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

Attached is a background document entitled “Update on the Implementation of the Gender Equality Agenda at the World Bank Group” prepared by staff of the World Bank Group for the October 11, 2014 Development Committee meeting.

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Acronyms and Abbreviations

AFR	Africa Region
AGI	Adolescent Girls Initiative
ARD	Agriculture and Rural Development
CAS	Country Assistance Strategy
CCSAs	Cross-Cutting Solutions Areas
CMU	Country Management Unit
CoP	Community of Practice
CPS	Country Partnership Strategy
CSC	Corporate Scorecard
CSW	Commission on the Status of Women
DECDG	Development Data Group
DPL	Development Policy Loan
EAP	East Asia and Pacific Region
ECA	Europe and Central Asia Region
ELA	Empowerment and Livelihood for Adolescents
EPAG	Economic Empowerment of Adolescent Girls and Young Women
FCS	Fragile and Conflict Affected States
FPD	Financial and Private Sector Development Network
FY	Fiscal Year (July 1-June 30)
GEDS	Gender Equality Data and Statistics
GFPs	Gender Focal Points
GPs	Global Practices
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
ISN	Interim Strategy Note
IFC	International Finance Corporation
LCR	Latin America and Caribbean Region
LSMS	Living Standards Measurement Studies
LTR	Land Tenure Regularisation
MDG	Millennium Development Goal
MENA	Middle East and North Africa Region
MIGA	Multilateral Investment Guarantee Agency
OWG	Open Working Group
PREM	Poverty Reduction and Economic Management Network
PRMGE	PREM Gender and Development Group
RGAPs	Regional Gender Action Plans
RMS	Results Monitoring System
SAR	South Asia Region
SCD	Systematic Country Diagnostic
SDN	Sustainable Development Network
SGBV	Sexual and Gender Based Violence
SME	Small- and Medium-Scale Enterprise
UFGE	Umbrella Facility for Gender Equality
WBG	World Bank Group
WDR	World Development Report
WLSME	Women's Leadership in SMEs

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

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Executive Summary

- i. **In October 2013, the Development Committee endorsed the *Update on the Implementation of the Gender Equality Agenda at the World Bank Group*.**¹ Specifically, the Committee stressed the importance of gender equality both intrinsically and as a means of pursuing the Bank Group’s goals of reducing poverty and boosting shared prosperity. The Committee emphasized the continued need for the WBG to support gender equality through analysis, actions, and monitoring of progress and requested that progress in implementation be reviewed at the time of the 2014 Annual Meetings.
- ii. **There was significant analytical and operational work conducted across the WBG in FY14 to address priority gender gaps at the country and regional level as well as in using the institution’s convening power to build support for this agenda.** The proportion of country assistance/partnership strategies and lending operations that have integrated gender remains high across regions and sectors. All WBG country strategies prepared in FY14 drew on gender assessments, and strategies were gender-informed in at least one dimension (analysis, actions, or monitoring and evaluation). And, 95 percent of approved lending operations integrated gender in at least one dimension, with higher shares of operations than in previous years going beyond this and integrating gender in two or three dimensions to exceed the targets specified in the Corporate Score Card (CSC) and in IDA-16.
- iii. **This progress was underpinned by intensified support to country teams and enhanced efforts to address critical knowledge and data gaps.** All Regions provided tailored support to country teams as part of the implementation of their Regional Gender Action Plans (RGAPs). There was progress in filling gaps in knowledge as to which interventions and approaches are most effective to address gender disparities in areas of particular relevance to the WBG, such as economic opportunities and women’s agency. A number of steps were also taken to build statistical capacity in client countries and develop innovative tools to increase data availability.
- iv. **Nevertheless, while this momentum needs to be maintained, the level of ambition also needs to be raised in line with the WBG Strategy that Governors endorsed last October.** Achieving the corporate goals of ending extreme poverty by 2030 and promoting shared prosperity in a sustainable manner will require an even sharper focus on results and on outcomes in reducing gender disparities. Some of this reorientation is evident in the revised commitments in IDA17 and the CSC. Those goals raise the bar for judging whether lending operations are gender informed by examining the extent to which gender issues are taken into account in analysis, actions and monitoring – not just on one of these three dimensions. And they also focus more on outcomes by going beyond assessing *ex ante* whether or not gender is integrated into strategies and project design to tracking systematically the impacts of financing, particularly IDA lending, on priority gender gaps. Such tracking, through the use of beneficiary feedback, for instance, along with the use of learning reviews for IDA country strategies will allow better measurement of outcomes and impacts.
- v. **But even more will be needed because, as experience worldwide shows, progress on gender equality is neither a short-term endeavor nor a linear process.** It requires

¹ DC 2013-0010.

sustained political commitment, including continuing to make the case for gender equality as integral to development. This commitment needs to be combined with country-specific analysis of the underlying causes of gender disparities, evidence of what works to address them, and efforts to improve sex-disaggregated data to track gender gaps over time. Since these are all areas in which the Bank Group has been working in recent years, a solid foundation exists on which to build for the future.

- vi. **The reorganized structure of the Bank around Global Practices (GPs), including the creation of the Gender CCSA, starting in FY15 will enhance our ability to assist client countries with improving gender outcomes.** There will be greater accountability for results and increased opportunities for sharing knowledge and best practices as well as better coordination across units of the Bank and IFC. Nevertheless, there will also likely be short-term challenges in the shift from the previous model to the new structure as roles and responsibilities, including monitoring gender commitments within GPs and Regions, are clarified over time.
- vii. **The WBG's new approach to country engagement, which is being rolled out in FY15, offers promise in deepening Bank Group support to addressing gender gaps.** The inclusiveness of the growth process, including gender, will be among the key questions analyzed in the Systematic Country Diagnostic (SCD). This will inform the WBG's assistance program as laid out in the subsequent Country Partnership Framework (CPF), taking into account the Bank Group's comparative advantage relative to other partners and country demand.
- viii. **As signaled to the Development Committee last October, a revised gender equality and development strategy for the WBG will be prepared in the coming year.** It will focus on how the WBG can sharpen its work on gender equality to emphasize results and outcomes, and its preparation will include a process of consultation among country clients, external partners as well as internal constituencies. The strategy will examine options for new ways of measuring the impacts of Bank-supported interventions as well as for bringing together knowledge and financing together more effectively in designing and implementing interventions. The new WBG goals and the likelihood that Bank Group activities will be aligned around achieving them, including through the recent organizational changes, mean that it will be possible to sharpen the focus on gender results with implementation being led by the GPs and IFC's functional departments with coordination by the Gender CCSA. And, the evolution of the post-2015 development agenda, with its emphasis on greater inclusion, will allow the Bank to continue to be part of the global coalition that seeks to maintain that gender equality is both the right development objective and smart economic policy.

I. Introduction

- 1. This paper provides an update on the implementation of the World Bank Group's agenda on gender equality and development in FY14.** It is the third in a series of annual updates to the Development Committee following the 2012 World Development Report on Gender Equality and Development (WDR 2012) and the accompanying note that laid out the implications of that report for the WBG.²
- 2. The WBG's agenda on gender equality and development includes work at the country and regional level as well as a focus on selected global priorities.** At the country and regional level, activities include: identifying and analyzing priority gender disparities, including gaps in sex-disaggregated data; integrating such analysis, corrective actions and monitoring into Bank Group strategies and financing programs; and filling knowledge gaps both on diagnosis of gender disparities and actions to address them. Global priorities include strengthening partnerships with a range of public and private stakeholders to broaden the coalition for sustained action to improve gender outcomes and engaging with global policy processes to ensure that gender equality remains central to the development agenda.
- 3. This implementation update comes at the coincidence of two events that impact the Bank's work on gender and development.** First, the FY14 period to which this update corresponds marks the end of the IDA 16 implementation period (FY12-14). Thus, it is an opportunity to assess institutional progress towards corporate commitments on gender equality that were part of IDA 16. Second, at the end of this reporting period, the WBG shifted to a new structure of Global Practices (GPs) and Cross-Cutting Solutions Areas (CCSAs). One implication of this shift is a greater emphasis on sharing experience across regions, countries and thematic boundaries. And, the choice of gender as one of five CCSAs highlights the importance that senior management attaches to linking the WBG's financing and advisory work to the goal of furthering gender equality.
- 4. There has been significant activity across the WBG during FY14 in addressing priority gender gaps through country-level, regional, and global work.** In particular, the share of lending operations and country assistance/partnership strategies that have integrated gender remains high across the institution, with previously-lagging regions and sectors doing notably better in recent years. There has also been continued progress in addressing key knowledge gaps, including those relating to reducing gender disparities in economic opportunities and enhancing women's agency, both at the global and the country level. And, some headway has been made in highlighting and filling in gaps in gender-relevant data.
- 5. Nevertheless, more and better work is still needed on many aspects of this agenda.** At one level, the WBG needs to continue to work with country partners and other agencies in emphasizing that gender equality is both the right thing to do and the smart thing to do so as to bolster the political will needed to make progress. Such efforts will need to be complemented with actions that build on the WBG's comparative advantage in: undertaking country-specific analysis of gender gaps and what can be done to address them; improving data and monitoring systems; and addressing priority country-specific gender disparities through Bank Group financing and advice.

² DC 2011-0011 – Implications of *World Development Report 2012: Gender Equality and Development* for the World Bank Group, Sept. 1, 2011.

6. **This paper reports on the WBG’s FY14 implementation of the gender equality and development agenda and points to the challenges that lie ahead.** The next section describes FY14 performance in integrating gender into the Group’s activities. Section III summarizes progress in FY14 in the priority areas identified to operationalize the findings of WDR 2012. Section IV looks ahead to the key challenges in the coming year, particularly the need to set and monitor systematically more outcome-oriented goals and targets, which will be addressed in a revised gender equality and development strategy for the WBG to be finalized in early FY16.

II. Integrating Gender into Assistance Strategies and Financing

(i) World Bank Group Commitments on Gender

7. **In September 2011, the Development Committee endorsed a number of strategic directions for the WBG to operationalize the findings of the WDR 2012.**³ Among these were: (i) informing country policy dialogue on gender equality; and (ii) scaling up lending for domestic priorities identified by WDR 2012. Following through on each of these directions, the WBG has also made commitments through the Results Measurement System for the 16th and 17th replenishment of IDA (IDA 16 and IDA 17 RMS), the Corporate Scorecard (CSC) and IFC’s FY13-15 Roadmap. This section discusses progress in meeting the commitments that applied to FY14 while the next section looks beyond FY14 at the commitments under IDA 17 and the WBG’s revised CSC as well as at the challenges in going beyond the current system for measuring progress in integrating gender.

The World Bank

8. **As in previous years, the Bank has focused on meeting its commitments through monitoring the integration of gender in Country Assistance Strategies/Country Partnership Strategies (CASs/CPSs) and in lending operations as well as the preparation and implementation of Regional Gender Action Plans (RGAPs).** Specifically, in FY14, the Bank ensured that the targets for the share of CASs/CPSs that reflect findings of gender assessments (100 percent) and for the share of lending operations that are gender-informed (60 percent of all IDA lending operations, and 55 percent of all Bank lending operations) were met. The requirement that all CASs/CPSs draws on and discuss findings of gender assessments is part of OP 4.20, while Annex 1 provides the definition of gender-informed design of lending operations.

The International Finance Corporation

9. **At the strategic level, since CASs/CPSs are increasingly produced jointly by the World Bank Group, the commitment to integrate gender into these also covers IFC (and MIGA).** In FY14, 20 (of 28) CASs/CPSs were joint WBG strategies. In addition, IFC’s FY13-15 roadmap includes specific commitments to increase access to finance and access to markets for women entrepreneurs and to reduce gender-based barriers in the business environment. IFC also has an annual target of 25 percent of all recipients of its financing to Small and Medium Enterprises (SMEs) to be women-owned enterprises and IFC’s equity portfolio commits to a target of 30 percent of women among its nominees on company boards by 2015.

³ “Update on the Implementation of the Gender Equality Agenda at the World Bank Group,” September 21, 2012, available at: <http://web.worldbank.org/WBSITE/EXTERNAL/DEVCOMMEXT/0,,pagePK:64000837~piPK:64001152~theSitePK:277473~contentMDK:23276764,00.html>

The Multilateral Investment Guarantee Agency

10. In October 2013, MIGA implemented its updated Sustainability Policy and Performance Standards, to strengthen its commitment to integrating gender in its activities. MIGA expects its clients to minimize gender-related risks and unintended gender-differentiated impacts from the business activities it supports. As part of its development outcome data collection, in FY13, MIGA committed to track gender disaggregated indicators such as employment, education, health, and access to micro-finance for clients, and this data will be available for its portfolio in September 2014.

(ii) Progress in FY14

Integrating Gender into Country Assistance/Partnership Strategies

11. All CASs/CPSs that were approved in FY14 drew on gender assessments. More than 90 percent of these FY14 country strategies (and all 20 CASs for IDA countries) also included follow-up actions that addressed priority gender gaps for the country as well as sex-disaggregated indicators in the results framework. Some examples of such strategies are provided below in Box 1.

12. The six country strategies for Fragile and Conflict Affected States (FCS) that were approved in FY14 reflected findings of gender assessments. And the Somalia and South Sudan ISNs also had gender-relevant monitoring as part of their results frameworks.⁴

Box 1: Gender-Informed Country Strategies: Good Practice in FY14

The **Nepal CPS** draws on a 2013 Gender and Social Exclusion Assessment that helps shape government and donor policies on gender and social inclusion. The assessment provided practical guidance on how to mainstream gender equality and social inclusion in seven key service-delivery sectors: agriculture, education, forestry, health, irrigation, rural infrastructure and rural and urban water supply and sanitation. In this FCS, gender is integrated into each component of the CPS results framework, with very specific targets (for example, number of women owned SMEs).

The **Tajikistan CPS** highlights that the country ranks the lowest in ECA on gender indicators and shows how disparities contribute to poverty. The key issues include: disparities in favor of boys throughout the education system; gender-based occupational segregation that results in earning inequities; and weak implementation of gender policies. To address these, gender is integrated into all three pillars of the strategy and is reflected in the targets and milestones in its results framework. Achievements will be measured by a composite indicator of gender empowerment, including increased access to employment opportunities, land rights and rural productive assets and healthcare.

13. During FY14, several Regions took specific steps to further ensure that the preparation of country strategies covered gender issues adequately. For example, several country units in LCR allocated funding for better integration of gender into country strategies, which enabled teams to: (i) systematically apply a “gender lens” at the conceptual and design stages of the CAS/CPS; (ii) fill knowledge gaps on specific public actions that could be supported by the Bank and other partners, which could help reduce priority gender gaps; and (iii) strengthen the links between the WBG and the regional gender community to provide Bank teams with ways of benefitting from local knowledge.

⁴ In recognizing the data and capacity-scarce context in most conflict and post-conflict countries, the World Bank’s policy framework does not require ISNs to draw upon and discuss the findings of country gender assessment.

14. Experience in FY14 shows that integrating gender systematically into country strategies can enhance the likelihood and effectiveness with which gender gaps are addressed in Bank financing during CPS/CAS implementation. Box 2 highlights two examples of how integration of gender into country strategies has influenced the Bank's financing portfolio going forward. An area for further attention, including in the revised WBG gender strategy to be prepared in FY15, is to better track and monitor the extent to which this link between country strategies and financing is being made and how it can be strengthened in both low- and middle-income countries, including FCS.

Box 2: From Bank Strategies to Financing

The **Jordan CPS** for FY12-FY15 outlines a program composed of analytical and operational work that looks to increase female labor market participation and commits to preparing a full country gender assessment. The gender assessment was delivered in FY13 and focused on economic participation, agency and access to justice. Work around this assessment fed into the design of the US\$70 million Micro, Small, and Medium Enterprise Development for Inclusive Growth Project, which includes new products that target women, measures to encourage banks to have special windows for women and incentives to encourage women to tap into the financial sector. It has also informed ongoing analytical work aimed at measuring the impact of legal aid services to poor women for personal status issues.

The **Malawi CAS** for FY13-FY16 identifies access to education, financial markets and income opportunities for rural women as priorities for enhancing gender equality. In line with this strategy, the Malawi Social Action Fund is enhancing income opportunities through the Community Savings and Investment Promotion Fund which is helping over 27,200 beneficiaries, 65% of them women, and is prioritizing public works that help reduce women's regular work burden. Furthermore, the recently-approved Skills Development Project aims to increase access, market relevance and gender responsiveness at higher education institutions and sets targets for the proportion of female beneficiaries.

Integrating gender into Bank lending operations

15. Of World Bank lending operations approved in FY14, 95 percent were gender informed.

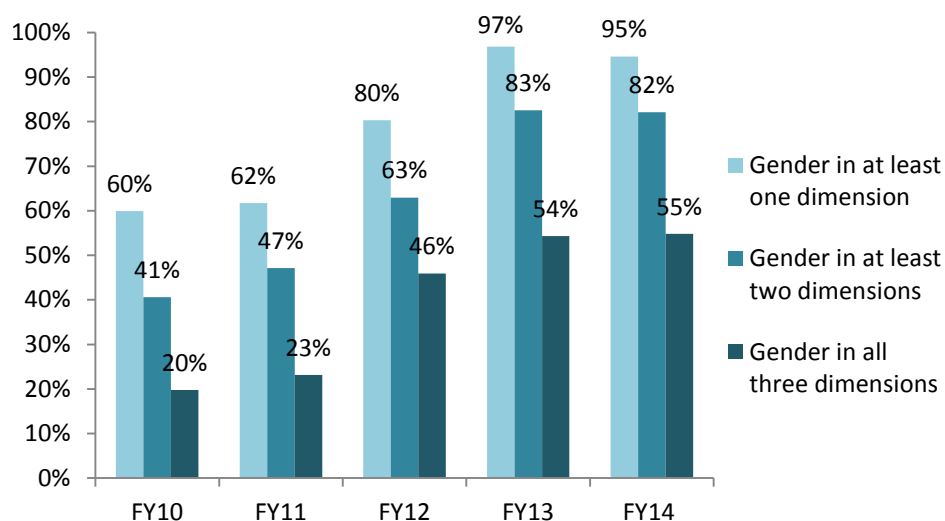
This level of gender integration (see Figure 1) exceeded the CSC target of 55 percent for all Bank projects as well as the IDA 16 RMS target of 60 percent. Additionally, on this measure, IDA and IBRD lending operations have continued to converge: 97 percent of IDA and 90 percent of IBRD operations were gender-informed in FY14, compared to a 17 percentage point gap in favor of IDA operations in FY12. Finally, there was no significant difference in this regard between FY14 operations in FCS countries relative to non-FCS countries.

16. By this measure, integration of gender in Bank lending operations has also continued to improve. Since FY12, the share of gender-informed Bank lending operations has risen by 15 percentage points overall and only marginally less for operations in FCS countries. Gender-informed lending operations accounted for almost 95 percent of the World Bank's lending commitments in FY14 – up from 83 percent in FY12. Among sectors, the integration of gender into lending operations in sub-sectors that were part of the Sustainable Development Network (SDN), which account for the bulk of Bank lending, has increased most sharply since FY12 from about 75 percent to almost 97 percent.

17. Integration of gender in lending operations was also deeper in FY14 by going beyond the analysis of gender gaps relevant to the specific operation to include actions and follow-up monitoring of gender gaps. The share of FY14 operations taking gender into account in all three dimensions increased to 55 percent (up by nine percentage points from the FY12 share) and

the share of operations taking into account gender in at least two dimensions rose to 82 percent, up by 19 percentage points from FY12.

Figure 1: Integration of Gender in Bank Operations: FY10-FY14



Source: Staff estimates

Performance across Regions

18. In FY14, all Regions maintained their high proportions of gender-informed operations.

These shares have risen especially sharply since FY10 for EAP and ECA. And in this period most Regions have seen significant increases in the share of operations that are gender-informed in all three dimensions. For instance, MNA raised its share of operations that are gender-informed in all three dimensions from 18 percent in FY10 to 70 percent four years later – the highest across Regions. (see Annex Figures A 2.1 and 2.2)

	FY10	FY14
AFR	69	96
EAP	65	100
ECA	25	88
LCR	57	95
MNA	61	96
SAR	77	89

- 19. A key factor that has contributed to the progress in delivering more gender-informed lending has been the consistent commitment by regional management to meeting the corporate gender commitments.** One effective instrument has been the Regional Gender Action Plan (RGAP) prepared and implemented by each Bank Region. The RGAPs set out regional priorities and include commitments to increase both the number and quality of country-level gender diagnostics and ensure their reflection in country partnership strategies and in lending operations. Each RGAP takes an approach that is tailored to the regional context and that addresses areas of specific regional and country concern.
- 20. During FY14, all Regions intensified their support to country teams with targeted just-in-time support as part of RGAP implementation.** These efforts included gender portfolio reviews, capacity building to monitor strategic commitments and tailored upstream support for teams developing country strategies. (see Box 3)

Box 3: Regional Gender Action Plans

As part of IDA16 commitments to intensify support for efforts to promote gender equality, all regions have prepared and are implementing Regional Gender Action Plans (RGAPs). These plans have been endorsed by regional management teams and are resulting in increased ownership and support for meeting gender equality targets.

The Africa RGAP aims to significantly improve men and women's lives through policy dialogue and operations that are informed by cutting-edge knowledge to effectively address gender inequality. In FY14, the region put forth a roadmap for leveraging knowledge and action for substantive change by using rigorous evidence and building a knowledge base. Support also was provided for gender portfolio reviews in Cabo Verde, Chad, Guinea and Mali and sharing of good practice for integrating gender into country strategies at regional workshops.

The EAP RGAP takes a country-specific approach to addressing gender issues in the region reflecting the diversity of country contexts, including in country size and income levels. All EAP countries with country partnership strategies in place (a total of 12) have also produced time-bound Country Gender Action Plans with specific targets and priority activities. In FY14, Timor-Leste, Tonga, Samoa and Kiribati were added to the group of countries in EAP with Country Gender Action Plans and country gender monitoring frameworks that are linked to their CPS.

The ECA RGAP identifies the following as priority themes: women's access to economic opportunities, high male mortality and low ratios of females at birth in selected countries. The region also appointed sub-regional gender focal points to engage in CPS consultations and upstream reviews. It is also making progress on the implementation of different targets set in the RGAP. In FY14, the region set a target of 75% for a satisfactory level of integration of gender consideration into investment lending operations, and it is on track to reach that goal. The Portfolio Monitoring Group and Country Gender Focal Points coordinate with TTLs in early stages of projects.

The LCR RGAP aims to help internal and external clients understand and address gender inequalities through three pillars: (i) mainstreaming gender into CPSs and projects with a focus on sectors that are lagging in this respect; (ii) addressing priority areas of inequality, particularly quality of female employment, agency and boys at risk; and (iii) gathering and sharing evidence on what works through the production of data, statistics and impact evaluations. In FY14, the region provided engagement with CMU staff and targeted gender clinics. It has also been at the forefront of Bank interventions to address women's agency.

The MENA RGAP emphasizes analytical work on gender, particularly on reducing disparities in economic opportunities, including through legal reforms. To deepen knowledge of what works, the action plan also relies on impact evaluations of targeted interventions to reduce gender disparities. In FY14, the region provided tailored assistance to a number of countries. In Yemen, the gender assessment informed the National Dialogue and will inform the upcoming SCD. Similarly, Egypt's SCD draws on the Egypt Gender Assessment and Jobs Report.

The SAR RGAP applies a gender lens to regional work targeting both women and men as agents of change. The regional plan aims to address persistent gender gaps with stand-alone projects and analytical work, integration of gender in operations and country strategies and capacity building for internal and external leadership on gender equality. In FY14 the region made considerable progress on the expansion of its regional program on gender-based violence. A range of capacity building activities and targeted support was also delivered to country teams. In Pakistan, for example, a comprehensive gender portfolio review was conducted to inform the CPS.

Sectoral Performance

21. There continued to be differences across sectors in the extent to which their lending operations approved in FY14 were gender informed. (see Annex Figure A 2.3) Projects in social sectors – such as health, education, social protection and social development – tended to perform better, and were more likely to be gender informed in all three dimensions (or as in the case of Social Development, all projects). Conversely, operations in Public Sector Governance and Economic Policy (compared to other sectors) performed less well than average, reflecting remaining challenges in integrating gender in project design. Nevertheless, as illustrated by the

operations mentioned in Box 4, new operations have shown innovative ways to integrate gender meaningfully in Economic Policy as well as in challenging sectors such as energy.

Box 4: Good Practices in Development Policy Lending and in Challenging Sectors

Economic Policy: (i) In Brazil, the *Strengthening Public Policies for Improved Service Delivery DPL* to the State of Acre aims to decrease violence against women through the adoption of a state gender policy plan to improve implementation of the ‘Maria da Penha’ federal law against domestic violence. The Maria da Penha Law was a milestone in the prevention of violence against women. This operation will help consolidate the institutional framework required to implement state policies in alignment with the provisions of the law, and it will support the provision of universal access to a network of services for women across Acre as envisaged in the national law.

(ii) As part of a \$70 million Development Policy Operation (DPO) -- the **Growth and Competitiveness Grant** -- the World Bank worked with the Ministry of Finance in Burkina Faso to build capacity in supporting and scaling up under-capitalized lending institutions with sound business models and significant social impacts. Since the grant was approved in 2013, the country’s premier microfinance institution supporting female entrepreneurs has added more than 8000 women as client borrowers.

Energy: In Mali, the *Rural Electrification Hybrid System Project* aims to expand access to modern and renewable energy in rural areas, with attention to the impact on participation of women. About 80 percent of household energy needs in Mali are met with biomass resources (wood and charcoal). This most effects women and children, who experience increased health risks due to poor ventilation, increased drudgery and vulnerability to violence during wood collection. The project supports scaling up of the ‘Energy for the reduction of gender inequality’ program that has focused on strengthening off-grid power solutions for community centers, and training on construction/distribution of improved cook stoves. It supports acquisition of energy efficient equipment for women’s groups and rural production associations/collectives. Also, the project explores how women’s groups can play a role in the distribution and related energy efficiency awareness campaigns.

IFC

- 22. In FY14, women made up 24 percent of all IFC board nominees, an increase from 19 percent in FY13.** Additionally, 26% of SME loans in FY14 are projected to be to women-owned enterprises (100,395 SME loans to women out of total 391,400 SME loans), meeting IFC’s annual target.
- 23. IFC's investments in access to finance for women entrepreneurs continued to grow.** By June 2014, \$830 million has been invested in 23 commercial banks as part of IFC's "Banking on Women" program of which \$430 million has been mobilized. In FY14, eight clients began implementation of advisory projects specifically targeted to enhancing women’s access to finance, compared to one in FY13.
- 24. In November 2013, IFC issued \$165 million in “women's bonds” in their first debt sale aimed specifically at raising money for businesses owned or run by women in emerging markets.** IFC issued the five-year, triple-A rated bonds to Japanese investors, with money raised going to local banks and financial intermediaries who are required to commit it to women-owned enterprises.
- 25. In addition, various FY14 IFC operations helped women across the world access financial and extension services, increase their contribution to production value chains, and reduce gender-based barriers in the business environment.** For instance, in the post-conflict areas in Northern Sri Lanka, IFC-supported programs help some 5,700 women gain access to financial

services. In Mongolia, IFC completed gender diagnostics for XacBank and Khan Bank. In Bangladesh, 2,000 women farmers were trained through the Women in Seed Entrepreneurship initiative. In Vietnam, the Philippines, and Indonesia, IFC partnered with the Government of Canada and several leading firms to maximize the contribution of women in their respective value chains. Also in the Philippines, during FY14 IFC partnered with the Rizal Commercial Banking Corporation (RCBC) to launch a new loan product for women-owned SMEs with a capital repayment holiday for women-owned SMEs during maternity leave. In Papua New Guinea (PNG), IFC set up a Business Coalition that has involved 47 companies in engaging women-owned businesses and reducing gender based sexual violence. To improve gender diversity in corporate leadership, IFC organized a series of training activities for women on boards in Azerbaijan, Bosnia and Herzegovina, and Serbia to improve their skills in risk governance, financial literacy and strategy development.

Applying knowledge and evidence in operations

26. Teams are making a concerted effort to better understand gender gaps and to use this knowledge to inform operations. For example, PNG has an exceptionally low female labor participation rate of less than 25 percent. To address these inequalities, a joint IFC-World Bank effort was undertaken in FY14 to analyze the role of women in key agricultural value chains – coffee, cocoa and fresh produce – and to seek opportunities to maximize benefits for women. The combined work pulled together stakeholders from private and public sectors as well as IFC and World Bank agribusiness staff, and helped provide a comprehensive view of the challenges and opportunities. New WBG-supported activities arising from this analysis will be launched in FY15. Building on this experience, joint work on other key growth sectors in the region - fisheries and tourism – is now underway.

27. Impact evaluations are increasingly being used to improve the design and implementation of operations. For example, in Nepal, results from an impact evaluation of the Adolescent Girls Employment Initiative (AGEI) are being used to inform the implementation of the Government of Nepal’s TVET program, which is being supported by the World Bank through the Enhancing Vocational Education and Training Project (EVENT) project. Additionally, results from the impact evaluations of the Liberia Economic Empowerment for Adolescent Girls and Young Women (EPAG) project and the Uganda Empowerment and Livelihood for Adolescents project are feeding into the design of the \$200m Sahel Women Empowerment and Demographic Dividend Regional Project, which will include interventions targeted to adolescent girls in Chad, Cote d'Ivoire, Mali, Mauritania, Burkina Faso and Niger.

(iii) Shifting to a Greater Focus on Outcomes

28. Although there has been progress in integrating gender into the Bank Group’s assistance strategies, and the design of Bank lending operations and IFC financing, there is need to focus more on the extent to which these strategies and financing actually reduce gender gaps. One area for improvement is to shift from using *ex ante* measures as at present to measures that reflect the extent to which the implementation of assistance strategies and financing actually improves gender outcomes as a result of the intervention(s).

29. Systematic reporting of gender results during implementation of Bank operations remains a challenge. A recent review of the investment lending portfolio in FY13 revealed that only 53 percent of projects with gender monitoring indicators regularly reported the results during implementation as part of Implementation Status Reports (ISRs). In addition, a recent IEG

evaluation of gender in Social Safety Net projects revealed that indicators are not always disaggregated by sex even when it was technically feasible. Out of a total of 265 Project Development Objectives (PDO) indicators reviewed, 67 percent were missed opportunities in that they could have been meaningfully sex disaggregated but were not.

- 30. One response for the Bank has been to adopt more ambitious and outcome-oriented indicators for the integration of gender into its strategies and financing.** Under IDA 17, which was concluded in the spring of 2014, and in the revised World Bank Group Corporate Scorecard, which was presented to the Executive Board in April 2014, several indicators were agreed that go beyond measuring the integration of gender issues in strategy and project design (See Annex 3 for a summary). Specifically, these indicators will consider whether and to what extent priority gender gaps actually shrink during project implementation as well as systematically track the impacts of IDA lending on gender outcomes, including through beneficiary feedback. Such tracking, coupled with the use of learning reviews for IDA country strategies, will enable better measurement of impacts and outcomes. The WBG will also provide additional support to task teams on monitoring results through the Results Measurement and Evidence Stream (RMES), which aims to professionalize the function and advance knowledge around results. The upcoming gender strategy will elaborate on this and other ways in which the Gender CCSA will work with GPs and Regions to improve the reporting of gender results during project implementation.
- 31. The gains from shifting the focus on gender integration in operations from the design to the implementation stage are evident from experience.** In particular, a focus on implementation can help Bank and counterpart task teams scale up gender results from the project interventions by adapting initial design to changing contexts and finding new solutions. In Afghanistan, for instance, the focus on results encourages all Bank projects to monitor and report on the number of female beneficiaries⁵. This focus is complemented at the project level: the Afghanistan Education Quality Improvement Project reports on girls' and boys' enrollment rates through the project, and prompts local communities and Ministry of Education to take action, even in remote villages. In Hejrat Abad School in Nangarhar province, for instance, the school council found that the lack of toilet facilities for girls forced girls to go home, disrupting their lessons. The council has made construction of toilets for girl students a top priority in the school's improvement plan.⁶ Such actions at the village level have added up to reducing gender disparities in primary schooling at the national level; the number of girls enrolled in basic education in Afghanistan rose from 2.27 million in 2008 to 2.96 million in 2012⁷.
- 32. Emphasizing evaluation at exit in projects will also help enhance learning from project implementation.** In addition to holding teams to account for their *ex ante* gender commitments, evaluation at the end of the project cycle allows task teams to capture lessons concerning impacts, which can then inform the next generation of projects. For example, the Implementation Completion and Results Report (ICR) of the Nepal Second Rural Water Supply & Sanitation Project (P071285) reported on the gender impacts of the project introducing a mandatory requirement to enhance women's participation in the water users committees (WSUCs). The evaluation at exit found that its implementation exceeded the target; 585 WSUCs had more than the minimum (three) stipulated female members and 11% of WSUCs had women as

⁵ All IDA/ARTF projects in the portfolio except the National Solidarity Program.

⁶ http://www.artf.af/images/uploads/EQUIP_Newsletter_Jan_Feb_2013.pdf

⁷ ARTF Results Matrix 2014, Afghanistan Reconstruction Trust Fund

chairpersons. Since women usually bear responsibility of fetching water, the time saved as a result of improved water supply was effectively used in income generation activities and for education with more than 45,000 women graduating from adult literacy classes. Lessons learned from this project helped inform the design a new project—Rural Water Supply and Sanitation Improvement Project (P143036). In order to boost women’s income generation, the Women’s Technical Support Services, which was a pilot in the previous project, has been scaled up in the new project.

- 33. Another means of sharpening the focus on outcomes is to ensure a closer link between the WBG’s knowledge activities and its financing.** In particular, the more systematic use of the results of evaluations of interventions aimed at reducing gender gaps, whether these are undertaken by the Bank Group or others, has the potential to lead to better-designed Bank projects with greater impacts. For example, evaluations of IFC-supported coffee and cocoa agribusiness programs in East Asia and Sub-Saharan Africa found that because women generally had lower literacy rates, were less mobile, and were responsible for specific farming tasks, training programs needed to be tailored specifically to female farmers. The findings influenced project design of new agriculture projects financed by IFC.

III. Progress on Strategic Directions

- 34. To promote progress in the strategic directions for operationalizing the findings of WDR 2012, the Development Committee endorsed four priority areas for scaled-up WBG gender work in 2012.** These were: (i) addressing critical knowledge gaps; (ii) supporting country teams, especially in lagging regions and sectors; (iii) enhancing attention to data and results; and (iv) mobilizing broad stakeholder support.⁸ This section reports on progress in FY14 in each of these areas.

(i) Addressing Critical Knowledge Gaps

- 35. In FY14, the WBG prioritized addressing knowledge gaps in two specific areas: narrowing differences in economic opportunities between women and men and enhancing women’s agency.** These are two areas identified by the WDR 2012 where there is a need to increase knowledge to inform policy. A number of publications by the WBG last fiscal year presented new data, evidence and analysis of the causes of continuing gender gaps and identify promising policy solutions in these areas. At the same time, much remains to be done. Ongoing efforts are underway to build on this work with the aim of better understanding what works (and what does not) to promote gender equality.

Narrowing gender gaps in economic opportunities

- 36. Although they have narrowed in some respects over the past decades, gender differences in economic opportunities persist around the world.** Women remain concentrated in low-productivity jobs, operate smaller farms and smaller enterprises than their male counterparts, and are more likely to be unpaid or informal workers. The changes in employment structure that have accompanied economic development have not been enough to eliminate these and other disadvantages that women face in accessing economic opportunities.

⁸ “Update on the Implementation of the Gender Equality Agenda at the World Bank Group,” September 21, 2012, available at: <http://web.worldbank.org/WBSITE/EXTERNAL/DEVCOMMEXT/0..pagePK:64000837~piPK:64001152~theSitePK:277473~contentMDK:23276764,00.html>

- 37. The recently-issued *Gender at Work, a companion to the 2013 World Development Report on jobs*, summarizes the progress that has been made, as well as the challenges that remain, in narrowing gender gaps in economic opportunities in paid employment, self-employment and agriculture.** The report, which builds on the analysis and findings of WDR 2012, also examines policies and programs that show promise in closing these gaps. To be effective, public actions must be targeted at the underlying causes of the disparities in outcomes. Women farmers and entrepreneurs in particular face institutional constraints of discriminatory and gender-differentiated laws and regulations. For example, of 143 economies in 2013, 128 had at least one legal differentiation between women and men.⁹ These barriers restrict women's ability to access legal institutions, own or use property and access credit; for example, of 48 countries in Sub-Saharan Africa, 15 still have laws that allow husbands to retain most of the control over marital assets.
- 38. To highlight the importance of providing quality employment opportunities for women in the private sector, IFC released the *Investing in Women's Employment: Good for Business, Good for Development* report.** It shows how investing in women's employment has enhanced productivity, improved staff retention and increased access to talent for companies from diverse regions and sectors. It presents specific examples of how initiatives tailored to women—such as training, childcare support, health services, and alternative work arrangements—can enhance business performance as well as improve working conditions for women and men. For instance, at Nalt Enterprise, a Vietnamese garment factory, staff turnover fell by one third after the company established a kindergarten for workers' children. Better jobs for women lead to higher household incomes and increase women's ability to influence household spending decisions. That in turn has broader societal effects, for example from increased household investment in children's nutrition, health and education.
- 39. The Africa Region published *Levelling the Field: Improving Opportunities for Women Farmers in Africa, in conjunction with the ONE Campaign*.** The report, using better data and new approaches to analyzing gender gaps, reveals deep-rooted inequalities in African agriculture, identifies factors holding back women farmers, and sets out concrete actions that policy makers can take to reduce inequality. The report examines the scale and causes of the large differences between how much female and male farmers produce in six African countries. It finds that women farmers are between an eighth and a quarter less productive than their male counterparts. These differences result not from women being worse farmers but rather due to deep-rooted institutional and market failures, including social norms, which operate against women in addition to the differential burden of care work within the household. The report finds that reducing these disadvantages could raise total agricultural output by between two and a half and four percent in these countries. The study presents ten specific policy options for policymakers to address the specific constraints faced by women farmers and was launched at the Durban meeting of The Comprehensive Africa Agriculture Development Program (CAADP), under the aegis of NEPAD.
- 40. Understanding the impacts of reforms that aim to eliminate institutional constraints to women farmers' productivity is important for effective policy design.** This point is illustrated by the results of the Rwanda national land titling impact evaluation. Based on results of this impact evaluation on the pilot phase, the Rwandan Natural Resource Agency changed the

⁹ World Bank Group, *Women, Business and the Law 2014*. Washington, DC: World Bank.

registration program to strengthen the rights of women without official marriage certificates when it was rolled out at the national level. (see Box 5)

Box 5: Securing Land Tenure for Women and Men in Rwanda

One of the most densely populated countries in Africa, Rwanda has long faced the challenge of developing a land governance system that is efficient, fair and non-discriminatory. The government has made a concerted effort to clarify land rights and overcome inequalities, setting out rules and guiding principles in its National Land Policy (2004) and Organic Land Law (2005). This process culminated in the Land Tenure Regularisation (LTR) program, one of the first initiatives in Africa to address tenure insecurity on a national level, with the ambitious goal of registering every landholder in the country. The LTR is innovative in its treatment of gender issues, mandating that legally married wives be recognized as co-owners in the registration process. Piloted in 2007–08 and rolled out nationally in 2010, the program has demarcated and digitized 10 million plots, and has issued 6.1 million land titles. International donors have supported these efforts, notably the UK’s Department for International Development (DFID) and the World Bank.

A recent impact evaluation carried out by the Africa Region Gender Innovation Lab revealed some interesting and positive gender impacts:

- Households that register their land through the LTR were more likely to invest in it (for example, building terraces and dams), and this effect was twice as strong for female-headed households, suggesting that tenure insecurity had acted as a barrier to investment, especially for women.
- After participating in the LTR program, the 76% of women in the study who had a marriage certificate were more likely to be regarded as joint land owners with their husbands.
- The property rights of women who are not officially married are not protected under Rwandan law. The LTR pilot actually reduced the likelihood of these women becoming documented owners of land.

Based on these results when rolling the program out nationally, the Rwandan government developed a new policy aimed at strengthening the rights of women who do not have official marriage certificates, and preliminary results suggest that the government’s change in policy achieved the intended outcome and that married women without certificates are no longer showing a decline in property rights.

Note: The complete results are forthcoming in the Journal of Development Economics (already available online on <http://www.sciencedirect.com/science/article/pii/S0304387813001818>) and in Daniel Ayalew Ali, Klaus Deininger, Markus Goldstein, Environmental and Gender Impacts of Land Tenure Regularization Africa, Policy Research Working Paper -5765, August 2011

41. Both the Adolescent Girls Initiative (AGI) and the USAID-funded Women's Leadership in SMEs (WLSME) programs are testing interventions to better understand what works in helping women enter and succeed in productive employment. As results from impact evaluations from the AGI emerge, policy and operational lessons are being shared through a series of short notes, seminars, learning exchanges, and are informing project design. (see Box 6) The WLSME, with impact evaluations in 12 countries, supports practical research and collaboration across the WBG, as well as with USAID and NGOs to elicit policy prescriptions. The WLSME emphasizes learning through its community of practitioners and development of resources that enhance our ability to better support women-led SMEs in our operations.

Box 6: The Adolescent Girls Initiative

The Adolescent Girls Initiative (AGI) is building the evidence base of what works for helping young women enter productive employment. Its aim is to venture into the largely-uncharted territory of piloting and rigorously testing interventions to help young women succeed in the labor market. Pilots are underway or complete in eight countries: Afghanistan, Haiti, Jordan, Lao PDR, Liberia, Nepal, Rwanda and South Sudan. In addition, similar projects interventions are being evaluated in Tanzania and Uganda. The evaluations all assess economic outcomes in addition to a broader set of social, behavioral and empowerment outcomes that matter for the welfare of young women. Initial results are now available for the following;

In Liberia, the Economic Empowerment of Adolescent Girls and Young Women (EPAG) project began in 2010 and has trained about 2500 young women for either wage employment or self-employment plus life skills, with an emphasis on job placement and follow-up support. The evaluation of the project shows that employment rose by 47% while earnings increased by about 32 US dollars per month -- an 80% increase. The impacts were larger for the self-employment track than for the wage employment track, but these are still much larger impacts than seen in other youth training programs. The project also significantly increased girls' savings by about 36 USD, and had positive effects on their self-confidence and job satisfaction.

The Empowerment and Livelihood for Adolescents (ELA) project run by the NGO BRAC in Uganda has reached over 3000 girls since 2008 and targets a slightly younger age group than the EPAG. The program sets up community-based girls' clubs, with more of a focus on life skills, particularly reproductive health and early marriage. The projects also offers short livelihood trainings, mostly focused on self-employment. Rigorous evaluation results show that ELA increased employment by 32%, again mostly through self-employment. The non-economic impacts have been even more dramatic: fertility declined by 26%; condom use rose; and there was a 76% drop in girls reporting that they had sex against their will during the past year.

The AGI is also providing evidence about what does not work in promoting employment among young women. An example is the Jordan pilot, which was launched in 2010, and tested the effect of employability skills training and vouchers among community college graduates. Results from the impact evaluation found that while the job voucher was active, female graduates with vouchers were 39% more likely to work than female graduates without vouchers. However, this effect was temporary and did not last beyond the expiry of the vouchers, although the training did boost self-confidence and mental well-being among the graduates. Insights from the evaluation are being used to illuminate demand-side and regulatory constraints to the school-to-work transition of young people and to inform the Building Active Labor Market Policies (ALMP) in Jordan.

- 42. A recent study in ECA, *The Role of Informal Childcare and Eldercare in Aging Societies*, aims to better understand how the disproportionate share of care work borne by women affects their access to economic opportunities.** This work presents new evidence and documents practices, norms and behaviors around gender-specific themes associated with aging and has informed the forthcoming Regional Study on Aging. The report highlights how the pattern of care provision does not disappear as children grow up, but varies over the course of a woman's life, becoming especially pressing during middle age, when women are expected to care for both the older and younger generations. New data on supply and demand of care services and organization of care was collected via a survey on the distribution of formal and informal care in seven ECA countries. For the case of women, the research explores the interaction between care demands and female labor force participation, including time-use and social expectations for care provision. For the case of men, the analysis focuses on early male mortality, including disease-specific mortality and morbidity trends, risky behaviors and social norms and gender roles.
- 43. IFC launched *Women Owned SMEs: A business opportunity for financial institutions in March 2014*.** The report reviewed global evidence of the credit gap for formally registered women-owned SMEs and the barriers faced by women entrepreneurs. It draws on the "SME and Women-Owned SME Baseline Survey" conducted by IFC in 2011-2012. Based on the findings

from IFC's Enterprise Finance Gap Assessment Database, the credit gap for formal women-owned SMEs across all regions is roughly \$287 billion, 30 percent of the total credit gap for SMEs. LCR had the largest credit gap, followed by EAP and ECA. The smallest credit gap for women-owned SMEs is in SAR, which likely reflects the comparatively small number of women-owned SMEs in the region.

Enhancing women's agency

- 44. Limited agency – the ability to make decisions about one's own life and act on them to achieve a desired outcome – continues to characterize the lives of women in most parts of the world.** A recent report launched by the WBG, *Voice and Agency: Empowering women and girls for shared prosperity*, builds on the analysis in WDR 2012 by presenting new global evidence on some key expressions of agency: freedom from the risk of violence; control over decisions on sexual health and reproductive rights; control over land and property; and voice and influence in society. The report makes the case that a mix of policy interventions is needed to make progress on this agenda. Reforming discriminatory laws is a start, but there also needs to be sustained follow through with coordinated public actions.
- 45. There is no silver bullet, but evidence suggests that public actions are needed on two broad fronts.** First, to enhance women and girls' own sense of capacity and raise their aspirations and second, to change the behaviors of women and men, boys and girls so that social norms become more gender equal. *Voice and Agency* illustrates how policies for education, social protection and expanding economic opportunities and training that encompass these two goals can have significant benefits for women's agency. It identifies promising interventions targeting specific agency deprivations to end violence against women, enhance sexual and reproductive health and rights and increase access to land and housing. These interventions include: Promundo's Program P, which works to promote men's practices as gender-equitable caregivers, in the process preventing violence against women and children; a conditional cash transfer program in Malawi that kept girls in school longer and significantly reduced early marriage, teenage pregnancy and self-reported sexual activity; and life skills training and provision of safe spaces for discussion and the development of support networks, which have reduced the risk of early marriage in Ethiopia. Finally, the report notes the critical need to compile and disseminate more and better data on various outcomes associated with agency.
- 46. In South Asia, the estimated prevalence of gender-based violence is 43 per cent, the highest across regions.** A recent regional study, *Violence against Women and Girls: Lessons from South Asia*, explores the prevalence and interconnectedness of numerous forms of violence that women and girls experience throughout their lives.¹⁰ It is the first comprehensive, region-wide evaluation of research, data, evaluations and policy analysis, examining the prevalence and factors associated with various types of violence against women and girls in the countries of the region. The report offers an opportunity for governments and other stakeholders to gain a common understanding of what drives violence against women and girls, where knowledge gaps lie, and what most effective approaches are to prevention and treatment. In the Pacific Islands, where gender-based violence is of particular concern, the Bank is supporting knowledge sharing and capacity building. For instance, in the Solomon Islands and Kiribati, capacity building support is being provided to Safenet, which is a network that provides services to survivors of gender-based violence.

¹⁰ Solotaroff and Pande, forthcoming, The World Bank.

- 47. A strategic review of WBG work to address gender-based violence, *Sexual and Gender-based violence (SGBV): What is the World Bank doing and what have we learnt?* takes stock of the recent experience of the World Bank in addressing SGBV to capture lessons for engaging more strategically across the Bank's portfolio.** Attention to SGBV is growing and diversifying to new financial instruments. Between January 2012 and November 2013, 12 new projects with an exclusive or priority focus on SGBV, totaling \$18.6 million, were approved by the Board, and another \$77 million was approved, along with the Great Lakes Gender Based Violence and Women's Health Project at the end of FY14. In Brazil, six policy based lending operations (DPLs) included policy actions that linked SGBV policy actions with government initiatives on social and economic inclusion and violence prevention.
- 48. Despite progress, significant gaps in knowledge remain about how to reduce disparities between women and men in different domains and country contexts.** More generally, there is a cross-cutting need for evidence on what interventions work in reducing particular gender disparities in specific contexts. Providing this evidence is at the center of the World Bank's Gender Innovation Labs, which aim to design interventions to reduce gender gaps, particularly in economic sectors, through rigorous impact evaluations. (see Box 7)

Box 7: World Bank Gender Labs

What are they? The World Bank's Regional Gender Innovation Labs were created to strengthen the evidence base for what works (and what does not) to promote gender equality. The labs use impact evaluations to generate rigorous evidence focusing on critical gaps on a host of dimensions from land titling rights to employability to voice and agency.

Ultimately, the purpose of the work is to improve women's and girls' opportunities through enhanced policymaking. The labs work closely with project teams inside and outside the Bank to foster ownership and uptake of evaluation results, and to inform scale-up and replication decisions. This helps inform our country dialogue as we gain new insights into the drivers of gender inequality. Also, by becoming the central global institution for evidence and analytics on gender, the Bank can build on the momentum of the WDR 2012

How do Gender Labs work? A key aspect of the labs is that they integrate skills and issues across sectors (e.g.: poverty, social protection and rural development). To do this, gender lab teams work with project implementation teams from the design of the project to ensure that an impact evaluation is feasible, but also, in some cases, to build innovative interventions to test (e.g. can we break gender segregation in occupations by mentoring and training young women?). The evaluations are joint efforts of the gender lab team and the project implementation team, addressing questions that they develop together. Similarly, the results are jointly owned - shared within projects, governments and across regions.

How far have the labs come? The Africa Region Gender Innovation Lab launched first and is now working on over 40 impact evaluations across 20 countries in land rights, agriculture, private sector development, youth employment and voice and agency. The LCR Gender Innovation Lab has launched 15 impact evaluations in eight countries. In addition to impact evaluations on economic opportunity, one evaluation also looks at an issue of particular relevance for the region: teenage pregnancy. The South Asia Gender Innovation Lab launched in FY14 with a focus on the underlying causes of female and male disadvantages in access to infrastructure services, labor force participation, and gender-based violence. Currently, the lab contributes to nine evaluations in Afghanistan, Bangladesh, India and Nepal.

Of the other regions, which have yet to formally launch Gender Labs, ECA has initiated an impact evaluation series on gender gaps in the region—especially looking at behavioral experiments related to gender equality in access to economic opportunities. Three impact evaluations now test interventions to effectively change mindsets of students and generate changes in their aspirations and effort and to assess how gender and ethnicity and gender and socio-emotional skills play a role in labor market discrimination and opportunities. In MNA, three impact evaluations are testing whether provision of legal aid services can decrease obstacles women face in accessing justice services in Jordan, the effectiveness of internship programs for increasing employment among young women in Yemen, and how to best support young female entrepreneurs in Morocco.

(ii) Providing More Effective Support to Country Teams

49. A range of WBG-wide initiatives were undertaken in FY14 to ensure that country and task teams can better incorporate gender issues into their operational work. These activities included: (i) knowledge management and learning programs, (ii) gender focal points to support the incorporation of gender in lending and knowledge products; (iii) filling data gaps; and (iv) broadening stakeholder support.

Knowledge Management and Learning Programs

50. In FY14, efforts aimed at equipping WBG teams, as well as external partners, with the analytical and operational resources needed to address gender issues at the country and/or sector level increased. These efforts aimed to capture and package operationally-relevant knowledge and increase the dissemination of key policy messages. The development of a combination of tools, seminars and targeted trainings was used to reach a diverse audience of development practitioners.

51. Activities funded under the World Bank Group Umbrella Facility for Gender Equality (UFGE) are adding to the knowledge available to Bank teams by producing better evidence and improved data. This knowledge base, in turn, equips teams to integrate gender in a meaningful way in projects, policies and programs. (see Box 8)

Box 8: The Umbrella Facility for Gender Equality

The Umbrella Facility for Gender Equality (UFGE) is an important means for accelerating progress on gender equality by equipping policymakers with the data and evidence necessary to improve project design and deliver results on the ground. It also provides a vehicle for working in partnership by sharing technical know-how, and ensuring that evidence and data are shared widely and used to guide policy.

Established in 2012, the UFGE has received USD 45.8 million in pledges from 12 countries.¹ As of end FY14, it is supporting over 70 activities in more than 50 countries: research, technical assistance, impact evaluations and client capacity building. These projects include:

- Regional grants that focus on increasing the availability of and better access to gender-relevant data at the country and regional level. Activities include joint work with the FAO on property data in the Western Balkans and teaming up with Listening to Africa to gather high-frequency welfare data using mobile phones;
- Support to innovative work that is expanding knowledge on issues such as gender gaps in economic opportunities and women’s agency. For instance, there are several analytical pieces underway which examine priority issues identified in RGAPs, including missing girls in the Caucasus, cross-border trading in EAP and the care economy; and
- Impact evaluations aimed at providing evidence based solutions to reduce gender disparities. Currently 26 such evaluations are underway in four regions, which address issues such as gender gaps in earnings, productivity, assets, property rights and access to justice.

¹ Australia, Canada, Denmark, Finland, Germany, Iceland, Norway, Spain, Sweden, Switzerland, the United Kingdom, and the United States.

52. FY14 saw the launch of several web-based tools aimed at providing easy access to resources for those working on gender equality. A redesigned Web platform (www.worldbank.org/gender) aggregates research, results, data tools, events, and operations and curated content from gender and development seminars. PRMGE also launched enGENDER IMPACT, an online gateway to gender-related impact evaluations from January 2000 onward that distills data so key lessons can be easily accessed and applied. (see Box 9) By the end of FY14, Spark pages had been established to share IFC and Bank operational information and guidance and facilitate collaboration among internal gender practitioners and focal points.

Box 9 : enGENDER IMPACT: A Gateway to Gender-Related Impact Evaluations

In FY14 enGENDER IMPACT was launched to provide easy access to evidence about what works and does not work to promote gender equality in World Bank projects. The current enGENDER IMPACT database captures 161 WBG gender-related impact evaluations conducted between January 2000 and August 2013. Each impact evaluation has a profile summarizing key information, ensuring that findings and lessons are easily accessible to staff, clients and policy makers. These profiles are organized around priority areas for policy action including: reducing health disparities, shrinking education and skills gaps, increasing economic opportunities, boosting voice and agency, and addressing gender based violence. The Gender CCSA also publishes research briefs distilling learning from clusters of interesting impact evaluations.

53. The WBG increased its use of social media as a tool to reach a broader audience with key policy messages and new research on gender equality. The WBG placed at least 22 gender-themed blogs with media outlets such as the Guardian, Lancet, the Council on Foreign Relations and the Huffington Post. In FY14, a Twitter account (@WBG_Gender) was established to

broaden dissemination efforts and now has more than 1,000 followers. After employing Twitter feeds, Facebook postcards, live webcasts and blogs, the *Voice and Agency* report has been downloaded nearly 1,700 times.

- 54. Combining live and virtual media has given the WBG the ability to broaden dissemination efforts and reach a wide audience.** The Women, Business and the Law project conducted over 50 dissemination events over the past year, including online discussions, social media campaigns and live events. The data have also been disseminated through other gender platforms, including the Guardian's interactive women's rights tool,¹¹ Landesa's Center for Women's Land Rights¹², and UN Women's Knowledge Gateway.¹³ On average, the project website (wbl.worldbank.org) receives 4,000 hits per month. The increase in awareness is leading to greater demand for gender equality interventions.
- 55. A series of seminars was delivered by PRMGE and IFC in collaboration with units across the Bank Group to promote the sharing of good practice and new knowledge, as well as explore frontier topics in need of further research.** PRMGE's Gender and Development Community of Practice and Seminar Series included over 20 events on topics ranging from gender based violence to land reform. The IFC took the lead in organizing seminars and brown bag lunches around supporting women entrepreneurs ranging from improving the enabling environment to data gaps.
- 56. WBG staff received training on gender issues through customized operational courses and learning events.** Dedicated gender modules were delivered as part of core operational training courses including CAS and DPL Academies, Fundamentals of Bank Operations, and the Economist Bootcamp. In addition, a resource guide to help teams integrate analysis of gender in Systematic Country Diagnostics (SCDs) was prepared and shared with teams working on the initial set of countries preparing these, including Myanmar, Albania, Haiti and Egypt.
- 57. Targeted sector-specific training has also been developed over the past fiscal year.** Concerted efforts have been made to train and provide staff with resources in the areas of energy and fragility, conflict and violence. (see Box 10) In addition, seminars were delivered during FPD Week, the SDN Forum and the Annual Land and Poverty Conference. IFC conducted gender-smart agriculture training for its investment officers, and now produces a weekly gender private sector media review for external and internal users as well as quarterly gender messaging note for internal use.

¹¹ <http://www.theguardian.com/global-development/ng-interactive/2014/feb/04/womens-rights-country-by-country-interactive>

¹² <http://www.landesa.org/women-and-land/>

¹³ <http://www.empowerwomen.org/>

Box 10: Targeted Support for Operational Staff

Energy: The Energy Sector Management Assistance Program (ESMAP) is supporting research on gender and electricity infrastructure to better understand key social and gender issues to inform operations. In addition, the Africa region has been piloting country level activities across 6 countries (Senegal, Mali, Benin, Tanzania, Kenya and Zambia) with results on the ground at the policy and beneficiary level. The EAP region is developing a gender and energy technical assistance facility to provide operational support to teams at the project level. Building on this analytical work and operational experience, ESMAP and LLI plan to offer on-line and face to face training starting in FY15 for staff, clients, partners and development practitioners.

Fragility, Conflict, and Violence: In collaboration with the Fragile and Conflict Affected Countries Group, WBI initiated an introductory e-learning course on gender issues in the context of fragility. In March 2014, the Overview Module was piloted in a face-to-face session during the World Bank's Core Course on Fragility, Conflict and Violence. This work builds on WDR 2011 on Conflict, Security, and Development and recent case studies on women's access to rights, resources and voice in FCS. To complement these efforts, WBI has used the Collaboration for Development (C4D) platform to establish an active community of practice - the Gender in Fragile Situations Community of Practice (<https://collaboration.worldbank.org/groups/gender-issues-in-fragile-situations>). The GFCoP connects over 400 practitioners and policy makers on gender issues in FCS. Online discussions have focused on sexual and gender-based violence; gender, fragility and extractives; and women in the justice sector in FCS.

Gender Focal Points

- 58. Significant support in integrating gender into the WBG's operations is provided by Gender Focal Points.** In FY13, a global network of over 150 World Bank Gender Focal Points (GFPs) was established, covering country offices and headquarters. In FY14, efforts were launched to offer these staff the support, resources, and training they need to be effective. An online Spark collaboration space for WB gender practitioners was launched, which also hosts an introduction package for new World Bank Gender Focal Points. Regions also routinely organize activities for GFPs to share knowledge. For example, in June 2014, a number of Country Gender Focal Points from the EAP and SAR Regions participated in a joint workshop in Manila and discussed challenges and opportunities in their country-level work as well as institutional initiatives. During FY14, IFC's Gender Secretariat set up an IFC gender network covering around 100 staff, which meets virtually every six weeks with representatives from regions, advisory and investment departments.
- 59. IFC also expanded its gender-related work by placing dedicated gender coordinators in the EAP and ECA regions.** These coordinators dedicated 100% of their time to supporting regional gender mainstreaming efforts. They also target global, regional and local financial institutions with SME lending track records as partners.
- 60. SDN scaled up its efforts to integrate gender into operations by nominating gender champions to complement its existing network of GFPs.** This has contributed to a more focused consideration of gender disparities in lending operations. For instance, in MENA, the Iraq Transport Corridors Project is designed to provide women priority to employment opportunities at the road agency call centers, including through government-sponsored training and performance-related career development opportunities. In LAC, the Saint Lucia Disaster Vulnerability Reduction Project integrates efforts to address the gendered nature of vulnerability to disasters by supporting targeting climate adaptation activities to women and female-headed household.

(iii) Filling Data Gaps

61. The WBG continues to recognize the severity of gaps in sex-disaggregated data and the importance of improving these data to better assess progress in reducing gender gaps and to design more effective interventions. In response, the Bank took a number of steps in FY14 to build statistical capacity in client countries, develop innovative tools to disseminate data and strengthen partnerships on gender-relevant data. Internally, the Gender Equality Data and Statistics (GEDS) working group has facilitated knowledge sharing across the institution. The GEDS meets monthly to share data collection experiences, review concept notes of new projects and discuss new frontier areas such as voice and agency. The group also works to support country-level capacity building efforts that improve coverage, quality, and dissemination of gender-relevant data and statistics.

Country-level statistical capacity building

62. The Bank continues to help countries build capacity to collect and use gender-relevant data by directly assisting National Statistical Offices and line ministries. The Trust Fund for Statistical Capacity Building (TFSCB) and the Umbrella Funding for Gender Equality (UFGE) have also prioritized support to such activities. Examples of support to statistical capacity building with the focus on gender include a gender focused analysis and time use survey in Ethiopia and training workshops on gender data in Rwanda and Vietnam, covering topics such as awareness of gender statistics and ADePT Gender for gender data analysis.

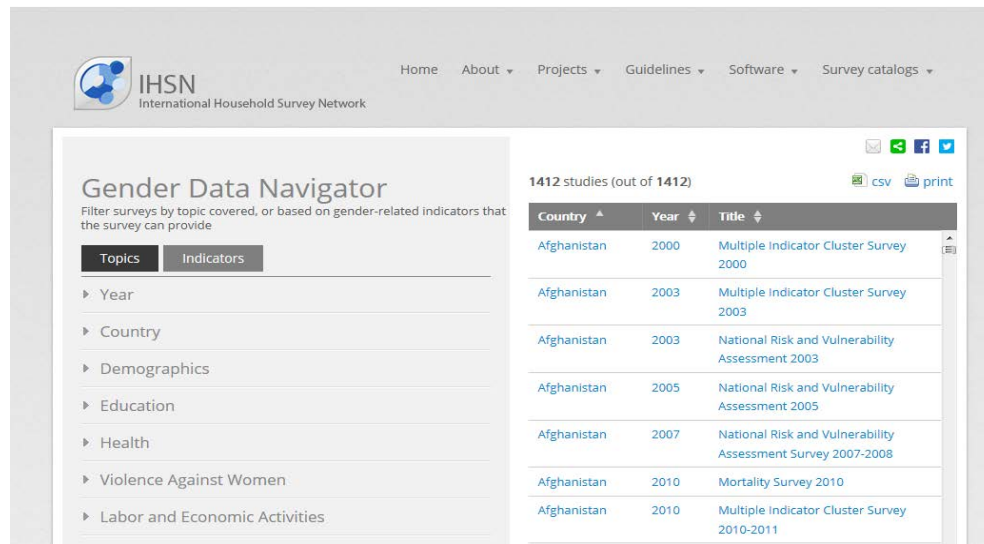
63. As part of the IDA-17 replenishment, the WBG has made a commitment to "roll out statistical activities to increase sex-disaggregated data and improve gender statistical capacity in at least 15 IDA countries" between FY15-17. To date, about 20 IDA countries have expressed their intention to carry out such activities.¹⁴

64. DECDG has developed an assessment tool and a web-based dissemination tool called Gender Data Navigator to take stock of instruments to collect gender data. (see Figure 2) To date, over 1,400 surveys and censuses have been assessed and the preliminary assessment results, as well as the list of surveys, are available online.¹⁵ The Gender Data Navigator is a metadatabase that allows users to quickly identify which variables were collected in surveys to produce gender-relevant indicators. The beta version was launched in FY14 and will be updated throughout FY15.

¹⁴ Republic of Congo, Democratic Republic of Congo, Guinea, Liberia, Mauritania, Uganda, Lao PDR, Mongolia, Timor Leste, Solomon Islands, Kyrgyz Republic, Bolivia, Haiti, Djibouti, Bhutan, Maldives, Pakistan, Afghanistan, Ethiopia, and South Sudan.

¹⁵ <http://www.ihsn.org/home/node/186>

Figure 2: Gender Data Navigator



Source: International Household Survey Network, 2014

65. Partnership remains an important aspect of the WBG’s efforts to improve gender data.

The Bank is actively participating in Evidence and Data for Gender Equality (EDGE), an international partnership with the UN Statistical Division, UN Women and OECD that aims to improve the integration of gender relevant data into the regular production of statistics. Technical meetings on survey methodology to collect data on women’s asset ownership and entrepreneurship were conducted. The proposed survey methodology will be piloted in FY15 using the Uganda Living Standards Measurement Study - Integrated Surveys on Agriculture (LSMS-ISA). The Bank is also a member of the steering committee of Data2X, an initiative of the UN Foundation, USAID, the US State Department and Hewlett Foundation to enhance gender relevant data collection and analysis by mapping global gender data and gaps and exploring the use of the “Big Data.” The review and stock-taking of gender data gaps were synthesized in a Global Gender Data Gaps Mapping Report,¹⁶ and the Bank is contributing to the development of the blueprint toward filling these data gaps.

66. In addition, IFC is currently piloting gender-disaggregated surveys in: (i) **Guinea** where the ongoing survey of SME enterprises includes a focus on the collection of detailed information on the impediments, constraints, and opportunities facing women who own and operate SMEs and (ii) **Tajikistan** where IFC is collaborating with the World Bank on inspections surveys designed to gather information on the experience of women entrepreneurs and to determine whether there is gender discrimination in the inspection process and procedures.

(iv) Broadening Support among Stakeholders

67. Sustaining and deepening progress on gender equality requires continued efforts to broaden support across a range of partners. The WBG’s actions on this front in FY14 included building and strengthening partnerships at the regional and global levels with the private and public sector as well as engaging with global policy processes that aim to place gender equality at the center of the development agenda going forward.

¹⁶ <https://app.box.com/s/ambtqh6a99ywzyjxub9c>

In-Country Capacity Building

- 68. In FY14, a number of training events were targeted to clients with the aim of increasing capacity and demand for gender equality interventions.** IFC and FPD organized a peer to peer learning event bringing together ministers and members of government from 9 countries in West Africa to discuss the impact of reforming gender differentiated laws. The Greater Than Leadership Program on Public Private Collaboration for Gender Equality in the Western Balkans, a joint ECA and WBI initiative, provided capacity building for participants from gender agencies, labor ministries, chambers of commerce and CSOs. In FY14, WBI developed a 5 module e-learning course based on the main messages from WDR 2012. To date, four deliveries of the Overview Module have taken place, with more than 600 enrollees from 80 countries from all regions.
- 69. The WBG also facilitated a number of south-south exchanges to promote innovation and help clients learn from one another.** For example, Turkish officials from the Ministries of Labor and Family and Social Policy benefited from a study tour to Chile and Mexico for to learn about programs and policies to promote female labor force participation with a focus on the provision of child care. Senior policy makers from the Rwanda Adolescent Girls Initiative were able to make program adaptations based on learnings from a visit to Liberia's EPAG program cohosted by the Ministry of Gender and Development, such as strengthening M&E systems and setting up mentoring services.

Community of Practice of Finance Ministers on Gender Equality

- 70. The Community of Practice of Finance Ministers on Gender Equality (CoP-GE) was formed in FY14.** The group was created at the suggestion of a set of finance ministers to promote finance ministries' role in promoting gender equality. In particular, the CoP-GE works to increase financing for gender results, make national budgets more effective in supporting women's and girls' opportunities, promote peer learning by sharing emerging good practices across countries and build domestic political momentum for gender equality.
- 71. Finance ministers from a range of low- and middle-income countries participated in the inaugural meeting to compare notes on successful finance ministry-led initiatives, and look for new ways to promote gender equality.** For example, Nigeria's Coordinating Minister of the Economy called for the creation of the CoP-GE, presented her ministry's 'Growing Girls and Women in Nigeria' (GWIN) Program, which has set up an incentive funding mechanism for five line ministries including agriculture, health and public works to deliver specific results on gender equality: Agriculture, Water Resources, Health, Communications Technology and Public Works.

IFC's Partnerships

- 72. IFC formed several new global gender partnerships in FY14.** With the Goldman Sachs Foundation (GSF), it launched the Women Entrepreneurs Opportunity Facility, which will make investments in financial institutions in emerging markets to increase access to financial services for women-owned SMEs. The facility is expected to reach up to 100,000 women-owned SMEs through investments and advisory services. The Women's Finance Hub, which was established in FY13 with a range of partners, collaborated with USAID's Women's Leadership in SMEs program to launch a learning event on Financing Women Entrepreneurs. It has also been active in using its interactive website (www.womensfinancehub.org) and social media channels (LinkedIn and Twitter) to facilitate online knowledge-sharing. IFC's partnership with private companies on women's employment – WINvest (Investing in Women) – also expanded in FY 14. In October

2013, IFC and WINvest members launched a business case report “Investing in Women’s Employment - Good for business, Good for development.”

Advisory Council on Gender and Development

73. The Advisory Council on Gender and Development has become a forum for sharing country-level experiences on ways to reduce gender gaps, including between developing and rich countries, as well as a means of providing feedback on the WBG’s work on gender and development. Its membership now includes greater representation from developing countries, including finance ministers, and civil society organizations. With the private sector now well-represented, the Advisory Council is better able to support the entire WBG, including IFC. At its meetings during FY14, the focus of the discussion was on ways to integrate gender issues into the WBG Strategy, which was then under preparation, and on ways of sharing experiences across countries on what works to reduce gender gaps.

The Post-2015 Development Agenda

74. The WBG has engaged actively to ensure that gender equality is recognized as part of the process for articulating global development goals after 2015. In particular, the WBG has worked closely with the UN agencies throughout the post-2015 process, including engaging with the High Level Panel of Eminent Persons, participating in discussions at the UN Commission on the Status of Women (CSW) and taking part in the Sustainable Development Goals Open Working Group (OWG). At both the OWG and the CSW meetings, the WBG presented findings on women’s voice and agency and violence against women, with an emphasis on the gaps, constraints and potential solutions designed to inform the post-2015 agenda. The deliberations of the OWG point to widespread support for the inclusion of a stand-alone gender equality goal with subsidiary targets in such areas as economic opportunities for women, women’s agency and girls’ education.

IV. Looking Ahead

75. The WBG’s corporate goals of reducing extreme poverty and boosting shared prosperity in a sustainable manner are linked integrally to the objectives of narrowing gaps between girls and boys and women and men. Reducing gender disparities, whether in health and education, in economic opportunities or in agency, is both a core development goal as well as an input to sustained development by enhancing economic efficiency, improving outcomes for future generations and fostering more inclusive policies and institutions.

76. While the WBG has continued to make progress in meeting these commitments, more sustained effort is clearly needed given the scale of the challenge of reducing gender disparities. In particular, it is necessary for the WBG to work with countries and other partners to sharpen the focus on results in terms of reducing priority gender gaps in the most effective manner. Recognizing this, the WBG has scaled up its commitments both as part of the revised CSC as well as under IDA 17 so that these commitments go beyond assessing *ex ante* whether or not gender is integrated into strategies and project design to tracking systematically the impacts of financing, and IDA lending in particular, on priority gender gaps. Such tracking, through the use of beneficiary feedback, for instance, along with the use of learning reviews for IDA strategies will allow a shift from measuring inputs and processes to outputs and impacts.

- 77. Going forward, this focus on outcomes and results will need to be complemented by continued attention by the WBG to diagnosing the underlying causes of gender gaps in various domains and to building the evidence base on what works to reduce them in different contexts.** The WBG's new approach to country engagement, which is being rolled out in FY15, offers promise in deepening Bank Group support to addressing gender gaps. The inclusiveness of the growth process, including gender, will be among the key questions analyzed in SCDs. This will inform the WBG's assistance program as laid out in the subsequent CPF, taking into account the Bank Group's comparative advantage relative to other partners and country demand. A greater emphasis on results will also require continued attention to filling country-level gaps in sex-disaggregated data, including through strengthening statistical capacity. And building up the evidence base on what works – and does not work – in reducing gender gaps will be critical to guiding the WBG's financing and advice.
- 78. The creation of the Gender CCSA reflects the WBG's continued commitment to achieving gender equality outcomes as an integral part of its poverty reduction mandate.** Within the Bank's reorganized structure around Global Practices, the role of the Gender CCSA in coordinating actions aimed at gender equality across the institution also provides an opportunity to enhance impact. The new organizational model has the potential to deliver better outcomes through: greater collaboration, including between Bank and IFC teams; the ability to provide cross-sectoral solutions; and improved knowledge flows across countries and partners in different parts of the world.
- 79. A revised gender equality and development strategy for the WBG will be prepared in the coming year.** While building on past progress, it will focus on how the WBG can sharpen its work on gender equality to emphasize results and outcomes. To this end, it will examine new ways of measuring the impacts of Bank-supported interventions as well as for bringing together knowledge and financing together more effectively in designing and implementing interventions. In preparing this strategy, a process of consultation will ensure that the views of country clients and external partners as well as internal constituencies are taken on board.

Annex 1: How is a Lending Operation Assessed to Be Gender Informed?

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

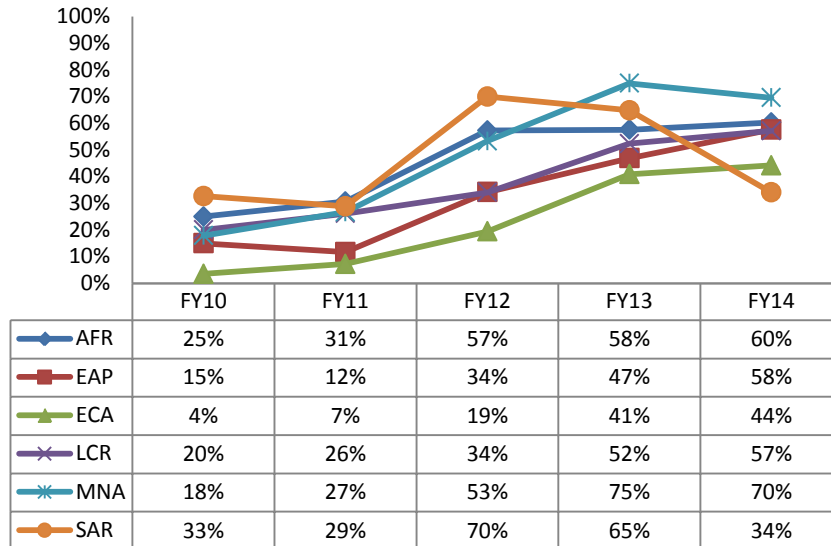
The rating is based on reviews of key project documents, in particular the Project Appraisal Document. Where applicable, the rating also considers any safeguard policies that may be triggered by the project such as Resettlement and Environmental Policy Frameworks. Thus, the rating reflects not only the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

DIMENSIONS	CRITERIA: THE ACTIVITY	CHECKLIST: DOES THE PROJECT	CHECK	SCORE
Analysis	<i>includes analysis and/or consultation on gender related issues</i>	• identify and analyze gender issues <i>relevant</i> 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?		
		If at least one check above		Yes
Actions	<i>is expected to narrow gender disparities, including through specific actions to address the distinct needs of women/girl (men/boys) and/or to have positive impact(s) on gender equality</i>	• 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?		
		If at least one check above		Yes
Monitoring & Evaluation	<i>includes mechanisms to monitor gender impact and facilitate gender disaggregated analysis</i>	• include specific gender and sex-disaggregated indicators in the results framework?		
		• propose an evaluation which will analyze the gender-specific impacts of the project?		
		If at least one check above		Yes
RATINGS				
Overall Score		In how many dimensions does the document score 1?		0-3
Gender-informed		Does the document score 1 in at least one dimension?		Y/N

Source: <http://siteresources.worldbank.org/INTGENDER/Resources/GenderFlag-GuidanceNote.pdf>

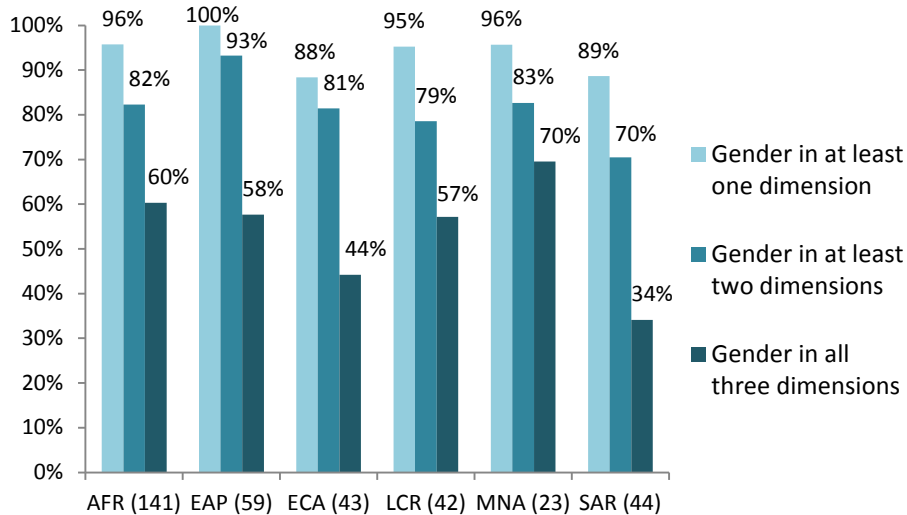
Annex 2: Trends in the Integration of Gender in Bank Lending Operations

A 2.1: Integration of Gender in Lending Operations (in all three dimensions) By Region - FY10-FY14



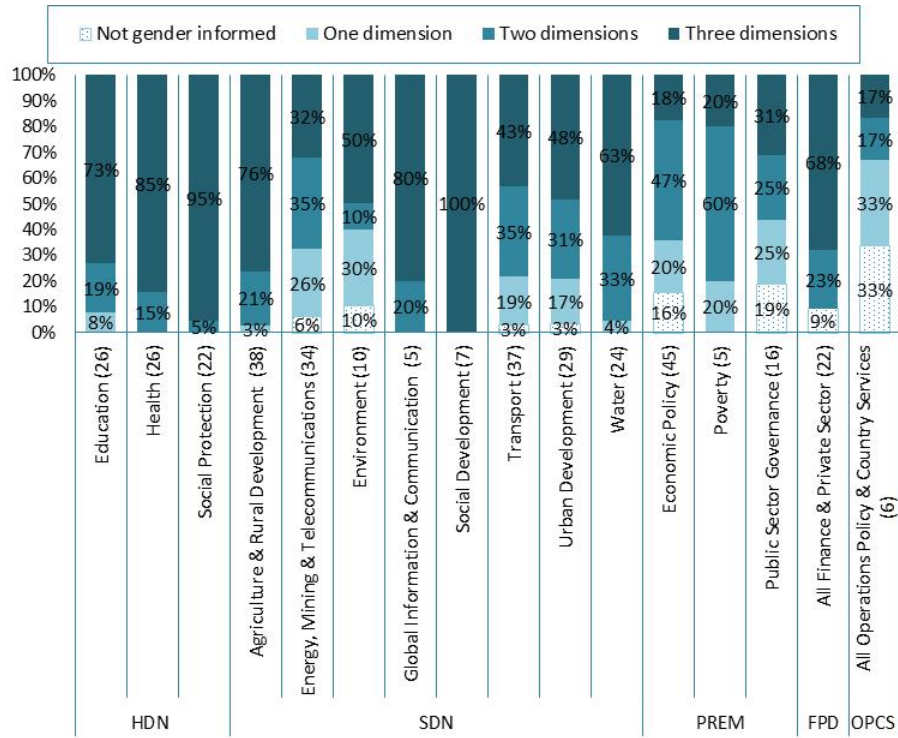
Source: Staff estimates

A 2.2: Depth of Integration of Gender By Region - FY14



Source: Staff estimates

A 2.3: Depth of Integration of Gender By Sector - FY14



Source: Staff estimates

Annex 3: Summary of New Commitments, Tracking and Targets on Gender and Development under IDA17 and the New CSC

Gender in the New World Bank Group Corporate Scorecard¹⁷

New indicators and targets adopted for the 2014 WBG-wide Corporate Scorecard include:

- **Development Context (formerly “Tier 1”):** Two new indicators are introduced to better track women’s economic opportunity
 - o *Adult women with financial accounts (% of all women, +15years)*
 - o *Countries with equal economic opportunities for women in law (number)*
- **Client Results supported by WBG operations (“Tier 2”):** *data are sex-disaggregated and reported for female beneficiaries (as a number and as a share of all beneficiaries) in all Client Results indicators, where feasible.*
- **World Bank Group Performance**
 - o *Gender integrated country strategies (%) (target: 100 percent by FY17)*
- **World Bank Performance:**
 - o *Projects with gender-informed analysis, design and monitoring (target: 66 percent of all World Bank projects in FY17)*
 - o *Projects with gender monitoring at design reporting on it during implementation (target: 75 percent by FY17)*

Gender in IDA17¹⁸

IDA17 Policy Commitments include six actions at the country, regional and corporate levels:

Deepen Integration of Gender Considerations

- Deepen integration of gender considerations into country strategies. All IDA Country Partnership Frameworks will incorporate gender considerations into the analysis, content of the program and the results framework.
- Regional Gender Action Plans (RGAPs). All regions will implement and monitor the RGAP, which allows diverse regions of the Bank to tailor plans and corresponding indicators to regional and country gender context. The tailored treatment on gender also emphasizes cultural sensitivity and country specific solutions in addressing gender issues.
- Renewed gender strategy. Develop a renewed strategy for gender equality - with more ambitious targets, a new methodology for measuring progress, and an agenda for pushing ahead on new frontiers with transformational impacts.

¹⁷http://siteresources.worldbank.org/CSCARDEXT/Resources/2014_WBG_corporate_scorecard_e-version.pdf

¹⁸<http://documents.worldbank.org/curated/en/2014/03/19330911/additions-ida-resources-seventeenth-replenishment-ida17-maximizing-development-impact>

Improve Accountability, Monitoring, Learning and Innovation

- Enhance quality of delivering at exit. Management will introduce a mechanism to strengthen learning and results through an assessment and rating of gender performance at project exit, building on the systematic tracking of project Implementation Status and Results Reports, enhanced efforts on impact evaluations and emerging architecture associated with the learning reviews.
- Strengthen feedback loops to enhance results and impact on gender equality. Efforts will be stepped up to strengthen knowledge of what does and does not work to close gender gaps in IDA countries through monitoring and evaluation, including impact evaluations on gender-related issues, more systematically tracking gender results of IDA operations using sex-disaggregated core sector indicators and the expanded use of beneficiary feedback mechanisms.
- Improve sex-disaggregated and gender-relevant data. IDA will roll out statistical activities to increase sex-disaggregated data and gender statistical capacity in at least 15 IDA countries.

In addition, relative to the IDA16 RMS, a number of new tracking indicators and targets have been added or are set more ambitiously in the IDA17 RMS at the Tier 1 and 3 levels, including:

Tier 1: Bank account per 1,000 adult women; Number of IDA countries without any discriminatory laws against women.

Tier 3: Percentage of IDA operations that integrate gender into analysis, design and monitoring; For projects with gender monitoring in project design, the percentage of which report on such indicators during implementation; Proportion of IDA operations with Core Sector Indicators that can be sex-disaggregated that report such data.