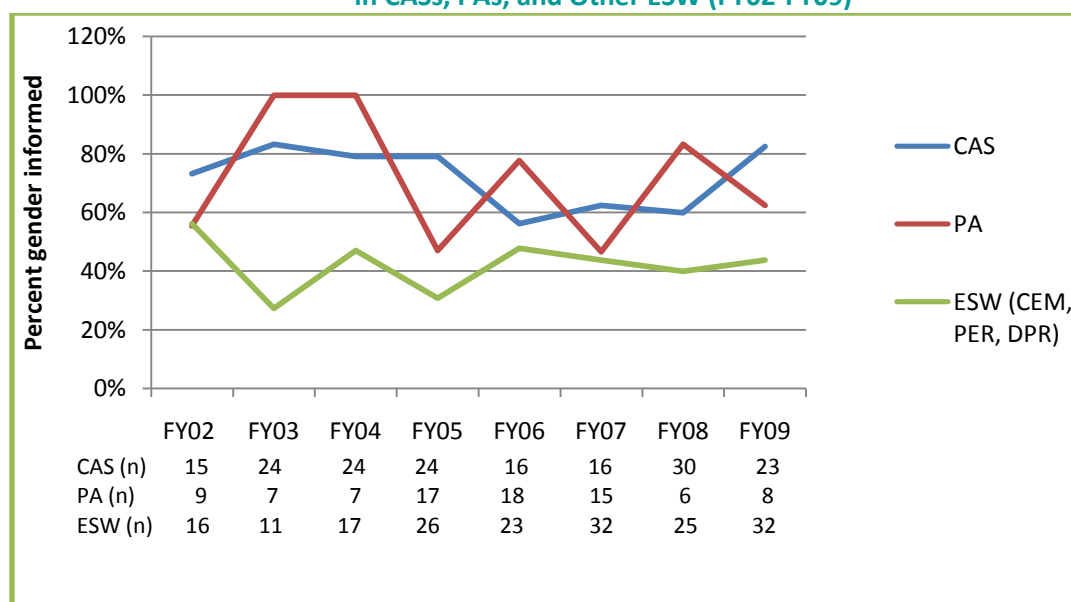
II. GENDER MAINSTREAMING IN CASs, ESW AND LENDING

5. PREM reviews the extent of gender integration in Country Assistance Strategies, Economic and Sector Work and lending operations on the basis of the attention each pays to gender in relevant dimensions. The methodologies used are described in a companion report. The share of CASs, ESW and lending operations integrating gender is calculated for individual fiscal years and is, therefore, affected by the overall composition of Bank’s portfolio in any given year.¹ Because yearly composition changes, the data below reflect patterns rather than more strictly comparable trends.

Country Assistance Strategies

6. Integration of gender issues in CASs increased in FY09. Nineteen out of 23 CAS products reviewed in FY09 (83%) analyzed gender issues and proposed actions in one or more sectors, compared with 9 out of 16 (56%) in FY06 and 18 out of 30 (60%) in FY08. See Figure 1 (a).² Eleven of twelve CASs completed for IDA countries, four of seven CASs for IBRD countries, and all of the four blend-country CASs were gender-informed in FY09.³ Most regions addressed gender issues well in the CAS, with EAP and SAR outperforming other regions.

Figure 1(a): Attention to Gender Issues (Highly Satisfactory or Satisfactory) in CASs, PAs, and Other ESW (FY02-FY09)⁴



¹ A two- or three-year moving average can smooth such fluctuations and offer a better view of the trends. This report presents simple two-year averages for CASs, PAs and ESW in Figure 1 (b). This was not done for lending since the methodology changed over this period.

² CAS products include: Country Assistance Strategies (CAS), Country Partnership Strategies (CPS), Joint Assistance Strategies (JAS), Joint Country Support Strategies (JCSS) and Interim Strategy Notes (ISN). In FY09, there were seven CASs, eight CPSs, and eight ISNs, including: (AFR, six products) Benin, Cape Verde, Liberia, Botswana, The Republic of Congo, Guinea Bissau; (EAP, two products) Philippines, Mongolia; (ECA, three products) Moldova, Armenia, Poland; (LAC, six products) Belize, Paraguay, Guyana, Bolivia, Haiti, Argentina; (MNA, three products), Iraq, Djibouti, Yemen; (SAR, three products) India, Nepal, Afghanistan.

³ The four blend countries are Armenia, Bolivia, Cape Verde and India.

⁴ Figure 1 *Sources*: (1) Nedolast (2008), “PREM Assessment of Gender in Country Strategies and Diagnostics;” (2) Annual Monitoring Review by the World Bank’s Poverty and Gender Group (PRMGE), 2009-10.

Box 2: Good Practice Country Assistance Strategies

The Country Assistance Strategy for Yemen (IDA) is a best practice for clarity and in-depth analysis of gender issues, actions, sex-disaggregated progress indicators, outcomes and instruments. The CAS recognizes that empowering the “other half” of Yemen is critical to the country’s development in the medium-term. This issue is expected to be reflected in the design of specific interventions in most CAS priority areas. In addition, the Bank Group will: (i) contribute to the national debate by analyzing critical obstacles to gender equality; (ii) help raise awareness of the importance of gender empowerment in achieving MDGs by sharing experience from similar countries that have reformed their legal frameworks; (iii) help promote female entrepreneurship; and (iv) strengthen capacity of gender-focused civil society organizations. Proposed instruments include: (i) IDA analytical work (Gender Assessment Update); (ii) IDA technical assistance (national gender dialogue); (iii) IFC *Business Edge* training for women; and (iv) IFC investments for SME-support targeting women.

The Country Assistance Strategy for the Philippines (IBRD), one of two CAS best practice examples for FY09, has analysis, actions and a monitoring framework. The CAS reflects the findings of the 2008 Philippines Joint Country Gender Assessment, which identified the following major challenges/agenda: (i) policy support for alternative social protection mechanisms/services; (ii) increased investment for more inclusive education; (iii) passage of policies and increased services on reproductive health; (iv) coordinated response to address gender-based violence; and (v) sharpening gender lens of disaster management. The CAS lists specific IBRD projects that will be started or continued under the CAS that responds to these challenges. It requires that development partner projects report annually on gender. The CAS proposes actions in multiple sectors and includes gender targets and actions in the results framework.

7. Although there has been noticeable progress in the percentage of CASs that address gender issues, the Bank has yet to fully comply with the implementation of the Bank’s 2003 Operational Policy on Gender and Development (OP/BP 4.20). This policy states that for each country where there is an active assistance program, the Bank is to periodically assess the gender dimensions of development within and across sectors as a stand-alone assessment, as part of economic and sector work (such as PERs, PAs or CEMs), or by adopting satisfactory work carried out by the country or an organization other than the Bank. Each CAS is required to draw on and reflect this assessment. This lack of full compliance with the Bank’s gender policy was underscored in IEG’s evaluation of the implementation of the gender mainstreaming strategy⁵. In response, Management requested that Regional Vice Presidents submit plans for addressing the gender policy in non-compliant and forthcoming CASs. With feedback and corrections to the list submitted by PREM to the OVPs, there were 17 non-compliant CASs distributed among most regions, with the exception of EAP, which had no non-compliant CAS. Regional plans to address these forthcoming CASs are summarized in the separately published companion piece.

8. CASs rely on country-level gender diagnostics, which can be undertaken by the Bank or other agencies in the country. In FY08-FY09 five countries completed Bank-led country-level

⁵ Gender and Development: An Evaluation of World Bank Support, 2002-08: [http://lnweb90.worldbank.org/oed/oeddoctlib.nsf/DocUNIDViewForJavaSearch/8261F8EF254CE537852576C0005B3ADD/\\$file/Gender_eval.pdf](http://lnweb90.worldbank.org/oed/oeddoctlib.nsf/DocUNIDViewForJavaSearch/8261F8EF254CE537852576C0005B3ADD/$file/Gender_eval.pdf)

gender diagnostics: Lebanon, Ethiopia, Bolivia, Vietnam and Sierra Leone. Between 2002 and 2009, 73 out of 107 active countries --68%--⁶ completed CGAs or CGA-equivalent documents. In FY06, the total completion rate was 52 percent (46 active countries). Since 2002 all active countries in the SAR and LCR regions have produced either a CGA or a CGA-equivalent gender analysis.⁷

9. **Poverty Assessments (PA):** Poverty Assessments are an important vehicle for country-level gender diagnostics and some highly satisfactory PAs are considered CGA-equivalent products. All PAs delivered in FY09 had moderate or detailed sex-disaggregated data (for example, male and female literacy, mortality rates, nutrition status, and income levels) but only 5 out of 8 (63%) analyzed this data. In contrast, in FY08 all six PAs addressed gender concerns and all but one received a rating of satisfactory or highly satisfactory. In FY06 14 out of 18 (78%) PAs were gender-informed.

10. **One explanation for this pattern is that the regional composition of PAs changes every year and some regions pay more**

attention to gender than others. For example, in FY09, three regions (AFR, EAP and ECA) completed eight PAs, while in FY08, six PAs were completed for four regions (AFR, ECA, LCR, and SAR).⁸

11. **Other ESW:** Reports under this category include Country Economic Memoranda (CEM), Development Policy Reviews (DPR) and Public Expenditure Reviews (PER).⁹ Slightly more

Box 3: Good Practice Example of a Gender-informed Poverty Assessment

The Lesotho (IDA) Poverty, Gender and Social Assessment addresses opportunities, capabilities, security and empowerment of women; it has a gender-informed design that examines the impact of public policy on women, and data collection methods that capture the differences in impact on males and females. The report analyzes the complex relationship between women's legal rights and poverty, touching on existing and forthcoming legal reforms. Sex-disaggregated data highlight gender gaps in labor force participation, wage earnings, and women's access to and control of productive resources (land, agriculture, credit, and savings). Gender-specific risks and vulnerabilities are related to household status and legal status, violence against women and health risks, especially to HIV/AIDS.

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

⁶ Here the 107 countries include Chile and Costa Rica, which were inactive in the baseline period of June-September 2008. For a list of CGAs completed and detailed definitions used to classify them, please see this report's companion piece, also soon at www.worldbank.org/gender.

⁷ Highly satisfactory gender-informed PAs, PERs, CEMs, and DPRs are considered CGA-equivalent products if they meet certain criteria outlined in the companion publication.

⁸ FY09 Poverty Assessments reviewed – AFR: Cape Verde, The Gambia, Lesotho; EAP: Timor Leste; ECA: Azerbaijan, Macedonia, Russia & Tajikistan. FY08 Poverty Assessments reviewed - AFR: Kenya & Senegal; ECA: Georgia; LCR: Guatemala & Guyana; and SAR: Bangladesh.

⁹ PRMGE's review covered the 33 ESW pieces completed in FY09. The CEM for Georgia (ECA) does not have completed documents to review and was rated *not applicable*. The 32 remaining ESW reviewed are: PERs— Bangladesh, Bulgaria, Ethiopia,

CEMs integrated gender issues in FY09—6 out of 8 compared with 6 out of 9 CEMs in FY06 and 3 out of 6 in FY08. Gender-informed PERs increased, from 2 out of 9 products in FY06 (22%) and 5 out of 16 products in FY08 (31%), to 7 out of 20 products in FY09 (35%). Gender-informed DPRs fell, from 3 out of 5 products in FY06 and 2 out of 3 products in FY08, to one out of 4 products in FY09.

12. In FY09, other diagnostic ESW reports continued to identify gender issues mainly in education (56%) and health (28%). Out of the 18 ESW from IDA countries, 50 percent were gender-informed compared to 33 percent of

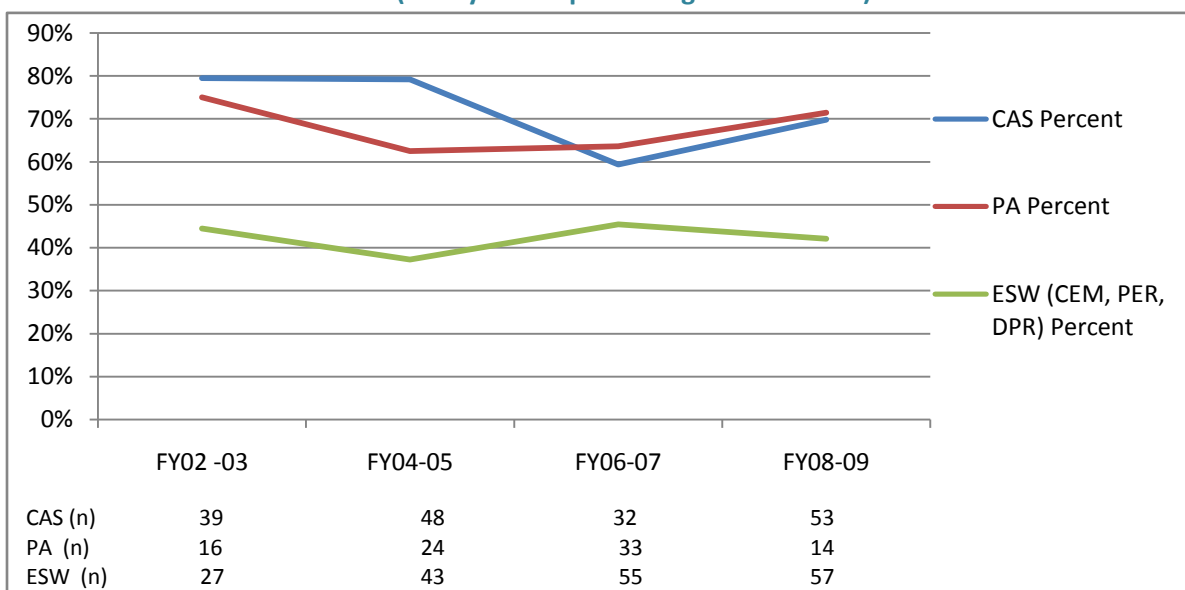
Box 4: Good Practice Example of Gender-informed ESW in FY09

Liberia’s (IDA) Public Expenditure Review (PER) discusses the differential gender impact of public expenditure and recommends a reallocation of the budget to primary and secondary education, as well as better integration of donor resources into budget planning. Impacts of these actions will be measured and it is estimated that these changes in expenditure will encourage more girls to stay in school, thus reducing other gender imbalances. The report monitors and analyzes various sex-disaggregated indicators and there is a broader than usual discussion of the linkages between poor health outcomes for women and a range of diseases.

ESW from IBRD countries. Gender diagnostic products were completed for Lebanon (IBRD), Vietnam (IDA), Ethiopia (IDA) and Bolivia (Blend).

13. When averaging gender integration in CASs and ESW over two years, it is clear that after a decline in the first half of the decade, gender-informed CASs have increased since FY06-07 and PAs since FY04-05. There is no clear pattern for ESW. See Figure 1(b).

Figure 1(b): Attention to Gender Issues (Highly Satisfactory or Satisfactory) in CASs, PAs, and Other ESW (Two-year simple averages: FY02-FY09)



Ghana, Liberia, Libya, Lithuania, Mali, Mexico, Montenegro, Mozambique, Philippines, Uganda (PER), Uganda (Agricultural Sector PER), Serbia, Seychelles, Tanzania (PEFAR), Tanzania (Public Expenditure Tracking Surveys/PER), Togo, and Turkey; CEMs—Azerbaijan, Georgia, Macedonia, Madagascar, Malawi, Mauritania, Mozambique, Sudan and Turkey; DPRs— Cambodia, Indonesia, Malaysia and Vietnam.

The criteria for reviewing ESW rates projects as Highly Satisfactory, Satisfactory, Marginally Satisfactory and Unsatisfactory is included in the methodological companion publication.

Lending Operations

14. PREM reviewed the universe of 327 IBRD/IDA investment loans and development policy operations¹⁰ approved in FY09. Specific Investment Loans (SILs) remained the largest group of operations in the FY09 portfolio, compared to earlier years, but the proportion of development policy operations (DPL) increased substantially (from 15 % in FY08 to 21 % in FY09) affecting the level of gender integration in the entire portfolio (see Table 1). The review evaluated project documents (Project Appraisal Documents or PADs, Program Documents, and Technical Annexes). The PREM methodology assessed attention to gender issues in the operation's design and covered the entire portfolio, not only gender relevant operations, as was done before FY06 (see separate companion publication on methodology).

15. Thirty-eight percent of operations approved in FY09 were gender-informed. This share is lower than in FY08 (45 %) but higher than in FY06 (35 %). The three-year average is 39 percent.¹¹ The remaining tabulations presented in this section show this to be a consistent pattern: the level of gender-integration in FY09-approved operations, although above FY06 levels, tends to be below the levels found for FY08-approved operations. After presenting tabulations by lending instrument, sector and region, the report explores possible reasons for this pattern.

Table 1: Operations reviewed, FY06-FY09 (number of loans)

	2006	2008	2009	Total
Lending Instrument				
APL	35	31	38	104
DPL	49	47	71	167
SIL	165	192	176	533
Sector Board				
Economic				
Agriculture and Rural	55	49	50	154
Economic Policy	25	31	37	93
Transport	28	34	32	94
Energy and Mining	27	33	33	93
Water	12	18	21	51
Social				
Education	26	25	24	75
Health, Nutrition and Population	23	25	22	70
Social Protection	11	14	26	51

10 PRMGE reviewed the universe of Board-approved lending projects that were active or closed under the IBRD/IDA product line within a given fiscal year, in this case, FY06, FY08 and FY09. PRMGE did not include pipeline or dropped projects in this review. The steps to determine the project list were:

1. Advanced search of project database <http://go.worldbank.org/KPMUDAVVT0>
2. Selected "All" in all categories except "Product Line" where we selected "IBRD/IDA" and checked the box for project status -active" and -closed".
3. Set "Year Approved" to "2006" to "2006" Fiscal, etcetera.

Region				
AFR	79	101	104	284
EAP	36	46	42	124
ECA	64	49	52	165
LCR	64	60	72	196
MNA	16	19	16	51
SAR	38	44	41	123
Totals	297	319	327	943

Notes: Selected data presented for lending instrument and sector board.

16. In terms of lending instruments, 42 percent of SILs were gender-informed in FY09, down from FY08 (46%) but up from FY06 (35%) (Table 2). Adaptable Program Loans (APL), another type of investment lending, show a similar pattern. The share of gender-informed DPLs was 35 percent in FY09, down by nearly 11 percentage points from FY08 and by about 5 percentage points from FY06.

Table 2: Gender-informed operations by instrument, sector and region, FY06-FY09 (in percentages)

	2006	2008	2009
Lending Instrument			
APL	37	42	37
DPL	41	47	35
SIL	35	46	43
Sector			
Economic			
Agriculture and Rural	42	73	60
Economic Policy	32	45	27
Transport	11	18	16
Energy and Mining	7	12	9
Water	33	28	29
Social			
Education	62	80	71
Health, Nutrition and Population	74	92	86
Social Protection	73	79	69
Region			
AFR	48	44	52
EAP	28	43	31
ECA	16	24	17
LCR	28	55	31
MNA	31	47	44
SAR	58	58	49
Percentage of total gender-informed operations by year	35	45	38

Notes: Selected data presented for lending instrument and sector board.

17. Similarly, 67 percent of social and related sectors were gender-informed (–moderate to detailed coverage”) in FY09, a drop from FY08 but an increase from FY06. Twenty-seven percent of economic sector operations were gender-informed, down from FY08 but marginally higher than FY06.¹²

18. About 50 percent of all lending operations in AFR and SAR were gender-informed in FY09; the share of gender-informed operations was below 50 percent in the remaining regions (Table 2). AFR did best in FY09 while SAR had outperformed other regions in FY08. The increase in AFR is notable since they account for the largest number of operations every year.

19. PREM also used an alternative QAG methodology to rate operations approved in FY08 and FY09 for their extent of gender integration (see methodology in companion document).¹³ Each operation was rated for integration of gender issues in four dimensions: analysis, actions, discussion of implications for women’s empowerment, and monitoring and evaluation. The overall rating is an average of the four criteria. Using this methodology, the percentage of gender integration in FY09-approved operations was 39 percent, very close to that found using the PREM methodology. For FY08, however, 38 percent of operations were gender-informed according to the QAG methodology compared with 45 percent according to the PREM methodology. Disaggregation by lending instrument shows that the differences between QAG and PREM methodologies in FY08 arise mainly in the way DPLs are rated (Table 3). While both methodologies yield similar levels of gender integration in SILs, the QAG rates DPLs low and finds only 28 percent to be gender-informed as compared to 47 percent obtained using PREM. The QAG criteria were developed for investment lending and may not be appropriate for the Bank’s new lending instruments, including DPLs.

Table 3: QAG and PREM gender ratings for FY08 (in percentages)

	PREM	QAG
Development Policy Lending	47	28
Specific Investment Loans	46	41
Overall	45	38

20. FY08 stands out as a best-performing year in terms of gender integration, compared to FY09 and FY06, the baseline year for the GAP. At the same time, the Gender Action Plan continued to see robust demand for gender work (as measured by proposal submissions, see Table 5 in chapter 3).

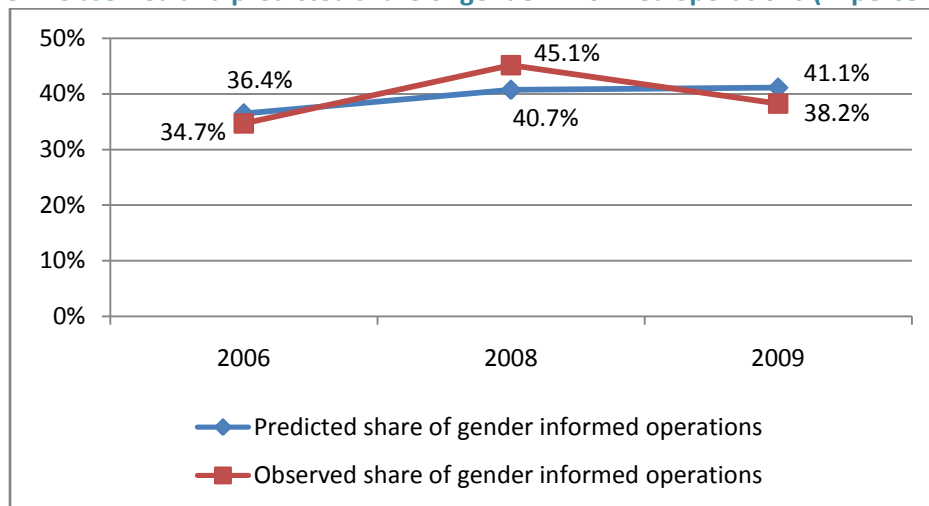
¹² **Economic Sectors** include the following sector boards/networks: ARD, Economic Policy, Financial Management, Financial & Private Sector Development, PSG, Transport, Urban Development, Energy and Mining, Water and Sanitation and ICT. **Social and Related Sectors** include: Education, Health, Social Protection, Social Development, Environment, and Poverty Reduction. Minimal coverage means gender is mentioned but no specific quantitative data were provided. Moderate coverage means gender is included with specific quantitative data or where the discussions of gender issues were substantial even if no specific quantitative data were provided.

¹³ Note that prior to FY06, QAG methodology was used to rate a sample of operations.

21. Regression analysis can help assess the effect of portfolio composition on these patterns in gender integration. A Probit regression¹ shows how characteristics such as year of approval, sector board, region and type of lending instrument affect the probability that a lending operation is gender-informed; for example, operations within infrastructure sectors are less likely than other sectors to be gender-informed. The regression can also be used to predict whether a lending operation has a high or a low probability of integrating gender concerns; this predicted probability is calculated assuming that the portfolio composition is the same in each fiscal year. When these predicted probabilities are aggregated for all operations approved in FY06, FY08 and FY09, they represent an estimate of what the share of gender-informed operations would have been had the portfolio composition remained the same in all three years. Comparing these predicted probabilities to the actual level of gender integration measured gives a better assessment of progress in gender mainstreaming, since it takes into account the changing composition of the portfolio.

22. Figure 2 shows that had the portfolio composition (both regards to lending instrument and sector) remained constant over the three years reviewed, the percentage of gender-informed lending operations should have increased from 36 percent in FY06 to about 41 percent in both FY08 and FY09. Against these predicted values, the actual observed values confirm that in FY08 lending operations did better than what their characteristics would have predicted. Many important characteristics of lending operations are not measured (such as the macroeconomic conditions in a country, availability of gender expertise or guidance to the team) and could explain this difference between predicted and actual levels of gender integration. In addition, another unmeasurable factor is the external environment, shaped by economic crises between FY08 and FY09, which affected the way Bank operations responded, and may have affected gender integration as well.

Figure 2: Observed and predicted share of gender-informed operations (in percentages)



Note: Based on 943 lending operations reviewed by PREM in FY06, FY08, and FY09. Predicted shares of gender-informed operations estimated using Probit regression reported (See companion publication on methodology).

23. **Gender in supervision of lending operations:** Over time, Bank lending operations have addressed gender issues more often during the design phase than in supervision. FY05-06 was the last year that QAG conducted a review of projects at the supervision stage. The Quality of Supervision Assessment (QSA7) found that 45 percent of operations under supervision in FY05 and FY06 integrated gender issues, an improvement over 38 percent of operations under supervision that integrated gender issues in FY03-FY04 (QSA6), but still well below the percentage of operations in those years integrating gender issues in the design stage.¹⁴

24. More recent assessment of attention to gender in supervision will be available from the Second Quality Assessment of Lending Portfolio (QALP-2) being undertaken by QAG in FY10.¹⁵ The sample used for QALP-2 consists of 145 projects, representative at the level of regions, and at least 18 months away from closing or more than 18 months into implementation; Development Policy Operations (DPOs) are not considered.¹⁶ The QALP sample thus differs from the universe of operations reviewed above. The QALP approach differs from the previous QSA exercises in that it shifts the focus from quality of Bank project *performance* to *results* by identifying risks and shortcomings mid-way during implementation and making recommendations to task teams on how to improve the likelihood of achieving development outcomes. The QALP assesses quality of design, implementation progress and Bank supervision in projects under implementation.

25. Attention to gender in QALP is being assessed within the review of social issues (including poverty and safeguards). Full findings from this assessment are expected by October 2010 but some preliminary ratings were available for about half of the sample in May 2010.¹⁷ While the share of operations with attention to gender in supervision cannot be reliably estimated on the basis of these sample ratings, one can examine patterns observed. Of the 76 operations reviewed, 48 had moderately satisfactory attention to gender issues in supervision; only one operation, *e-Ghana*, was rated as having highly satisfactory attention to gender in supervision (FY07); this operation was rated satisfactory for its attention to gender in design. If the preliminary results for about half the sample were to hold for the full QALP sample, it would mean that attention to gender issues in supervision (linked to results) has continued to improve, but also that there is substantial room for bettering the quality of this attention and, therefore, of development outcomes.

¹⁴ For more details, see FY07 Annual Monitoring Report.

<http://siteresources.worldbank.org/INTGENDER/Resources/AnnualMonitoringReportFY07.pdf>

¹⁵ The first QALP was published in April 2009 and covered a sample of operations under implementation (approved between FY03 and FY06). This review did not assess extent of attention to gender.

¹⁶ Each lending project receives a weight, which is ~~the~~ the inverse of the ratio of the sample size in the respective stratum for Region and Global & Regional, Additional Financing and Multi-Sector to the portion of the universe from which it is drawn" (QAG stratification and Weighting guidelines). See:

http://intresources.worldbank.org/INTQAGNEW/Resources/QALP_2ApproachPaper.pdf

¹⁷ The time line for the review is available in:

http://intresources.worldbank.org/INTQAGNEW/Resources/QALP_2ApproachPaper.pdf

Box 5: Good Practice—Lending Design

The Rwanda First Community Living Standards Grant (Social Protection Sector; HDN Network; IDA funded project; Project ID: P106834) addresses maternal health services with a broad focus on reproductive health, community based nutrition, health and population policy, and other innovative incentives for improving maternal health. Each community will have one male and one female community health worker who will receive training. Public works projects will be located close to households to ensure women's participation. The project tracks reduction in maternal mortality; gender indicators for beneficiaries of public works projects; contraceptive use for women; and funds directed towards women beneficiaries. It uses traditional and gender-informed communication systems to access communities. It aims to design a good public works project that increases female participation by providing piece rates or task-based wages; wages in the form of food and provision of childcare/preschool services.

The Yemen Rural Energy Access Project (Energy and Mining Sector, IDA, Project ID: P092211) included stakeholder consultations with men and women. The project goes into the details of the roles played by men and women in electricity management and educates staff on gender issues in project design. The project measures the benefits to women derived from the reduction in time needed for different household tasks due to the introduction of/ability to utilize home appliances, and the opportunities provided by active participation in local electricity organizations. The project expects that access to satellite and television will play an important role in educating people and raising their awareness on many issues related to their lives, including gender related issues like girls' education, family planning and women's rights. This is expected to result in more tolerant and socially open communities.

The China Guizhou Cultural and Natural Heritage Protection and Development Project (Urban Development Sector, IBRD Project ID: P091950) consulted men and women stakeholders. Women will be given capacity building opportunities and the project will create Village Supervision Groups (VSGs) which will include women as leaders and as participants.

The Haiti Strengthening the Management of Agriculture Public Services Project (ARD Sector, SDN Network, IDA Project ID: P113623) includes good analysis of the correlation between female-headed households and greater poverty; and of the under representation of women at the ministerial level and in the leadership of productive activities. It highlights stakeholder insights, M&E, and links poverty and gender analysis. Activities include training of women in agriculture services.

The Bangladesh Secondary Education Quality and Access Improvement Project (Education Sector, HD Network, IDA funded project, P106161) includes women in a very substantive way: there is an impressive consultation process including both elders and women. It supports continuing stipends for girls (and expanded to poor boys); safe water & sanitation; a more girl-friendly environment; and more female teachers. Impacts are measured on female child labor and time use. The rates of return are broken down by gender and region.

III. HIGHLIGHTS ON THE PROGRESS IN IMPLEMENTING THE WBG'S FOUR-YEAR (2007-2010) GENDER ACTION PLAN¹⁸

26. The GAP has increased gender coverage in Bank operations in the economic sectors and is reaching women on the ground. The demand-driven approach has generated a significant share of new work on gender, and has been complemented by strategic allocations for gender capacity building in high-priority areas such as impact evaluations. As of December 2009, donor and Bank pledges amounted to US\$68.6 million, with receipts totaling US\$52.6 million.¹⁹ As of January 2010, the GAP had allocated US\$48.4 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. Over 260 mainstreaming activities have been funded in 78 countries.

	Number of Activities	Amounts (US\$ million)
<i>Labor</i>	75	23.8
<i>Land and Agriculture</i>	59	5.5
<i>Private Sector Development</i>	53	13.1
<i>Infrastructure</i>	35	2.0
<i>Cross-Sector</i>	38	4.0
Total	260	48.4

27. **Entering its fourth year, demand for GAP funding remains high.** In calendar year 2009, 155 proposals were received and 95 proposals were funded through five calls—a total of US\$5.5 million in allocations (See Table 5).

<i>Calls (calendar year)</i>	<i>Proposals</i>		<i>Total funding (US\$ million)</i>
	<i>Received</i>	<i>Selected</i>	
Just-in-Time 3 (2009)	20	15	0.5
Call 4 - ESW and Operations (2009)	30	18	2.2
Call 5 - Research & Impact Evaluations (2009)	14	9	0.5
Just-in-Time 4 (2009)	39	24	0.8
Just-in-Time 5 (2010)	52	29	1.4
Totals	155	95	5.5

¹⁸ See Gender Equality as Smart Economics: World Bank Group Gender Action Plan: Third-Year Progress Report (January 2007-January 2010) April 28, 2010. Although the AMR is done on a fiscal year basis, GAP reporting is done by calendar year; thus figures reported in this section are through January 2010.

¹⁹ These figures represent net amounts to reflect the amount available to allocate, excluding administrative fees.

28. **GAP elicits work by staff not previously involved in gender mainstreaming.** In its continuous effort to reach a wider World Bank Group audience the GAP has proven effective in eliciting new work on gender in identified priority sectors: labor, land and agriculture, private sector and financial markets and infrastructure. The share of staff awarded GAP funding whose primary focus does not involve gender issues increased from 47 percent the first year to 75 percent in the third year. About 22 percent of staff submitting proposals for the two most recent Just-in-Time (JIT) calls for proposals had previously done work on gender.²⁰

29. **An important function of the GAP has been the ability to elicit matching funds from the Bank's Regions and Networks.** Starting with the second call for proposals a strict matching funds requirement was implemented—requiring one dollar matched for every two dollars of GAP funding—for proposals covering operations and ESW and research and impact evaluations. This requirement has been exceeded for every call to date; in 2009 a matching of US\$1.36 for every dollar was achieved for operational work, and US\$3.92 for every dollar spent in research and impact evaluations.

30. **“Top-up” funding awarded in 2009 contributed to strengthening gender mainstreaming in over US\$1.6 billion of Bank lending, ESW and TA.** The JIT funding mechanism seems to be effective in terms of using relatively modest contributions to add value to ongoing Bank work with GAP contributions making up just one percent of total activities.

31. **The reach and impact of the GAP has been strengthened by strategic allocations aimed at target sectors.** In its effort to increase staff and client capacity on gender mainstreaming, a special allocation of US\$1 million was awarded to the Development Impact Evaluation Initiative (DIME) in 2009 to offer training and additional funding for engendering impact evaluations in agriculture and rural development and private sector projects. Further, in cooperation with *Doing Business* under the World Bank Group's Financial and Private Sector Development Vice Presidency, the GAP launched the *Gender Law Library*, a database tracking laws impacting women's economic status in 183 economies, providing governments, civil society and researchers an important legal framework for further work seeking to benefit women entrepreneurs.

²⁰ 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 World Bank Group 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 were counted as coming from new non-usual gender experts.”

Box 6: Development Impact Evaluation Initiative (DIME)

The GAP and the Development Impact Evaluation (DIME) are partnering in the context of the Agricultural Adaptations – AADAPT, and the Finance and Private Sector—DIME-FPD. DIME’s programs of impact evaluations support country programs in getting answers, in real time, to their most pressing operational questions. The model provides a good platform to rigorously identify gender influences and effects in Bank operations and to identify relevant gender concerns and integrate them into project design, management, monitoring and evaluation. GAP partners with DIME and supports: (1) Cross-country Impact Evaluation Workshops with Task Team Leaders and Project Teams where gender is integrated in learning and concept note design; and (2) Incentive funding to support coordination and ensure gender integration in project implementation.

32. The GAP has also forged strategic partnerships with ongoing Bank funding mechanisms in order to deepen mainstreaming of GAP themes in their respective programs.

For instance, partnering with the Spanish Fund for Impact Evaluation (SIEF) top-up funding has been provided to undertake gender-disaggregated analysis of the impact of active World Bank labor market projects in India, the Dominican Republic, Uganda and Turkey. For the first time in four years, the Bank-Netherlands Partnership Program (BNPP) opened a new Gender Equality, Growth and Equity Window as one of the priority themes for the PREM Network. Activities under this window aim to institutionalize and build on GAP results, and solidify efforts to accelerate implementation of the MDGs towards the 2015 target date. This window targets impact evaluations to measure results as well as data gathering to document key determinants of women’s economic empowerment. Likewise, the Energy Sector Management Assistance Program (ESMAP) has emphasized gender mainstreaming in its 2010 Business Plan, and is funding analytical/technical assistance work on gender in the energy and extractive industries sectors, leveraging US\$400,000.

While the GAP has continued to make progress, FY09 findings show that many factors affect levels of gender integration and that the GAP type efforts need to further scale up.

Box 7: Good Practice Example of GAP Projects

Peru: Strengthening the Economic Empowerment of Women Micro-Entrepreneurs in Lima

This RBI examines how land/property can be used by women as an economic asset. The beneficiaries are women who were given property titles either jointly or individually during the first phase of the Bank-financed Real Property Rights Consolidation Project (PCDPI) and have a micro-enterprise. The program included two training programs – a *basic* training package which offered training in group settings and an *advanced* training package which included the basic training package plus a more individualized technical assistance component. By comparing the two training packages (with each other and with a control group), the project will assess whether the additional benefits of an individualized and time intensive technical assistance package outweighs the associated additional costs. The evaluation will also examine whether the project activities improved the participating entrepreneurs' knowledge and understanding of business practices, strengthened their business capacity, improved their savings and access to credit, and led to any changes in their ability to control or affect decision-making and assets in their homes and businesses.

The pilot is already yielding interesting results; 679 women micro-entrepreneurs were trained in the *basic* training package and 330 of these received the *advanced* training package. 55% of the women micro-entrepreneurs that were trained now have a business plan. Six group saving cooperatives have been formed and all report increases in capital and membership. The women also report increases in product quality and incomes. In terms of personal development, a number of women say that they now view themselves as entrepreneurs and have higher self-esteem. Local governments in the project area have expressed interest in replicating the initiative and the Bank is exploring the possibility of replicating the RBI in the Peru Sierra Rural Development Project.

Female Labor Force Participation in Turkey: Trends, Determinants and Policy Framework

This GAP-funded study, carried out by Turkey's State Planning Organization (SPO) and the World Bank, investigates why fewer Turkish women hold, or are looking for jobs compared to women in the EU and OECD on average, and why that share has been decreasing.

Partly, the study found, reasons lie with women migrating over the past two decades from rural areas – where they engage in unpaid agriculture – to urban areas where most of them stay at home. Young men in rural areas move from agricultural employment into better-paid jobs in manufacturing and services. This shift away from subsistence agriculture causes a withdrawal of women from the labor force. Many women in Turkey would like to work, but they face a number of difficulties that prevent them from doing so:

- Women with low levels of education, especially in urban areas, only have access to jobs that offer low wages and harsh working conditions. This creates a lack of incentive to work now that the returns would be low both in terms of earnings and professional development.
- Social and cultural constraints prevent women from working, as does the high cost of childcare.

Increasing the number of women who are actively employed in Turkey would reduce poverty, increase national economic output, and lead to improvements in social indicators like health and children's education outcomes. If six or seven percent more Turkish women would start full-time jobs, this would reduce poverty by around 15 percent.

Studies like these provide an opportunity for policy dialogue with client governments. The Government of Turkey has recently introduced a program that subsidizes employers' social security contributions for newly hired women for up to five years. Policy implications from this study show that the government can also encourage more women to work by:

Creating job opportunities for first time job seekers

Providing affordable childcare

- Sustaining investments in education
- Providing affordable childcare
- Sustaining investments in education

IV. UPDATE ON THE WORLD BANK GROUP PRESIDENT'S SIX GENDER COMMITMENTS

33. On April 11, 2008, President Zoellick accepted an MDG3 Champion Torch from Denmark's Minister for Development Cooperation Ulla Pedersen Tørnæs, and Denmark's challenge to "do something more" to promote women's economic empowerment. In this context, Mr. Zoellick announced six new World Bank Group gender equality commitments. In March 2010, he provided an update in Copenhagen, Denmark on these six commitments.

1. To measurably improve the integration of gender equality into our agriculture and rural developments projects by the end of the implementation of the Gender Action Plan in December 2010. A portfolio review of World Bank projects by the Agriculture and Rural Development (ARD) Department shows that in FY09 progress was made in some indicators over FY08 towards meeting the ARD gender commitment targets. The percentage of rural projects with gender responsive design in the Africa Region that had already met the 50 percent target in FY08 increased even further—from 59 percent in 2008 to 65 percent in 2009. In all regions, however, the percentage of rural projects that include gender-informed monitoring and evaluation, after doubling between FY05 and FY08, fell from 32 percent in FY08 to 26 percent in FY09, remaining significantly short of the 50 percent target for 2010. This result suggests the need for better publicity and dissemination of these important targets across all regions. Lastly, the percentage of land policy and administration projects using gender analysis to guide design and support regulatory reforms, that showed significant progress between FY05 and FY08, remained steady at the 50 percent target level in FY09.

2. To channel through the IFC at least US\$100 million in commercial banks credit lines for women entrepreneurs, by the end of 2012. Between FY08 and FY09, IFC committed US\$390 million through microfinance institutions, and an additional US\$22 million through commercial banks, specifically targeted to women-owned small- and medium-size enterprises, exceeding the stated US\$100 million target. From the time this commitment was formulated in December 2008, IFC had channeled US\$73 million in targeted SME credit to women entrepreneurs. This included a GAP-supported IFC access to finance program in Tanzania where the client bank extended 114 credit lines, with a portfolio value of US\$ 6.3 million.

3. 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. Country Directors have provided an initial report in mid-2008. Follow-up reporting in 2010 includes a review of all CASs, CPSs and ISNs to ensure compliance with the Bank's Gender and Development policy (OP/BP 4.20) within country teams (See companion publication which includes this reporting.). Fostering greater accountability is one of the goals of this reporting exercise, as well as ensuring more economic opportunity for women and girls in client countries.

4. To launch a work program on "young women count for economic development," starting with an event prior to the 2008 Annual Meetings. The Adolescent Girls Initiative (AGI) was officially launched in Washington on October 10, 2008. It aims to promote the transition of

adolescent girls from school to productive employment through innovative interventions that are tested, and then scaled-up or replicated if successful. The AGI is currently underway in five low-income and post-conflict countries: Afghanistan, Liberia, Nepal, Rwanda and South Sudan. Jordan—a country with one of the lowest female labor participation rates in the world—was recently added. Also, a smaller project has recently been launched in Lao PDR. Since the evidence on what works in facilitating the transition of adolescent girls and young women to productive work is thin, rigorous impact evaluation is an important part of the initiative and should help build the case for replication and scaling up. The AGI is also exploring a partnership with the Girl Hub – a Nike Foundation and UK Department for International Development global resource center to support developing world governments in delivering better programs, services and policies for adolescent girls.

5. To create a Private Sector Leaders’ Forum and convene their first meeting on the margins of the 2008 Annual Meetings. Formally launched at the World Economic Forum in Davos in January 2009, the WBG Private Sector Leaders Forum (PSLF) has attracted a diverse membership of 23 global and regional business leaders committed to empowering women through core business models, strategic philanthropy, diversity and inclusion. Forum members are leaders of major international companies such as Cisco, Ernst & Young, Nike, Standard Chartered Bank and Tupperware. In just over a year, the Forum has evolved from its original best practice and knowledge-sharing agenda to include innovative partnerships and joint initiatives, as well as influencing broader policy. The last CEO meeting took place in the margins of the World Bank/IMF Annual Meetings in October 2009 in Turkey. Participating CEOs announced substantial new partnerships and commitments on gender, formed as part of their involvement with the PSLF. These include, among others, a commitment by Standard Chartered Bank to life-skills education of 100,000 girls in developing countries; a commitment by Belcorp, a Peru-based direct sales company, to providing financial and entrepreneurial skills to 50,000 women in Latin America; and a partnership between Goldman Sachs and the Husnu Ozyegin Foundation to extend the 10,000 Women Program to Turkey to enhance women’s entrepreneurial and management skills.

6. To increase IDA Investments for Gender Equality in IDA16. Substantial progress was made to increase IDA investments for gender equality in IDA16. An IDA-specific review of the GAP was discussed by IDA deputies during the IDA15 mid-term review in November 2009 and the IDA Deputies decided to include gender equality as a special theme under IDA16. An IDA16 special themes paper including gender was presented to the IDA Deputies in June 2010.

V. MOVING FORWARD

34. Challenges and expectations for gender mainstreaming going forward include:

- **IDA16: Gender is designated as a “Special Theme” of IDA16.** As IDA goes through its replenishment phase, the World Bank’s senior management is in the process of defining how to increase investment for gender equality under IDA16. When IDA deputies met in early 2010 in Paris, there was firm support for “Gender” as a “Special Theme” of IDA16. At the June meeting, the deputies endorsed the importance of gender equality as a special theme under IDA16. In preparing for the IDA16 replenishment process, Regions are undertaking an exercise to specify concrete priorities and tracking indicators in IDA countries. These regional action plans will form an integral part of the GAP Transition Plan results framework and will be monitored.

- **World Development Report (WDR) on Gender:** The 2012 WDR will focus on gender equity and development. There is increasing awareness of the costs that gender inequality imposes on individuals and societies and of the resulting implications for development prospects. Gender disparities have significant adverse long-term effects on individuals and societies. Women and girls bear the largest and most direct costs of these disparities, but the costs cut more broadly across societies, ultimately harming everyone. Evidence from around the world suggests that societies that promote more equal opportunities for men and women also have higher growth, lower poverty and better development outcomes. Development practitioners face gaps in knowledge both in how and why gender equity matters for development and in the understanding of how best to take account of gender differences in policy design.

The 2012 WDR will aim to bridge these gaps by examining the links and tensions that exist between forward-looking development objectives and gender-related institutions, and the role of policies in resolving them. To do this, the report will build on and synthesize the growing body of multi-disciplinary theory, evidence and data on development and gender equity while identifying key knowledge gaps.

- **Implementing the GAP Transition Plan:** To continue to address the challenges in the economic sectors, harmonize core gender indicators across sectors and regions, create a reliable system for M&E, and sustain the work that has already been done by the GAP, a completed GAP Transition Plan was presented to the Board on June 15, 2010. (See: *Applying Gender Action Plan Lessons: A Three-Year Road Map for Gender Mainstreaming (2011- 2013), May 19, 2010.*) First, the results framework presented in the transition plan has been developed in collaboration with Bank Sectors and helps “give teeth” to efforts to strengthen management accountability. Second, the transition plan proposes to continue the focus on women’s economic empowerment, based on both internal and external analysis, while also broadening the scope to support Bank efforts to provide safety nets in response to crises and to the stresses of demographic pressures. It also emphasizes maternal mortality and reproductive health—issues with great impact on the MDGs and on long term development prospects, especially for IDA clients. Third, the transition plan shifts efforts towards working more closely with clients through regular Bank operations. It seeks to expand country counterparts’ capacity to design, implement and monitor gender-sensitive

policies and programs; encourage more South-South dialogue and capacity building; strengthen data collection and country-specific gender analysis and diagnosis; and grow client demand for gender and development work.

- **Bank Results Framework:** The proposed World Bank Results Framework for Gender²¹ builds on indicators already in use and collected in the WBG's results measurement systems and for the annual gender monitoring report. The results framework for gender has three tiers. Tier 1 indicators capture outcomes at the country-level. Tier 2 indicators refer to project-related results and that intend to capture Bank contribution to country results. Tier 3 indicators capture gender integration into Bank operations and policy dialogue (i.e. Country Assistance Strategies, AAA, and lending). For this Tier 3 measurement, the Bank will seek to harmonize methodologies and indicators.

- **CASs:** As part of a customized approach to capacity building, training on gender offered to CAS teams (through CAS Academies, for example) will be further strengthened. The Bank's gender policy will be more effective with increased attention to gender in CASs; IEG's 2010 evaluation of the Bank's gender work found that not all CASs discuss findings from periodical gender assessments, carried out by the Bank or by other entities, as specified by OP 4.20. In an effort to meet the policy requirements for gender-aware CASs, the PREM Gender Group and OPCS will provide support to the regions and country teams to better integrate gender into these documents. (See Annex II in companion document for a list of countries that will be working on compliance with the gender policy).

- **Policy Guidance Note:** The *World Bank Gender and Development Policy Framework Guidance Note* was developed in May 2010 to explain the policy framework for mainstreaming gender issues in the Bank's work and how this policy framework is implemented in the current context of the country-driven results-based agenda. In 2003, the World Bank issued an Operational Policy (OP) and Bank Procedures (BP) on *Gender and Development*: OP/BP 4.20. The main objective of this guidance note is to clarify management's position that the Bank's gender policy framework is wider than just OP/BP 4.20 and that project level entry points for integrating gender issues are triggered by a number of factors. This guidance note, therefore, pulls together in one place the various strands of Bank policy that have a gender focus. It is aimed at fostering greater clarity and better implementation of the various Bank policies, procedures, good practices, guidelines and templates for routine Bank project preparation that are relevant for mainstreaming gender issues in the Bank's work.

- **Strengthen management accountability for gender.** To strengthen accountability for gender mainstreaming, mechanisms for reporting on Bank performance at the OVP level,

²¹ Improving gender coverage in sector-specific monitoring and evaluation involves an iterative process of consultations with management of relevant World Bank sectors, especially those highlighted for priority gender investments in the GAP Transition Plan. In close collaboration with staff working in Operations Policy and Country Services and sector management, ongoing work to develop sector-specific indicators is being leveraged by identifying indicators and targets that can easily be collected and reported by sex. This work will be complemented by adequate information and guidance on the gender-sensitive results framework to operational staff, including technical assistance on data collection and integration of gender into project-level monitoring systems.

including country directors and operational vice presidents, need to be reinforced. Monitoring systems are already in place, although further work is needed to improve their impact. The results framework presented in the GAP Transition Plan, and joint work the MDBs plan to undertake to harmonize rating systems across the MDBs should go a long way in improving the monitoring information produced. Accountability will be increased by Bank Management's commitment to an MD-level discussion of the annual progress report on gender mainstreaming.

- **Significant progress has been made on all of the six World Bank Group Commitments to Gender Equality.** However, improving monitoring and impact evaluation of gender integration into policy and project lending can be achieved by:
 - Strengthening partnerships to conduct gender monitoring as part of the recognized monitoring and evaluation exercises;
 - Continuing to improve the collection of sex-disaggregated and gender-relevant statistics and indicators to measure results and impacts; and
 - Including gender as an independent variable in rigorous evaluations of the development impact of Bank operations.

ANNEX: REGRESSION ANALYSIS

Determinants of Gender Integration in Projects: Marginal Effects from Probit Model Regression

VARIABLES	(1) Gender informed (PREM Methodology)
MDG sector (HNP, EDUC, WATER)	0.308*** (0.0498)
ARD	0.243*** (0.0545)
INF(Transport, Urban, Energy)	-0.231*** (0.0424)
AFR	0.266*** (0.0583)
EAP	0.216*** (0.0691)
MNA	0.353*** (0.0806)
LCR	0.277*** (0.0619)
SAR	0.305*** (0.0665)
DPL	0.0663 (0.0518)
IDA	0.185*** (0.0428)
year	0.0182 (0.0210)
Observations	943

Standard errors in parentheses
 *** p<0.01, ** p<0.05, * p<0.1