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

Attached for the October 12, 2013, Development Committee Meeting is a document entitled “Update on the Implementation of the Gender Equality Agenda at the World Bank Group”.

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

Contents

Executive Summary .................................................................................................................................................. 3
I. Introduction .......................................................................................................................................................... 5
II. Update on Corporate Commitments .................................................................................................................. 8
III. Progress on priority areas .................................................................................................................................. 21
IV. International Finance Corporation – gender in the private sector .................................................................. 35
V. Mobilizing broader stakeholder support ........................................................................................................... 39
VI. Looking ahead .................................................................................................................................................. 42
Annex 1: Methodology for assessing the level of gender integration in operations .............................................. 47
Annex 2. Progress on gender equality results in the corporate scorecard and IDA16 results ............................... 48
Annex 3: Rating of CAS products, FY11 – FY13 ................................................................................................. 49
Annex 4. Gender-informed lending, disaggregated data ........................................................................................ 50

Boxes
Box 1 Follow-up on corporate commitments on gender ...................................................................................... 5
Box 2 Methodology for rating CAS products: Going beyond the minimum ......................................................... 9
Box 3 Gender-informed country strategies: Good practice examples in FY13 ...................................................... 10
Box 4 Methodology for assessing the level of gender integration ......................................................................... 12
Box 5 Notable follow-up actions in FY13 operations ............................................................................................. 15
Box 6 IDA16 gender commitments met or exceeded ............................................................................................ 16
Box 7 Good practice examples from lagging sectors ............................................................................................. 20
Box 8 Recent good practice and innovation in Development Policy Lending ....................................................... 21
Box 9 Regional gender teams: types of models and support .................................................................................. 25
Box 10 Regional efforts to advance women’s economic empowerment ............................................................... 28
Box 11 Some emerging highlights on women’s voice, agency and participation .................................................. 30
Box 12 Gender-informed impact evaluations: policy and program value ............................................................... 32
Box 13 New IFC gender structure ........................................................................................................................ 36
Box 14 WINvest: Investing in women .................................................................................................................. 38
Box 15 Innovative approaches to tackling gender-based violence ....................................................................... 40
Box 16 Frontier areas for future progress ............................................................................................................ 46

Tables
Table 1 Rating of CAS products, FY11-13 .............................................................................................................. 9
Table 2 Gender-informed lending by type of instrument, FY10-FY13 ................................................................. 20

Figures
Figure 1 Gender inequality is associated with higher levels of income poverty ................................................. 6
Figure 2 Rising share of gender-informed operations, FY10-FY13 (in percent) .................................................... 12
Figure 3 Deepening of gender integration by number of dimensions, FY10-FY13 ............................................. 14
Figure 4 Gender-informed operations by region, FY10-FY13, percentage of total .............................................. 17
Figure 5 Gender-informed operations by network and depth of integration, FY13 .............................................. 18
Figure 6 Gender-informed operations by network and sector, FY13 ................................................................. 19
Figure 7 World Bank Gender website ................................................................................................................ 23
Figure 8 Gender DataFinder strengthening country level capacity: A screenshot ............................................... 34
**Acronyms and Abbreviations**

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

i. In September 2012, the Development Committee endorsed the Update on the Implementation of the Gender Equality Agenda at the World Bank Group.\(^1\) The four priorities laid out for FY13 were welcomed, with a request that progress on implementation be reviewed again in a year’s time.

ii. This annual update reveals robust progress across IBRD/IDA: measures of gender mainstreaming have improved across most areas, and previously lagging regions and networks have demonstrated accelerated improvement. Critical knowledge and evidence gaps about what works to close gender gaps are being addressed, including through an increasing number of impact evaluations in areas such as economic opportunities, and research in frontier areas such as voice and agency.

iii. In December 2012, the International Finance Corporation adopted gender as one of six cross-cutting strategic priorities, with an overarching goal of strengthening women’s roles as leaders, entrepreneurs, employees, consumers and stakeholders. In order to achieve this, IFC adopted a new gender strategy, mainstreamed gender throughout the Performance Standards, and instituted structural reforms to ensure enhanced attention and support for teams.

iv. In terms of the WBG’s corporate commitments, the key targets have been met although there is a need for further deepening and greater attention to impacts and results on the ground:

- All country assistance strategies discussed in the past year were gender-informed\(^2\), and around 86 percent were highly satisfactory, including gender in the analysis, content of the program and the results framework.
- The total share of lending that was gender-informed rose from 83 to 98 percent between FY12 and FY13. This translates into a dollar figure of almost US$31 billion in FY13.
- Ninety-three percent of operations in fragile and conflict affected states were gender-informed in FY13, up from 79 percent in FY12. Twenty out of twenty-one FCS operations in Africa were gender-informed in FY13.
- Efforts to address lagging regions and sectors were ramped up, and the gaps between regions and networks have largely closed.
- There has been a deepening of gender-informed lending across most regions and networks, with around 54 percent of FY13 operations including gender-informed analysis, actions and monitoring and evaluation, more than double the share in FY10 (20 percent).

---

\(^1\) DC2012-0012, referred to in this paper as the Development Committee 2012 paper.

\(^2\) Gender-informed means that gender has been taken into account in at least one of the following: analysis, actions, and/or monitoring and evaluation, see Box 4.
v. **One striking theme that emerges from this update is evidence of catch up.** Highlights include IBRD closing a 28 percentage point gap that existed vis a vis IDA, ECA closed a 52 percentage point gap in the extent of gender-informed operations that existed as compared to the best performing region in FY10 (SAR), and 19 out of 20 FPD operations were gender-informed in FY13, nearly closing the 58 percentage point difference with HDN in FY10.

vi. **In sum, more lending operations are integrating gender considerations into their design, actions and monitoring and evaluation.** This is true across all groups of clients, IDA, IBRD and Fragile and Conflict Affected States. The WBG is exceeding the targets laid out in the corporate scorecard and the IDA Results Measurement System.

vii. **While there has been a major step up in the integration of gender into the WBG’s work, much remains to be done to achieve and sustain positive results on the ground.** Gender equality remains a complex and long-term challenge, which requires continued investments to expand women’s endowments and opportunities, alongside measures to tackle deep-seated structural inequalities and adverse norms and discrimination.

viii. **The focus is now shifting to deepening the treatment of gender in operations and on the quality of implementation and results.** This requires closer attention in Implementation Supervision Reports and Project Completion Reports. The proposed new commitments under IDA17 are likely to include enhancements of the IDA Results Measurement System.

ix. **Looking ahead, a two stage strategy will be pursued.** In the short term there will be a series of actions to improve performance. In the coming year, a series of activities are planned to deepen the integration of gender in CASs and lending through support to staff and training, addressing critical knowledge gaps and closing the gaps on gender-related evidence and data.

x. **In the medium term, a renewed strategy is needed to frame the World Bank Group’s efforts to promote the gender agenda.** This is appropriate for several reasons. First, the new strategic goals create new opportunities to advance the gender agenda across the whole WBG, including IFC and MIGA, which need to be more fully explored in light of organizational changes. Second, it is appropriate to recalibrate corporate targets in light of performance, the commitments being made under IDA17 and the emerging shape of the post-2015 development agenda. It will also mark at least three years since the strategic directions of the WDR2012 were laid out, and an opportune time to go beyond the annual updates. The medium term agenda is expected to complement the need for greater focus on implementation and results with enhanced efforts in frontier areas likely to have transformational impacts. The WBG strategy includes gender -- alongside climate change, connectivity and fragility and violence -- as priorities for joint WBG collaboration and learning, and this will be an important agenda to further articulate and pursue.
I. Introduction

1. There has been welcome progress on the gender agenda at the World Bank Group in FY13; but attention to gender equality will remain a challenge for the long term. Senior management is strongly committed, and awareness about the importance of gender equality is growing among staff as well as among clients and stakeholders. There has been significant pick-up in the share of gender-informed lending, especially across lagging regions and networks. But, critical knowledge gaps remain about which programs and policies work best, and greater attention needs to be given to feedback loops and impacts on the ground.

2. Progress is tracked through the corporate scorecard and under the IDA16 Results Measurement System (Annex 1 provides an update). Box 1 illustrates the types of follow-up actions that have emerged to meet the corporate scorecard and IDA gender commitments.

<table>
<thead>
<tr>
<th>Box 1 Follow-up on corporate commitments on gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>A series of initiatives were launched in FY13 across different networks and regions to sharpen the focus on gender:</td>
</tr>
<tr>
<td>- Greater Regional VPU attention leading to deepening of gender informed lending – see page 11.</td>
</tr>
<tr>
<td>- All regions have completed and are implementing Regional Gender Action Plans – see page 23.</td>
</tr>
<tr>
<td>- Heightened mainstreaming efforts in the Sustainable Development Network – see page 26.</td>
</tr>
<tr>
<td>- Establishment of the Gender Equality Data and Statistics group – see page 33.</td>
</tr>
</tbody>
</table>

3. Despite some gains in the past three decades, most notably in school enrolment, serious gender disparities persist in many countries. Closing gender gaps is critical to advancing the WBG’s twin goals of ending extreme poverty and increasing shared prosperity. Eliminating gender inequality is also a core development objective in its own right; no-one should be denied basic rights, freedoms, dignity or opportunities on the basis of their gender.

4. Gender inequality is correlated with poverty (Figure 1). This is not surprising, since gender-based discrimination affects people’s health, education, aspirations and ability to take advantage of available economic opportunities. However, income levels are not always a predictor of gender inequality, as demonstrated by the much lower levels of gender inequality in China as compared to Yemen in Figure 1. The skills, productivity and education of a country's workforce are important determinants of its competitiveness. Women are half of the potential talent base of the workforce, and as such gender inequalities can harm economic development prospects, acting as a brake on achieving higher levels of shared prosperity.³

Gender inequality is associated with higher levels of income poverty

Figure 1


Note: Gender inequality Index (GII) reflects women’s disadvantage in reproductive health, empowerment and the labor market. The GII shows loss in human development due to inequality between female and male achievements in these dimensions. It ranges from 0, which indicates women and men fare equally, to 1, which indicates women fare as poorly as possible in all measured dimensions. The size of each bubble is proportional to the population.

5. The global picture depicted in the World Development Report 2012 (WDR 2012) and other recent major reports, including by the World Health Organization and the High Level Panel on the Post-2015 Development Agenda, 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.** Pregnancy and the consequences of childbirth remain the leading causes of death and disability among women of reproductive age in developing countries. Despite some global progress in tackling maternal mortality, the risks remain unacceptably high. There were an estimated 287,000 maternal deaths in 2010—close to 800 per day on average—more than half of which occurred in sub-Saharan Africa and just under a third in South Asia. In several

---

countries—Chad, Guinea-Bissau, Liberia, Niger, Sierra Leone, and Somalia—almost one in 12 women die from complications of childbirth or pregnancy.\(^5\)

- **Too many women continue to experience gender-based violence (GBV).** Over 35 percent of all women worldwide have experienced physical or sexual partner violence or non-partner sexual violence. That is about 938 million women—close to the population of Africa.\(^6\) GBV is a human rights issue, which has broader repercussions for development. The economic costs of lost productivity due to domestic violence conservatively range from 1.4 to 2 percent of GDP—about most governments’ spending on primary education. The importance of concerted action on GBV is demonstrated by its inclusion in the post-2015 High Level Panel’s gender goal.

- **Inequality in work.** Women around the world are concentrated in low productivity work, as employees and as entrepreneurs, and they do the vast majority of unpaid care work. Fewer than half of women globally have paid work, compared with almost four-fifths of men. Those that do work are likely to be paid less than their male counterparts and hold jobs that differ greatly from men's across sectors and types of jobs. As entrepreneurs, women tend to work in small farms and run small firms. Discrimination and deprivation often drive women into the unprotected informal sector. Employers often fail to realize that women are an untapped talent pool and banks and other service providers often fail to recognize that women entrepreneurs are a lucrative underserved market.

- **Discrimination under the law.** In 2011, a staggering 103 countries still had at least one discriminatory law constraining women's economic opportunities.\(^7\) Discriminatory laws can exclude women from signing a contract, taking out a loan, or inheriting property, whereby excluding them from everyday economic activities. Not surprisingly, there are fewer female employers in countries with discriminatory laws, and where industry restrictions on women are higher, female labor force participation is lower and the gender wage gap is wider.\(^8\)

- **Patriarchal attitudes and deep-rooted gender stereotypes** in relation to women’s and men’s roles and responsibilities perpetuate inequality. Close to half of married women in low income countries say that violence against them is justified if, for example, they burn the dinner. More than one-third (39 percent) do not make decisions about their own health care.\(^9\) As many as 40 percent of males and females surveyed in 19 countries for the WDR2012 reported that contraceptive use was the man's decision, yet in settings where virility is a marker of masculinity, men's decision to use contraceptives is influenced by a need to conform to norms of masculinity.

6. **This paper updates progress on the gender equality agenda in FY13 and outlines critical challenges moving forward.** The next section outlines performance in the corporate commitments on gender, followed by progress on the four priorities laid out in the 2012

\(^5\) See Grepin and Klugman 2013. *Closing the Deadly Gap Between What We Know and What We Do: Investing in Women’s Reproductive Health.*
\(^6\) World Health Organisation 2013; and World Bank Indicators 2012.
\(^7\) World Bank 2012. *Women Business and the Law*
\(^8\) Hallward-Driemeier and Hassan 2013. *Empowering Women: Legal Rights and Economic Opportunities in Africa.*
\(^9\) World Bank calculations based on Gallup World Poll data.
Development Committee paper. Section IV focuses on the International Finance Corporation (IFC), which recently adopted a new corporate strategy, targets and structural reforms to strengthen the focus on gender. Section V outlines achievements in mobilizing broad stakeholder support, and Section VI highlights areas of focus for the short and medium term, and proposes that a renewed strategy be considered.

II. Update on Corporate Commitments

7. In FY13, the Bank continued to strengthen efforts to mainstream gender, and corporate targets were exceeded. Significant progress was made in integrating gender into WBG operations, with 97 percent of FY13 operations gender-informed in at least one dimension. Overall lending has also become more deeply gender informed, with around half of operations integrating gender in three dimensions, namely analysis, actions and monitoring and evaluation frameworks.

8. Continued vigilance and a renewed corporate push are needed to ensure the positive momentum in deepening gender in CAS products is maintained. All CASs discussed by the Board in FY13 met the minimum requirements for the Bank's operational policy on gender, and the share of highly satisfactory CASs (informed in all three dimensions) rose. To maintain this momentum, continued efforts are needed from country teams and VPUs, accompanied by quarterly monitoring.

9. Another major challenge is on the results front. Despite an increasing number of PADs including provisions for collecting gender-related results, too few projects are systematically reporting them. Here, strengthened efforts are needed, like LCR's country level gender score cards and EAPs Country Gender Action Plan monitoring framework, which support CMUs in the monitoring of progress in key areas of relevance to gender equality.

Integration into country strategies

10. All World Bank CAS products in FY13 met corporate scorecard and IDA requirements on gender integration. As required by the Bank's operational policy on gender (OP4.20), which is also reflected in the corporate scorecard and IDA16 Results Measurement System, all CASs in FY13 drew on, and discussed, the findings of a recent country gender assessment (Box 2).

11. In FY13, 19 CASs (86 percent) were rated highly satisfactory, meaning that follow-up actions were included in the CAS program and at least some indicators in the results framework were sex-disaggregated (Table 1). Looking at CASs by region and country group, all CASs in AFR were rated as highly satisfactory—the region with the largest number of CASs - as were 5 out of 6 in EAP. Among IDA CASs, 15 out of 16 were rated highly satisfactory.

12. Table 1). This is above the 80 percent of CASs rated highly satisfactory in FY12, reflecting continued attention by Regional VPUs, operational quality teams and CMUs to the gender dimension of CASs.
Box 2 Methodology for rating CAS products: Going beyond the minimum

**Satisfactory** reflects compliance with OP4.20, which requires that all CASs draw on and discuss the findings of a recent gender assessment, prepared within the last five years. Beyond this, CASes are increasingly integrating gender into program design and results frameworks.

**More satisfactory** means gender-informed analysis was reflected in the **design** of the program through either specific actions to address gender gaps or monitoring in the results framework.

- Example: the Belarus CPS used its gender-informed analysis with actions related to programs in pension and healthcare systems and financial literacy to increase the use of financial services by women, but did not include any gender-informed targets

**Highly satisfactory** means the strategy incorporated gender considerations into the **results** framework, as well as the **design** of the program.

- Example: the Niger CAS, in addition to a comprehensive gender-informed analysis, has a set of follow-up actions to narrow gender gaps and includes sex-disaggregated target indicators to monitor progress during implementation in the CAS Results Framework.

*Source: [http://go.worldbank.org/H5USLTYY30](http://go.worldbank.org/H5USLTYY30); see Annex II for more details.*

13. **Looking at CASs by region and country group, all CASs in AFR were rated as highly satisfactory**—the region with the largest number of CASs - as were 5 out of 6 in EAP. Among IDA CASs, 15 out of 16 were rated highly satisfactory.

### Table 1 Rating of CAS products, FY11-13

<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>Africa</td>
<td>10</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Asia &amp; the Pacific</td>
<td>1</td>
<td>5</td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Latin America &amp; the Caribbean</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle East North Africa</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Asia</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total FY13</strong></td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td><strong>Of which IDA</strong></td>
<td>1</td>
<td>13</td>
<td>15</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>FY2012</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>20</td>
<td>25</td>
</tr>
<tr>
<td>FY2011</td>
<td>0</td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>17</td>
</tr>
</tbody>
</table>

*Note: Includes all CASs and CPSs, but excludes ISNs*  
*Source: PRMGE staff estimates see Annex 3 for full reporting FY11 – FY13*

14. **Turning to fragile and conflict affected states; while OP4.20 does not require ISNs to draw upon and discuss the findings of country gender assessments; all nine ISNs presented to the Board in FY13 addressed gender issues.** Eight of the nine ISNs included follow-up actions and/or results frameworks related to gender. In Haiti, for example, the number of women receiving extension services and the level of adoption of new technologies to raise women’s agricultural productivity are tracked against a target of reaching at least 20 percent of female heads of households. Looking ahead, as the use of ISNs becomes limited to cases where the WBG is unable to
commit to long term development goals due to lack of information to fully engage, this may also circumscribe the ability to undertake the analytical work necessary to fully gender-inform the country program.

15. **The regions and networks are working together to support country teams in integrating gender into all CASs.** Support to staff through guidance notes and gender modules in existing training (such as the CAS Academy) is in place. PREM also reviewed and provided comments on all 31 CAS products in FY13 at the concept note and ROC stages, as well as before final Board submission, as part of a new quality assurance system.

<table>
<thead>
<tr>
<th>Box 3 Gender-informed country strategies: Good practice examples in FY13</th>
</tr>
</thead>
<tbody>
<tr>
<td>The <strong>Burundi CAS</strong> outlines important existing gender gaps, including in secondary enrolment, economic opportunities and legislative barriers, including weak application of gender-based violence laws. Burundi also has one of the highest fertility rates in the world. The CAS mainstreams gender in its two pillars, including interventions to empower female entrepreneurs and support to results-based financing for improved provision of basic services in health. Specific targets include a reduction of the total fertility rate to 5.3 children per woman by 2015, with an indicator to track increased access to contraceptives, and a target of at least 15 percent participation of women in labor-intensive public works.</td>
</tr>
<tr>
<td>The <strong>Papua New Guinea CPS</strong> identifies gender inequality as a significant development challenge. Actions include increasing women's access to health care services and education, and addressing unequal economic and political participation and very high incidence of gender-based violence. The strategy is informed by a 2011 multi-stakeholder Country Gender Assessment and includes gender in two of its three pillars: infrastructure and livelihoods. The CPS outlines plans to collect sex-disaggregated data on rural access to finance, support to farmers, and involvement in community owned resources.</td>
</tr>
<tr>
<td>The <strong>Niger CAS</strong> includes gender mainstreaming as a cross-cutting objective. Gender-specific challenges were identified in health, education and employment. The CPS plans to measure gender impacts more systematically, including during the annual country portfolio performance reviews and the mid-term review. A second gender assessment is planned during FY14. The results framework includes sex-disaggregated indicators to track women's participation in key activities such as business registration and apprenticeship programs.</td>
</tr>
<tr>
<td>The <strong>Yemen ISN</strong> identifies intensifying civic participation and inclusion, with a special focus on women and youth, as the guiding principle for the WBG's program. The strategy recognizes that Yemen is one of the most gender unequal countries in the world. Gender considerations are mainstreamed throughout the Bank's country portfolio, and new operations will consider gender and include specific actions to ensure the inclusion of women. A special focus on non-lending activities and policy dialogue is included, such as promoting civil society outreach with women's groups to increase participation in public policy debate.</td>
</tr>
</tbody>
</table>
16. **Regional gender teams have ramped up support to country teams, through CAS clinics, just-in-time support and diagnostic work.** Examples in FY13 include:

- **LCR** supports CMUs through Country Gender Notes, reviews of the integration of gender in the portfolio, offers gender CAS clinics, and provides written inputs.
- **EAP**’s multi-pronged approach to integrating gender into CASs includes drawing on expanded sex-disaggregated data and gender diagnostic work, conducting country gender portfolio reviews, preparing country gender action plans, and providing country gender clinics and upstream reviews.
- **MENA**’s upstream technical inputs and advice to CMUs through tailored CAS clinics and support for identifying entry points for mainstreaming gender in country programs.
- **AFR**’s support includes Gender Portfolio Reviews, which were undertaken for Cape Verde, Chad, Guinea, and Mali, and the Africa region gender practice (ARGP) sharing of best practices for integrating gender into CASs at a regional workshop for country teams.
- **ECA** appointed sub-regional gender focal points who actively engage in CAS consultations and participate in upstream review and quality control. The team has initiated conversations on how to ensure that gender is included in all CASs at an early stage in FY14.
- **SAR** supports the preparation of country gender portfolio reviews and upstream reviews as part of the CAS process.

**Scaling up lending**

17. **There has been major progress in integrating gender into operations since FY10.** In FY13, 97 percent of operations were gender-informed\(^\text{10}\) (as defined in Box 4). This reflects 98 percent of the total lending amount, or a dollar figure of almost US$31 billion, and represents a 17 percentage point increase since FY12, and a 37 percentage point increase since FY10 (Figure 2).

18. **One striking theme that emerges from this review is evidence of catch up: gaps between regions, networks, IBRD and IDA and lending instruments that were identified in the 2012 Board Update, narrowed significantly.** Some highlights on gender informed lending:

- The 52 percentage point gap in gender-informed operations between ECA and the best performing region in FY10 (SAR) was eliminated in FY13 when ECA performed better than SAR (with 95 and 92 percent gender-informed operations respectively)– this was due to a dramatic improvement by ECA, up from just 25 percent of projects gender informed in FY10.
- Among networks, there was a 59 percentage point difference between FPD (32 percent) and best performing HDN (91 percent) in FY10, while in FY13 19 out of 20 FPD operations were gender-informed, as were 64 of HDN’s 65.
- IBRD performance also improved significantly over the FY10-FY13 period, closing a 28 percentage point gap that existed vis a vis IDA. In FY13 97 percent of operations in both IDA and IBRD were gender-informed.
- The traditional gap between Development Policy Loans and Investment Lending has closed -- the 17 percentage point gap between DPLs and IL which existed in FY10 narrowed to just 2

---

\(^\text{10}\) This includes all IDA/IBRD funded operations approved by the Executive Board, not trust-funded or recipient-executed programs.
percentage points in FY13 (95 percent of DPLs and 97 percent of IL were gender informed in FY13).

The focus across the board is now shifting to deepening the treatment of gender, and on implementation and results.

**Box 4 Methodology for assessing the level of gender integration**

For an operation to be considered “Gender-informed,” gender issues must be taken into account in at least one of three dimensions - **analysis, actions, and/or monitoring and 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. This is consistent with the approach used in FY11 and FY12 and corresponds to the framing and language of corporate commitments adopted in 2010.

Launched in FY13, the Gender Tag in the operations portal prompts task team leaders to identify whether their operation integrates gender into its analysis, actions and/or monitoring and evaluation frameworks. The system is mandatory and gives staff a more active role in tracking the gender content of their activities. The questions are aligned with the methodology described above, which has several advantages: it is simple, objective and consistent with the methodology used for rating CAS products.

At AIS, concept note and PAD stages for lending, the following questions must be answered:

*Does the activity plan to undertake any of the following? Please select Yes or No for each*

- Gender analysis and/or consultation on gender related issues.
- Specific actions to address the distinct needs of women and girls, or men and boys, or positive impacts on gender gaps.
- Mechanisms to facilitate monitoring and/or evaluation of gender impacts.

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

19. **A deepening of gender-informed lending is evident across most regions and networks.** Fifty-four percent of lending operations approved by the Board during FY13 were gender-informed in all three dimensions—more than double the 20 percent in FY10 (Figure 3). The share of lending operations that were gender-informed in at least two dimensions increased 20 percentage points from FY12, to 83 percent of operations in FY13. The three year trend is thus marked, and illustrations of good country practice are included in Box 5. Between FY10 and FY13 the share of lending operations that were gender-informed in:

1. Analysis, increased from about 45 to 80 percent;
2. Actions, almost doubled from 44 to 78 percent; and
3. Monitoring and evaluation rose from 32 to 75 percent.

20. **A range of Bank-wide initiatives are underway to help better equip operational staff to incorporate gender into their work.** This includes strategic efforts at the regional and country level (see Box 9), in particular through increased attention and concrete actions in previously lagging regions (EAP and ECA see Section III). Regional and network gender focal points also play a critical role in ensuring the technical quality of operations, as outlined on page 22. Increased attention is also being paid to gender in previously lagging networks.
21. **An increasing number of service delivery projects are using innovative methods of collecting sex-disaggregated beneficiary feedback**, such as citizen satisfaction surveys, social audits and SMS feedback. In India, for example, the Karnataka Health Systems project is using mobile phones to monitor participation in a maternal health program and to provide beneficiary feedback on quality of service provided. This type of beneficiary feedback provides information to task teams so that mid-course corrections can be made to improve results on the ground.

22. **The increase in gender-informed monitoring and evaluation frameworks is welcome, as are the examples of beneficiary feedback, but greater attention is needed during implementation.** TTLs do not always keep track of gender outputs and outcomes, and gender specific core sector indicators are not commonly used. This often relates to weak local capacity to collect and track sex-disaggregated data (addressed on page 32). As a result, information about gender-related project outcomes is not always adequately monitored and reported. Preliminary analysis by PRMGE of education and ARD projects that were approved in FY10 shows that only about half of projects regularly report all relevant results on a sex-disaggregated basis. This appears to be due to both lack of monitoring and evaluation plans and lack of attention to tracking.
Box 5 Notable follow-up actions in FY13 operations

Gender-informed operations are increasingly incorporating follow-up actions in terms of project design and monitoring and evaluation. Notable examples in FY13 include:

**Actions included in project design**

- The Nigeria Rural Access and Mobility Project mandates a 30 percent target for participation of women in local road maintenance committees.
- The Jordan MSME Development Project for Inclusive Growth includes innovative sub-components that target women by providing new financial instruments and encouraging banks to open special windows, especially in governorates where social and cultural barriers to female entrepreneurship are persistently high.
- The DRC Western Growth Poles Project supports women as agricultural producers and includes an information campaign targeted at women's groups alongside training for women on how to register their businesses, open bank accounts and access finance.

**Monitoring and evaluation**

- The Rwandan Electricity Access Additional Financing will conduct an impact evaluation measuring outcomes at the individual level, including time use for household chores or child-bearing behavior.
- The Afghanistan System Enhancement for Health Project will pilot a mobile telephone-based system to increase enrolment in maternal health services, monitor the quality of service delivery, and streamline data collection.
- The Niger Community Action Program 3 supports initiatives to build capacity and improve local governance, and monitors the percentage of communes whose approved micro-projects integrate gender equity, with a target of 90 percent by project completion.

**Performance across countries, IDA, IBRD and FCS**

23. **About 97 percent of IDA operations were gender-informed in FY13.** This is well above the 60 percent target set for IDA16. Box 6 provides a summary of progress on gender-related IDA16 commitments. As noted above IBRD has closed the gap in gender-informed operations which existed vis a vis IDA. However, the extent of gender integration varies: a larger share of IDA operations were fully gender-informed in all three dimensions (59 percent) compared to IBRD (44 percent).

24. **Ninety-three percent of operations in FCS were gender-informed in FY13.** This represents a rapid improvement since FY10. In Sub-Saharan Africa, which accounts for 46 percent of IDA operations in FCS countries, 20 out of 21 operations were gender-informed in FY13. At the same time, the situation in FCSs is especially challenging for development partners, and gender issues are not always well addressed. This was recently highlighted in a UN Women review of performance of UN agencies involved in recovery efforts. Among the challenges on the ground are the need for ensuring access to services, including education and maternal health care; the equitable promotion of economic opportunities; and enabling the expansion of women's voice and agency, including combatting gender based violence.

---

The recent record for the WBG clearly shows that gender is being better incorporated at the design stages of ISNs and FCS operations, and there are notable examples of both good practice and innovation. For example, the System Enhancement for Health project in Afghanistan will finance the training of community midwives and community nurses to address the shortage of female health cadres in remote areas and includes an innovative ICT component, piloting a mobile telephone-based system that collects citizen feedback on the quality and availability of services delivered under the project. At the same time, there remains major scope for deepening the integration of gender into operations and ensuring attention during implementation and in tracking results. Proposed directions are outlined in the final section.

### Box 6 IDA16 gender commitments met or exceeded

- **World Development Report 2012 on Gender:** Completed.
- Significant improvement in mainstreaming gender into IDA CASs: 100% rated satisfactory or above since FY11; over 80% highly satisfactory in FY13.
- Gender-informed IDA operations well exceeding 60 percent target: 86 percent gender-informed in FY12; 97 percent in FY13.
- Continuing to track share of safety net projects designed to mitigate risk and vulnerability for women and girls; agriculture and rural development operations that target women; and, health projects that address high fertility and maternal mortality: Ongoing—for example, over 50 percent active health projects in priority countries address high fertility or maternal mortality.
- Strengthened efforts to integrate gender into IDA’s support to fragile and conflict-affected situations: All ISNs and 93 percent of operations in FCS in FY13 were rated gender-informed.
- All regions have completed and are implementing Regional Gender Action Plans.

Examples of concrete results are highlighted in the [ABCs of IDA](#).

### Performance across Regions

26. **All regions improved performance in FY13, and those regions that were identified as lagging in the 2012 Board Update have largely caught up.** All regions have now achieved shares of gender-informed lending at or above 92 percent (Figure 4). The largest increases were achieved in ECA (from 58 to 95 percent) and EAP (from 68 to 98 percent), both major achievements in regions previously identified as lagging behind the other regions.

27. **There remains scope for greater depth of integration of gender into operations.** Across all regions more than 80 percent of operations included gender-informed analysis, 78 percent included gender-informed actions, and 75 percent took gender into consideration in monitoring and evaluation. However, the picture is more mixed when we consider gender integration across the three dimensions. In LCR, for example, 74 percent of projects were gender informed in at least two dimensions, whereas 94 percent of projects in MNA were. When we consider gender integration across all three dimensions, ECA and EAP are below the average across all regions (54 percent) with 41 percent and 47 percent respectively (Figure 4).
28. The share of gender-informed lending operations increased across all networks during FY13. Previous gaps have all but disappeared: 19 of FPD’s 20 operations were gender-informed in FY13, as were 64 of HDN’s 65, and 49 of PREM’s 50 operations. Performance in SDN also improved significantly, with 146 of the 151 SDN operations gender-informed in at least one dimension in FY13 – or 97 percent of operations, compared to 76 percent in FY12.

29. HDN continues to lead the way in the depth of gender integration: in FY13, 77 percent of HDN operations were gender-informed in all three dimensions, compared to 56 percent for SDN, 40 percent for FPD and just 28 percent for PREM. In HDN, for example, important gender dimensions of social protection programs help to address gender gaps in education, earnings, labor market opportunities and access to resources.

30. 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 operations were gender-informed in all three dimensions, compared to 40 percent in FY13. Likewise for PREM, this figure rose from 5 to 37 percent between FY10 and FY12, but dropped to 28 percent in FY13 (Figure 5).
31. **There continues to be room for improvement in several sectors** (Figure 6). While all the sectors mapped to HDN continue to achieve a very high rate of gender-informed lending, other networks show greater variation. In SDN, for example, the energy and mining and the environment sector are still lagging in terms of deepening, with only 13 and 22 percent of projects gender-informed in all three dimensions respectively. In contrast, social development and agriculture and rural development (ARD) are among the best performers across the WBG, with 100 and 76 percent of operations gender-informed in all three dimensions. In ARD, for example, the [Gender Issues in Monitoring and Evaluation in Agriculture Toolkit](https://www.worldbank.org) was produced to help operational teams integrate gender into monitoring and evaluation. Further work is needed to deepen the extent of gender integration in economic policy and public sector operations, both of which are significantly lagging, and where the integration of gender can be less straightforward than in a health program, for example.
There is unevenness in the extent to which projects include gender-informed monitoring and evaluation. In FY13, only 33 percent of environment operations and 42 percent of economic policy projects included gender-informed monitoring and evaluation. But improvements are evident in other sectors. Gender-informed monitoring and evaluation in urban development as well as the energy and mining sectors improved significantly, to 75 and 65 percent respectively, both up by some 56 percentage points since FY10. Good practice examples are now evident across all sectors. Box 7 highlights recent examples from four traditionally lagging sectors.
Box 7 Good practice examples from lagging sectors

**Economic Policy:** The Indonesia Institutional, Tax Administration, Social and Investment DPL provides macro-level analysis – for example on female employment rates and the competitiveness of female-owned enterprises - as well as project-specific information on challenges faced by female-headed households. The results matrix includes a gender-related outcome indicator on social assistance provided to female-headed households.

**Urban Development:** The Honduras Disaster Risk Management project identifies a significant increase in violence against women in recent years and includes targeted actions to reduce levels of gender-based and domestic violence. This includes school-based violence prevention programming and community-based safety networks, counseling and referrals for victims, and school-based education on reproductive and sexual health, masculinity, and gender roles.

**Energy and Mining:** The Mozambique Mining and Gas Technical Assistance Project identifies occupational segregation between men and women in the mining sector and sets specific targets for female participation in training programs for artisanal and small miners. The share of women participating is tracked in the results matrix.

**Finance and Private Sector Development:** The Vietnam Inclusive Innovation Project aims to develop affordable technological solutions to improve the quality of life of low-income groups. The project includes targeted outreach campaigns and monitoring of female beneficiaries.

---

**Gender mainstreaming across different types of lending instruments**

33. **The traditional gap between the level of gender-informed lending in Development Policy Loans and Investment Loans has almost closed** – 95 percent of DPLs were gender-informed in FY13 compared to 97 percent of ILs (Table 2 provides details). This reflects an increase of almost 50 percentage points in gender-informed DPLs since FY10.

<table>
<thead>
<tr>
<th>Table 2 Gender-informed lending by type of instrument, FY10-FY13</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Development Policy Lending</strong></td>
</tr>
<tr>
<td><strong>Investment Lending</strong></td>
</tr>
<tr>
<td>of which</td>
</tr>
<tr>
<td><strong>Specific Investment Loan</strong></td>
</tr>
<tr>
<td><strong>Adaptable Program Lending</strong></td>
</tr>
<tr>
<td><strong>Economic Recovery Loan</strong></td>
</tr>
<tr>
<td><strong>Technical Assistance Loan</strong></td>
</tr>
<tr>
<td><strong>Sector Investment and Maintenance Loan</strong></td>
</tr>
<tr>
<td><strong>Financial Intermediary Loan</strong></td>
</tr>
<tr>
<td><strong>Performance-for-Results</strong></td>
</tr>
<tr>
<td><strong>Investment Project Financing</strong></td>
</tr>
</tbody>
</table>

*Number of operations in brackets.*

Box 8 Recent good practice and innovation in Development Policy Lending

**Health:** The Brazil *Sergipe DPL* describes the prevalence of domestic and gender-based violence in Sergipe, especially among less educated women, and plans to scale up programs to address gender-based violence. The results framework measures the number of women seeking help in local counseling centers in situations of violence and vulnerability, with a target of a 75 percent increase in attendance.

**Economic Policy:** The Tunisia *Governance Opportunities & Jobs DPL* details female employment numbers and points to specific constraints women face in the national labor market. To increase female employment in the civil service, the DPL envisions reforms on maternity leave and flexible working hours for employees with family responsibilities. The results matrix includes several sex-disaggregated outcome indicators, including the number of female beneficiaries of newly introduced labor market programs.

**Public Sector Governance:** The Rwandan *Governance & Service Delivery DPO* sets a target for female participation in newly introduced participatory budget processes.

**Economic Policy:** The Burkina Faso *Growth and Competitiveness Grant 2* analyzes barriers to female entrepreneurship and provides support to female microfinance by scaling up the national women's fund to include financing of business creation and working capital. The results matrix measures the number of active female borrowers with specific targets on female-owned businesses.

34. **In sum, continued attention to deepening the integration of gender in CASs and operations is needed, with enhanced attention on implementation and results.** Proposed actions for the short and medium term are outlined in Section VI.

### III. Progress on priority areas

35. **In September 2012, the Development Committee endorsed four priority areas for the WBG to enhance progress on our strategic directions:** (1) providing more effective support to country teams and Task Team Leaders; (2) ramping up efforts to address lagging sectors and regions; (3) addressing critical knowledge gaps; and (4) enhancing attention to data and results.\(^{12}\) Progress in each is reported below.

1. **Providing more effective support to country teams and Task Team Leaders**

36. **Task Team Leaders and country teams face constraints in advancing the gender agenda amidst competing demands.** To help alleviate this challenge, a range of new Bank-wide initiatives are underway to help ensure staff are better equipped to incorporate gender into their work, including through training and learning events, technical guidance, network support and an improved website. There have been strategic efforts at the regional and country level on several fronts with, as outlined in section 2, focused attention in lagging regions and networks.

---

Learning events and guidance
37. **Mainstreaming gender in the WBG requires equipping Task Team Leaders and field-based staff with the knowledge and resources necessary to address operational challenges.** In collaboration with other units and institutional partners, PRMGE has ramped up the courses and learning events available to staff on the front line. These include dedicated gender modules in existing training and standalone courses on gender and development for global clients. In FY13, more than 2300 staff members received some form of gender training, including through CAS and DPL Academies, Fundamentals of Bank Operations, Operational Core Curriculum, the Economist Bootcamp, PREM E-Onboarding course, the Gender and Development Seminar Series, and the Gender Community of Practice. This figure does not include training and events taking place in-country or through regional efforts, so the total number of staff trained is much higher. For example, the South Asia Gender Initiative (SAGE) brown bag lunch series promotes learning across SAR staff in HQ and in country offices on such topics as gender and nutrition in Bangladesh. Regional efforts have also been stepped up significantly in FY13, as discussed in Box 9.

38. **All learning events are made available to country office staff through videoconference facilities, and materials are posted on the gender home page.** The World Bank Institute e-institute launched an e-learning course on Gender Equality and Development. The course, which is based on the 2012 World Development Report, was made available to government officials, civil society organizations and other development institutions, and delivered to participants from 22 countries in March/April 2013.

39. **A guidance note on country gender diagnostics was published in February 2013 to support periodic country gender assessments.** The note highlights methods and good practices for carrying out gender diagnostics. It identifies several key elements that a good CGA should include; namely, stocktaking of available evidence and data sources; a country gender profile that reviews multiple dimensions of gender inequality; analysis of the underlying determinants of key gender disparities; identification of priority areas for further analysis; and review of the WBG’s portfolio and country capacity for mainstreaming and monitoring gender.

Gender focal points
40. **A global network of over 155 World Bank Gender Focal Points (GFPs) located in 50 countries in the field and at headquarters, has been established.** They include a spectrum of staff, including country managers, sectoral specialists and economists. Their role is to serve as a resource for colleagues on how to best include gender in their work. All WBG regions and networks, and most sectors in which the Bank is active, are covered. Most of the network focal points are associated with SDN (some 40 in number) followed by HDN (20). In some cases, as in LCR, GFPs are appointed at the management level.

41. **In the field, Gender Focal Points can play a variety of advisory and supportive roles.** They can help ensure that the CAS processes pay attention to gender; maintain contact with government, civil society and donor partners working on gender; support visiting missions on gender-related issues and keep up to date with key developments in gender inequality at the country level. GFPs
can also provide hands-on guidance to TTLs on how to integrate gender in their respective projects, and contribute to portfolio reviews. To strengthen the effectiveness of GFPs, further efforts are needed to ensure that sector and country management units allocate staff time and resources and recognize efforts appropriately.

**Website and knowledge management**

42. The World Bank Gender website transitioned to the new Bank-wide publishing platform in May 2013 (figure 7). The new template structure makes gender knowledge products more accessible via automated feeds, which pull from the Bank’s repositories and databases. This means gender content now automatically surfaces on all relevant pages of the external website in addition to the Gender website, which acts as a one-stop shop for the WBG gender news and information. The new web platform thus allows users to find and filter gender knowledge products more easily and efficiently than before. Overall site visits are up 24 percent since May 2012.

**Figure 7 World Bank Gender website**

![World Bank Gender website](www.worldbank.org/gender)
2. **Ramping up efforts to address lagging sectors and regions**

43. The past year has seen a ramping up of efforts on gender from several directions, with a focus on enhancing the integration of gender in work at the country level. Regional teams have significantly increased attention to monitoring and support to task teams, while new targeted plans and activities are being undertaken across the SDN network.

44. **Major progress has been made in extending and deepening gender-informed operations in regions that were identified as lagging in the 2012 Board Update.** This has been achieved through increased attention and concrete actions at the regional level, including:

- **In EAP**, a regional target of 100 percent gender informed projects was adopted, and efforts included an upstream review process where gender was systematically addressed in upstream meetings for all new projects. In FY13, 12 countries prepared or updated Country Gender Action Plans (CGAPs) including national gender-monitoring frameworks to track progress annually. In China, implementation of the CGAP involved training of social development staff and establishing a system to ensure that gender is systematically incorporated into the social assessment process. In PNG this work also provides the framework for the recently launched IFC Women in Business Initiative as well as the WBG Gender Program for the Pacific (see Section IV).

- **In ECA** each sector unit is now responsible for ensuring that their projects and AAA address gender at each stage starting with the concept note. This decentralized arrangement allows sectors to provide more focused and timely assistance to teams. ECA has also established a Portfolio Monitoring Gender Group, comprised of representatives from all sectors as well as ECSOQ (ECA Quality), which monitors gender inclusion in each sector's portfolio on a quarterly basis. Through this process the group identifies project teams that require assistance to better integrate gender into their projects and works closely with the Sectoral Gender Focal Points and the Regional Gender Coordinator to provide resources and assistance to project teams. ECSOQ provides an important second level oversight at the ROC stage for lending projects. Complementing this work, IFC launched a gender strategy for IFC's advisory and investment work in the ECA region.

45. **All regions have completed and approved Regional Gender Action Plans (RGAPs).** These set out regional priorities, and include commitments to increase both the number and quality of country-level gender diagnostics and ensure integration into CAS products and operations. Each RGAP addresses areas of specific regional and country concern, and is grounded in the WDR2012 conceptual framework. Regional VPU's have enhanced efforts to provide country teams and TTLs with the support they need to advance gender equality on the ground (Box 9).

---

13 Available at: [www.worldbank.org/genderstrategy](http://www.worldbank.org/genderstrategy)
Box 9 Regional gender teams: types of models and support

The Africa region supports staff preparing CASs, conducts impact evaluation workshops and supports knowledge dissemination. There are active discussions underway about how research efforts can best complement operations, and the region is developing a Regional Gender Advisory Group.

The EAP Gender Practice Group, headed by the EAP PREM Sector Director, leads and coordinates EAP’s gender work with representatives from SDN, HDN, PREM, FPD and EAP Operational Services. Twelve country gender focal points support country teams and coordinate with the Regional Practice Group, alongside SDN regional sector gender focal points. In FY13 country gender clinics were provided to TTLs and country teams in nine countries, from the largest to the smallest clients on the regional and corporate gender commitments, CGAPs and country gender monitoring, the WDR 2012 and the EAP regional companion report, and good practices for integrating gender into operations.

The ECA region has a network of four sector gender focal points, 30 country gender focal points and a gender focal point for ECA Quality. The region has developed a gender module for New Staff Orientation that outlines the region’s commitments and the resources available for staff. In FY13, the country gender focal points were trained on CPS’s and the RGAP. ECSOQ provides support and advice to TTLs on the gender dimensions in analytical and operational safeguards work and on the design of gender-sensitive indicators. A new ECAPOV-Gender module (ECAGEN) is under preparation and will provide convenient access to gender-relevant data and country-level gender snapshots.

The LCR Gender Team is coordinated by PREM, involves all networks and includes Gender Focal Points representing sectors and CMUs. The team focuses on expanding and deepening knowledge sharing and management in strategic areas to promote gender equality through sector specific gender clinics and notes. In FY13, seven sector clinics were carried out to support enhanced gender mainstreaming in projects through access to tools, resources and emerging best practices for mainstreaming gender. The clinics showcased project case studies and facilitated discussion around questions raised by TTLs and resource persons. The coordinating LCSPP team is responsible for monitoring corporate requirements, providing gender inputs to CPSs, supporting innovative gender activities, and managing the UFGE and the LAC Gender Impact Evaluation Initiative.

The MENA RGAP responds to an environment in which many countries are in the midst of political, economic and social transformation. The RGAP adopts a two-pronged approach, supplementing support to country programs with an explicit focus on informing dialogue and providing a platform for debate. At the same time, there is renewed commitment to build on the region’s strong performance with a focus on lagging sectors. Sector and country focal points, in collaboration with task teams, lead the effort of deepening the integration of gender in operations.

SAR’s 12 country gender focal points serve on the SAGE program’s cross-sectoral and cross-country working group, and received training to expand the capacity of gender programs in their respective countries. All SAR country gender focal points recently completed or are leading gender-focused projects (Bangladesh), pilots (Pakistan) or AAA (Afghanistan, Bhutan, India Maldives, Nepal, Pakistan, Sri Lanka). Gender specialists have been recruited for the Afghanistan and Pakistan country offices to provide technical support across sectors and conduct portfolio reviews tailored to country needs.
46. **Resources are clearly integral to strengthening the gender agenda.** Exact allocations are impossible to track across the WBG, but LCR is one regional example of good practice, where increased stand-alone funding for gender work over the past two years has supported knowledge, financing and convening services. In FY13, this included standalone pieces of analytical work on gender and agency to identify policy interventions to expand female agency, with a focus on gender based violence in Brazil, and setting aside resources to support multi-sectoral gender mainstreaming in the portfolios of Central America, Colombia and Haiti.

**Sustainable Development Network**

47. **SDN was identified in the 2012 Board Update as a sector where scaled-up efforts to integrate gender were needed.** In response, the SDN companion to the WDR2012, “Steps to Strides” provides an overarching strategic framework to mainstream gender into operations and analytical work. The framework places accountability for gender on each Sector Board. Key implementation actions approved by the SDN Council for FY13 included that each sector board:

- Prepare a Sector Board Gender Work Plan addressing specific challenges along with an indicative budget.
- Nominate gender champions, preferably a Sector Manager or GH level staff, who would oversee the implementation of their sector gender work plans, and work with the existing network of Gender Focal Points in SDN.
- Report back to the SDN council on progress in one year, and undertake portfolio monitoring throughout the year.

48. **SDN Sector Board Gender Work Plans emphasize the importance of knowledge creation, knowledge sharing, staff training, screening of project concept notes and providing specific resources and support to selected projects.** The FY13 SDN Week included well-attended technical sessions on gender in energy, agriculture, transport, urban, ICT, and gender-based violence. SDN also has a vibrant Community of Practice of more than 80 staff actively engaged in formally sharing ideas and knowledge.

49. **Highlights from SDN sector plans and activities include significant improvements in formerly lagging sectors.** The transport sector disseminated knowledge, held a personal safety workshop in New Delhi and included specific gender plans in operations, including in Honduras, Paraguay and the Ukraine. The energy sector completed a sector note [Integrating Gender Considerations into Energy Operations](#), supported by a compendium of online tools and knowledge resources which have buttressed recent improvements in performance. Three training events were held and notable projects include those in Bangladesh and Senegal.

3. **Addressing critical knowledge gaps**

50. **There remain significant gaps in knowledge about what works and what does not work to reduce gender disparities and to promote women’s full and equal participation in society.** A broad range of work is underway to address critical gaps, with a focus on building the evidence around expanding women’s economic opportunities; women’s voice, agency and participation; and improving gender relevant data (discussed in the next section).
Women's economic empowerment

51. Globally, women continue to lag behind men in labor force participation and earnings, tend to cluster in lower paid sectors and jobs, and tend to own smaller and less profitable businesses. Failing to empower women and men to participate equally in the economic sphere has negative consequences for a country's prosperity and productivity. There is a rich array of regional work on economic opportunities underway, as illustrated in Box 10.

52. Current knowledge efforts on women's economic empowerment, often in collaboration with other development partners, include:

- A gender companion to the World Development Report 2013 on Jobs will be launched in Fall 2013. The report will highlight key constraints on women's economic opportunities that present themselves throughout the life cycle, and integrate analytical frameworks from the WDRs on Jobs and on Gender, by connecting research on women's voice and agency to the jobs agenda, and highlighting segregation in the world of work.

- The Women's leadership in SMEs initiative, in partnership with USAID, aims to promote a better understanding of the key determinants of success in developing countries—in terms of both entry and profitability. The initiative provides seed funding for impact evaluations of 15 interventions. Six modules have been developed to guide a common set of indicators to measure performance and identify gender gaps.

- Building on the Better Work Program, an upcoming multi-country study is analyzing how improvements in working conditions affect both workers' welfare and firm-level outcomes. It seeks to identify how the results might be applied elsewhere, particularly in Africa. The Better Work Program, which began more than a decade ago in Cambodia, has expanded to Haiti, Indonesia, Jordan, Lesotho, Nicaragua and Vietnam.

- “Building a Roadmap: Research Collaboration for Women’s Economic Empowerment” is a joint initiative between the World Bank, the UN Foundation and Exxon Mobile, which aims to identify proven and promising interventions to increase female entrepreneurs’ productivity and earnings, and which includes a series of background papers.

- The new Women’s Entrepreneurship Resource Point, a joint initiative of PREM and IFC responds to increasing demands for best practices and tools to integrate gender in private sector development, was launched in April 2013.

---

14 Details can be found at: http://go.worldbank.org/DAL4WQNVQ0.
15 http://go.worldbank.org/VJPQEMWV0
Box 10 Regional efforts to advance women’s economic empowerment

To strengthen activities on gender in the productive sectors, the Africa Region Gender Practice is leading a work program focused on agricultural productivity, (private sector development, property rights, and the school-to-work transition of adolescent girls). The Empowering Women: Legal Rights and Economic Opportunities in Africa report reviews the extent of gender inequality in legal rights to property and access to justice, and discusses the implications of that inequality for women’s economic empowerment in Africa.

In LCR the Women’s Economic Empowerment in Latin America and the Caribbean: Policy Lessons from the World Bank Gender Action Plan report summarizes recent gender-related activities, training, research and results in the region and provides policy lessons. The Effect of Women’s Economic Power in Latin America and the Caribbean report documents the role of female labor market earnings to reducing poverty and inequality in the region.

A recent highlight from MENA is Opening Doors: Gender Equality and Development in the Middle East and North Africa, a regional companion report to the WDR 2012, which was widely disseminated throughout the region. It explores, among other things, constraints to women’s economic participation despite high educational attainment. Other recent activities include country level analysis in Yemen and the Palestinian territories, and an upcoming report on jobs in Egypt which will analyze the critical constraints to women’s economic empowerment.

From EAP, the Lao PDR Labor Standards and Productivity in the Garments Export Sector: A Survey of Managers and Workers report presents the differing perspectives on working conditions in the Lao garments export sector between managers and workers. Dissemination efforts of the EAP Gender Companion to the WDR2012, launched in June 2012, have also continued in FY13, including in China, Malaysia and Mongolia in October 2012 and in Timor-Leste in February 2013.

In SAR, a recent working paper Political Reservations and Women’s Entrepreneurship in India looks at the link between the state-level implementations of political reservations for women and entrepreneurship.

The ECA report From Jobless Growth to Growing Jobs: Fostering Employment Creation in Eastern Europe and Central Asia explores women’s lower participation rates and significantly lower earnings relative to men. Inadequate skills, lack of mobility, limited child and elderly care services, rigid working conditions, limited access to productive inputs, information and networks, and adverse attitudes and social norms, represent obstacles to productive employment for women in the region. The report formed the basis of new efforts in nine ECA countries to collect qualitative data on gender and labor market participation.

53. The Adolescent Girls Initiative is adding critical knowledge 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. Of these eight pilots, six have rigorous impact evaluations which are beginning to yield results. For example, midline results from the Economic Empowerment of Adolescent Girls and Young Women project in Liberia shows an increase in employment by 47 percent and earnings by 80 percent, and documents positive effects on a variety of empowerment measures, including access to money, self-confidence, and reduced worries. Key messages and operational lessons are being disseminated through knowledge notes, seminars, and tools, and will be brought together in a capstone report.

54. The Women, Business and the Law dataset and report sheds light on which laws treat men and women differently, affect women’s prospects to get a job or start a business, as well as
remain in the labor force while reconciling family and work responsibilities. Covering 143 economies, the third edition of the report will be launched in September 2013 and will focus on the relationship between shared prosperity and gender equality. The first two reports measured legal gender restrictions across six indicators: accessing institutions; using property; getting a job; providing incentives to work; building credit; and going to court. The third edition will introduce a pilot indicator on protecting women from violence.

**Voice, agency and participation**

55. The WDR2012 identified women’s voice, agency and participation as key dimensions of gender equality, alongside endowments and economic opportunities, and as a major policy priority for future action. This is a new frontier for the Bank, where initial investments in knowledge and learning are important in defining the implications for future WBG operations. The 2012 Development Committee paper identified this as a new frontier warranting investments in knowledge and evidence, and work is now underway on a major new report on this front (see Box 11). The report will deepen the evidence base, reflect on what is already underway, and share knowledge and key lessons about what does and does not work. It will explore promising policy approaches and interventions across a range of cross-cutting issues, such as changing social norms, reforming laws and legal institutions, social accountability and the scope of new technologies, engaging men and boys in reform and enabling collective action.

56. More than nine formal consultations on the report have been held, including at the United Nations Commission on the Status of Women in New York in March; at the Women Deliver conference in Kuala Lumpur in May; and during the World Bank’s land and poverty conference in April. The work is being carried out in partnership with regional and network partners, and with the Overseas Development Institute. A Technical Advisory Group of 15 experts from a range of disciplinary and topical perspectives has been established, with the first meeting held in March 2013 to provide feedback on the concept note and overall approach.

57. In March 2013 SDN published “On Norms and Agency”, which synthesizes data on social norms collected from more than 4000 women and men in 93 communities across 20 countries. The report found that gender norms and roles are strikingly similar across countries, cultures, urban and rural settings. Women’s roles tend to be rigid and closely formed around household and childcare activities. In SAR a study on Masculinity and Development is underway, to be delivered in FY14, which is seeking to provide a more nuanced understanding of male gender roles, how gender roles interact, and how they impact economic development.
Box 11 Some emerging highlights on women's voice, agency and participation

A new global report is being prepared to help deepen our understanding of the role of women's agency for achieving shared prosperity and ending extreme poverty, and to provide policy and operationally relevant evidence to inform WBG operations.

It is notable that, on average, across 63 developing countries, 8 in 10 respondents agreed that women and men should have equal legal rights, with a range between 42 per cent (Afghanistan) and 98 percent (Indonesia). Perceptions of gender equality are improving in most of the world, in some cases quite rapidly, but still remain low in many countries. Analysis is being undertaken using the World Values Survey and Gallup World Poll. For example, in 1995/99 more than one-third of respondents in Georgia, Poland, Russian Federation, Turkey and the Ukraine agreed that a university education was more important for a boy than a girl, but less than one-fifth held that view a decade later. In some countries however regressions are evident – in some countries more respondents agreed that men make better political leaders in 2005/08 than was the case around ten years earlier. This analysis will be updated with the latest round of data and accompanied by analysis of the drivers of change.

Across 51 developing countries, more than one-quarter of women report having no say over visits to friends and family and almost one-third felt it was justifiable for their husbands to beat them – and in low income countries the findings are even more bleak, with half of all women agreeing violence was justified.

New analyses also indicate that some countries struggle with attitudes that endorse gender-based violence and gender inequality. For example, in some the majority of men agreed with the statement that a woman should tolerate violence in order to keep the family together. In at least two countries more than 80 percent of men felt that violence against women laws are too harsh and make it too easy to charge men. Yet, the data also provide hopeful indications that younger men are less likely to perpetrate violence against a partner, perhaps signaling a positive generational trend. Higher levels of education also predict lower likelihood of perpetration of violence.

Source: World Values Survey; Demographic and Health Survey

Impact Evaluations

58. As investments in gender-related evaluations increase, it is critical to ensure that the findings and lessons are easily accessible to staff, clients and policymakers. In FY13 the enGENDER IMPACT initiative worked to compile all WBG gender-related IEs, categorized by key outcome areas: gender-based violence; women's health; voice and agency; education and skills
formation; and economic opportunities and control over assets. Over 400 IEs conducted by the WBG over the last decade have been identified, with full write-ups available for about 120 where gender is central to the design of the intervention and/or the analysis. This database will be launched in September 2013 through an online resource point, with brief profiles of key information and operational lessons, as well as policy and methods briefs on cross-cutting lessons.

59. All regions are intensifying efforts to more carefully track and understand what works and does not work through impact evaluations. The evidence garnered from these impact evaluations are being used to answer specific project design questions raised by operational staff. Examples include:

   - **The Africa Gender Innovation Lab (GIL)** carries out rigorous impact evaluations and designs and tests innovative policy solutions for alleviating gender-based constraints. The GIL is currently working on over 20 impact evaluations in over a dozen countries\(^\text{17}\) in the areas of agricultural productivity, entrepreneurship, employment, and economic empowerment, which attracted more than 170 proposals. With support from the UFGE, in June 2013 the GIL issued a call for expressions of interest on economic empowerment. Under this call, the GIL will provide 12-14 projects with expertise on impact evaluations and gender-focused analysis, and funding for data collection.

   - **SAR is planning an impact evaluation** for the Bangladesh Northern Areas Reduction of Poverty Initiative; and impact evaluations in the rural livelihoods, social protection, agriculture, and finance sectors.

   - **The LCR Gender Impact Evaluation Initiative** is utilizing rigorous impact evaluations to unpack the concept of agency and improve the understanding of the effects of agency on development outcomes and gender equality in the region. The initiative provides technical assistance to clients on gender informed impact evaluations, supports Bank teams interested in including an agency or gender focus, and builds knowledge and disseminates evidence to improve policy effectiveness in promoting gender equality. There are currently seven activities underway.

   - **The ECA region** is planning a series of new gender impact evaluations, including related to the national childcare policy in Turkey, active labor market policies in Serbia, and exploring labor market discrimination against Roma women in Romania.

60. In HDN, increased emphasis is being placed on gender in impact evaluations of social protection projects. In addition there is an increase in coverage of gender in staff and external training programs, and gender informed assessments of social protection systems are being scaled-up with the new Social Protection Assessment of Results and Country Systems (SPARCS) initiative.

\(^{17}\) Countries include Benin, Democratic Republic of Congo, Ethiopia, Ghana, Malawi, Mozambique, Niger, Nigeria, Rwanda, South Sudan, Tanzania and Uganda.
A new initiative to synthesize WBG gender-related IEs has identified 181 studies conducted since 2000. Many of these include valuable lessons from a range of development contexts on what works, and what does not, to improve outcomes in areas such as women’s economic opportunities and voice and agency. In Ethiopia, for example, a study found that adding a space for the names and photographs of both husband and wife on land titles improved women’s economic wellbeing. The improved titling practice has since been expanded through a Bank-supported project. In India, a study examined the impact of women gaining rights to joint property as a result of the Hindu Succession Act. Results showed big gains for women’s land inheritance, as well as increasing women’s average age of marriage and girls’ education.

Several new IEs underway will add to the WBGs operational evidence. In Ecuador, for example, a new IE is being used to parse out the role of agency and behavioral factors in driving decision-making to deter teenage pregnancy; it responds to the Ecuadorian National Inter-Sectorial Strategy for the Prevention of Teen Pregnancy, and results will inform implementation of the strategy going forward. A planned IE in Colombia will help understand longer-term impacts of a conditional cash transfer (CCT) program, “Familias en Acción.” Past results have shown increases in children’s education and other outcomes, which have buoyed policy support for the initiative. The current study will provide new evidence on how CCTs affect men’s and women’s labor market performance and post-secondary education.

61. While a broad range of work is underway to address critical knowledge gaps, more and better knowledge is needed in terms of understanding what works to address gender gaps and in how gender-related projects can be most successfully implemented. We return to this challenge in the final section.

4. Enhancing attention to data and results

62. The gender data gap remains large. From the list of 52 internationally agreed “core indicators”, two thirds of countries do not have more than one year available since 2007 for 33 of the indicators. This in turn means that global estimates of trends are often not possible. The paucity is especially marked in IDA countries, where for some indicators data availability appears to have worsened: for example data on the share of women employed in agriculture was available for 40 IDA countries for the period 2000-2004, but only 16 IDA countries for the last five years.

63. The WBG has taken concrete steps to identify and close gaps in gender-relevant data, through reviews, innovative tools, global partnerships, increased monitoring and sex-disaggregated beneficiary data collection, and both internal and external working groups and training. However this remains a major challenge and requires scaled-up efforts of governments, the WBG, and other stakeholders in the period ahead.

64. Efforts to improve the gender focus of results are underway across the WBG. IFC’s activities are outlined in Section IV. MIGA has recently adapted its system for the collection of development outcome data, to include the collection of gender related indicators where relevant. This includes, for example, those related to employment, micro-finance, and education and health.

projects (share of female students and patients). This data will be available for new projects from 1st July 2013.

65. **The Gender Equality Data and Statistics (GEDS) working group is facilitating knowledge sharing across regions and networks.** The GEDS, co-chaired by DEC and PREM, with membership from all regions and networks, meets monthly to share efforts on collection of gender relevant data, integrating qualitative and quantitative efforts, and new frontier areas, such as voice and agency. The group also works to promote knowledge sharing to support country-level capacity building efforts to improve coverage, quality, and dissemination of gender-relevant data.

66. **Demand for gender-relevant data is being created through awareness-raising and training on how to analyze issues related to men and women, including through ADePT Gender.** In FY13, several improvements were made to the ADePT software, a user’s manual was produced, and training on how to use the software was delivered in Armenia, Lao PDR and Timor-Leste. The audience for the training included staff from national statistical offices, Ministries of Labor, local universities, local development organizations, and international development partners, and the training was tailored to country-specific data issues.

67. **The Bank is helping to build capacity in countries to support the collection of gender-relevant data,** by directly assisting NSOs and line ministries. Financed through the Bank-Netherlands Partnership Program, in FY13 DECDG has conducted needs assessments in Ethiopia, Rwanda and Vietnam to produce gender statistics, and a series of follow up training activities are planned for FY14. In Mongolia, support has included evaluations of current methodology for gender data collection particularly in frontier areas such as violence against women. In Lao PDR, statistical capacity-building activities target improving sex-disaggregation of existing survey instruments and increasing the frequency of data collection. This assistance has been designed so that it can be quickly replicated in other countries. The Bank has helped lead and finance workshops on improving the integration of a gender perspective into official statistics for 24 Asian and African countries.

68. **DECDG has developed an assessment tool to understand the gender data gaps in national household surveys and censuses,** and in other surveys supported by development partners. To date, over 1,000 surveys have been assessed and documented. Information will be available through the Bank’s central survey catalogues in FY14, and is expected to serve as an input for formulating recommendations and designing technical assistance programs to improve the quality and relevance of gender data in surveys and censuses.

69. **Monitoring of gender-relevant data production and statistical capacity building is being strengthened,** including through a questionnaire that takes stock of activities by regions and networks. DECDG and PRMGE have established a new framework to help monitor progress on gender data and statistics, and will form the basis of bi-annual updates to the Gender and Development Board.
70. Further highlights on the data front in FY13 include:

- The launch and ongoing improvements to the Gender Data Portal, to include more micro databases and resources, with the aim of making it a one-stop website for all gender relevant data. Visitors to the portal more than doubled when it was launched in July 2012, and the site remains popular, attracting over 2,000 visitors weekly, more than other popular thematic data portals such as HealthStats.

- The Gender DataFinder app was launched, which can be freely downloaded onto smart phones and tablets (Figure 8). The Gender DataFinder allows users to explore, analyze and share gender-relevant data and is available English, Spanish, French and Chinese.

- The WBG disseminated the third edition of the Little Data Book on Gender, and the Africa region disseminated the first edition of the Little Data Book on Gender in Africa, which contains additional indicators not included in the global book, including snapshots of the most used gender indicators by country, region, and income group.

Figure 8 Gender DataFinder strengthening country level capacity: A screenshot

71. The World Bank Group is supporting new global partnership initiatives to improve the availability of gender-relevant data. Activities in FY13 included:

- The Inter-Agency and Expert Group on Gender Statistics developed the above-mentioned 52 minimum set of gender indicators, which were endorsed by the UN Statistical Commission in February 2013.
• The WBG financed training workshops in Africa (Uganda) and Asia (Japan) on a new manual produced by the United Nations Statistical Division on why and how to collect gender-relevant data. Trainings on producing statistics on gender-based violence based on the new guidelines are planned in FY14.
• Data2X, a UN Foundation initiative supported USAID, the US State Department and the Hewlett Foundation, aims to enhance the availability of sex-disaggregated data by mapping global gender data and gaps, and exploring the use of 'big data'.

72. Closing gender data gaps and increasing access to gender-relevant data in new and frontier areas will continue to be a priority for the World Bank's gender work going forward. This will require maintaining and strengthening partnerships with other development agencies working on data collection, and strengthening support to statistical offices in countries.

IV. International Finance Corporation – gender in the private sector

73. The IFC adopted gender as one of six cross-cutting strategic priorities in December 2012, with an overarching goal of strengthening women’s roles as leaders, entrepreneurs, employees, consumers, and stakeholders. This will be achieved through a combination of investment and advice to help clients expand access to finance for women, deliver business-skills training for women entrepreneurs, and recognize the business case for creating opportunities for women.

74. The IFC’s new gender strategy has five main areas:
   i. **Expand opportunities for women entrepreneurs to grow their businesses**, including through scaling-up reforms based on Women Business and the Law diagnostics, as in Cote D’Ivoire where IFC has provided assistance in drafting and enacting gender reforms to economically empower women. IFC will support increased lending to women-owned SMEs, as through a new partnership in Brazil (discussed below), and will develop new value-chain programs to support manufacturing and agribusiness.
   
   ii. **Improve opportunities and working conditions for women employees**, by codifying and implementing best practices on women's employment. An upcoming report from WINest will highlight best practices, and IFC will help develop corporate targets around women's employment.

   iii. **Improve firms' understanding of women's markets and develop a roadmap for consumers beyond the financial sector**: This includes the objective of improving understanding of market segments in order to reach women through high impact financial, social, infrastructure and technology services, and products such as off-grid lighting, mobile and telecom services, private health and education.

   iv. **Increase women's voice as leaders and stakeholders**, by expanding training for women directors on corporate boards, as through the “OnBoard Bootcamp” for women business leaders offered during the 2012 World Bank Group Annual Meetings. Support will also be provided to identify high caliber women for IFC Directorships.

   v. **Develop business and results measures for gender-focused activities** through monitoring of gender-related dimensions and results of projects, and understanding the impact on
targeted beneficiaries. IFC is working with regions to define indicators for project performance management and results reporting.

75. **IFC’s approach to gender is mainstreamed throughout the Performance Standards**, reflecting the expectation that these issues will be general requirements protecting all workers, and reducing risks and impacts to all communities. The Performance Standards recognize the importance of both addressing differentiated impacts of investments and of ensuring gender-responsive consultation processes.

76. **The IFC has a major results focus with monitorable targets.** IFC’s gender-related corporate targets include increasing access to finance for women-owned businesses. The IFC Development Goals include targets for at least 25 percent of SME loans to go to women-owned SMEs, and 50 percent of all micro-loans are to go to female borrowers. IFC is also committed to a minimum target of 30 percent of women as nominee directors on IFC clients’ boards by 2015 (currently at 19 percent). IFC has been tracking the development impacts of its investment projects by gender as part of its Development Outcome Tracking System since 2008. In FY13, IFC revised its advisory services gender tracking system to better capture the gender dimensions and development impacts of advisory services projects. A Task Force was also established to further strengthen gender metrics.

**Box 13 New IFC gender structure**

In FY14 IFC will put in place a new structure to strengthen gender uptake across investment and advisory services, which is expected to further strengthen collaboration with the WBG on gender. The IFC already sits on the Gender and Development Board which meets regularly and is chaired by PRMGE. This will include:

- A Gender Steering Committee, comprised of six directors from investment and advisory services as well as from the regions, will provide strategic direction and thought leadership on gender at the corporate level, foster partnerships and cooperation, and advocate and remove barriers to further staff’s commitment to gender.
- A Gender Secretariat, which is IFC’s focal point for gender and supports the Gender Steering Committee in delivering on its objective, will provide overall implementation guidance and support for IFC’s gender work. The Secretariat reports to the Gender Steering Committee. The Secretariat will also coordinate a Gender Network (see below).
- A Private Sector Advisory Group on Gender, comprised of Chief Executive Officers from a diverse range of private companies, will provide a pool of expertise from the private sector which the Gender Secretariat will be able to tap into for advice.
- A network of gender champions is being established, comprised of Regional Gender Coordinators and Industry Gender Focal Points who will be formally identified by their respective departments. They will coordinate gender activities in their departments and help ensure progress on IFC’s gender strategy. Regional gender coordinators are currently being hired in EAP and ECA.

77. **IFC’s investments in access to finance for women entrepreneurs through the Banking on Women program continue to grow, consistent with corporate targets.** To date $569 million has
been invested for IFC’s account and syndicated loans and an additional $87.5 million has been mobilized from parallel lenders. Twenty one clients have gender investment and or advisory projects. A strong pipeline is under development (approximately $500 million). A delivery structure of Banking on Women champions is in place at headquarters and across all regions and is currently being strengthened. In partnership with PRMGE, the IFC has completed a Survey of 10 percent of SME financial institutions in its portfolio to determine the baseline of lending to women-owned enterprises in the different regions.

78. **Regional highlights include:**

- **In LCR, IFC and Itau Unibanco are partnering to invest $470 million to finance women entrepreneurs in Brazil** – the largest Banking on Women investment to date. The partnership will promote inclusive growth and job creation, as well as additional development benefits that come through improved access to credit for women, such as access to quality education, housing and health. IFC will also provide advisory services to help Itau Unibanco develop financial products that will address the needs of WSMEs.

- **In EAP, IFC launched a joint WBG Program on Gender Empowerment in the Pacific,** which includes activities to help improve equality for women in the Pacific with a focus on promoting women’s migration to formal sector employment; improving women’s access to public services and financial services; enhancing women’s security and safety in private and public spaces; and increasing the number of women in positions of leadership in business and society. In PNG, IFC launched its first gender focused country advisory program in partnership with the Australian government and AusAID. This initiative will support women’s economic empowerment in the private sector by advising the government and the private sector on amending employment laws to benefit female employees, addressing issues such as equal opportunity, non-discrimination, sexual harassment, and maternity leave.

- **In MENA, IFC in partnership with Vital Voices and the MENA Businesswomen’s Network, conducted a joint survey across eight MENA economies to better understand businesswomen’s needs,** the critical obstacles they face in accessing finance, and to identify solutions to increase the economic contributions of women-owned SMEs. The report “*Ready for Growth: Solutions to Increase Access to Finance for Women-Owned Business in the Middle East and North Africa*** was launched in Dubai in June 2013 and also disseminated at the *Women’s Role in Arab Countries* conference hosted by the G8 Deauville Partnership with Arab Countries in Transition.

79. **IFC works closely with global businesses and financial institutions to advance the goals outlined in the IFC gender strategy,** including:

- Following the launch of the **IFC Jobs Study: Assessing private Sector Contributions to Job Creation and Poverty Reduction** in January, 28 international financial institutions signed a Communiqué to collaborate with IFC on ‘Creating More and Better Jobs’, which includes a specific focus on women’s employment.

- In March 2013 IFC partnered with Coca-Cola to provide financing and business skills training to women SMEs across the Coca-Cola value chain. This $100 million, three-year project will provide access to finance for women entrepreneurs in Africa and other emerging countries.
• IFC is a lead sponsor of the Global Banking Alliance for Women, an initiative that brings together around 30 financial institutions committed to enhancing women’s access to credit and banking services around the world.

80. **Building and sharing knowledge on promoting women’s entrepreneurship and access to finance is core to IFC’s gender strategy.** In FY13, IFC launched G-20 Women’s Finance Hub, an online platform to help advance access to finance for women entrepreneurs by disseminating research and information on critical issues related to the women’s market.

81. **A baseline study of the credit gap in the formal SME segment, including women-owned SMEs,** was completed by IFC in June 2013. The study covered 28 countries across six regions and highlighted the large untapped market potential that women-owned SMEs represent for banks and other financial institutions.

82. **On International Women’s Day, IFC awards its annual CEO Gender Award recognizing outstanding achievement in promoting women in business.** This rewards staff who support gender integration in their work and encourages them to do even more; provides an annual opportunity to renew IFC’s commitment to gender issues; showcases an example of storytelling based knowledge management, and contributes to institutionalizing gender issues throughout IFC’s work. In 2013, the IFC CEO Gender Award received the highest number of nominations (50 nominations for 37 initiatives) since its inception in 2008.

**Box 14 WINvest: Investing in women**

At the IMF/WBG Annual Meetings in 2012, IFC launched WINvest (‘Investing in Women’), a global partnership initiative with private sector companies aimed at generating attention, ideas, and best practices that result in better working conditions and employment opportunities for women while improving business performance. WINvest’s membership has grown to 14 member companies, and is already demonstrating promising results, including:

- Innovative Business Case Research: Five business case studies (Mriya Agriculture, Ukraine; Nalt Enterprise Textiles, Vietnam; Odebrecht Construction, Brazil; Anglo American Mining Chile; and Finlays Horticulture, Kenya) informed the gender chapter of IFC’s Jobs Study and IFC’s Manufacturing, Agribusiness and Services Gender Strategy.
- Peer Learning: facilitated by WINvest’s Technical Meeting and by the development of a WINvest Knowledge Product, enables members to share best practice across sectors and to learn how to overcome challenges faced.
- Product Development: WINvest members began to rethink their women-employment policies & practices.

83. In the period ahead, the focus will be on implementation of the IFC gender strategy, establishing new structures to support the work, and deepening collaboration across the WBG.
V. Mobilizing broader stakeholder support

84. Gender issues are critical for poverty reduction and shared prosperity, however, government ownership and demand for gender work varies across countries. The Bank is well positioned to champion dialogue on the role of women in development and gender equality and to form strong partnerships with a broad set of stakeholders by providing a platform for dialogue and debate based on solid analytical underpinnings.

85. The WBG is working to increase and meet demand for gender equality through strategic partnerships at global, regional, and country levels, and through outreach and communication. Highlights include:

- The Advisory Council on Gender and Development met three times since the last Board update: in October 2012 to discuss gender and jobs during the 2012 Annual Meetings in Tokyo; in December Sweden hosted the group in Stockholm for a special one and a half day session focused on women's voice, agency and participation, attended by President Jim Yong Kim; and at the 2013 Spring Meetings, focused on gender in the post-2015 agenda and in IDA17.

- In April President Kim hosted “From Promise to Progress: the Equal Futures Partnership.” Spearheaded by the White House and launched at the UN General Assembly in September 2012, Equal Futures partner countries have made specific commitments on women’s economic empowerment and political voice. The April meeting brought together 35 delegates from founding partners and new member countries to make new commitments, share ideas and provide updates. The event was live-streamed and live-blogged in order to reach a global audience. President Kim pledged the WBG to provide technical and financial assistance to partners as they work to implement their commitments.

86. Key external partners help to advance the gender equality agenda at the national and regional levels, through knowledge sharing, funding, and collaborative research and operational work. Some regional partnership highlights include:

- In ECA, knowledge creation activities have been carried out with donors such as the Swiss Cooperation Agency, SIDA and the European Union (EU), including on Roma issues supported by the EU. A workshop on EU Gender Equality Acquis was held for ECA staff to improve our engagement in EU New Member states, Accession countries, and neighborhood countries.

- In EAP, the WBG co-delivered with the government of PNG and more than three dozen development partners a participatory Country Gender Assessment, which created a platform for policy discussion and public outreach on gender-based violence. It also informed the new PNG CPS, which puts gender front and center. Other examples of partnerships around CGAs include Lao PDR and Philippines (both with ADB) and Vietnam (with AusAid, DFID and UN Women).

- AFR maintains strong external collaborations with the UN Foundation, joint research with BRAC, the London School of Economics and University College London, and with DFID on the Gender Innovation Lab.
**SAR** has active partnerships with Oxfam, UN Women, and the IFC around gender based violence, resulting in a regional symposium (see Box 15), and works with AusAID through the SAGE funding window, which closes in 2015.

**Box 15 Innovative approaches to tackling gender-based violence**

To raise awareness about the challenges posed by gender based violence, a hackathon took place across Central America and in Washington DC on January 26-27, 2013. Over the course of 48 hours, participants were presented with a specific challenge, and asked to develop an innovative digital solution or smartphone app that could be implemented to make a real impact. More than 350 ‘hackers’ worked non-stop to address the challenge of domestic violence by building technology solutions to assist agencies that work to support victims and advance efforts to bring perpetrators to justice. Prototype apps ranged from SMS-based alert services and web-based programs, to one winning team using Facebook to target at-risk teenagers.

On June 17 – 18, 2013 a regional symposium, *Joining Forces to End Violence Against Women* was held in Nepal. About 200 participants from diverse backgrounds across the region gathered to share knowledge and experiences, build alliances and identify next steps in tackling gender violence. Sessions covered legal perspectives, evidence on what works to prevent gender violence, the challenge of changing social attitudes in South Asia, and the importance of engaging both public and private sectors, including policy makers and opinion leaders, to address the challenge.

With support from the private sector and IFC, a Hackathon on June 16, 2013 brought together 100 Nepali technologists, youth and civil society, who worked over eight hours to develop ICT-based solutions to address gender violence. First place went to an app that allows women whose safety is threatened to immediately report their locations to service providers. The winning groups are receiving technical support to finalize and pilot their apps in collaboration with Nepali CSOs and private sector firms.

87. **Strong collaboration with UN Women has continued**, including through the Advisory Council, where its Executive Director is a member and an active contributor in such key areas as economic empowerment and voice and agency. PRMGE worked closely with UN Women in the organization of two side events hosted by the WBG during the United Nations Commission on the Status of Women in March 2013, and the UN General Assembly in October 2012. IFC is also an active member of the UN Women/UN Global Compact Women’s Empowerment Principles Leadership Group.

88. **The WBG has actively participated in and contributed to a range of important gender events organized by stakeholders** over the past year – including the Women Deliver conference in Kuala Lumpur; Gendernet meetings in Paris; the Club de Madrid Annual Meeting in Arkansas; the Foreign Service Institute course on Gender Equality and an International Women’s Day event at the Rockefeller Foundation in New York to launch the “On Norms and Agency” report.

89. **In FY13 a new outreach strategy was developed, that includes social media and interactive web pages**. The World Bank Live platform and corporate social media channels are being increasingly utilized, and a new gender Twitter handle will be established to engage a more diverse audience. Guest blog posts on the external gender website and cross-promotion of PRMGE
blogs on external partner sites was enhanced in FY13. The online communications and social media calendar for gender is in place and aligned with network, regional, topic and corporate priorities to promote gender activities. This enables network, regional and corporate editors to work closely together to ensure cross-promotion of activities, content and products through internal and external channels.

**The Umbrella Facility for Gender Equality**

90. Since its launch in 2012, the Umbrella Facility for Gender Equality (UFGE) has received generous contributions of USD 40 million from eleven country donors.19 This new partnership model aims to strengthen awareness, knowledge, and capacity for gender-informed policy making, and provides a single vehicle through which trust fund resources for gender equality are channeled. Grounded in a strong public good rationale, the UFGE complements (but does not directly fund) the Bank’s mainstreaming effort under three pillars: 1) increasing availability of gender-relevant data and evidence; 2) road testing evidence at the country level; and 3) leveraging partnerships to help advance gender equality. The UFGE Partnership Council, comprised of all the contributing donors, will convene for the first time during the 2013 Annual Meetings to provide upstream guidance on implementation, discuss challenges, and identify opportunities for collaboration to support regional and country priorities.

91. The UFGE is providing block grants to the regions over a three-year period, anchored in RGAPs. These grants provide predictable funding for activities that have large externalities and a substantial public good element. Regional teams have received an overwhelming demand for UFGE funds. In LCR, for example, 20 proposals on women’s agency, with a total demand of over $5 million, were submitted. Ten proposals totaling $1.1 million were ultimately selected by a multi-sectoral committee.

92. Regional grants are helping to increase the availability of gender-relevant data and evidence at the country and regional level. Examples of projects receiving funding under the regional block grants include:

- **Partnering with the Listening to Africa Project** to collect sex-disaggregated panel data on household information, as well as focused data sets on key aspects of gender differences.
- **A new ECA Poverty and Gender module** which provides access to standardized gender-relevant data extracted from the household surveys used for regional poverty monitoring.
- **In LCR, Building Women’s Agency as a Tool to Overcoming Violent Circumstances**, will provide empirical and operational evidence on the extent to which socio-emotional coaching, job training, and small firm start-up support can increase agency and development outcomes of women living in situations of violence.

93. Trust funds are important catalysts for innovation and expanding into the frontiers of the gender equality agenda. These resources are complementary levers for maximizing the Bank’s work, in part by fostering cross-institutional collaboration and knowledge sharing and

---

19 Australia, Canada, Denmark, Finland, Germany, Iceland, Norway, Spain, Sweden, Switzerland, and the United Kingdom

41
leverages innovative partnerships. Over the past couple of years, there has been a gradual shift away from the reliance of trust funds for mainstreaming gender in Bank projects, toward investing in areas that have large externalities as well as a substantial public good element, a shift which is expected to continue.

VI. Looking ahead

94. Closing gender gaps is critical to advancing the WBG’s twin goals of ending extreme poverty and increasing shared prosperity. Women’s roles in reducing poverty and promoting wellbeing at the family, community and national levels were well-documented in the WDR2012, which also demonstrated the intrinsic value of gender equality.

95. The World Bank Group is committed to promoting gender equality in people’s outcomes and wellbeing in terms of education, health, economic opportunities and voice and agency. To this end, the WBG committed in 2010 to a series of corporate targets to measure its performance. This update has shown a strong record against these corporate commitments on gender and major progress against the priorities laid out in the 2012 Development Committee paper. It has also highlighted major challenges – and the need to both deepen the focus on follow-up actions and on implementation and results.

96. Looking ahead, a two stage strategy will be pursued – first, a series of actions to improve performance in the short term, and second, in the medium term a renewed gender strategy to build on success to date, and to ensure continued relevance and focus in the context of the new WBG strategy, instruments and goals. The proposed approach is outlined below.

**Short term agenda**

97. This update has revealed a number of challenges and areas requiring greater attention. In the coming year, a series of activities are planned to deepen the integration of gender in CASs and lending through support to staff and training, addressing critical knowledge gaps and closing the gaps on gender-related evidence and data. Key areas of focus for each of these areas are outlined below.

98. Strategic discussions with client governments at the country level are critical. We have shown that all country strategies are informed by recent gender analysis, but in many cases there remains scope for deepening the consideration of gender in the proposed program of activities and in the results frameworks. This will require heightened efforts by country teams, monitored by Regional VPU, alongside technical support and advice from regional and network gender teams. Robust diagnostic work at the country level is needed to inform such efforts, so gender will be a critical dimension of the new country partnership framework and systematic country diagnostics. Access to good practices is needed to help inform and inspire innovation, as is systematic monitoring of progress in the results frameworks.
99. **The recent progress against corporate targets needs to be deepened in the period ahead with a much sharper focus on implementation and results.** The WBG plans to more systematically track whether gender informed analysis is leading to meaningful follow up actions. It is even more important to track whether follow up actions are being implemented as expected and, most critically, what types of results are emerging. This requires increased management and staff attention, including in the context of project supervision and completion reports. Implementation can also be tracked by including gender in relevant TORs, Operations Manuals and other operational documents, to supplement tracking via the reporting systems.

100. **New guidance on data collection and reporting is being prepared to support appropriate tracking of project level gender-relevant indicators** and to recommend innovative and effective ways to collect sex-disaggregated data and report gender-specific outcomes. A related need is to ensure that existing templates for project supervision and completion reports facilitate the reporting of sex-disaggregated indicators, to identify current project achievements and shortcomings and make mid-course corrections as needed. This is now being examined by a cross-regional and network working group, to help better understand the constraints, opportunities and possible options across the project cycle. This work will also inform the design of the new Performance and Learning reviews. Other options under consideration include improving accountability and management attention, modifying the Implementation Supervision Reports interface to make it easier for TTLs to report sex-disaggregated data, and raising awareness on the results agenda more generally. Moreover, network anchors could play more of an *ex post* role to monitor the overall uptake of their own corporate scorecard indicators from time to time, and suggest corrective actions (in coordination with regions) as and when needed.

101. **The emphasis on deepening gender integration and results links closely to the proposed new IDA commitments.** Drawing on the lessons learned from implementation during IDA16, Management proposes to step up IDA’s gender-related commitments and heighten the focus on results at the country, regional and corporate levels. New commitments could include pledges to deepen the integration of gender into CASs and lending operations, so gender-informed analysis is accompanied by follow-up actions.

102. **In the period ahead, there is a need to strengthen support to Gender Focal Points, including through a virtual induction package providing basic guidelines and information on corporate commitments, and facilitating access to useful resources in the Bank and elsewhere, and using social media tools to enhance network communication and collaboration across the GFP network.** A quarterly global gender newsletter will highlight information on analytical and operational work underway across Bank networks and regions. This will complement existing regional newsletters, including in SAR and LCR. Databases that make available Bank-wide information on gender short term consultants and expertise as well as gender-related TORs for analytical work are also being finalized.

103. **Special attention is needed to address the situation in fragile states, where outcomes for women and girls are especially lagging, and gains made may be fragile.** At the same time, such
contexts can allow possibilities for relatively rapid changes: as we have seen with respect to girls' education in Afghanistan, for example. Strengthened policy commitments are being considered for IDA17, which will be reinforced by such new initiatives as a dedicated Community of Practice, which provides a collaborative space for staff to share experiences and ideas, and learn more about gender issues and women’s access to rights, resources, and voice in the context of conflict and fragility.

104. **Addressing critical knowledge gaps remains a priority for the coming year.** The recently launched Gender Innovation Labs in Africa and Latin America, and our global knowledge and expertise on impact evaluations, can make valuable contributions to evidence-based policy making. Concerted efforts will be undertaken to ensure the knowledge and lessons learned from the impact evaluations are shared within and across regions. It is critical that the lessons learned from evaluations are fed back into operations. Africa, for example, has set a goal to not only make operations gender-informed, but to make them gender smart – which means using cutting-edge evidence and research to make operations more effective in changing real-world situations for women and girls. To do this the region, supported by the UFGE, is investing heavily in knowledge generation, particularly through a large number of innovative impact evaluations being rolled out across the continent. The demand for these evaluations in the region is large and, resources permitting, this model could be replicated in other regions.

105. **Work on closing the gender data gap is a short- as well as longer term, priority.** Statistical activities are underway to increase country capacity to collect and utilize sex-disaggregated data in at least a dozen countries. This priority is likely to be reflected in IDA17’s commitments and results frameworks.

106. **MIGA will update its Sustainability Policy that will strengthen its commitment to gender,** whereby it will expect its clients to minimize gender related risks from supported business activities and unintended gender differentiated impacts. In this Sustainability Policy, MIGA has also committed to support business activities and projects that create opportunities for women. MIGA’s updated Performance Standards also address gender inequality as a human rights element to be considered by its clients.

**Renewed strategic efforts for the medium term**

107. **In the medium term, a renewed strategy is needed to frame the World Bank’s efforts to promote the gender agenda.** This is appropriate for several reasons. First, the new strategic goals create new opportunities to advance the gender agenda across the whole WBG, including IFC and MIGA, which will need to be more fully explored in light of organizational changes. Second, it is appropriate to recalibrate corporate targets in light of performance, the commitments being made under IDA17 and the emerging shape of the post-2015 development agenda. Finally, it will also mark at least three years since the strategic directions of the WDR2012 were laid out, and an opportune time to go beyond the annual updates.
108. **The renewed strategy will articulate how the focus on gender will be sustained during the process of operationalizing WBG goals.** For example, the Systematic Country Diagnostic will look at gender dimensions and seek to ensure teams are answering the most relevant gender-related questions. This in turn will be translated into the new Country Partnership Framework, building on the lessons and experience that has accumulated over the past decade in implementing OP4.20 and the broader integration of gender into CASs. This will also provide an opportunity to revisit the corporate gender targets, including the use of the “gender-informed” terminology, and to develop a new indicator to better capture the depth of gender integration.

109. **The medium term agenda will involve enhanced efforts in frontier areas likely to have transformational impacts.** The WBG strategy includes gender, alongside climate change, connectivity and fragility and violence as key areas for joint WBG learning and collaboration. We identify three frontier areas – gender based violence; inequality in work and entrepreneurship; and legal discrimination, with a cross-cutting emphasis on results (Box 16). These are interrelated, and will require, among other measures, specific attention to strengthening access to justice, accountability measures and voice in decision-making processes.

110. **These frontier areas have been chosen on the basis of the transformative potential that a concerted corporate push could make.** They complement and build on the sustained and increasingly successful gender mainstreaming in operations and strategies. While they are largely frontier areas for the WBG there is promising experience and results on which to build. The work now involves building the evidence base for achieving outcomes and determining the best ways to more actively engage in policy dialogue at the country level on these fronts, and, over the medium term identifying and scaling up what works through the WBG's lending instruments, including the IFC's investment and advisory services.
Alongside sustaining and deepening gender mainstreaming into CASs, lending and advisory and investment operations, it is now time for the WBG to complement the mainstreaming agenda with a concerted medium term push on selected frontiers that could have transformational impact. Three areas stand out: (i) Gender-based violence (GBV); (ii) Inequality in work; and (iii) Discrimination under the law. These three areas have been selected in light of the scale and magnitude of the challenge that they represent; the limited success in addressing them to date; and, the potential for the WBG to make a significant difference in global efforts to deliver changes that will improve people’s lives.

These are frontier areas for the WBG, and our precise comparative advantage remains to be defined. Yet we do have promising experience and results on which to build and the WBG is well placed to produce and disseminate new knowledge about what works to improve outcomes in these areas. Innovative operations are addressing GBV in Brazil and Honduras, for example, and South Asia is undertaking a new push following a recent regional symposium (see Box 15). The IFC has played a major role in advancing the business case for women’s inclusion, has launched a major new women-in-finance program to meet identified needs, and is leading globally on documenting legal constraints to women’s work and safety. Country dialogue is increasingly picking up these issues, informed by gender investment climate assessments and related diagnostics, and DPLs are being used to address legal constraints to women’s economic opportunities.

The medium term goal could be that, in five years, the WBG will be an established global leader and partner in supporting effective actions, policies and institutions to combat gender inequality in the spheres of GBV, inequality in work, and legal discrimination. To do this, space and capacity for innovation, piloting and knowledge exchange between countries, private sector, and civil society, testing and capturing new ideas with rigorous evidence will be needed. Ways of gathering results on gender equality that can be rolled out to other activities in the WBG portfolio will also need to be piloted.

111. **The renewed strategy will emphasize the importance of complementary legs to mainstreaming.** In particular, it is likewise critical to create space and capacity for innovation, piloting and knowledge exchange between countries, private sector, and civil society, testing and capturing new ideas with rigorous evidence. This will clearly build on the advances on impact evaluations that have been made in recent years. It will also address issues related to allocation of resources and the support and incentives needed for staff to promote deeper integration of gender into operations, monitoring and knowledge sharing.

112. High-level leadership remains essential, accompanied by commitments to resourcing and investments in staff skills and knowledge to develop, deepen, and extend staff expertise across the WBG in both mainstream and new emerging issue areas. Actionable partnerships will facilitate success, at the community, national, regional and global levels.
Annex 1: Methodology for assessing the level of gender integration in operations

Trends in lending are closely monitored through PREM reviews and ratings. These are in turn discussed with the regions and networks at the Gender and Development Sector Board.

For an operation to be “gender-informed” gender has to have been taken into account in at least one of three dimensions - analysis, actions, and monitoring & evaluation - rated on a binary (yes or no) scale. The aggregate score shows the depth of gender integration. Operations with scores 1-3 are gender-informed, those scoring 0 are not.

The rating reviews key project documents, in particular the Project Appraisal Document. Where applicable, the rating also considers any safeguard policies that may be triggered by the project such as Resettlement and Environmental Policy Frameworks. Thus the rating reflects not only the gender informed operations but also reflects gender awareness in addressing any possible negative impacts through specific gender informed mitigating measures.

The strengths of this approach lie in its simplicity and that it is amenable to self-assessment by project implementation staff, thereby increasing accountability. Because the ratings on each dimension are binary and not subjective judgments about quality, the ratings can be done by the TTL, which in turn raises their awareness on gender issues. The three dimensional approach is also consistent with the CAS rating methodology. The main disadvantage is that the rating reflects gender integration ex ante, and it does not capture what happens in practice in terms of implementation.

The new gender flag has further added transparency and accountability. It clearly signals to TTLs what will be rated and how.

<table>
<thead>
<tr>
<th>DIMENSIONS</th>
<th>CRITERIA: THE ACTIVITY</th>
<th>CHECKLIST: DOES THE PROJECT</th>
<th>CHECK</th>
<th>SCORE</th>
</tr>
</thead>
</table>
| Analysis   | includes analysis and/or consultation on gender related issues | • identify and analyze gender issues relevant to the project objectives or components?  
• report findings of country/regional gender diagnostics (gender assessment, poverty assessment, etc.) relevant to project development objectives or components  
• undertake a social or environmental or poverty and social impact assessment?  
• reflect the results of consultations with women/girls/men/boys and/or NGOs that focus on these groups and/or specific line ministries? | &nbsp;&nbsp;&nbsp;&nbsp;If at least one check above &nbsp;&nbsp;&nbsp;&nbsp;Yes | |
| Actions    | 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 | • include specific or targeted actions that address the needs of women/girls or men/boys?  
• propose gender specific safeguards in a social/environmental assessment or in a resettlement framework?  
• show how interventions are expected to narrow existing gender disparities? | &nbsp;&nbsp;&nbsp;&nbsp;If at least one check above &nbsp;&nbsp;&nbsp;&nbsp;Yes | |
| Monitoring & Evaluation | includes mechanisms to monitor gender impact and facilitate gender disaggregated analysis | • include specific gender and sex-disaggregated indicators in the results framework?  
• propose an evaluation which will analyze the gender-specific impacts of the project? | &nbsp;&nbsp;&nbsp;&nbsp;If at least one check above &nbsp;&nbsp;&nbsp;&nbsp;Yes | |
| RATINGS    | Overall Score | 0-3 | |
|            | Gender-Informed | Y/N | |

Annex 2. 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% (FY13) 81% (FY08)</td>
<td>100% (FY13) 60% (FY08)</td>
</tr>
<tr>
<td>Share of operations with gender-informed design</td>
<td>97% (FY13) 72% (FY10)</td>
<td>97% (FY13) 60% (FY10)</td>
</tr>
</tbody>
</table>
Annex 3: Rating of CAS products, FY11 – FY13

<table>
<thead>
<tr>
<th>Region</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>FY13</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Africa</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td>East Asia &amp; the Pacific</td>
<td>10</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Latin America &amp; the Caribbean</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Middle East North Africa</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>South Asia</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td><strong>Total FY13</strong></td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td>Of which IDA</td>
<td>1</td>
<td>15</td>
<td></td>
<td></td>
<td>16</td>
</tr>
<tr>
<td><strong>FY12</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Africa</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>East Asia &amp; the Pacific</td>
<td>5</td>
<td>5</td>
<td></td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>1</td>
<td>1</td>
<td>6</td>
<td>8</td>
<td>18</td>
</tr>
<tr>
<td>Latin America &amp; the Caribbean</td>
<td>1</td>
<td>6</td>
<td></td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Middle East North Africa</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>South Asia</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td><strong>Total FY12</strong></td>
<td>1</td>
<td>4</td>
<td>20</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Of which IDA</td>
<td>12</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>FY11</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Africa</td>
<td>3</td>
<td>3</td>
<td></td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>East Asia &amp; the Pacific</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>Latin America &amp; the Caribbean</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Middle East North Africa</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>South Asia</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td><strong>Total FY11</strong></td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>17</td>
<td>24</td>
</tr>
<tr>
<td>Of which IDA</td>
<td>3</td>
<td>6</td>
<td>9</td>
<td></td>
<td>18</td>
</tr>
</tbody>
</table>

**Note:** total numbers, excluding ISN

**Source:** PRMGE staff estimates FY11 – FY13
Annex 4. Gender-informed lending, disaggregated data

Table 1. Share of gender-informed projects by network/sector (FY10-FY13)

<table>
<thead>
<tr>
<th>Network/Dimension</th>
<th>FY10</th>
<th>FY11</th>
<th>FY12</th>
<th>FY13</th>
</tr>
</thead>
<tbody>
<tr>
<td>HDN(65) Education</td>
<td>93%</td>
<td>89%</td>
<td>94%</td>
<td>100%</td>
</tr>
<tr>
<td>Health</td>
<td>96%</td>
<td>77%</td>
<td>100%</td>
<td>95%</td>
</tr>
<tr>
<td>Social Protection</td>
<td>85%</td>
<td>76%</td>
<td>94%</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>32%</td>
<td>57%</td>
<td>63%</td>
<td>95%</td>
</tr>
<tr>
<td>FPD(20) Total</td>
<td>53%</td>
<td>53%</td>
<td>85%</td>
<td>97.2%</td>
</tr>
<tr>
<td>PREM(50) Economic Policy</td>
<td>20%</td>
<td>75%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Poverty Reduction</td>
<td>20%</td>
<td>75%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Public Sector</td>
<td>20%</td>
<td>53%</td>
<td>60%</td>
<td>100%</td>
</tr>
<tr>
<td>SDN(151) Agriculture and Rural Development</td>
<td>85%</td>
<td>85%</td>
<td>98%</td>
<td>95%</td>
</tr>
<tr>
<td>Energy and Mining</td>
<td>32%</td>
<td>37%</td>
<td>62%</td>
<td>100%</td>
</tr>
<tr>
<td>Environment</td>
<td>57%</td>
<td>55%</td>
<td>75%</td>
<td>100%</td>
</tr>
<tr>
<td>Information &amp; Communications</td>
<td>50%</td>
<td>78%</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>Social Development Sector</td>
<td>100%</td>
<td>80%</td>
<td>86%</td>
<td>100%</td>
</tr>
<tr>
<td>Transport</td>
<td>41%</td>
<td>55%</td>
<td>73%</td>
<td>94%</td>
</tr>
<tr>
<td>Urban Development</td>
<td>52%</td>
<td>50%</td>
<td>59%</td>
<td>100%</td>
</tr>
<tr>
<td>Water</td>
<td>55%</td>
<td>57%</td>
<td>74%</td>
<td>93%</td>
</tr>
</tbody>
</table>

Table 2: Gender-informed lending by dimension and network (FY10 - FY13)

<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>
<tr>
<td>FY13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPD</td>
<td>95%</td>
<td>75%</td>
<td>40%</td>
<td>5%</td>
</tr>
<tr>
<td>HDN</td>
<td>98%</td>
<td>94%</td>
<td>77%</td>
<td>2%</td>
</tr>
<tr>
<td>PREM</td>
<td>98%</td>
<td>76%</td>
<td>28%</td>
<td>2%</td>
</tr>
<tr>
<td>SDN</td>
<td>97%</td>
<td>81%</td>
<td>56%</td>
<td>3%</td>
</tr>
</tbody>
</table>