

IV. MAIN ACCOMPLISHMENTS

Allocations

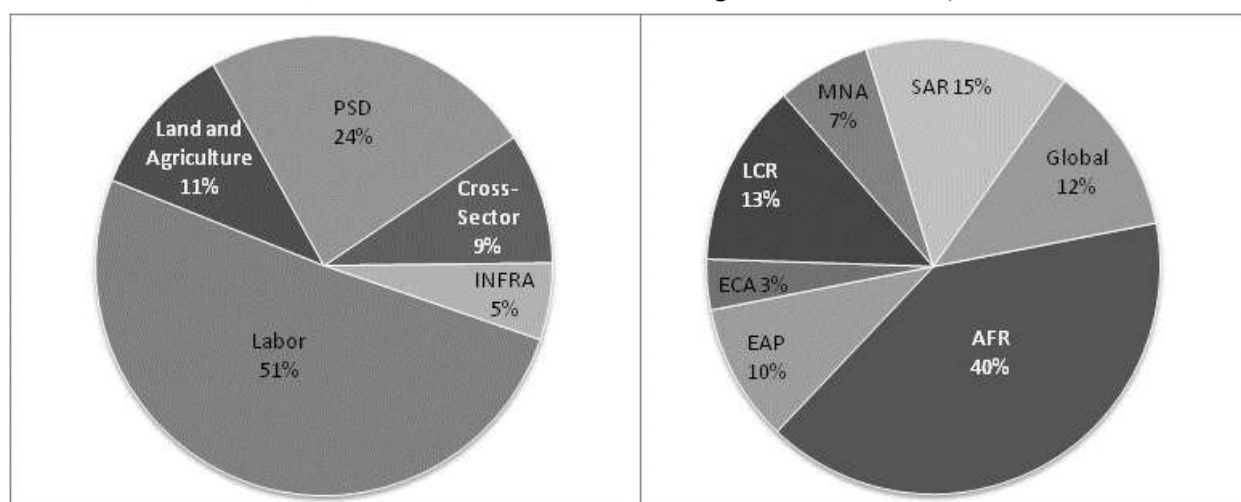
22. **The bulk of GAP pledges went to the Bank's regions and networks with more than three quarters of funds going to IDA countries.** Regions and networks received 75% of total allocations (US\$ 52.2 million), which exceeds the 66% originally budgeted for this (Annex 4.1). These funds have translated into 270 initiatives in more than 78 countries; the largest proportion of the funds went to Africa (40%) with South Asia and Latin America receiving 15 and 13%, respectively. Cross-regional (global) initiatives focused on capacity-building, and data and statistics account for 12% of activities (Figure 2).

Table 2: GAP-funded work in IDA/IBRD countries

	Allocations (US\$)	Percent of total	Initiatives	Percent of total
IBRD	7,211,599	14	74	27
IDA (incl. blend)	35,935,428	69	131	49
IDA/IBRD and global ¹	9,058,214	17	65	24
Total:	52,205,241	100%	270	100%

¹Multi-country initiatives with activities in both IDA and IBRD countries and multi-regional activities classified as “global”

Figure 2: GAP Allocations by Markets and Regions
(US\$ 52.2 million to the Bank's Regions and Networks)



23. **Allocations vary across markets as each sector faced distinct opportunities, challenges and constraints.** The largest share of funding allocations (51%) went to the labor market, which includes US\$ 20.3 million to the AGI (Figure 2), followed by private sector development (24%) —a sector which previously gender-informed its policies and operations to a very limited extent.

The infrastructure sector received the smaller share of funds (5%), which reflects lower demand and possibly limited capacity to gender-inform such operations.

24. GAP allocations focused on operational work carried out by teams in the Bank's regions and networks. Nearly half of the funds allocated to regions and networks went to economic and sector work (ESW) and operations. Twenty-three percent was apportioned to building the evidence base on women's economic empowerment through research, impact evaluations and statistics. Another 16% was assigned to institutional capacity-building and dissemination activities. Results-based initiatives testing various interventions to empower girls and women economically received 16% (see Annex 4.2).

25. Remaining funds that were not allocated to regions and networks (US\$ 17.5 million) went to PRMGE-led activities. These include GAP implementation and coordination (US\$ 5.3 million); research, impact evaluation and statistics which includes US\$ 1 million for the Marrakesh Action Plan for Statistics and partnerships with UN Statistics (US\$ 5.2 million); communications and capacity-building, including new partnerships such as the Private Sector Leaders Forum (PSLF) (US\$ 4.6 million); and the two-year Doing Business Gender project (US\$ 2.4 million).⁸

Allocation Mechanisms

26. The primary mechanism for allocating GAP funds has been competitive calls for proposals. The calls revealed considerable demand within the Bank for work on women's economic empowerment. A total of eleven competitive calls for proposals were issued during the GAP with considerable response.⁹

27. In addition, US\$ 10m were given to the Bank's Regions and Networks for high-priority initiatives and sectors. In response to new commitments on gender, the GAP allocated US\$ 1.75 million to Bank regions for results-oriented activities linked to operations in agriculture and rural development (ARD). Regions also received a total of US\$ 1.2 million to strengthen institutional capacity and further align GAP work with regional priorities. Working with the Development Impact Evaluation Initiative (DIME) the GAP supported efforts to mainstream gender in impact evaluations of Bank operations. As illustrated in Box 2, the International Finance Corporation (IFC) received US\$ 1 million to support the implementation of plans to ensure that 25% of the 3.1 million small and medium-sized enterprises (SME) it plans to reach by 2013 are women-owned.

⁸ Please refer to Annex 4.1 for more details.

⁹ Please refer to Annex 4.3 for more information.

Box 2. Access to Finance for Women-Owned SME Projects

In 2010, the GAP allocated US\$ 1 million to the IFC to analyze the demand and use of financial products and SME services on a sex-disaggregated basis in 21 countries in five regions. The information will help IFC investment and advisory staff to develop targeted regional access to finance for women SME projects. Furthermore, this supports IFC's commitment to ensure that 25% of the 3.1 million SMEs it plans to reach by 2013 are women-owned. To-date, client banks in target countries have been identified and survey instruments developed. Findings will be disseminated by December 2011.

28. **Strategic funds were also used to pilot and test interventions to empower girls and women economically.** Results-based initiatives were launched in nine countries in partnership with the UN Development Fund for Women (UNIFEM) and the International Center for Research on Women (ICRW) and other international and national NGOs. The pilots and embedded evaluations aim to build knowledge of how to strengthen female entrepreneurship and gender equality at the workplace. The AGI incorporates rigorous impact evaluations in all its eight country pilots to assess the impacts of a range of interventions to help adolescent girls and young women transition into productive work.

Box 3. The Adolescent Girls Initiative

The AGI is helping young girls safely transition into the labor market in low-income countries, many of them post conflict. The innovative public-private partnership has grown rapidly since its launch in 2008 and now targets about 20,000 girls. Rigorous impact evaluations are embedded in all pilots, including in: Afghanistan, Haiti, Jordan, Lao PDR, Liberia, Nepal, Rwanda, and Southern Sudan. Donors include the Nike Foundation and the governments of Australia, Denmark, Norway, Sweden and the UK.

- In **Liberia**, 2,500 girls and young women will receive six months of training in business development skills, job skills and life skills, with additional support to find jobs or start new businesses.
- The **Nepal** pilot promotes access to employment for 3,500 young women by scaling up an existing skills training and job placement program.
- In **South Sudan**, 100 Adolescent Girls Clubs have opened in four states with more than 3,000 members. In addition to offering a safe space for girls to socialize and exchange experiences, the Clubs offer training in life skills, livelihoods and financial literacy.
- The pilot in **Jordan** which targets female graduates from community colleges also provides businesses with short-term incentives to hire young women. To date, more than 155 private firms have signed up to benefit from the voucher program being tested.

An Action Plan to enhance implementation and take the initiative to scale is now being prepared. The Nike Foundation has pledged an additional US\$ 2 million to support: (i) the launch of the AGI pilot in Haiti, as part of an expansion of the Initiative to test girl-targeted cash transfers and stipends in at least 4 to 5 low-income countries; and (ii) for a small-grant mechanism – the Scale and Innovation Fund - aimed at institutionalizing the AGI throughout the Bank's work, with a particular focus on IDA countries.

Main Activities

29. **The portfolio of GAP activities differs across markets.** Table 3 at the end of this report summarizes the main activities by market, following the monitoring framework devised for the GAP. In brief, activities were shaped by the needs of each particular market.¹⁰

- Activities in **Labor** aimed to: inform policies and programs to promote female employment through research and evaluations that help expand the knowledge base of gender issues in labor market, and through pilot interventions; improve statistics on women's labor force participation in both formal and informal sectors; and to promote policy dialogue with client countries to increase women's labor force participation.
- In **Land and Agriculture** GAP-funded work covered a broad range of activities related to land rights, off-farm employment, access and management of water resources (irrigation), access to markets, and decision making in rural and agricultural development projects in the regions. Activities related to women's land rights focused on assisting governments to gender-inform ongoing land reform processes and building the evidence on the impacts of land-related laws and processes such as land titling on women's access to finance, levels of agricultural productivity and household welfare.
- **Finance and Private Sector Development** activities included analytical work to better understand the constraints that female entrepreneurs face, such as financial access, regulatory barriers, and skills development. GAP-funded activities have helped increase women's access to financial services, by working directly with commercial banks and micro-finance institutions. Other work includes pilots to test models for promoting women as part of the core business and HR practices of private sector firms and innovative public-private partnerships to support gender work at the policy and firm levels in the extractive industries.
- Most activities in **Infrastructure** were linked to operations, however more work is needed to strengthen the evidence base on what works in terms of gender-informed operational work. In response to the capacity constraints in the sector, the GAP funded learning events where more than 200 staff participated and seven gender and infrastructure tools were developed in the areas of water, transport, urban development, energy, mining, and ICT. The GAP also hosted regional workshops on "Gender Equality and Infrastructure" together with regional MDBs targeting WB and MDB staff and their client counterparts, as well as targeted capacity building of implementing agencies (Box 4).
- GAP-funded **cross-cutting work** includes communication, dissemination, capacity building and learning activities, activities to build gender-related statistics and work related to women's economic empowerment that falls outside of the core GAP sectors such as activities to improve targeting of safety nets and social protection programs and policies and increase gender attention into public budgeting, among others.

¹⁰ Please also refer to Annex 4.6 for a list of activities.

Box 4. Infrastructure: Building the Capacity of Implementing Agencies

In the **Philippines**, under the US\$ 60 million Metro Manila Urban Transport Integration Project, GAP funds supported capacity building of the Department of Public Works and Highways (DPWH) to integrate gender issues in transport policy, planning, project design and implementation. Main outputs included: (i) a report on gender issues in infrastructure development practices, (ii) toolkits on making urban infrastructure projects, programs and policies gender responsive; and (iii) capacity-building activities to pre-test the Toolkit and Training Guide. In addition to influencing the design of the urban transport project under preparation, follow-up activities include expanding the capacity-building activities to other infrastructure sectors (e.g., national bridges, flood control, water resources projects and other public works); and the possibility of fielding an empirical study of the travel needs and behavior of women and men in urban and rural areas.

In **Kenya**, GAP funds supported the Ministry of Water and Irrigation (MoWI) in a capacity building effort to equip Gender Units and Gender Desk Officers from water sector institutions with the needed skills to effectively promote gender mainstreaming within their institutions. As a result of the trainings, gender mainstreaming activities were initiated in all the participating institutions. As a follow-up activity, with funding from the South-South Knowledge Exchange, an experience exchange will be carried out between Kenyan and Indian water sector institutions to learn about successful gender integration in the water and sanitation sector in both urban and rural contexts. The exchange will expose the Kenya delegation to best practices on gender integration in water resources management, sanitation and hygiene promotion sector that can inform the development of a gender policy for the water sector in Kenya.

30. **GAP-funded impact evaluations are strengthening the evidence base for women's economic empowerment.** Adding to pilot interventions with embedded impact evaluations such as the AGI and Results-based initiatives, the GAP has fostered strategic partnerships with the Bank's Development Impact Evaluation Initiative (DIME) and with the Spanish Impact Evaluation Fund. In addition to these stand-alone initiatives, incentive funding in the amount of US\$ 4.3 million has enabled gender-differentiated analysis to be incorporated in the impact evaluations of more than 30 Bank-supported projects. The sectors range from social safety nets and social protection programs to labor market programs and interventions to strengthen women entrepreneurship and business development skills.

Box 5. GAP-funded Impact Evaluations Influencing Operations

In **Tunisia** a GAP-funded evaluation of a pilot addressing high youth unemployment by promoting entrepreneurship among university graduates has received much attention from the Government. The pilot offers a combination of grants and/or business coaching for winners of a business thesis competition. Nearly two-thirds of participants and thesis competition winners were female, suggesting high demand. The study, currently under implementation, will measure enterprise creation and labor market outcomes as a result of the professional “hand-holding”. The pilot has been included in the policy matrix of Tunisia’s first Development Policy Loan (DPL) and a large scale-up has been requested by the Cabinet. Results from the evaluation will inform the planned

scale-up.

In **Liberia**, the GAP supported an innovative, low-cost and light evaluation to assess the gendered impacts of a national cash for works program. The overall positive assessment informed the design of a US\$ 16 million Liberia Youth, Employment, Skills project which aims to create additional short-term jobs for youth, finance demand-driven skills development programs serving the informal and formal economy. The program is also set to lay the foundations of a stronger institutional framework for technical and vocational education and training.

In **Morocco**, where rural women's control over decisions in their household is limited, preliminary results from a Conditional Cash Transfer (CCT) program aiming to reduce drop-out rates among primary school children were instrumental to inform changes in policymaking. The program was scaled up nationwide to eligible poor regions after preliminary results of the program impact evaluation showed that cash transfers were more effective when given to mothers instead of fathers to decrease dropout rates, increase the number of children going back to school (after dropout) and improve learning.

31. GAP support for research provides new insights into under-studied topics such as entrepreneurship, trade, economic crises and safety nets.

- A study in Lima, Peru, shows that only the combination of business training and technical assistance (visits to businesses) improves the business practices and sales of a randomly selected group of female micro-entrepreneurs. Research on cross-border traders in the Great Lakes Region of Africa finds that although the majority of cross-border traders are women (85% of respondents), most of the stakeholders or officials (82%) are men. A survey of female cross-border traders in eastern DRC shows high levels of bribes (85% frequency of reporting) and physical harassment and violence (54%). Studying male and female cotton growers in Uganda where male farmers produce, on average, 67% more cotton per unit of land than female farmers, research finds women's less solid land ownership arrangements of smaller and lower quality plots to be one source of the gender difference in productivity. Another source of the productivity differential is that most of the productivity-enhancing agronomic training reaches male rather than female farmers.
- Investigating the impact of Indonesia's 1997 economic crisis using firm level data, analysis shows that firms that were hit were more likely to shed female than male employees. However, exporting firms that were less hurt by the crisis also employed more women than men. Research on the recent economic crisis in Cambodia finds that women workers were the primary 'adjusters' -- they more often increased their participation in the labor force to compensate for declining household income and they were also more often 'discouraged workers'. Public works was a commonly used policy intervention during the recent crises. Evaluation of a public works program in Liberia finds that female participants experienced a net income gain from participating in the program; this net income gain for female participants was marginally larger than that for male participants.
- A group of research studies analyze different dimensions of conditional cash transfers (CCT) design. Testing the relative effectiveness of giving cash transfers to mothers and fathers, a conditional cash transfer program in Morocco finds that giving transfers to

mothers is more effective in reducing drop-out rates and improving re-enrollment of out-of-school children. Testing the importance of conditionality in a cash transfer program, an experiment in rural Malawi shows that conditionality matters for improving girls' schooling. However, unconditional transfers rather than conditional transfers have a more beneficial effect on delaying girls' marriage and reducing probability of becoming pregnant.

32. GAP activities in data and statistics have added valuable information to the existing body of sex-disaggregated and gender-relevant data and indicators. Activities focused on three key areas: (1) increase availability and use of gender indicators; (2) identify and fill data gaps, develop new indicators and engender WBG and other surveys; and (3) build international and national capacity to obtain and use sex-disaggregated data. These efforts resulted in 43 original datasets and multiple tools for gender analysis, including ADePT, Enterprise Surveys, an expanded *GenderStats*, Key Gender Employment Indicators, Employment Lab, the Gender Law Library and the Little Data Book on Gender, among others. The GAP also funded a capacity-building training program on gender statistics.

Box 6. The Gender Statistics Training Program

GAP funds were used to develop a capacity building training program on gender statistics, consisting of 20 thematic modules including labor statistics, agriculture, decision-making, entrepreneurship, gender-based violence, education, health, access to finance, access to assets, advocacy for gender statistics, ICT, gender and minority groups, social exclusion, communication and dissemination of gender statistics. Targeted to statisticians, government officials, gender experts and trainers on gender statistics worldwide, the training program includes state-of-the-art multi-media presentations, videos, a manual on gender statistics, and facilitation guidelines for gender statistics advocates. The program was piloted and successfully implemented in the ECA Region, in cooperation with UNECE, and will be wholesaled to other regional capacity building institutions as a ready-to-use training toolkit. The program will be launched in E-Learning through the WBG *GenderStats* website in July 2011.

33. The Women's Economic Empowerment Index developed by the Economist Intelligence Unit provides data on the economic landscape that women face globally. The index is a pilot effort to assess the laws, regulations, practices, and attitudes that affect women workers and entrepreneurs. It uses 26 indicators, selected and validated by a panel of gender experts, to evaluate every aspect of the economic and social value chain for women, from fertility to retirement. By exploring binding constraints that women face, it points to steps that governments can take to improve opportunities for women and boost overall economic performance. UN Women plans to use the index to inform their economic empowerment work, in partnership with the World Bank and the La Pietra Coalition.

34. New capacity building approaches such as the "real time" training model adopted in the GAP-DIME partnership are laying the ground work for enhanced quality of gender integration in operations. The US\$ 1.3 million GAP- DIME Partnership in the context of Agricultural Adaptations has provided gender-tailored impact evaluation training to over 36 teams, and resulted in more than 30 agriculture and rural development projects with gender

informed design, including the collection of gender-disaggregated data and the estimation of gender effects of selected interventions. ARD operations totaling US\$ 556 million in Africa will have gender-informed impact evaluations alongside another estimated US\$ 1 billion in operations in South Asia and US\$ 250 million in Brazil.

35. PRMGE-managed communications and outreach activities helped raise awareness about women's economic empowerment within and outside the Bank. As part of this work, PRMGE established new lines of collaboration with external partners, including the Private Sector Leaders Forum (PSLF), a group of 23 CEOs¹¹ of global companies who acted as “ambassadors” for the GAP. The PSLF has provided a platform for leaders in the private sector to continue their commitment to making gender a part of their core business, often through innovative partnerships. Two of its members, *Belcorp* and *McKinsey* have partnered to provide financial literacy training to 50,000 women in Latin America. Members have also joined forces to increase the number of women-owned businesses in their collective supply chains—committing to spending US\$ 2 billion on products and services from women-owned businesses over the next three years. Members have requested that the PSLF reconstitute for a second period to build on the good work done during the first three years of existence.

¹¹ Please refer to Annex 4.5 for more details.