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(Joint Ministerial Committee of the Boards of Governors of the Bank and the Fund on the Transfer of Real Resources to Developing Countries)

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UPDATE ON THE IMPLEMENTATION OF THE GENDER EQUALITY AGENDA AT THE WORLD BANK GROUP


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Update on the Implementation of the Gender Equality Agenda at the World Bank Group

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<th>Description</th>
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<tbody>
<tr>
<td>AAA</td>
<td>Analytical and Advisory Activities</td>
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<tr>
<td>AFR</td>
<td>Africa Region</td>
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<td>AGI</td>
<td>Adolescent Girls Initiative</td>
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<td>ARD</td>
<td>Agriculture and Rural Development</td>
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<td>CAS</td>
<td>Country Assistance Strategy</td>
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<td>CPS</td>
<td>Country Partnership Strategy</td>
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<td>CSC</td>
<td>Corporate Scorecard</td>
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<td>CSO</td>
<td>Civil Society Organization</td>
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<td>DC</td>
<td>Development Committee</td>
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<td>EAP</td>
<td>East Asia and the Pacific Region</td>
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<td>ECA</td>
<td>Europe and Central Asia Region</td>
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<td>ESW</td>
<td>Economic and Sector Work</td>
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<td>FCS</td>
<td>Fragile and Conflict Affected States</td>
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<td>FPD</td>
<td>Financial and Private Sector Development Network</td>
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<td>FY</td>
<td>Fiscal Year (July 1-June 30)</td>
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<td>GAD</td>
<td>Gender and Development</td>
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<td>GAP</td>
<td>Gender Action Plan</td>
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<td>HDN</td>
<td>Human Development Network</td>
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<tr>
<td>HIV/AIDS</td>
<td>Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome</td>
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<td>IBRD</td>
<td>International Bank for Reconstruction and Development</td>
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<td>IDA</td>
<td>International Development Association</td>
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<td>IFC</td>
<td>International Finance Corporation</td>
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<td>LCR</td>
<td>Latin America and the Caribbean Region</td>
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<td>LSMS</td>
<td>Living Standards Measurement Studies</td>
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<td>MDG</td>
<td>Millennium Development Goal</td>
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<td>MENA</td>
<td>Middle East and North Africa Region</td>
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<td>MIGA</td>
<td>Multilateral Investment Guarantee Agency</td>
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<td>OPCS</td>
<td>Operations Policy and Country Services</td>
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<td>PREM</td>
<td>Poverty Reduction and Economic Management Network</td>
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<td>PRMGE</td>
<td>PREM Gender and Development Group</td>
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<td>RMS</td>
<td>Results Monitoring System</td>
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<td>SAR</td>
<td>South Asia Region</td>
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<td>SDN</td>
<td>Sustainable Development Network</td>
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<td>SME</td>
<td>Small- and Medium-Scale Enterprise</td>
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<td>UFGE</td>
<td>Umbrella Facility for Gender Equality</td>
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<td>WBG</td>
<td>World Bank Group</td>
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<td>WDR</td>
<td>World Development Report</td>
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Executive Summary

i. **In September 2011, the Development Committee welcomed the World Bank Group’s 2012 World Development Report on Gender Equality and Development (WDR2012) and its clear message that equality between women and men is smart economics and an essential ingredient in poverty reduction. It recognized that the WDR2012 has important lessons globally and that gender equality requires specific action from governments, the private sector and development partners. The Development Committee endorsed the recommendations for the WBG set out in the accompanying implications note**\(^1\) and requested that progress in implementation be reviewed in a year’s time.

ii. **This review of implementation over the past year reveals an acceleration of progress, and that the leading indicators used to measure gender mainstreaming have improved across most areas. However some unevenness remains, and Bank staff need to be more fully supported in their mainstreaming efforts.** Moreover, given the shortness of time, we are yet to see this being translated into results on the ground. It will be critical to invest in knowledge and data to ensure that teams can identify gender gaps, and respond with effective advice and development solutions.

iii. **Progress on the gender agenda at the Bank has accelerated significantly.** Managing Director level Memorandums of Understanding include explicit commitments to mainstream gender in operations. CASes are central to the Bank’s country-based approach and set the framework and priorities for analysis, dialogue and lending. Attention to gender paid in country assistance strategies has improved along with the share of lending that is gender-informed.

- **All country assistance strategies** that were discussed in the past year were adequately gender informed, with a growing share of highly satisfactory CASes from the gender perspective.
- **The total share of lending that is gender-informed rose from 54 to 83 percent between FY10 - FY12.** This translates into a dollar figure in FY12 of almost US$29 billion in gender-informed loans, out of a total lending envelope of US$34 billion.

iv. **In sum, more lending operations are integrating gender considerations in their design, and increasingly large amounts are going to gender-informed operations.** This is true across all groups of clients, IDA and IBRD and including Fragile and Conflict-Affected States.

v. **This means that the WBG, and IDA, are well on track for the measurable targets laid out in the Corporate Score Card and the IDA Results Framework.** The sources of the improved performance include: the successful launch and dissemination of the WDR2012 and its regional and sectoral companion reports; the focus associated with IDA 16; the much higher profile and visibility of outreach efforts; the increased senior management focus and close monitoring of

\(^1\) DC2011-0011. Referred to here as the Development Committee paper.
progress on a monthly and quarterly basis; and the significant increase in gender training being integrated in CAS, DPL and other core training.

vi. **Much work has been done and progress achieved, but much remains to be done.** Management is committed to staying the course, lest gender be seen as a passing fad. FY13 is an important juncture for the long term sustainability of recent progress. The IDA16 Mid-term Review and the replenishment negotiations for IDA17 will play a key role alongside continued corporate monitoring.

vii. **Gender equality remains a large and complex agenda, and will remain a challenge for the long term.** The WDR2012 underlined the role that institutions, informal and formal, and social norms play in explaining persistent gaps – gaps which do not disappear with economic growth, and which require proactive action.

viii. **The critical priorities in FY13 will be to:**

- **Provide country teams with the support they need to advance the agenda on the ground.** This includes providing the guidance and tools needed on a timely basis, and providing adequate resources to achieve results.

- **Scale-up efforts in lagging sectors and countries.** There is significant room for improvement in several important areas, including, but not limited to, expanding women’s entrepreneurship and employment opportunities, as well as women’s voice and agency — areas highlighted as lagging by the WDR2012. The 2013 World Development Report on Jobs provides a major opportunity to further boost the jobs agenda in this context.

- **Address critical knowledge gaps, through timely country diagnostic work and strategic investments in impact evaluations, coupled with improvements in knowledge sharing.** Gender data and evidence about what works needs to be much more accessible to support policy decision making.

- **Pay continued attention to results, including through investments in data collection, and support for national statistical systems.** On July 19, the new President made a commitment that, one year hence, there would be progress in data availability in two areas – women’s economic opportunities, and women’s voice and agency – for at least 10 countries where that data is currently missing. This requires supporting countries to build statistical capacity and improving both data availability and also quality.

- **Mobilizing broader stakeholder support** and working with partners to deepen existing partnerships and expand our range of partners in order to foster information sharing and collaboration, and to minimize duplication of efforts.

ix. **The World Bank Group is increasingly well-placed to work with clients and stakeholders around the world to deepen its focus on gender equality in the coming period.** Sustaining the progress to date, and deepening the attention to major gender disparities, requires efforts to inform and stimulate country demand, investments in data and knowledge, and leveraging partnerships, both in-country and globally, all with an enhanced focus on results.
I. Introduction

1. There has been a significant acceleration in progress on the gender agenda at the World Bank Group in FY12 -- but attention to gender equality will remain an issue for the long term. Senior management is strongly committed, as evidenced through, for example, monthly and quarterly reporting on the gender agenda. Awareness about the importance of gender equality is growing among staff as well as among clients and stakeholders. There has been a notable improvement in the attention paid in Country Assistance Strategies, and a major pick-up in the share of lending that is gender-informed across most – though not all - regions and sectors. There remain critical knowledge gaps about what programs and policies work best to close gaps, alongside areas where significantly more progress is needed on the ground.

2. Progress is tracked through the Corporate Scorecard and under the IDA16 Results Measurement System (Annex 1). Senior management reviewed progress every month throughout the fall of 2011, which shifted to a quarterly basis with the February and June 2012 Corporate Scorecard Days. Box 1 illustrates the types of follow-up actions that have emerged from these discussions.

<table>
<thead>
<tr>
<th>Box 1 Accountability, monitoring and follow-up on corporate commitments on gender</th>
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<tr>
<td>In order to increase attention to gender across the regions and networks, regular monitoring was introduced by Senior Management in the fall of 2011. Actions resulting from the February scorecard day and reported on in June 2012 included:</td>
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<tr>
<td>• Regional Vice Presidents will hold Country Directors accountable for the focus on gender in Country Assistance Strategies, operations, and analytical work.</td>
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<td>• Network Vice Presidents will review existing portfolios and constraints (as is presently underway for SDN for example) to identify actions needed. Similar work has been undertaken in the regions, as in ECA where a review was undertaken which fed into the Regional Gender Action Plan that is now underway.</td>
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<tr>
<td>• The Gender Anchor will work with the Regions, Network Councils, and Sector Boards to identify and address constraints to gender mainstreaming.</td>
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<td>• OPCS will ensure that corporate commitments on operations made as part of their existing review function will support the gender agenda.</td>
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3. Gender is everyone’s business. It is at the core of reducing poverty and fostering broad-based development. It needs to become part of the DNA of the WBG’s operations: from conceptualization through monitoring and evaluation. This requires creating an enabling environment by ensuring that Task Team Leaders (TTLs) and field-based staff are equipped with the knowledge and resources necessary to address operational challenges. It also requires stepping up training and dissemination of good practices, and better outreach through distance learning and online opportunities - this is work in progress, along the lines outlined in this paper.

4. Accountability for work on gender sits at different levels of the institution. How gender fits into the WBG’s structure is illustrated in Figure 1. Regional Vice Presidents have responsibility for holding Country Directors and staff accountable for the focus on gender in Country Assistance Strategies, operations, and analytical work. The Gender and Development Board has been revitalized and now comprises (mainly) manager-level representatives from all of the Bank’s regions, networks and the IFC. Over the past year, a network of country gender focal points has
been established in over 50 countries, and connects virtually around important topics. Regional gender networks that function across sectors and often include country management units are also active and playing an important role, such as the South Asia Gender Equality (SAGE) group and similar networks in Latin America, East Asia and Africa.

Figure 1 World Bank Group organizational chart and gender

5. Current corporate commitments on gender range from key human development indicators, to inclusion of female beneficiaries in selected programs and mainstreaming more generally, as measured by the share of gender informed operations. Especially for country-level indicators, however, the data is patchy and often out-of-date, which underlines the major data constraints that persist at the country level, and the importance of continued investments in gender data (see p25).

6. Despite major progress over the past three decades, serious gender disparities persist in many countries. The global picture depicted in the WDR2012 -- and other recent major reports such as those by UN Women and the Food and Agriculture Organisation\(^2\) -- reveal the scale of the challenges. It is useful to recall some key highlights:

- **Not one of the regions is on track to achieve MDG5, to cut maternal mortality by three-quarters.** The largest gender gaps persist in Africa and South Asia. These include excess deaths of girls and women. The likelihood of women dying during childbirth in Africa and parts of South Asia is still comparable to that of Northern Europe in the 19th century. Two countries account for a third of all maternal deaths – India accounted for 20 percent (56,000

deaths annually) and Nigeria for 14 percent (40,000 deaths) – and in 2010 Africa had the highest maternal mortality of any region, at 500 deaths per 100,000 live births.

- **Gender segregation in economic activity and earnings gaps remain pervasive.** Women in agriculture, especially in Africa, operate smaller plots of land, have less access to inputs including economic services, and farm less remunerative crops, while female-owned businesses are significantly less profitable than male-owned ones in many countries, including in South Asia.

- **Disparities in voice and agency persist** – fewer than one in five members of national parliaments are women, and an estimated 510 million women will be abused by their partner in their lifetime.3

7. Yet there is also enormous heterogeneity across, and within regions and countries. In Latin America, gaps in schooling and health have largely been closed, but important challenges remain with respect to voice and agency. Gender based violence and teenage pregnancy are both highly prevalent and households led by women are poorer than those headed by men. While a number of countries have closed education gaps in basic levels of schooling, major disparities remain in parts of Africa and South Asia. In Afghanistan, the Central African Republic and Chad, for example, there are fewer than 70 girls per 100 boys in primary school. Overlapping disparities -- with class, ethnicity and location compounding disadvantage – exacerbate these patterns. In Pakistan, for example, there is a 43 percentage point school enrollment rate gap between the most disadvantaged group, low-caste girls, and the least disadvantaged, high-caste boys.4

8. Recent research reinforces the WDR2012 findings that women’s empowerment and economic development are closely related – development can help reduce inequality between men and women, while empowering women can accelerate development. At the same time however, the inter-relationships are probably too weak to be self-sustaining, and economic growth alone is insufficient to ensure significant progress in important dimensions of women’s empowerment, so that continuous and proactive policy commitment to gender equality is needed.5

9. This paper highlights progress following the Development Committee discussion of *Implications of World Development Report 2012: Gender Equality and Development for the World Bank Group.*6 It includes content traditionally covered by the annual gender monitoring report, including tracking of gender-informed lending and Country Assistance Strategies.7 The next section outlines progress and constraints in implementing the five strategic directions laid out in the Development Committee paper, and Section III lays out the key areas to be tackled moving forward.

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6 DC2011-0011.  Referred to in this paper as the Development Committee paper.
7 The annual monitoring report was most recently published in April 2011.
II. Progress on the strategic directions

10. In 2011, the Development Committee endorsed five strategic directions for the World Bank Group to operationalise the WDR2012. These are: (i) informing country policy dialogue on gender equality; (ii) enhancing country-level gender diagnostics; (iii) scaling up lending for domestic priorities identified by the WDR2012; (iv) investing in gender-relevant data and evidence; and (v) leveraging partnerships, global and country-level, to support priority actions. These were laid out in the Development Committee paper, which also emphasized several cross-cutting issues, including the importance of accountability and results.

a. Informing country policy dialogue

11. The WDR2012 was a major opportunity to promote discussion and policy debate on gender equality, and the report was widely disseminated around the world. There were more than 40 in-country launch events, including in at least 27 Part II countries and 12 IDA countries. These events typically extended beyond stakeholders that normally focus on gender, attracting ministers of finance and planning, along with representatives from the public and private sector, civil society, and the media. For example in Lima, Peru, over 300 practitioners from various development constituencies participated in the launch, with active engagement of ministers, heads of think tanks and NGOs. The WDR2012 dissemination in the MENA region in October 2011 created an opportunity for extensive consultations, including in Egypt, Jordan, Kuwait, Tunisia and West Bank and Gaza. Some countries were undergoing political transformations, and the platforms for debate on critical policy issues were important in countries where there was a risk of reversal of past gains in women’s rights.

12. During FY12, a series of companion reports were developed, applying the WDR2012 framework at the regional, sectoral and country level. Such reports were prepared for EAP, ECA, MENA and LCR regions, and for the HDN and SDN networks. Regional companions -- Opening Doors: Gender Equality in the Middle East and North Africa, and Gender in South Asia: Gaining Ground, will be launched in early FY13.

13. Consultations around the preparation and launches of these reports have been important. Throughout FY12, regional and country teams promoted the WDR2012 and its regional companion reports on the ground. For example:

- In LCR, the findings of the WDR2012 were presented to Brazil’s House of Representatives on International Women’s Day 2012, and subsequently disseminated in Chile, Ecuador, Mexico and Colombia.
- During the 2012 World Bank-IMF Spring Meetings, the MENA region hosted an open discussion and a presentation of the findings of their forthcoming regional report.

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9 All the regional and network companion reports can be found at [http://go.worldbank.org/Q4YNH3HE20](http://go.worldbank.org/Q4YNH3HE20).
• In June 2012 the findings from the WDR2012 were presented to the Turkish Parliament’s Gender Committee, and the region launched its Equity and Gender Newsletter, which aims to present recent work and stimulate discussion on gender issues.

• Toward Gender Equality in East Asia and the Pacific, a regional companion to World Development Report was launched in Bangkok in June 2012, with launches in Fiji, Indonesia, Papua New Guinea, the Philippines, the Solomon Islands and Viet Nam.

• In response to a request by the Government of Nigeria following the WDR2012 launch, the World Bank and the United Kingdom’s Department for International Development (DFID) hosted gender policy dialogues in several cities around the country, and are working with the Government to experiment with innovative gender policies and programmes.

14. **Awareness raising has been boosted by social media and web-based outreach:**

• Launched alongside the WDR2012, the global ThinkEQUAL campaign has been instrumental in raising and sustaining worldwide awareness about gender equality. By February 2012, the #thinkEQUAL hashtag had reached over 44 million people in English, French, Spanish and Arabic, and has been mentioned more than 20,000 times on Twitter.

• Visits to the World Bank’s external Gender website almost doubled over the past year, driven by the WDR2012 and the ThinkEQUAL Campaign, and the increased number of web-streamed events. The latter included a Special Event on CEDAW and Women’s Rights; a roundtable on New Frontiers on Women’s Empowerment and Voice: Views from Around the World; and the Community of Practice series which have attracted broad audiences.

15. Among other high profile activities have been the IFC study titled *Strengthening Access to Finance for Women-Owned SMEs in Developing Countries*, which was endorsed at the November 2011 G-20 Summit,\(^\text{10}\) and awareness-raising events around women’s access to justice, including sessions on: Fostering Learning and Innovation: Women’s Access to Justice and the WDR2012, and Financing Women Entrepreneurs in Emerging Markets, in November 2011.

16. Gender Action Plan (GAP) activities closed in December 2011 with a final push to stimulate policy dialogue through knowledge sharing and dissemination.\(^\text{11}\) This support stimulated dissemination of several sector studies and pilots in such countries as Afghanistan, Azerbaijan, El Salvador, Kenya, Morocco and South Africa. In El Salvador, for example, the opportunity to capture and communicate results from a gender budgeting pilot led to replication in two additional ministries.

17. The upcoming 2013 World Development Report on Jobs is an opportunity to push further the gender agenda on economic opportunities – the report emphasizes how jobs for women tend to be intrinsically ‘good for development’ and highly transformational in the ways that households spend money and invest in the next generation (Box 2).

\(^{10}\)http://www1.ifc.org/wps/wcm/connect/a4774a004a3f6539f0f0f8969adcc27/G20_Women_Report.pdf?
MOD=AJPERES

\(^{11}\) Launched in 2007, the Gender Action Plan (GAP) aimed at advancing women and girls’ economic empowerment by influencing Bank work in the economic sectors.
Box 2 Expanding economic opportunities and insights from the 2013 World Development Report

The WDR2012 documented trends in labor force participation -- in the two decades to 2008, women's participation in paid work globally rose slightly, to about 52 percent, with more significant rises in Latin America. Today 4 out of 10 workers globally are women. These trends have been at least partly driven by factors outside the labor market, including girls' education (explaining 42 percent of the increase in Latin America) and rapid falls in fertility in countries as diverse as Bangladesh, Colombia and Iran.

Female participation rates tend to be highest in low-income countries, where most women are active in unpaid subsistence agriculture (but less involved in paid activities outside the household). Progress in middle-income countries has been slow, and mixed -- with participation rates ranging from below 15 percent in Iraq to above 70 percent in Botswana. Change in the labor market has tended to lag behind improvements in terms of better health indicators, studying longer, marrying later, and having fewer children. In Egypt, for example, between 1998 and 2006, the share of young women with a university degree doubled to 12 percent and with vocational training rose from 23 to 33 percent, yet their labor force participation remained at 24 percent. Significant heterogeneity exists within countries, and is significantly below average among ethnic minorities in Albania and Paraguay, for example.

Beyond participation, extensive gender disparities in the labor market often persist. In developing countries, women remain clustered into low-productivity, informal activities with less mobility between the formal and informal sector. They represent 80 percent of home-based workers in countries like China and Thailand. Women's wage employment is typically concentrated in public services, retail services and trade, and they are paid less than men. As documented in the WDR2012, globally, for every dollar a man makes, a woman earns only 80 cents -- and these gaps do not disappear with economic development. The average woman earns only 20 percent of a man's wage in countries as diverse as Cote d'Ivoire, Jordan, Latvia and the Slovak Republic, and only 60 percent in Germany.

Markets, institutions and households often combine to reinforce existing barriers and gaps. These gaps are pervasive because they are driven by deep-seated gender differences in time use (reflecting social norms about house and care work), in rights of ownership and control over land and assets, and in the workings of markets and formal institutions. The capital market can also constrain access to jobs.

The jobs challenge is particularly daunting for poor women in poor places and it becomes even larger when poverty combines with other forms of exclusion, such as remoteness, ethnicity or disability. In FYR Macedonia, for example, women from ethnic minorities face strong pressure to marry young and care for extended families, thus hampering their completing school and participating in the labor market. Factors outside the labor market hamper job creation for women. Women in Turkey, for example, cite family duties as a critical limitation to outside employment. There are also formal restrictions in some countries: the Women, Business, and Law database shows that in 2012, in most countries in South Asia, the Middle East, and North Africa, women cannot legally work the same night hours as men.

The WDR2013 has important implications for the WBG's work -- including on gender. The upcoming Development Committee paper highlights five key policy directions: (i) While jobs are created primarily by private actors, jobs good for development require core public policy fundamentals to be in place; (ii) Labor market policies are important, but seldom the binding constraint for job creation; (iii) Development policies outside the labor markets can remove the largest constraints to job creation; (iv) Governments can enhance the development payoff from jobs through policies supporting the jobs making the biggest contributions to living standards, productivity and social cohesion -- for example jobs for women can both leverage untapped productive potential and generate broader benefits for their families and thus future productivity; (v) Finding the right policy mix for jobs in a particular context requires rigorous cross-sectoral analysis, with appropriate data.

Sources: WDR2013; Creating Jobs Good for Development: Policy Directions from the 2013 WDR on Jobs
**Capacity building for staff and country counterparts**

18. One priority identified in the Development Committee paper is capacity building – both among staff and at the country level. Traditionally gender did not feature prominently, if at all, in the core Bank training courses. A range of steps are underway to ensure that staff are better equipped to incorporate gender into their work, and to build capacity in developing countries through strategic partnerships, including through guidance notes and training seminars, and in e-learning, which is especially important for field based staff. There have been strategic efforts at the regional and country level on several fronts as highlighted below, although this is an area where increased efforts are needed over the coming period.

19. **In early 2012, the Gender Learning Strategy was reorganized around three broad strands: research and policy, operational, and major external events.** New initiatives include the popular Gender and Development Seminar Series, with audio and video links for live coverage and post-event dissemination increasing the scope of outreach and facilitating participation of field-based staff. A new community of practice seeks to share good practice operations and knowledge, and support the broader community of staff interested in the gender agenda. Each session attracts an average of 60 staff, with strong regional participation. Examples include innovations in DPLs, gender budgeting, *Thinking Equal in Trade Facilitation and Logistics*, and *Gender Statistics and Tools for Gender Analysis*. This complements an existing Community of Practice on gender managed by SDN, with ongoing exchanges of knowledge, lessons and experience.

20. **Operational offerings** include dedicated gender modules in existing training such as the CAS Academy, DPL Academy, economic policy-mapped “economist bootcamp”, and the disaster risk management course; as well as a series of events offered during PREM learning days and SDN week - including a gender in transport clinic hosted by LCR Transport, which provided teams with access to tools, resources and emerging best practices. In response to demands from country management units and project leaders, regional gender staff provides tailored advice, feedback and support to teams in just-in-time clinics such as in recent support to CASes in Burkina Faso, the Gambia, Honduras, Malawi, South Sudan and Viet Nam.

21. **The World Bank Institute (WBI) undertook a scan of its learning products** in FY12 to identify gaps where gender lessons from the WDR2012 could be included in order to improve offerings in selected thematic areas. The areas identified for greater gender emphasis include: collaborative governance; growth and competitiveness; urban development; health systems; and cross-cutting themes, including fragility and conflict and results.

22. At the **country and regional level**, a number of capacity building activities took place in FY12. Selected examples help illustrate the range of activities that are underway:

   - Collaboration between the Bank, the Water and Sanitation Program and the Ministry of Water and Irrigation in Kenya, which was recognized in the 2012 UN Public Service Awards, integrated gender into the water sector through a series of capacity-building initiatives.
This included collection of gender-disaggregated data, policy dialogue around how to include gender in water laws, and South-South learning in Colombia, India and Peru.12

- A senior gender specialist was recruited in Pakistan to support capacity building for project teams—through direct technical support and through sectoral gender briefs, such as education sector gender briefs for provincial Secretaries of Education.

- The ieGender program uses the Development Impact Evaluation Initiative (DIME) technology to develop communities of practice, generate local knowledge and expand policy adoption of gender policies.13 A series of capacity building activities for country counterparts integrate gender into impact evaluations and serve as a platform to discuss gender issues and to bring gender into the policy dialogue. Around 60 percent of DIME’s $7 billion Agricultural Adaptation Initiative portfolio and 50 percent of the $1 billion DIME-linked FPD portfolio adopted gender-specific interventions and/or plans to estimate gender-related impacts.

- The IFC has been working to strengthen the management skills of owners, managers, and staff of SMEs, through Business Edge—a business-training system delivered by certified local trainers. In 2011, almost 40 percent of the 22,000 individuals trained were women. The IFC is seeking to diversify the pool of potential directors in the companies in which IFC invests and supports capacity building opportunities for senior women executives. In March 2012, 15 percent of IFC’s 98 nominee board directors were women, with a target of 30 percent by 2015.

- Knowledge sharing from experience and south-south exchanges is part of the Adolescent Girls Initiative (AGI). At an August 2012 AGI technical workshop in Liberia, 35 participants from seven countries shared experience with interventions to help adolescent girls transition from school to productive employment. They exchanged lessons on design and implementation, discussed monitoring and evaluation results and gained insights on positioning for scale-up of pilots.

- The Gender Economic and Research Policy Analysis (GERPA), supported for the last six years through a Development Grant Facility, aims to increase the number and capability of economic researchers in MENA. Through competitions the GERPA generated enthusiasm and demand among young researchers to explore new areas of gender research.14

- New work on gender in agriculture is building on the website that was developed by SDN in coordination with the Food and Agriculture Organization and International Fund for Agricultural Development, which helps practitioners integrate gender into project design, implementation, monitoring and evaluation and completion.15

- The last in a regional series of capacity-building workshops sponsored by the Multilateral Development Banks’ Gender Working Group took place in Istanbul in April 2012, hosted by

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13 For more information, see website http://go.worldbank.org/9l3YHPZZZ0

14 Overall $1.4 million in grant funding supported 52 proposals involving 108 researchers. More information about the work undertaken by GERPA can be found at: http://www.gerparesearch.org/cms.php?id=landing_page

15 http://www.genderinag.org/ginag/
the European Bank for Reconstruction and Development. This event focused on access to and quality of employment for women in the ECA and MENA regions, with 85 participants from government, academia and the private sector.

23. **The networks and regions have recently scaled up efforts to support gender-informed operations.** Activities undertaken in 2012 include:

- Guidance notes prepared for gender-informing Investment Lending and Development Policy Lending, jointly by PREM and OPCS. The notes (available at: *Gender and Development - Gender Equality: Corporate Actions and Strategy*) are being developed to include good practice examples across all networks and sectors, and a helpline (genderequality@worldbank.org) to provide advice to TTLs with queries has been established.
- Development of new gender modules offered in the DPL Academy and other training courses targeted at Country Economists and Task Team Leaders (TTLs).
- Clarifying and streamlining the methodology used to classify and track gender-informed operations and the introduction of a New Flag to Track Gender in Operations developed with OPCS (see Annex 2).

24. These awareness raising and capacity building activities play a critical role in strengthening the foundation needed for accelerated efforts on gender. But challenges remain.

**Challenges in integrating gender at the country level remain**

25. There is evidence that the level of attention to the gender agenda is not the same across all country offices, and gender does not always figure among the priorities at the country level. In some cases, the governmental structures are such that women have relatively little voice, and are under-represented in positions of leadership and formal decision-making processes. In other cases, weaknesses in data limit local understanding and constrain informed local policy debates. For example, in the Africa region, limited data and evidence on what works to address disparities in male and female earnings limits the ability of operations to effectively address the gender gap.

26. **Training needs to be targeted** to meet the needs of country managers and field based staff. More than six out of ten staff mapped to the Regions are located in country offices. This decentralization is raising a number of challenges, most notably for access to learning provided at the institutional level and distribution of knowledge and best practices, which are essential for establishing one global Bank as a knowledge institution. The Washington bias in training opportunities – in terms of events, brown bag lunches and so on, is not unique to gender. The majority (almost 70 percent) of World Bank internal training takes place in Washington D.C. – in FY12 only 17 percent of training days were offered in country offices and 14 percent in location neutral formats such as e-learning or webinars. In some regions, especially those with predominantly low-income countries, the challenges are exacerbated by infrastructure and technological constraints such as low bandwidth.

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In recent years, the Bank has sought to address the disparities in geographical coverage and access to knowledge through several measures, including designing knowledge platforms in a way that are keyboard and bandwidth-sensitive; supporting the design and delivery of e-learning courses which have global access; and better customization through short learning modules. Each of these directions is important for the gender agenda as well, and need to be taken into account in the period ahead. It is critical to ensure that front line teams have easy and timely access to knowledge across the Bank, irrespective of their location.

b. Enhancing country-level gender diagnostics

28. Country-level diagnostics inform country strategies and policy dialogue (OP/BP 4.20). One recent example comes from the FYR Macedonia, where a gender assessment and findings about major labor market disparities informed the CPS Progress Report, and resulted in better integration of gender considerations into analytical work and lending. There are ongoing investments in gender focused ESW, with around 70 activities planned for FY13, which will provide critical knowledge for upcoming operations and policy dialogue. Serious gaps in knowledge in many countries make these diagnostics especially important, although in a number of country cases, data constraints mean that filling these gaps is inevitably a long-term proposition. In Africa, for example, the relative scarcity of recent representative household data in many countries not only limits poverty and inequality analysis, but also gender analysis as well. In more than half of 49 countries in Africa, the most recent Demographic and Health Survey's are more than five years old.

29. In a number of countries, valuable diagnostics have been done by other partners, and it is important to survey available studies before embarking on new work. These may include national human development reports, analysis undertaken by USAID, and other development agencies such as the Asian Development Bank and the Inter-American Development Bank. A recent example is Malawi where, before undertaking new analysis, Bank staff identified that five country gender studies already existed, and determined there was no need to undertake a whole new study. OP4.20 explicitly provides that work produced locally and by other agencies can be taken as equivalent to a country gender assessment. In some cases the work is undertaken jointly, as in the ongoing CGA in Papua New Guinea, where a multi-stakeholder approach is strengthening the analysis and helping to ensure strong ownership of the identified policy directions.

30. Commitments to increase the number and quality of country-level gender diagnostics are being laid out in Regional Gender Action Plans (R-GAPs). In LCR for example, as part of the R-GAP, the region has committed to produce at least one high-quality country-level gender study per country per CAS cycle. It will be important to ensure that the upcoming R-GAPs – for Africa, Europe and Central Asia, Middle East and North Africa, and South Asia – include an appropriate focus and budget commitments to invest in country-level diagnostics.

31. Country-level gender diagnostics aim to uncover why gender disparities persist. There may be a single institutional factor or multiple reinforcing constraints in markets, institutions and households that combine to block progress; while social norms may respond slowly to market and
institutional incentives and generate additional constraints – but this needs to be analysed and understood at the country, and sometimes sub-national, level. For example, the East Asia and the Pacific companion report to the WDR2012 applies the WDR framework to the region, and subsequently to individual countries. In Viet Nam, a CGA along the lines of the WDR2012 framework revealed that, despite progress in narrowing gaps in health, education, and labor market opportunities, challenges persist in the segregation of women in fields of study and occupations, over-representation in informal jobs, continuing domestic violence and a rising male ratio at birth. The CPS was informed by these findings. The CGAs in Laos and Papua New Guinea have also been instrumental in informing CAS/CPSs and these assessments are helping fill knowledge gaps and are generating debate around gender equality internally and among partners.

32. Among the frontier areas being increasingly addressed as part of diagnostic work is agency (see also Box 12). In Brazil, for example, work is underway to evaluate and analyze the effectiveness of the Law against Domestic Violence (Maria da Penha) enacted in 2006 in lowering the incidence of domestic violence. And in Peru, work is underway to address knowledge gaps about agency among policy makers, through the evaluation of 4-5 public and private initiatives, and will make recommendations on how to strengthen agency via different policies and programs. LCR’s focus on agency has included a study on teenage pregnancy and its impact on poverty and economic achievement. WBI has been undertaking case studies in Liberia, Papua New Guinea, South Sudan and Zimbabwe on women’s access to resources, rights and voice in fragile states, funded by the Bank-Netherlands Partnership Program.

33. Another useful way to promote awareness and inform debates is through poverty and distributional analysis (PSIA), and other analytical work, most notably poverty and inequality assessments. In China, the Bank is undertaking PSIA to identify barriers to female rural migrant workers’ access to services and social protection, in connection with a project on female rural migrants. The West Bank and Gaza Poverty Assessment integrated gender, and found that the most important causal factor for households falling into poverty is poor labor market performance: women in West Bank and Gaza are highly educated but have low participation rates in the labor market and high unemployment rates. A number of other recent examples come from West Africa, where gender is integrated into poverty analysis, as in the Liberia Poverty Assessment, which highlights that women have unequal access to economic opportunities with adverse repercussions for female-headed households.

34. It is important to ensure that distributional analysis integrates gender as appropriate. More emphasis should be placed on upstream poverty and social impact analyses that can inform the design of reforms supported by development policy operations, rather than analysis of the likely distributional impacts of reforms already close to being implemented. Successful mainstreaming in the Peru React II DPL, for example, was possible due to early inclusion of gender in PSIA which identified cultural obstacles to increased coverage of institutional births and led to explicit measures in the policy matrix.

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17 This is also a message of the 2012 Development Policy Lending Retrospective: Results, Risks and Reforms.
35. **Climate change is a new frontier which can raise important gender issues.** Owing to their often unequal voice, rights and access to opportunities, women and girls can be vulnerable to the effects of natural disasters and climate change, and post-disaster response and recovery efforts can exacerbate existing inequalities. But women are also powerful agents of change and there are many examples where empowering women to exercise leadership within their communities and in wider society contributed to climate resilience. Yet gender considerations have often been absent from climate change discourse, projects and financing, and there are a growing number of strong civil society voices calling for a greater emphasis on gender equality in Bank supported climate related projects – including for example the Heinrich Boll Foundation. Mainstreaming of gender-sensitive approaches is starting to happen across a wide range of climate actions within the World Bank, as highlighted in Box 3.

<table>
<thead>
<tr>
<th>Box 3 Gender equity, sustainable development and climate change</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Bank’s <em>Strategic Framework on Development and Climate Change</em> and the <em>SDN Gender Action Plan</em> (Box 9) jointly provide a framework for enhancing gender equality in access to services, resources and governance for climate-smart development. Several capacity building activities on gender and disaster risk management (DRM) were held in FY12. For example, opportunities to address gender in DRM operations in the EAP region were explored during gender country clinics in Vietnam and China in the first half of 2012. Specific training on gender was also part of the Thailand Post Disaster Needs Assessment team training session in November 2011.</td>
</tr>
<tr>
<td>As elsewhere, careful country specific diagnostic work is important. In Mexico, the distributional impacts of the Ministry of Social Development’s key programs to protect vulnerable groups against disasters and climate-related risks are being assessed. A recent Bank study explored policy options for reducing women’s vulnerability to climate change in Bangladesh, including targeted programs for increasing their endowments, economic opportunities and empowerment; earmarking funds for projects focused on enhancing women's adaptive capacity; and the development of a gender action plan as part of the national Climate Change Strategy and Action Plan.</td>
</tr>
<tr>
<td>Gender and climate change are increasingly being addressed in country strategies. In Bolivia, for example, a study of gender dynamics and climate change was recently conducted to inform the CPS, and a gender field guide was prepared to guide relevant operations. This built on evidence that women in Bolivia undertake innovative improvements in their adaptation strategies and employ a more efficient use of existing resources, alongside recognition that investing in women could improve adaptation outcomes.</td>
</tr>
<tr>
<td>To inform development policy operations to support climate action and social resilience to climate change for Mexico and Viet Nam, Poverty and Social Impact Analyses (PSIA) included specific attention to gender dimensions. Priorities that emerged included support for gender-sensitive planning at the sub-national level for disaster preparedness, as well as gender-informed approaches for accountability in climate finance.</td>
</tr>
<tr>
<td>In EAP, <em>guidance notes on integrating gender issues into disaster risk management policy development and programs</em> have been prepared, focusing on women's empowerment in planning, decision-making and implementation processes. The guidance notes are supported by capacity-building and country level policy analysis, including in China, Indonesia, Laos, the Philippines and Viet Nam.</td>
</tr>
</tbody>
</table>
Recent record on gender in Country Assistance Strategies

36. **The record on the integration of gender into CASes improved significantly over the past year.** This is a welcome trend given the centrality of country strategies in the World Bank model, and the major corporate commitments on this topic. The Bank’s operational policy (OP4.20), which is also reflected in the Corporate Scorecard and IDA16 Results Measurement System, states that all CASes should draw on, and discuss, the findings of a recent country gender assessment. CASes are a key vehicle for raising awareness and raising the profile of the gender agenda at the country level.

37. The strategic steps undertaken by PREM to support and ensure the integration of gender into country assistance strategies include:

- Support to staff through issuance of good practice guidance notes and delivery of gender modules in CAS Academies, as discussed on pp 9.
- A new system of institutional reviews to assure quality of all CAS products at the concept note and ROC stages, and before final Board submission, with 30 CASs reviewed during FY12.

38. **Regional gender teams have geared up support to teams, through CAS clinics and just-in-time support and diagnostic work.** The LCR Regional Gender Action Plan set a goal of having all CASes rated as highly satisfactory for gender mainstreaming. To this end, the LCR PREM Poverty, Gender and Equity Group launched a technical assistance initiative to support country teams, which includes CAS clinics that are tailored to specific country team needs, gender background notes to inform diagnostics, a Sharepoint site with good practice examples, and training resources and direct support on an as-needed basis. The Africa region developed guidance notes to raise the attention of CAS teams on the relevance of gender in their strategic pillars, through a set of guiding questions and two-page country gender fact sheets, and provided CAS clinics to country teams in 16 African countries.\(^{18}\)

39. **In FY11 and FY12 all IDA CASes were gender-informed, consistent with the Bank’s operational policy.** Beyond compliance with OP4.20, it is instructive to examine the extent to which CASes included follow-up actions in the CAS program, and proposed to gender disaggregate at least some indicators in the results framework. Table 1 provides an overview of the ratings of CASes completed in FY11 and FY12. Satisfactory reflects compliance with OP4.20, more satisfactory means gender-informed analysis was reflected in the design of the CAS program and highly satisfactory means the strategy incorporated gender considerations into the results framework, as well as the analysis and content of the program, that is, all three dimensions.

40. **There has been a significant rise in the share of highly satisfactory CASes across most regions** (Table 1). The improvement was marked among IDA CASes – indeed all IDA CASes in FY12 were highly satisfactory from a gender perspective, compared to seven out of ten in FY11. To briefly illustrate the different features associated with the ratings: the Ukraine CPS included a gender profile based on a UNDP gender assessment, but did not include any follow-up actions or targets, and so was rated as satisfactory. Gabon’s CPS followed up its gender-informed analysis with actions

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\(^{18}\) Namely, Angola, Burkina Faso, Burundi, Gabon, the Gambia, Guinea Bissau, Malawi, Mauritania, Mozambique, Nigeria, Senegal, Seychelles, South Sudan, Togo, Zambia and Zimbabwe.
related to programs in health, micro business and the World Bank and IFC’s skills development program, but did not include any gender-informed targets, and so was rated more satisfactory. The Honduras CPS, along with other highly satisfactory strategies highlighted in Box 4, followed through with actions and plans for impact evaluations and monitoring.

Table 1 Rating of CAS products, FY11 and FY12

<table>
<thead>
<tr>
<th></th>
<th>Unsatisfactory</th>
<th>Satisfactory</th>
<th>More Satisfactory</th>
<th>Highly Satisfactory</th>
<th>Total number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FY2011</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AFR</td>
<td></td>
<td>3</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EAP</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>ECA</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td></td>
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<tr>
<td>LCR</td>
<td>1</td>
<td>5</td>
<td>6</td>
<td></td>
<td></td>
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<tr>
<td>MNA</td>
<td>1</td>
<td></td>
<td>1</td>
<td>2</td>
<td></td>
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<tr>
<td>SAR</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>0</td>
<td>3</td>
<td>6</td>
<td>12</td>
<td>21</td>
</tr>
<tr>
<td>Of which IDA</td>
<td>3</td>
<td>7</td>
<td></td>
<td>10</td>
<td></td>
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</tbody>
</table>

|             |                |              |                   |                     |              |
| **FY2012**  |                |              |                   |                     |              |
| AFR         |                | 2            | 3                 | 5                   |              |
| EAP         |                |              | 5                 | 5                   |              |
| ECA         | 1              | 1            | 7                 | 9                   |              |
| LCR         |                |              | 6                 | 6                   |              |
| MNA         |                |              | 2                 | 2                   |              |
| SAR         |                | 3            | 3                 |                     |              |
| **Total**   | 0              | 1            | 3                 | 26                  | 30           |
| Of which IDA| 18             |              |                   | 18                  |              |

41. There are early indications that the Country Gender Action Plan processes (C-GAP), introduced in East Asia in FY11, are improving the integration of gender in new CAS/CPSes in the region. This process led several teams to take stock of ongoing gender activities in the country portfolio (including in China, Cambodia, Indonesia, Mongolia, Papua New Guinea, the Philippines and Viet Nam). The results of these reviews guided the formulation and the prioritization of C-GAP targets and in several cases helped inform new CAS/CPSs.

**Box 4 Gender-informed country strategies: recent good practice examples**

The Egypt ISN FY12-13 integrated gender into each of the three pillars addressed in the ISN - economic management, jobs, and inclusion. The pillar on jobs proposes specific technical assistance activities to increase women’s participation in the labor force, as well as targeted training in entrepreneurship and leadership. The ISN notes that the dialogue on reforming social safety nets should include a specific focus on targeting eligible women, and includes the objective of reducing gender disparities in the results matrix.

Gender related issues identified in the Honduras FY12-14 CPS include low female labor force participation and high teenage pregnancy rates. Boys that drop out of school are at risk of involvement in gangs and criminal activity. The CPS details how the existing portfolio addresses gender issues, and commits to work with other partners to identify areas where the Bank’s input may be most useful and ensure gender-sensitive design and/or monitoring and evaluation of future operations.
The Mozambique CPS FY12-15 identified gender gaps in workloads, employment and income, access to land and agricultural production, and education and health levels. Gender-based violence is an obstacle to gender equality and there is a “feminization” of poverty due to the concentration of women in the agricultural and informal sectors and in relatively low-paid occupations. The CPS indicates that about 70 percent of projects in the pipeline are expected to generate results about gender impacts.

The Viet Nam CPS FY12-16 addresses gender in four areas: (i) supporting implementation of the Law on Gender Equality and the National Strategy on Gender Equality (ii) supporting development of a national gender data system, building on the National Gender Statistical Indicators System; (iii) identifying opportunities to integrate gender more systematically into Bank operations, including by making the collection of gender-disaggregated data a guiding principle; and (iv) helping to close knowledge gaps through quantitative and qualitative research on gender issues.

42. All the IDA Interim Strategy Notes presented to the board in FY12 addressed gender issues. Several were informed by gender studies and/or portfolio reviews of ongoing projects to identify current gaps as well as lessons learnt. In Africa, for example, gender background studies are being prepared to inform the preparation of the South Sudan and Sudan ISNs.

c. Scaling up financing

43. Trends in financing have been closely monitored through PREM reviews and ratings. These are in turn discussed with the regions and networks at the Gender and Development Sector Board, and with Senior Management at the Quarterly Scorecard Days (Annex 2 highlights progress on gender equality in the Corporate Scorecard and IDA16).

Major progress in integrating gender into financing since FY10

44. There has been major progress in integrating gender into financing operations, consistent with the corporate targets on this important front. A review of all Bank lending over the last three years (FY10-FY12) reveals a significant improvement in the quality and scope of gender integration in FY12. Four out of five projects approved by the Board in FY12 were gender-informed (according to the methodology described in Box 5). This represents a 20 percentage point increase in the integration of gender considerations since FY10. This pick-up is especially welcome following the fairly flat performance in the preceding two years, when the share hovered around 60 percent. The improvement occurred both in terms of lending portfolios and corresponding loan amounts.

45. The total share of lending that is gender-informed rose from 54 to 83 percent between FY10 - FY12 (Figure 2). This translates into a dollar figure in FY12 of almost US$29 billion gender-informed loans, out of a total lending envelope of US$34 billion. Hence not only are more lending operations integrating gender considerations in their design, but increasingly large amounts are going to gender-informed operations.

19 These are not included in Table 1.
20 “Gender informed” means that gender has been taken into account in at least one of three dimensions – analysis, actions, and monitoring and evaluation, see Box 5 for definition. The methodology was streamlined in FY12 and applied consistently to all projects for the past three years – however the figures reported in this paper are not exactly comparable to those reported in previous publications.
46. It is important to recognize that the corporate commitments to assess gender mainstreaming are applied at the ex ante stage – relating to the design and objectives of the operations. As such, these are important instruments for enhancing accountability, but do not function to capture results on the ground (Box 5).

**Box 5 Methodology for assessing the level of gender integration**

In FY12, the approach to measuring whether a project is gender-informed was clarified. "Gender-informed" means that gender has been taken into account in at least one of three dimensions - analysis, actions, and monitoring & evaluation - rated on a binary (yes or no) scale. An aggregate score shows the depth of coverage. Operations with scores 1-3 are *gender-informed*, those scoring 0 are *not*.

The strengths of this approach lie in its simplicity and that it is amenable to self-assessment, thereby increasing accountability. Because the ratings on each dimension are binary, not subjective judgments about quality, the ratings can be done by the TTL, which in turn raises their awareness. The three dimensional approach is also consistent with how CASes are rated.

In a portfolio as diverse as that of the WBG, not all operations should necessarily include a gender component. This means that the gender-informed target is inevitably a lower bound, ensuring that gender is taken into consideration while not requiring specific actions or indicators in all instances. The new gender flag has the added benefit of being transparent. It clearly signals to TTLs what will be rated and how. Moreover, by consistently rating and reporting on all three dimensions for every operation, the new system allows the tracking of the Bank's performance in each of the three dimensions over time, taking us beyond a simple headline number.

The main disadvantage is that the rating is entirely *ex ante*. It does *not* capture what happens in practice in terms of implementation. That depends on appropriate actions being undertaken, and on whether we are able to assess the results through monitoring and evaluation.

How will we know what difference gender informed operations make to results on the ground? The share of lending operations which have gender informed M&E has increased from 32 to 60 percent since FY10 – but of course that still means that in four out of ten FY12 operations, there are no plans to track the gender aspects of results, so even if all monitoring plans are fully realized, we would not know what
happened in practice. In some cases, this is not a problem because the nature of the project is such that there are no gender effects – for example a treasury modernization project or central bank strengthening reform – although in a number of cases, there may be gender differentiated impacts that are not being tracked.

**Deepening of the extent of gender-informed operations**

47. **There has been a welcome deepening in the extent to which Bank operations are gender informed:** in FY12, 54 percent of lending operations included both analysis and actions, a 23 percentage point increase from FY10. Two recent examples of IDA and IBRD operations that were gender-informed in analysis and actions are the *Burkina Faso Local Government Support Project* and the *Brazil Rio Grande do Norte Rural Poverty Reduction Project*.

48. **The recent deepening of gender mainstreaming in the lending portfolio is evident across most regions and networks.** About 46 percent of lending operations approved by the Board during FY12 were gender-informed in all three dimensions—which is almost double the share in the preceding two years (49.

50. Figure 3). More specifically, between FY10 and FY12, the share of lending operations which are gender-informed in:

- Analysis, increased from about 45 percent to 66 percent;
- Actions, from 44 to 62 percent; and
- Monitoring and evaluation, from 32 to 61 percent – the largest relative increase across all three dimensions.

51. The share of Bank operations that are not gender-informed is shrinking rapidly -- only around 20 percent of lending operations were not rated as gender-informed in FY12, a 20 percentage point decline from FY10. Indeed, the number of new post conflict operations that were not gender-informed fell from 27 in FY10 to only 8 in FY12.

52. **Not all analysis needs to be followed up by actions,** indeed analysis may reveal that targeted actions are not required. This is the case for *China’s Ningxia Desertification Control and Ecological Protection Project*, for example, where careful analysis undertaken in the social assessment showed that there were no adverse gender differences in play, and concluded that the project did not require specific targeted actions, since women would benefit from the overall activities of the operation.

53. At the same time however, there are still operations where the analysis has not been followed up, and where the monitoring arrangements have not included measures to track expected gender effects. There were 19 such operations in FY12, in all regions except SAR. Examples include the Viet Nam *Medium Cities Development Project* and the Panama *Disaster Risk Management Development Policy Loan*. 
Figure 3 Share of lending operations rated as gender-informed by dimension, FY10-FY12

Performance across countries, IDA, IBRD and FCS

54. **IDA continues to outperform IBRD** (Table 2). About 86 percent of IDA operations approved by the Board during FY12 were gender-informed, well above the 60 percent target set for IDA16, and a 17 percentage point increase since FY11. Box 6 provides a summary of progress on gender-related IDA16 commitments that will be more fully reported in the IDA Mid-term Review in November 2012.

55. **Among fragile and conflict affected states** (FCS), which are an explicit focus of IDA16, gender-informed performance is as good as the Bank-wide average – at 79 percent, which represents a rapid improvement of 17 percentage points since FY10. In Sub-Saharan Africa, which accounts for half of IDA operations in FCS countries, almost 9 out of every 10 operations in FY12 were gender-informed.

**Box 6 Progress on gender-related IDA16 commitments**

The World Bank has made considerable progress on the monitorable actions and targets outlined in IDA16, which will be reported during the Mid-term Review in November 2012.

- All IDA CASSs in FY11 and FY12 drew on and discussed the findings of a gender assessment.
- Share of gender-informed IDA lending increased from 75 to 90 percent between FY10 and FY12.
- Among the 93 IDA projects coded as safety nets, all operations with social safety nets components include women or girls among their beneficiaries.
- All IDA agriculture and rural development operations in FY12 were gender-informed.
- The Reproductive Health Action Plan is currently being implemented, with a focus on 52 priority countries with high maternal mortality and fertility rates, including 25 countries in Africa. Fifty-nine percent of the 73 health projects in priority countries address high fertility or maternal mortality.
- The Education Sector Strategy Learning for All: Investing in People’s Knowledge and Skills to Promote Development is under implementation, targeting gender issues in high priority countries.
Regional Gender Action Plans have been completed for EAP and LCR. The remaining regions are scheduled for completion by the end of 2012.

Source: Accelerating progress on gender mainstreaming and gender-related MDGs: Progress Report, 2012

56. **At the same time IBRD performance is improving**: in FY12, 69 percent of IBRD operations were gender-informed, a 23 percentage point increase from FY11, and the gap between IDA and IBRD is narrowing, from 28 percentage points in FY10 to 17 points in FY12.

57. **The extent of gender integration varies across country client groups** (Table 2). In FY12, about six out of ten IDA and FCS operations were gender-informed in both analysis and actions, as compared to fewer than four out of ten IBRD lending operations. This may be partially due to the nature of disparities which are typically worst in poorer countries. Take gender gaps in education for example: in IDA countries only 50 percent of girls were enrolled in secondary school in 2010, and there was a gender gap of 6 percentage points in favor of males, which would tend to indicate the need for follow-up actions.

58. It is notable that half of FCS operations in FY12 were gender-informed in all three dimensions, which is about double the IBRD share. Around two out of three operations in FCS included gender analysis and/or consultations on gender related issues in FY12, and the same share included specific actions to narrow gender disparities – as in, for example, Liberia’s Integrated Public Financial Management Reform Project.

**Table 2  Share of gender-informed operations, IDA, IBRD and FCS, FY10-FY12**

<table>
<thead>
<tr>
<th></th>
<th>Year</th>
<th>Number of dimensions gender-informed:</th>
<th>Total gender-informed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>One</td>
<td>Two</td>
</tr>
<tr>
<td>IDA</td>
<td>FY10</td>
<td>21</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>FY11</td>
<td>16</td>
<td>26</td>
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<td></td>
<td>FY12</td>
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<tr>
<td></td>
<td>FY11</td>
<td>15</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>FY12</td>
<td>8</td>
<td>21</td>
</tr>
</tbody>
</table>

59. **Performance across all regions has improved**

59. All six regions improved performance in the integration of gender issues into their lending portfolio over the last year. At the same time, important regional differences persist: SAR, MENA and AFR continue to lead the way (Figure 4, left panel). ECA registered the largest increase since FY10, albeit from a low base, with the share of gender-informed lending operations rising by almost 60 percent.
60. **Despite major improvements in performance, ECA and EAP still trail the other regions.** ECA and EAP have the lowest share of operations that were gender-informed in at least two dimensions in FY12, while only about one in five operations were gender-informed in all three dimensions in ECA (Figure 4, right panel). This may be linked in part to the relatively better record of the region in terms of education, health outcomes and economic opportunities for women. Steps being undertaken to improve performance in ECA are outlined in Box 7.

**Figure 4 Gender-informed lending operations by region**

<table>
<thead>
<tr>
<th>Gender-informed projects by region, FY10-FY12</th>
<th>Gender-informed projects by region and dimension, FY12</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="Gender-informed projects by region, FY10-FY12" /></td>
<td><img src="image2" alt="Gender-informed projects by region and dimension, FY12" /></td>
</tr>
</tbody>
</table>

**Box 7 Addressing the gender gap in Europe and Central Asia**

A positive legacy of gender equality was established in Europe and Central Asia during the socialist era. Gender outcomes vary across countries and communities, but the overall picture is positive in terms of equality in education and health, despite some specific problems in secondary and tertiary enrollment, sex imbalances at birth, and the early demise of men. Inequalities are most evident in occupational segregation, wage disparities, and entrepreneurship. Looking ahead, dramatic demographic changes, most importantly ageing, will have different implications for men and women in the region.

The region’s Gender Action Plan is under preparation. In the meantime, the regional PREM group has put together “Gender Snapshots” for each Country Management Unit, with key indicators and regional comparisons, to serve as useful quick reference guides, accompanied by a summary one page matrix highlighting the main areas of concern. Recent examples of operational work in ECA include:

- **Kosovo,** where the findings from a gender portfolio review resulted in actions being integrated into a land project to protect and promote women’s property rights, monitoring of gender in an education project, and strengthening the gender dimensions of an agriculture project by including targeted awareness campaigns and doubling the number of agricultural grants awarded to women.

- **An ongoing gender assessment by DFID, ADB, UNDP and the World Bank in the Kyrgyz Republic recommends public actions to address gender disparities in health and in the labor market.**
61. **Regional efforts to address gender disparities should be put in the context of the situation on the ground.** As noted at the outset, AFR and SAR remain the regions with the largest gender gaps, so the evidence that Bank financing operations are responding to these disparities is most welcome. Looking at the portfolio of loans in these regions, South Asia is especially focused on agriculture, rural development and livelihoods, energy and mining and education—together accounting for about 73 percent of total lending in the region. One recent notable operation is the $1 billion Indian *National Rural Livelihoods Project*. The largest loan in Africa is the $500 million gender-informed *Nigeria Erosion and Watershed Management Project*, an environment sector project. The MENA portfolio is much smaller ($1.5 billion versus South Asia's $6.4 billion for example, and 15 versus 30 operations). The largest loan in MENA is the $300 million *National Initiative for Human Development* in Morocco, which is gender-informed in all three dimensions. Box 8 highlights recent examples of WBG activities to support the global gender equality priorities laid out in the WDR2012.

**Box 8 Scaling-up financing for domestic priorities identified by WDR2012 – selected initiatives**

The WDR2012 laid out four broad global priorities for scaled up financing, while underlining the importance of country context. Examples of recent support to these priorities are outlined below.

**1. Expanding endowments – education and health**

In FY11 and FY12, over half of the more than 25 education projects that focused on disadvantaged children aimed at increasing girls' educational opportunities, including through targeted scholarships and conditional cash transfers. In Punjab, Pakistan, a Bank-supported government program provides targeted monthly stipends to more than 400,000 eligible girls tied to school attendance. Reproductive health also features prominently in the World Bank's lending, technical assistance and policy dialogue. In EAP, for example, regional work on delivering strategies for sexual and reproductive health and second chance education and training for youth has supported policy changes and helped identify effective strategies in Papua New Guinea, Solomon Islands and Vanuatu. In Cambodia, the *Second Health Sector Support Program* has provided antenatal care to over 300,000 pregnant women, and immunization to nearly 325,000 children. And in Lao PDR, the *Community Nutrition Project in support of Mother and Child Health* provides fee exemptions as well as conditional cash transfers to pregnant women to access vital health services.

**2. Promoting economic opportunities – India and Ethiopia**

The World Bank is supporting implementation of the Government of India's *National Rural Livelihoods Mission (NRLM)*, which is one of the largest poverty reduction initiatives in the world aiming to create an institutional platform for nearly 70 million women in 13 high poverty states. NRLM seeks to promote inclusive growth by mobilizing rural poor women and enabling them to save, build productive assets and enterprises, access financial, livelihood, educational, health and nutrition services and entitlements, negotiate better terms for their products and services, and provide rural youth with skills and opportunities to secure better jobs. The program envisages investment of $6.1 billion, including IDA support of $1 billion over the next five years. The NRLM builds on the success of earlier Bank-supported programs in India that were associated with significant improvements in public services and through which more than a quarter of a million women have become leaders, functionaries and service providers. These changes also impacted gender relations at both the household and community levels, reducing domestic violence against women and early marriage of girls.
Ethiopia’s *Women’s Entrepreneurship Development Project* is a $50 million IDA operation that was approved in May 2012 that aims to promote small and medium enterprises owned or partly owned by female entrepreneurs. The project has three components: access to microfinance; developing entrepreneurial skills, technology and cluster development; and project management, advocacy and outreach, monitoring and evaluation and impact evaluation to provide lessons about what works.

3. **Voice and agency – from LCR and EAP**

Voice and agency emerged as priorities in the LCR Regional Gender Action Plan. The Development Policy Operation *Expanding Opportunity, Enhancing Equity* in Pernambuco, Brazil supports the creation of a permanent women’s secretariat, Secretaria da Mulher, informed by a poverty and inequality assessment. Key results indicators include the number of public employees who receive training on gender issues, and the creation of regional coordinators. Through the Institutional Development Fund the WBG is also supporting the institutional capacity of Brazil’s Procuradoria Especial da Mulher, the body charged with promoting legislation and policy to implement the Law against Domestic Violence.

The Solomon Islands *Rural Development Project* includes measures to specifically address women’s needs in the local justice system. Viet Nam’s *Empowerment of Rural Ethnic Minority Women: the Northern Mountain Poverty Reduction Project* includes support for poor women joining together to form their own livelihoods groups that work on common interests, such as raising pigs, growing fruit trees or creating handicrafts, and each village is required to be represented by one female and one male representative at the Commune Development Board.

4. **Preventing intergenerational transmission of gender inequalities – boys at risk**

The *Boys at Risk initiative in the Caribbean* seeks to enhance local capacity for monitoring and evaluation of interventions for their impact on encouraging boys to go to school, and for encouraging them to stay and perform once they get there. In partnership with the Social Protection Unit in LCR, an assessment is to be carried out looking at whether a conditional cash transfer that is being rolled out in Grenada can be used to target at-risk youth in eligible households, and whether transfers can help youth avoid risky behaviors and prevent them from dropping out of school.

In terms of the nature and extent of gender integration, MENA, SAR and AFR continue to lead on analysis, with over 86, 83 and 74 percent of operations respectively including gender-informed analysis in FY12. Results are more mixed when we consider gender-informed analysis coupled with either actions or monitoring and evaluations. In MENA and AFR, fewer than two out of three projects couple gender-informed analysis with either actions or monitoring and evaluation arrangements. In contrast, four out of five projects in SAR couple analysis with follow-up.

**Performance across networks has improved, to varying extents**

63. **The share of gender-informed lending operations increased across all networks during FY12.** As in previous years, the Human Development Network (HDN) leads the way, with over 96 percent of lending operations rated as gender-informed in at least one dimension (Figure 5). HDN is followed by PREM, SDN and FPD (with gender-informed shares of 82, 76 and 63 percent respectively). Alongside the continued strong performance of HDN, the largest improvements came from PREM and SDN. PREM more than doubled its share of gender-informed lending since FY10, while SDN achieved a roughly 21 percentage point increase from FY10.

64. **HDN continues to lead the way in the depth of gender integration:** in FY12, two thirds of HDN lending operations are rated as gender-informed in all three dimensions, compared to only 44, 37 and 25 percent for SDN, PREM and FPD respectively (Annex 3). This may be traced in part to
the relative ease or difficulty, and appropriateness of integrating gender into actions and monitoring and evaluations. Take for example an education project, where analysis of gender gaps in enrolment leads to targeted actions (eg. stipends) for girls and monitoring of girl’s attendance. This is relatively straightforward relative to, for example, a project aimed at improving the functioning of capital markets. The Financial Sector Development Policy Loan for the Republic of Montenegro which focused on strengthening bank liquidity, enhancing the regulatory framework and restructuring problem banks, did not appear to warrant inclusion of specific actions to address gender.21

65. **The depth of gender-informed performance of FPD and PREM is improving – albeit from a very low base.** In FY10 only 6 percent of FPD’s lending operations included gender in all three dimensions, which has more than quadrupled to 25 percent in FY12. Likewise, in the PREM network, this figure rose from 5 to 37 percent over the same period (Annex 3). The Bank’s work on trade has increasingly addressed gender, resulting in interesting and innovative analytical work and pilots. A recent guidance note addresses how to integrate gender into trade facilitation work.22 The Indonesia Development Policy Loan VIII and the Nicaragua Rural Roads Infrastructure Improvement Project are recent examples from economic policy and transport respectively, which are gender-informed in all three dimensions.

66. **Some sectors are lagging** (Figure 5 and Annex 3). While all the sectors mapped to HDN have a high rate of gender-informed lending, other networks show greater variation – in SDN for example the energy and mining and urban development sectors are among the lowest performers, whereas agriculture and rural development is among the best across the Bank. Box 9 outlines the SDN’s scaled-up efforts to integrate gender.

<table>
<thead>
<tr>
<th>Box 9 Steps to Strides, the Sustainable Development Network’s Companion to the WDR2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>SDN dominates the WBG’s investment lending portfolio, and its overall share of gender-informed lending is second only to HDN. SDN's performance has improved over the last three years, although some SDN sectors, namely energy and mining, information and communications and urban development have among the lowest shares of gender-informed lending.</td>
</tr>
</tbody>
</table>

**Steps to Strides** highlights that good practice in the network is not systematically documented or disseminated, reflecting a need for better knowledge management. The consultation process and preparation of the companion identified a number of challenges. These include the heterogeneity of the SDN sectors and work programs, resource constraints, poor empirical bases for designing actions, weak systems of recognition and incentives and unclear lines of accountability. The priority now is to focus on sectors where progress has been lagging.

SDN is committed to deepening partnerships with practitioners outside the Bank. Examples include side events on gender at the UN Conference on Climate Change in Durban in November 2011, at Rio+20 in June 2012 with the OECD on gender and energy, and events during SDN week.

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21 Of course this is not the case for all FPD projects, the Kyrgyz Financial Sector Development project, for example, has a target for women beneficiaries and monitors the share of active loans to women.

22 Gender Dimensions of Trade Facilitation and Logistics: A Guidance Note. World Bank Trade Department.
There is unevenness in the extent to which the monitoring and evaluation are gender informed – in FY12, only around one-third of energy and mining projects and around two-fifths of projects in the information and communications, transport, urban development and water sectors included gender-informed monitoring and evaluation, as did 44 percent of FPD operations. By contrast, all health projects in FY12 provided for gender-informed monitoring and evaluation.

Figure 5 Gender-informed lending operations by network and sector, FY12

Note: number of operations in brackets. In FY12, FPD added new sectors, these are grouped as “Other FPD” with Financial Management – namely Financial Inclusion Practice, with 3 projects; and Financial Systems, Investment Climate and Competitive Industries Practices (each with one project).

67. Expanding women’s economic opportunities is a priority identified in the WDR2012. Gender is addressed in IFC’s Sustainability Framework which came into effect in 2012, and has several elements:

- Tracking gender-related indicators, including data on employment, women entrepreneurs in supply chains, and board diversity, revealing that women average about 30 percent of IFC client’s workforces.
- Review of all investment-climate reform projects for their potential to respond to the demands of women, and the development of a women-in-investment strategy in FY13.
- Providing loans to more than 3000 women entrepreneurs and businesses and financial management training to over 3,500 women owned SMEs.
More than $78 million has been invested in seven projects in ECA and East Asia since the launch of IFC’s Banking on Women program in late 2010, working with partners and financial institutions to increase access to financial services for women entrepreneurs. The IFC has also set a target to provide $1.17 million in loans to women-owned SMEs through financial intermediaries globally by 2013, complemented by advisory services to financial institutions and to women entrepreneurs.

Gender mainstreaming across different types of lending instruments

69. The traditional gap between the extent to which policy-based and investment lending is gender informed has narrowed to an all-time low of two percentage points (Table 3). More than 80 percent of SILs were gender-informed in FY12, compared to 78 percent for DPLs, which reflects a more than 30 percentage point increase for the latter since FY10. Both of the Performance-for-Results operations to date have been gender-informed.

Table 3 Gender-informed lending by type of instrument, FY10-12

<table>
<thead>
<tr>
<th>Instrument Type</th>
<th>FY10</th>
<th>FY11</th>
<th>FY12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development Policy Lending</td>
<td>47%</td>
<td>52%</td>
<td>78%</td>
</tr>
<tr>
<td></td>
<td>(85)</td>
<td>(69)</td>
<td>(55)</td>
</tr>
<tr>
<td>Investment Lending:</td>
<td>64%</td>
<td>64%</td>
<td>80%</td>
</tr>
<tr>
<td>of which</td>
<td>(299)</td>
<td>(315)</td>
<td>(202)</td>
</tr>
<tr>
<td>Sectoral Investment Loan</td>
<td>65%</td>
<td>66%</td>
<td>83%</td>
</tr>
<tr>
<td></td>
<td>(218)</td>
<td>(223)</td>
<td>(150)</td>
</tr>
<tr>
<td>Adaptable Program Lending</td>
<td>70%</td>
<td>54%</td>
<td>75%</td>
</tr>
<tr>
<td></td>
<td>(30)</td>
<td>(35)</td>
<td>(24)</td>
</tr>
<tr>
<td>Economic Recovery Loan</td>
<td>71%</td>
<td>63%</td>
<td>91%</td>
</tr>
<tr>
<td></td>
<td>(21)</td>
<td>(27)</td>
<td>(11)</td>
</tr>
<tr>
<td>Technical Assistance Loan</td>
<td>50%</td>
<td>55%</td>
<td>56%</td>
</tr>
<tr>
<td></td>
<td>(14)</td>
<td>(20)</td>
<td>(9)</td>
</tr>
<tr>
<td>Sector Investment and Maintenance Loan</td>
<td>40%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>(5)</td>
<td>(5)</td>
<td>(5)</td>
</tr>
<tr>
<td>Financial Intermediary Loan</td>
<td>27%</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td>(11)</td>
<td>(5)</td>
<td>(5)</td>
</tr>
<tr>
<td>Performance-for-Results</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(2)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Number of operations in brackets.*

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23 Almost 60 percent of the FY12 portfolio is Specific Investment Loans (SIL); 21 percent is DPLs.
d. Investing in data and evidence

70. The paucity of gender-relevant data on key aspects of endowments, economic opportunity and voice constrains the design of policy actions and programs to advance gender equality. Similarly the lack of sector specific sex-disaggregated data impedes the ability of project teams to identify gender gaps, targets and effective solutions. Gender-relevant data go beyond sex-disaggregation to offer multidimensional and nuanced measures of gender inequalities.

71. The WBG has a critical role in investing in efforts to overcome this knowledge deficit, which will make gender data and evidence about what works much more accessible to support policy decision making. This will require greater emphasis on complementary methods of data collection, such as through internal sources like Bank supported impact evaluations, bank surveys and making use of beneficiary feedback. It also requires supporting countries to build statistical capacity and improving both data availability and also quality. This section reviews how, working in partnership at the global, regional, and country levels, the WBG is investing in the data and capacity needed to address critical gaps.

72. At the global level, the WBG is promoting new initiatives working to improve availability of gender-relevant data and statistics, including:

- Through the Interagency and Expert Group on the Development of Gender Statistics (IAEG-GS), which is co-chaired by the United Nations Statistics Division and UNFPA, the WBG has worked to develop a minimum set of 52 gender indicators to be the focus of international efforts to improve country-level statistical capacity.24
- The Evidence and Data for Gender Equality Initiative (EDGE) was launched by the United States in Busan in November 2011 with UN Women, the OECD and the World Bank in a partnership that seeks to push existing efforts toward comparable gender indicators on education, employment, entrepreneurship and assets.

73. During FY12, Bank-supported survey programs have collected gender-disaggregated data on topics where such data had traditionally been scarce:25

- For the first time, cross-country comparable and sex-disaggregated data on the use of financial services is available through the Global Findex, which covers nearly 145,000 adults through household interviews in 148 countries carried out by Gallup, Inc. and financially supported by the Bill and Melinda Gates Foundation.
- FPD’s Women, Business and the Law (WBL) examines how laws and regulations in 141 economies differentiate between women and men in ways that may affect incentives and capacity to become entrepreneurs and get jobs. By providing information on where and how the law treats men and women differently across six indicators, WBL provides a

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25 The ongoing LSMS-ISA program collects individual level data on asset ownership, control of household resources and participation in activities and programs to allow for gender analysis in agriculture in seven countries in Sub-Saharan Africa. This is a $19 million household survey project established by the Bill and Melinda Gates Foundation and implemented by the World Bank.
starting point for improving the legal and regulatory environment for women. WBL is published on a biennial cycle, with the next update in 2013.

74. The World Bank President recently launched the new Gender Data Portal, a one-stop source of information and resource on gender equality data and statistics, available at [www.data.worldbank.org/topic/gender](http://www.data.worldbank.org/topic/gender). Visitors to the portal have easy access to data from World Development Indicators, national statistics agencies, United Nations databases, and World Bank-conducted or funded surveys, as well as analytical work on frontier areas such as access to finance and legal discrimination – Figure 6 provides a screen shot. The new portal is a much needed "fix" for the multiplicity of sources of data on gender that were in existence. Another attractive feature is the data visualization tools, which allow users to create maps, figures and charts using country and regional level data. Over the coming year, the number of online training modules and guidelines on collecting, analyzing and using gender-relevant data for a wide range of topics will be expanded, including entrepreneurship and asset ownership.

75. The content of the portal remains limited by the dearth of data that is available in critical areas such as women’s access to economic opportunities, and voice and agency. For the 52 core indicators on gender equality, country coverage of most indicators is limited. For example, for access to credit and land ownership, no country officially reports data, and cross-country comparable data on other key aspects, such as the share of women who are self-employed, are officially reported by only 11 out of 81 eligible IDA countries, and about half of IBRD countries (35 out of 62 countries).

**Figure 6 Home Page of the new gender data portal**
76. Supporting these efforts is a Bank-wide working group on Gender Equality Data and Statistics (GEDS), co-chaired by DEC and PREM with participation from all the regions as well as FPD, HDN, LEG, and OPCS. Launched in March 2012, GEDS is tasked with identifying opportunities for expanding coverage and availability of gender-relevant data by sharing on-going work in the regions and networks, best practices in data collection, analysis and use; and steering regional efforts towards areas that require additional methodological work. In the coming year, the GEDS will review the pipeline of statistical capacity building projects to encourage explicit focus on mainstreaming gender.

77. A capacity building strategy for gender statistics is being developed by DECDG in consultation with the regions. This aims to improve the availability and quality of sex-disaggregated data and statistics; develop approaches for comparable gender indicators on education, employment, entrepreneurship and assets; and to collect data on the core list of gender indicators recommended by the IAEG-GS. Elements include work at the global level, in conjunction with key partners, to develop and disseminate reference and training materials, data standards, and tools that will help improve gender statistics in all regions and countries. Country level activities will emphasize supporting dialogue to ensure data improvements are aligned to inform policy design and track program performance.

78. Specific implementation challenges continue to constrain progress on the data front. First, staff capacity is limited and few are experts in both gender issues and statistics. This
underlines the importance of relevant training and support to regional staff. Second, methodological investments are needed to inform how to collect gender-informed data in such topics as employment, entrepreneurship, asset ownership, agriculture and gender-based violence. A Guide to Collecting Gender-relevant Data is being developed to support staff advising country statistical agencies on the development of national surveys.26

Building the evidence base
79. The evidence base on women’s rights, health and education, and economic empowerment is continuing to grow, including through efforts supported by the Bank. Progress in closing the knowledge gap on what works has been accelerated through several new initiatives launched across the regions and networks over the past year, highlighted below.

80. Major new regional initiatives have emerged over the past year. Alongside DIME (discussed on pp8), the Africa Gender Innovation Lab takes a collaborative approach to evaluating interventions, providing a space for policy dialogue as part of the process. The aim is to innovate and produce evidence on what works and what does not, and the links to existing gender norms. The recent Southern Sudan: Food for Training evaluation, for example, measured the impacts of a livelihood development program that combined food aid with skills development training and financial services for female household heads. Likewise in LCR, six projects are included in the regional Gender Impact Evaluation Initiative, coupled with mini-evaluations of key government programs, such as conditional cash transfers, financial literacy and health services, as part of the Bank’s analytical work in Brazil and Peru, and the Adolescent Girls Initiative in Haiti. In MENA, Jordan NOW is a rigorously evaluated active labor market policy pilot, informing current policy discussions, the national employment strategy and the jobs compact in the context of youth employment issues.

81. Results of evaluations of active labor market projects supported by the GAP and the Spanish Impact Evaluation Initiative revealed gender differential impacts (Box 10).

Box 10 Boosting women’s employment – evidence from recent evaluations

Evaluations are generating a range of specific results about what works to boost women’s employment. Some illustrative examples reported in the last year include:

- In Uganda, cash transfers given for vocational training, tools, and business start-up costs increased hours spent on employment outside the home much more for women (by 50 percent compared to 25 percent for men). In some cases, however, greater aggression was experienced by women in the program, which is being further explored.
- In the Dominican Republic, mid-term results show technical and life-skills training have larger impacts on female disadvantaged youth compared to males.
- In Turkey, baseline data shows female vocational trainees are overrepresented among the unemployed, and are less likely to use employment services to find work, although they tend to value the services more highly than men.
- The evaluation of India’s National Rural Employment Guarantee Act shows that the program draws women into the labor force, but women are less likely than men to be aware of their entitlements

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26data.worldbank.org/topic/gender
under the program or have the means to access them. These results informed the design of social 
protection programs in Bihar.

- Evidence from Sri Lanka suggests for women already in business, training had no impact on 
business performance, while training did appear to increase the profitability and business practices 
of start-ups.

The Adolescent Girls Initiative is adding to this body of research by testing interventions that aim to 
smooth young women’s transition into productive employment in Afghanistan, Haiti, Jordan, Lao PDR, 
Liberia, Nepal, Rwanda and South Sudan.


82. The Women’s Leadership in Small and Medium Enterprises work program was launched with 
financial support from the U.S. Agency for International Development (USAID), and aims to identify 
ways to support women-led small- and medium-sized enterprises through impact evaluations and 
knowledge sharing. In May 2012, a competition conducted in collaboration with the Regional Chief 
Economists identified seven projects across five regions. These include: training women 
aricultural producers in Haiti; measuring the effect of interventions for increased market access 
and capacity building in six African countries; and piloting innovative lending mechanisms for 
female entrepreneurs in Pakistan.

83. Continued progress on the evaluation front depends on access to resources and strong 
commitment from Bank management, which has facilitated innovative approaches and 
partnerships for effective evidence building. Going forward access to resources will be supported 
by the new Umbrella Facility on Gender Equality, as described in the next section.

e. Leveraging partnerships

84. The fifth strategic direction for the World Bank underscores the strengthening of 
partnership efforts. Over the past year, we have invested in the partnership dimension in 
important new ways, as evidenced by increased Part II country representation on our new Advisory 
Council on Gender and Development; the launch of WINvest (a new iteration of the Private Sector 
Leaders Forum); increased collaboration with UN Women; and the new Umbrella Facility for 
Gender Equality.

85. The Advisory Council on Gender and Development was launched in September 2011 after 
the close of the Advisory Council on Women’s Economic Empowerment (2007-2011). It is made up 
of minister-level representatives from predominantly Part II countries, academia, NGOs, and the 
private sector, and meets at least twice yearly to consider progress on and constraints to gender 
equality, provide feedback on the Bank’s work on gender equality, and promote collaboration. So 
far, the Council has met during the 2011 Annual Meetings (inaugural meeting) and the 2012 Spring 
Meetings (focused on women’s access to financial services). Both meetings benefited from 
excellent attendance from Council members and World Bank senior management. Discussions
focused on the importance of data in making the case for gender-informed policy, increasing partnerships with the private sector, the need to change social norms alongside laws and policies to promote equality, and understanding the differences between legal rights and the reality on the ground. Plans are underway for a meeting focused on jobs during the 2012 Annual Meetings in Tokyo and for a special session on women’s voice and agency, hosted by Sweden, in December 2012.

86. **The WBG Global Partnership Initiative with the Private Sector has established WINvest** (women specific investment). WINvest’s Secretariat is housed in IFC, and will focus on two objectives: first, developing detailed guidance based on shared experience and knowledge of successful approaches and hurdles to fostering better working conditions and employment opportunities for women encountered among 15-20 WINvest member companies; and second, documenting and raising awareness of the business rationale for improving women’s working conditions and employment opportunities through a series of in-depth case studies. The project will also aim to work with select sector organizations (for example trade) in 3-5 countries which have high employment of women in key export sectors.

87. **A strong platform for collaboration with UN Women** has been established, including through the Advisory Council, where its Executive Director is a member and an active contributor in key areas such as economic empowerment and voice and agency. Close working relationships have been established at the director level, with plans to develop operational partnerships in several areas, including country-level cooperation and knowledge management.

88. **Most major events have been held in partnership**, including with UN Women, the United Nations Foundation, Multilateral Development Banks, and the OECD among others. Some examples are: the December 2011 launch of a public-private partnership on women’s access to capital between Denmark, the U.S., and the Goldman Sachs 10,000 Women Initiative; a March 2012 event on CEDAW and Women’s Rights, co-hosted with the Nordic Trust Fund, the Leadership Conference Education Fund, and the United Nations Foundation; an April 2012 panel discussion on New Frontiers in Women’s Empowerment and Voice; a side event at the 56th Commission on the Status of Women focused on the 2012 WDR; and, several sessions at the Busan High-Level Forum co-organized with the OECD and UN Women. Gender has been identified as a main area of focus for one of the thematic working groups of the Global Forum on Law, Justice and Development, which includes over 59 global partners, including from the judiciary, academia, NGOs and other development banks. A session is planned for Law, Justice and Development Week in December, 2012.

89. In addition to hosting several major events over the past year, the World Bank has actively participated in a range of important gender events organized by stakeholders – these include, the Association for Women’s Rights in Development (AWID) in Istanbul; Gendernet meetings in Addis Ababa and Paris; the OECD and EU conference on measuring wellbeing; the G(irls)20 Summit in Mexico City; the African Women’s Economic Empowerment Summit in Lagos; the inaugural Institute of the Women in Public Service Project with the U.S. Department of State and ICRW’s International Women’s Day event at the Federal Reserve in New York.
90. The establishment of the new Umbrella Facility for Gender Equality (UFGE) in May 2012 marks the beginning of a new phase in partnerships (Box 11). It will build upon the activities and accomplishments of the GAP, aiming to strengthen awareness, knowledge, and capacity building for gender-informed policy-making. It provides a single vehicle through which trust fund resources for gender will be channeled, including future contributions to the AGI. The UFGE is anchored in the Bank’s results framework, as laid out in the Corporate Scorecard and IDA16. It will complement, but not fund, the Bank's gender mainstreaming activities by investing in their ‘public goods’ aspects.

91. The UFGE will serve as a catalyst for innovation and investment in frontier issues (for example voice and agency, which includes areas such as women's control over assets and economic resources, freedom of movement, gender-based violence, sexual and reproductive health and rights and women’s political participation) and will road test innovative approaches. The UFGE aims to unlock new ways of engaging development partners, research institutions, statistics bureaus, and civil society organizations in client countries. It will finance activities in three broad areas: i) strengthening evidence and increasing the availability of gender-relevant data, ii) road testing new evidence, and iii) leveraging partnerships to help advance gender equality. The plan is to raise $25 million over the next four to five year. The initial endowment includes $3 million in rolled over GAP funds, and the first new commitment of $900,000 from Switzerland.

<table>
<thead>
<tr>
<th>Box 11 Umbrella Facility for Gender Equality Frequently Asked Questions: allocation, governance and results</th>
</tr>
</thead>
<tbody>
<tr>
<td>As part of the World Bank’s trust fund reform agenda, the UFGE is one of the first to pilot the new umbrella facility instrument. This approach will help reduce fragmentation and lead to more strategic, results focused trust fund management.</td>
</tr>
<tr>
<td><strong>Does the UFGE fund gender mainstreaming within the Bank?</strong> NO. Funds from the UFGE complement work on gender mainstreaming by financing work in new areas, where the Bank does not yet have a comprehensive program, including planned work on women’s voice, agency and participation, as well as &quot;public goods&quot;-type operations with benefits for all, such as work on gender-relevant data and statistical capacity building of national agencies.</td>
</tr>
<tr>
<td><strong>How will funds be allocated?</strong> Strategic Allocations (at least 66 percent of total funds available) will take two forms i) activities that are considered a priority by the Gender and Development Board; and ii) regional multi-year block grants supporting priorities identified in the regional gender action plans and regional WDR companion reports.</td>
</tr>
<tr>
<td>Competitive Calls (25 percent): a portion of the UFGE may be used for competitive calls for proposals. The intent of this mechanism is to encourage teams to undertake activities in areas where the agenda on gender equality needs a push.</td>
</tr>
<tr>
<td>PRMGE Managed Allocation (not to exceed 9 percent): activities will include leveraging global partnerships, aggregate knowledge management activities, and administration of the UFGE.</td>
</tr>
<tr>
<td><strong>How will the UFGE be governed?</strong></td>
</tr>
</tbody>
</table>

32
**Gender and Development (GAD) Board:** This is the main decision making body, which in turn means that the Bank’s Regions and Networks will play a pivotal role in setting priorities and fostering regional and country ownership.

**Umbrella Facility Partnership Council (PC):** This will meet annually and be comprised of representatives from contributing donors, chaired by the Vice President of PREM and will provide strategic, upstream guidance to strengthen the effectiveness of the UFGE.

**Program Management Team:** The gender anchor will coordinate and administer the UFGE. This will entail administration and reporting on the use of funds as well as knowledge management.

**How will results be measured?** The UFGE supports the objectives of the Bank’s overall results framework for gender mainstreaming as laid out in the Corporate Scorecard and IDA16 Results Measurement System. Intermediate indicators will be established and monitored in order to assess the UFGE’s effectiveness.

92. **Challenges remain to be addressed in deepening existing partnerships and expanding our range of partners.** In some cases, there is still risk of duplication, and coordination is time-consuming and sometimes expensive. It will be important to promote information sharing and awareness about what others are doing to enable fruitful collaboration. Working with well-established mechanisms, like GENDERNET, provides important opportunities, while further outreach, especially to civil society and research communities in developing countries, is critical.

III. **Looking ahead**

93. **There have been major advances in implementing the strategic directions laid out in last year’s Development Committee paper.** Across a range of WBG activities, there has been notable progress on the gender equality agenda. This includes more consistent and thorough attention in Country Assistance/Partnership Strategies, a welcome increase in the share of financing operations that are gender-informed and increasing investments in evidence and data to fill persistent knowledge deficits.

94. **Yet major challenges remain. The key areas to be tackled in FY13 to promote progress on the long term gender equality agenda fall under four broad headings:**

95. **First, providing more effective support to Task Team Leaders, who are on the front line of the gender equality agenda.** While gender is being taken into account more often and more systematically in the design of operations, TTLs continue to face constraints in advancing this agenda alongside competing demands. It is critical to avoid gaps between perceptions and priorities at headquarters and the field. This involves ensuring that the messages and communications are appropriately targeted to the field, and supported by training and skills development to build capacity of field-based staff for integrating gender into projects and operations. TTLs must have ready access to the knowledge and tools that are required to successfully integrate gender—including good practice examples, just-in-time support from gender experts at the Bank, and rosters of expert staff and consultants.
96. During FY13, this will be supported by:

- **Ongoing efforts to stimulate demand.** The experience of WDR dissemination shows how demand for Bank engagement on the gender agenda can follow from concerted awareness raising efforts – as in Nigeria and South Africa, for example. Such activities will continue as opportunities arise through the dissemination of regional and country companions and ESW, as well as follow up to WDR country launches.

- **Targeted outreach, in particular to country managers and country directors, and efforts to involve field based staff.** This will build on the network of country gender focal points, and include gender-focused events together with governments and other partners.
  - A survey coupled with selected interviews of field-based country managers to get a better sense of both opportunities and constraints at the country level.
  - An upcoming guidance note on country gender diagnostics will provide good practice examples, guiding questions, and links to data and tools for TTLs.
  - ADePT Gender, which is currently being re-designed in light of the WDR2012 framework, will enable users of household surveys to readily produce tables and graphs to inform policy dialogue around gender.

- **Distance and e-learning** are especially important for field based staff and to allow for self-paced learning.
  - A new distance-learning course on the WDR2012 main messages for staff, development practitioners and country counterparts, will be delivered by WBI in FY13. WBI has also developed and piloted content on "parliaments and gender budgeting" in East and Southern Africa, which will be integrated into ongoing capacity building efforts, and is planning to deliver an e-learning course on gender and macro-economic policy.
  - OPSCS will be rolling out Fundamentals of Bank Operations and DPL e-learning courses which have gender components and are delivered throughout the year.
  - It will be important to continue efforts to integrate gender as appropriate across the whole range of key operational training for staff and clients. For example two gender e-learning courses are being developed by the Agriculture and Rural Development sector, one for staff training and one for technical support across agricultural sub-sectors.

97. **Second, ramped up efforts to address lagging sectors and regions are underway.** Managing Director level Memorandums of Understanding include explicit commitments to mainstream gender in operations, reflecting momentum for sustaining the gender agenda. A set of concrete actions, focused on strategic planning, implementation and enhanced monitoring, are being adopted to advance gender in lagging regions and sectors:

- **Preparation of a Regional Gender Action Plan is underway in ECA,** as described in Box 7.

- **Key SDN commitments** include allocating core Bank budget for gender work, and a knowledge agenda with high quality and accessible learning material (see Box 9). A SDN gender notes series will capture good practices, and the SDN Gender Community of Practice will provide a space for peer-to-peer learning. Progress will be monitored by the SDN Council through quarterly reporting, and will be complementary to PRMGE reporting at the corporate level.
Specific steps to strengthen the gender dimensions of lagging sectors include:

- The proposed gender action plan for the energy and mining sector will have three main sets of activities intended to help integrate gender into policy dialogue, into operations, and to support gender approaches beyond energy access. It is expected that regional teams working on energy will also have their own gender action plans.

- The urban development sector has identified the following priorities in its action plan:
  i) gender disaggregation in selected key core urban indicators (to be identified);
  ii) documenting good practices in gender and urban development in the forthcoming SDN gender notes series;
  iii) building staff capacity through knowledge generation activities, including technical expertise related to safety of public spaces and prevention of gender based violence; and
  iv) providing incentives to teams alongside the SDN Gender Award.

- A gender action plan for transport commits the sector to strategic actions to mainstream gender issues further and to improve documenting and sharing of good practices within and outside the Bank. Actions include establishing a gender coordination team with staff from the anchor, regional transport specialists and gender focal points to provide guidance and technical assistance, and producing sector notes to capture and disseminate good practice and knowledge from project interventions.

- Plans to improve gender integration in public sector projects include targeted outreach to operational staff, strengthening gender in public expenditure review work and issuing a guidance note on integrating gender into public sector projects. New Directions in Justice Reform, a companion piece to the March 2012 governance and anticorruption strategy commits the Bank to strengthening the gender component in justice programs, and to develop expertise and guidance to assist country and Bank teams in this work - a review is underway to move this agenda forward, building on case studies in Indonesia, Papua New Guinea, the Solomon Islands, Timor-Leste and Vanuatu under the Justice for the Poor Program.

- FPD is reviewing options to improve gender mainstreaming across various activities, to complement work on the WBL and the Global Findex (see pp 26).

98. Third, addressing knowledge and data gaps. There remain significant gaps in knowledge about what works and what does not work to reduce gender disparities. Complementary resources are needed to finance investments in evaluations and knowledge, which are crucial in helping to close persistent gender gaps. Moreover, knowledge sharing is as important as knowledge generation, and this will become an increasingly important focus:

- The Africa Gender Innovation Lab and LCR Gender Impact Evaluation Initiative, which have important public good elements in generating results of broader significance, are expected to expand in the coming year (conditional on support through the UFGE).

- Upcoming work on voice, agency and participation will seek to fill critical knowledge gaps in these dimensions (Box 12), alongside continued focus on economic empowerment.

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27 The SDN sector plans are under preparation at the time of writing, and are scheduled for review by sector boards in September 2012.

A new Gender Knowledge Space for researchers, think tanks, practitioners, activists, civil society, policy makers and governments is proposed. The Space will aim to bring together a variety of experts and practitioners, from inside and outside the World Bank to improve and synthesize knowledge to make it accessible and user friendly, identify gaps and improve the ability and capacity to collect and analyze data and statistics and to increase the impact of knowledge by strengthening links between research and policy. Discussions are underway with UN Women and other partners on this front.

Box 12 Investing in knowledge in new frontiers: voice, agency and participation

The WDR2012 identifies women’s voice, agency and participation as one of three key dimensions of gender equality, alongside endowments and opportunities, and as a major policy priority for future action. This refers to women’s access to and control over resources; freedom of movement; freedom from gender based violence; sexual and reproductive health rights; and political participation.

This is a relatively new frontier for the Bank, where initial investments in knowledge and learning from innovation and the experience of others will be key in defining implications for future WBG operations. A flagship report on voice, agency and participation is planned for FY13 to deepen the evidence base and provide policy conclusions that can inform WBG operations. This work will seek to deliver policy-relevant conclusions, and inform important World Bank modalities, such as IDA17.

The work will explore ways in which women’s rights, voice, agency and participation can be incorporated into Bank operational and analytical work. Envisaged activities include: cross-country analysis of the extent to which legal differentiation on the basis of gender harms outcomes for women; in-depth analysis of evidence of links between recognition of women's human rights and selected topics, such as gender based violence and political participation; and country case studies to explore the extent to which recognition of women’s human rights can foster women’s voice, agency and participation. This work will be carried out in partnership with regional and network partners, as well as with external partners including UN Women and the Overseas Development Institute.

Innovative work is underway to develop new ways of measuring changes in agency. Building on the NRLM in India (see Box 8), work is underway to develop behavioral games to measure agency and changes in agency brought about by the NRLM in Bihar. In particular the program is examining whether prejudice against women devalues hearers’ credibility judgments of what women say, to investigate the extent of discrimination against women as sources of knowledge. Initial findings from this three year evaluation will inform the ongoing implementation of the NRLM in Bihar and provide a baseline against which to assess the effect of NRLM on women’s voice and agency.

99. Finally, but not least, continued attention to results is critical. The increased attention to gender at the strategic and policy and program design stages is very welcome – but the question as to how this translates into results on the ground remains. There needs to be a strengthened focus on tracking results as part of the monitoring and evaluation frameworks of individual operations, which should be reviewed and analyzed at the regional and network levels. There is a general need for better and more timely country level data – this includes both country level data activities to
improve capacity for producing and using gender statistics, and strengthening in-country dialogue on gender data requires gender and statistical specialists to work in close collaboration.

100. On July 19, the President committed to moving forward on making women count. He announced that, one year hence, there would be progress in data availability in two areas – women’s economic opportunities, and women’s voice and agency. This requires greater efforts and investments in building statistical capacity in those countries to collect the relevant data. The plan is to pilot, in up to ten countries selected based on their commitment to a gender-informed policy agenda, concerted efforts to improve the production of policy-related gender data. The current pilot candidates include Burundi, Ghana, Kenya, Nigeria, Tanzania and Viet Nam. If the pilots are successful, these will be expanded to ten more countries. And then ten more.

101. Yet the gender equality agenda is long term by its very nature, given the deep-seated structural and institutional disparities which underpin persistent gaps in many countries. This in turn cautions against unrealistic expectations about the pace of change and points to the importance of sustained efforts to promote gender equality not only in education and health, where much progress has been made, but in the areas which have seen less progress over time, including aspects of economic opportunities and voice, agency and participation.

102. Regular monitoring and reporting to the Board of Executive Directors is a critical element in the agenda. The next annual update is proposed for fall 2013. In the meantime, the Mid-term Review on IDA in November 2012 will include a focus on gender, as one of IDA16’s special themes.
Annex 1: Progress on gender equality results in the Corporate Scorecard and IDA16 results

**Tier 1: Development Context**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>IDA 16</th>
<th>Corporate Scorecard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net primary completion rate, girls and boys</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Adolescent fertility rate (ages 15-19)</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Share of births attended by skilled staff</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Prevalence of HIV, female (ages 15-24)</td>
<td></td>
<td>Current: 0.80% (2009) Baseline: 0.80% (2009)</td>
</tr>
<tr>
<td>Male-female gap in the population with an account at a formal financial institution</td>
<td></td>
<td>Baseline: 9.7% (2011)</td>
</tr>
</tbody>
</table>

**Tier 2: Country Results supported by the Bank**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>IDA 16</th>
<th>Corporate Scorecard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of pregnant women receiving antenatal care during a visit to a health provider.</td>
<td>Current: 50 mil (FY12) Baseline: 0.7 mil (FY10)</td>
<td>Current: 50 mil (FY12) Baseline: 17 mil (FY11)</td>
</tr>
<tr>
<td>Number of women and girls benefiting from social protection programs and other targeted schemes.</td>
<td></td>
<td>Current: 78 mil (FY12) Baseline: 78 mil (FY12)</td>
</tr>
</tbody>
</table>

- *Year“ indicates when project data were updated (not the result achieved in that year).*
- *Data values are last 3-year aggregates (using past 10-year average).*
- *Baseline and current values are the same for indicators that report data for the first time, or more data (from IBRD/RETF, ICR) became available.*

**Tier 3: Operational Effectiveness**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>IDA 16</th>
<th>Corporate Scorecard</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS/CPS draw on and discuss gender assessment findings</td>
<td>100% (FY12) 81% (FY08)</td>
<td>100% (FY12) 60% (FY08)</td>
</tr>
<tr>
<td>Share of operations with gender-informed design</td>
<td>85% (FY12) 72% (FY10)</td>
<td>80% (FY12) 60% (FY10)</td>
</tr>
</tbody>
</table>
Annex 2: Strengthening the gender focus in operations – the new gender flag

Given major corporate commitments and the need for timely tracking, PREM, the Gender and Development Sector Board, and OPCS have jointly developed a new system to track the gender content of Bank operations using a gender flag in SAP and in the Operations Portal. Task Team Leaders will need to indicate whether their lending or ESW/TA activities systematically consider and address gender inequalities in the underlying analysis, in the actions proposed, and/or in its monitoring and evaluation arrangements. If a positive response is recorded in at least one of these three dimensions, the operation will be deemed gender-informed.

The gender flag appears under the “institutional data” tab in the Operations Portal, and is mandatory at the concept stage for ESW/TA activities and at the PAD preparation stage for lending operations. A simple checklist can be accessed directly when entering the basic project information.

Sample Gender Checklist for Task Team Leaders

<table>
<thead>
<tr>
<th>DIMENSION</th>
<th>CRITERIA: THE ACTIVITY ......</th>
<th>CHECKLIST: DOES THE PROJECT ......</th>
<th>CHECK</th>
<th>SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analysis</td>
<td>includes analysis and/or consultation on gender related issues</td>
<td>• identify and analyze gender issues relevant to the project objectives or components?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actions</td>
<td>is expected to narrow gender disparities, including through specific actions to address the distinct needs of women/girls (men/boys) and/or to have positive impact(s) on gender equality</td>
<td>• include specific or targeted actions that address the needs of women/girls or men/boys?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monitoring &amp; Evaluation</td>
<td>includes mechanisms to monitor gender impact and facilitate gender disaggregated analysis</td>
<td>• include specific gender and sex-disaggregated indicators in the results framework?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If at least one check above

1

RATINGS

Overall Score

In how many dimensions does the document score 1?

0 - 3

Gender - informed

Does the document score 1 in at least one dimension?

Y/N

The new tracking system became operational on July 6, 2012 and supersedes the previous approach which involved manual reviews of PADs and selected ESW by PREM staff. The new system gives operational teams a more active role in tracking the gender content of lending operations and ESW/TA. This has several advantages, described in Box 5. To ensure a smooth transition to the new system and continuity in the rating methodology, PRMGE is providing technical support, training opportunities for staff and will review a random sample of operations in detail. A guidance note to the ratings can be found at:

Annex 3: Gender-informed lending – disaggregated data (FY10-FY12)

Table 1. Share of gender-informed projects by network/sector (FY10-FY12)

<table>
<thead>
<tr>
<th>Network</th>
<th>Sector</th>
<th>FY10</th>
<th>FY11</th>
<th>FY12</th>
</tr>
</thead>
<tbody>
<tr>
<td>HDN</td>
<td>Education</td>
<td>93%</td>
<td>89%</td>
<td>94%</td>
</tr>
<tr>
<td></td>
<td>Health</td>
<td>96%</td>
<td>77%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>Social Protection</td>
<td>85%</td>
<td>76%</td>
<td>94%</td>
</tr>
<tr>
<td>FPD</td>
<td>Finance &amp; Private Sector</td>
<td>30%</td>
<td>55%</td>
<td>44%</td>
</tr>
<tr>
<td></td>
<td>Other FPD sectors (CIP, FIP, FM, FSY and ICP)</td>
<td>100%</td>
<td>100%</td>
<td>86%</td>
</tr>
<tr>
<td>PREM</td>
<td>Economic Policy</td>
<td>53%</td>
<td>53%</td>
<td>85%</td>
</tr>
<tr>
<td></td>
<td>Poverty Reduction</td>
<td>20%</td>
<td>75%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>Public Sector</td>
<td>20%</td>
<td>53%</td>
<td>60%</td>
</tr>
<tr>
<td>SDN</td>
<td>Agriculture and Rural Development</td>
<td>85%</td>
<td>85%</td>
<td>98%</td>
</tr>
<tr>
<td></td>
<td>Energy and Mining</td>
<td>32%</td>
<td>37%</td>
<td>62%</td>
</tr>
<tr>
<td></td>
<td>Environment</td>
<td>57%</td>
<td>55%</td>
<td>75%</td>
</tr>
<tr>
<td></td>
<td>Information &amp; Communications</td>
<td>50%</td>
<td>78%</td>
<td>60%</td>
</tr>
<tr>
<td></td>
<td>Social Development Sector</td>
<td>100%</td>
<td>80%</td>
<td>86%</td>
</tr>
<tr>
<td></td>
<td>Transport</td>
<td>41%</td>
<td>55%</td>
<td>73%</td>
</tr>
<tr>
<td></td>
<td>Urban Development</td>
<td>52%</td>
<td>50%</td>
<td>59%</td>
</tr>
<tr>
<td></td>
<td>Water</td>
<td>55%</td>
<td>57%</td>
<td>74%</td>
</tr>
</tbody>
</table>

Table 2: Gender-informed lending by dimension and network (FY10 - FY12)

<table>
<thead>
<tr>
<th>Network</th>
<th>At least one dimension</th>
<th>At least two dimensions</th>
<th>All three dimensions</th>
<th>Not gender-informed</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPD</td>
<td>32%</td>
<td>23%</td>
<td>6%</td>
<td>68%</td>
</tr>
<tr>
<td>HDN</td>
<td>91%</td>
<td>71%</td>
<td>51%</td>
<td>9%</td>
</tr>
<tr>
<td>PREM</td>
<td>43%</td>
<td>29%</td>
<td>5%</td>
<td>57%</td>
</tr>
<tr>
<td>SDN</td>
<td>56%</td>
<td>34%</td>
<td>13%</td>
<td>44%</td>
</tr>
<tr>
<td>FY11</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPD</td>
<td>57%</td>
<td>43%</td>
<td>13%</td>
<td>43%</td>
</tr>
<tr>
<td>HDN</td>
<td>80%</td>
<td>73%</td>
<td>53%</td>
<td>20%</td>
</tr>
<tr>
<td>PREM</td>
<td>54%</td>
<td>39%</td>
<td>19%</td>
<td>46%</td>
</tr>
<tr>
<td>SDN</td>
<td>59%</td>
<td>42%</td>
<td>16%</td>
<td>41%</td>
</tr>
<tr>
<td>FY12</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPD</td>
<td>63%</td>
<td>44%</td>
<td>25%</td>
<td>38%</td>
</tr>
<tr>
<td>HDN</td>
<td>96%</td>
<td>80%</td>
<td>66%</td>
<td>4%</td>
</tr>
<tr>
<td>PREM</td>
<td>82%</td>
<td>59%</td>
<td>37%</td>
<td>18%</td>
</tr>
<tr>
<td>SDN</td>
<td>76%</td>
<td>60%</td>
<td>44%</td>
<td>24%</td>
</tr>
</tbody>
</table>