

Gender equality as smart economics

A World Bank Group Action Plan



Educate A Woman, Build A Nation...

Says Child-Soldier-Turned-Rapper Emmanuel Jal

He is visiting World Bank HQ this month to support the Adolescent Girl's Initiative. Launched as part of the Bank's Gender Action Plan, the AGI aims to help young women get jobs after completing school. Jal has an NGO based in his homeland, South Sudan, that provides schooling for children affected by conflict. He spoke to us about the power of education to transform lives...

G I've filled the World Bank Gender office with your music today!—it's so uplifting, but the issues it deals with are incredibly serious. Tell me about what your music means to you...

EJ: I feel like my music is essentially an oral history. A long time ago people would draw on the walls of their caves, or carve their stories into pyramids. Music was another form to preserve history. For me, music is a way of bringing the story of my neighborhood to the world. I 'brand' myself as a war child to show people where I come from.

Of course music is also a therapy for me, it deals with the pain inside of me, and lets me get through the day. I'm passing down a deep message but putting it in a way that people can digest.

G In the documentary 'War Child' about your life, you interview your sister who bravely tells her story. She finishes by urging parents to educate their girls. Why does she emphasize this?

EJ: Isn't she amazing? My sister was raped during the civil war, but she doesn't sit and complain about it, she has turned her pain into positive action, she understands the power of education. The best way to help Sudan, is to educate its women.

Women are actually much cleverer than men, but they never get the chance to fully demonstrate their strength. Women are the ones who educate the kids and teach them how to behave; they take care of the household and make sure everyone gets fed. Men are too busy talking politics and killing each other. Women have the ability to run big offices too—if you educate a woman you build a nation.

G How did you come to set up your charity (GUA Africa)? ...And why the Focus on Education?

EJ: GUA was started from nothing; it grew with me from 1998. First I reached out to the 'lost boys'—the ex-child soldiers living

continued on page 2



THE ADOLESCENT GIRL'S INITIATIVE (AGI)

The AGI was launched in October 2008 as part of the World Bank Group's Gender Action Plan—*Gender Equality as Smart Economics*—which is helping to increase women's economic opportunities by improving their access to the labor market, agricultural land and technology, credit and infrastructure services.

Objective: The Adolescent Girls Initiative (AGI) promotes transition from school to productive employment for girls and young women aged 16-24 by helping them complete their education, build skills that match market demand, find mentors and job placements.

Pilot countries: The initiative is being implemented in five low-income and post-conflict countries: Afghanistan, Liberia, Nepal, Rwanda, and South Sudan. The scope of countries has recently been expanded to Jordan and Lao PDR.

Donors to date: The Bank's partners in the AGI are the governments of Australia, Denmark, Norway, Sweden, the United Kingdom and The Nike Foundation.

Emmanuel Jal, *continued from page 1*

in Nairobi, and helped them get an education. Then I sang in church and got more money, and we were able to put more people through school.

Now I'm eating one meal a day to show how committed I am. I told those kids that I would build them a school—I thought I was famous enough to raise the money in a month, but I've been humbled! Today is day 626!

The best way to help Sudan, is to educate its women.

Education gives you a way to enlighten yourself. My country has been crippled by war and we have the worst literacy rate in Africa—very few children complete primary school. Education is much better than aid that is simply handed out to people.

People need to be taught how to farm, how to run effective

institutions. We need people who are educated, who really care, to rise to the top of the pyramid. Education is the best way.

G You seem to have a very clear plan of action—what if I wave my magic wand and make you President of the World Bank for a day?

EJ: I just get a day? How about a month, or better, a year?!

If I were President of the World Bank, no one would starve. That would be my first concern. At present everyone is running to the cities because climate change is making it so hard to farm. Services in the cities are also better, but there is not enough food. Farmers need assistance so that they can overcome these problems.

So that's what I would do, focus on the basics: food, shelter, and clothing. If you can address these problems, everything else will fall into place. People need to be empowered. We all have problems, but I think it's best to focus on solutions. We can panic, cry and scream, but it's better to be calm, and use our energy to do something positive. **G**

**For more information visit www.gua-africa.org.
www.emmanueljal.com**



Emmanuel Jal was born in Southern Sudan, and spent the early years of his childhood in the midst of its long-running civil war. At the age of 7, after the death of his mother, he was recruited as a child soldier for the Rebel army (SPLA).

Emmanuel was rescued by Emma McCune, a British Aid Worker, who smuggled him to freedom in Kenya and enrolled him in school for the first time. Tragically, Emma died shortly afterwards in a car accident.

Some ten years later Emmanuel is now a world famous rap artist with a Number 1 record under his belt. Jal's biggest passion is GUA Africa, a charity that he founded. Besides building schools, the nonprofit provides scholarships for Sudanese war survivors in refugee camps, and sponsors education for children in the most deprived slum areas in Nairobi.

This newsletter, *Gender Equality as Smart Economics* was produced by Malcolm Ehrenpreis, Editor; Emily Brearley, Reporter and Writer and Pam Coblyn, Design and Layout. It is published by the World Bank Group's Gender and Development Group www.worldbank.org/gender

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A Small But Bright Light in a Terrible Year for Haiti

By Rachel Hannah Nadelman

A GAP Grant helped the Ministry of Agriculture of Haiti improve opportunities for women in agriculture

With so many women involved in agriculture in Haiti, why aren't there more women leaders of farmer cooperatives? And why don't women attend training as much as men do?

Haitian women farmers from three main agricultural areas were asked these, and other questions, as part of women-only focus groups. These consultations were held in preparation for the World Bank-funded Project, Strengthening of Agriculture Public Services.

The women's responses touched on similar themes across the three pilot areas. The main obstacles expressed by the women were low levels of education, time constraints, men's resistance to their leadership, and participation in capacity building. Most importantly the exercise revealed a strong and untapped demand, and the women farmers expressed eagerness to become more active and better skilled in their respective areas of agricultural production.

"Some husbands don't like it or are jealous when their wives have responsibilities outside of the house, and some men won't vote for a woman to be in charge."

—Levy

"Many of us cannot read and we don't know finance like men, so we can't be leaders. If we want to be in charge we must find ways to learn these skills."

—Thiotte

"To be a leader in my cooperative you must travel often or attend many meetings. Sometimes they schedule meetings on market day or at dinner time, when it would be impossible to attend. It is dangerous for a woman to travel at night," says Baptiste.





Women in Haiti seldom have the opportunity to lead a farmer cooperative despite their hard work in the field



National Geographic Photo/Getty Images

In Haiti agricultural and commercial responsibilities are delineated by gender and this directly determines women and men's respective earning potential. Though both women and men contribute to activities like sowing and harvesting, typical women's responsibilities such as planting, weeding, fetching water, processing, and storage do not have the earning potential of men's roles, like agricultural wage labor.

In commerce, women are the primary market agents but their efforts are concentrated at the lower profit end of industry, which prevents them building up inventories and benefitting from economies of scale. While women and men typically control the revenue earned through their respective productive tasks, when development interventions deal directly with men as the 'head of household' or as leaders of local groups, women tend to be eliminated from decision-making and control.

Consultations with women during the project preparation phase of the World Bank-financed operation ensured women's inclusion at the policy and program levels. The Gap-funded grant—*Fostering Economic Empowerment for Women Agricultural Producers in Haiti*, is working to integrate gender, particularly women's issues as they are unique from men's, within the Ministry of Agriculture, as well as within two community-level pilots.

The initiative consists of three different components; firstly an agriculture-specific gender sensitization training program to be implemented within the Ministry of Agriculture and the pilot communities; the inclusion of sex-disaggregated statistics in the project's monitoring and evaluation system; and the development of a basic financial literacy program for women.

Commitment to this initiative from both the Ministry of Agriculture

and the Ministry for Women's Affairs has been crucial. In fact, it is thanks to these dedicated public servants that the GAP initiative could re-engage after the catastrophic January 12th earthquake.

Says Gerty Adam, the Gender Focal Point at the Ministry of Agriculture, "This program is providing us with critical support to help us reach gender inclusion goals."

Initially it was intended that 'Gender Focal Points' would be integrated into all of Haiti's leading line ministries during 2009 and 2010 to drive gender mainstreaming from within. Yet political and economic crises in Haiti, even before the earthquake, left the program without sufficient support to get off the ground. "This project is changing that," says Ms. Adam.

Even though the gender sensitization training curriculum should be completed by the end of the year, given earthquake related delays and the small amount of resources (\$35,000) dedicated by the GAP Just-in-time grant, which closes end December 2010, it is not likely that there will be sufficient time or funds to test this part of the program within the Ministry or the pilot communities.

Yet Ms. Adam and her partners at the Women's Ministry are thinking positively about what could be built from the foundation this project is establishing. "This has been a small but bright light in a terrible year. We have started something important and we won't let it stop here." 

Diego Arias is the TTL for the World Bank IDA-funded Operation, Haiti—Strengthening of Agriculture Public Services.

Rachel Nadelman is a consultant who has coordinated the design and implementation of the GAP grant, Fostering Economic Empowerment for Women Agricultural Producers in Haiti.



Gender and Biofuels in Mozambique— *Good or Bad News for Women?*

By Rui Benfica, James Thurlow and Channing Arndt

****Investing in biofuels can help reduce Mozambique's poverty, especially when female workers are better educated and when agricultural productivity is supported by policy.***

Carlos LITULO/AFP/Getty Images



Unripe fruits of *Jatropha* seeds hang from a tree at Sun Biofuels company in Manica province of Mozambique. *Jatropha* enthusiasts say the plant can grow almost anywhere, yielding high outputs of cleaner, renewable energy.

This timely study looks carefully at the current growth of biofuels production and processing in Mozambique—both sugarcane for ethanol and *jatropha* for biodiesel. By 2009, requests for land exceeded 20 million hectares in Mozambique—the equivalent of two thirds of the total arable land in the country, and four times the land currently cultivated.

The study uses a gendered CGE model to simulate different scenarios for the expansion of biofuels production and processing.

A fifth of Mozambique's population live in households headed by women, and of these most tend to earn their income from female labor. Female-headed households are more reliant on unskilled workers' earnings, reflecting the general scarcity of higher-skilled female labor.

Food consumption shares and poverty rates are both significantly higher for female-headed households, which reflects their reliance

on lower-paying farm employment and confirms their vulnerable status. Barriers-to-entry for women in cash crops include skills deficits, technology, and limited access to, and control of, resources (i.e., land, labor and finance).

Gender matters because biofuels expansion implies rapid growth in cash-export crop production, an area where men tend to dominate.

On the flip side, food crop production, where women tend to provide the majority of labor, will be negatively affected. This effect will be indirect, via resource competition and exchange rate effects, which are likely to make imported foods more attractive.

Education is Key

Biofuels could offer an opportunity for women in Mozambique to substantially increase their income, since at present they are predominantly involved in subsistence agriculture. What is more, the extra income generated through biofuel production could have many positive knock-on effects, such as reducing household vulnerability and poverty levels. However there are significant constraints that prevent women from tapping in to this new opportunity.

To help women improve their chances of generating more income through cash-crop production, the study emphasizes the need for education. The authors estimate that increasing the number of years of schooling for unskilled female workers would not only increase the overall gains in economic growth from biofuels, but also give women greater access to skill-intensive jobs in agriculture.

There is one caveat in this scenario however: the trade-off between food production and cash-crop production. If women are no longer producing food, it is imperative that food crop productivity be increased to avoid shortages. This can be achieved through technical assistance and other policy measures; allowing Mozambique to simultaneously boost GDP through biofuels production and produce locally grown crops for household consumption. 

****This study was funded by the GAP and by IFPRI's Biofuels and the Poor Project, and the UNU-WIDER Climate Change Project.***



Ethiopian Women Gain Status Through Landholding

By Donna Barne

Two years ago a Gender Action Plan study found that women benefitted from land certification when the land certificate made space for two people to register joint ownership, for instance as husband and wife, instead of only one. Today a World Bank project expands the program that has given wives, widows and divorcees new rights, status and confidence.

Farmer Tewabech Mamo gazes at the lush barley field in front of her home in the Ethiopian highlands. Mist rises from a nearby stand of thriving eucalyptus trees she planted after receiving title to more than a hectare of farmland. She displays her name and photo in the green booklet affirming her land rights.

were simple, but highly effective, such as adding an extra line and photo slot to the land certificate itself, allowing for women to add their name and photo to the title.

Klaus Deininger, lead rural development economist in the World Bank's Development Economics Group, says, **"Women told us land rights were important to them, even if their traditional roles stayed the same."**

"There have been significant changes in women's roles and relationships. Previously, they couldn't own property, so that really put women in a very weak position to bargain or deal with men in society. Now that's not the case," says Zewditu Assefa, a 35-year-old mother of five who inherited her 3 hectare farm from her father after divorcing her husband.

Program Addressed Land Security Concerns

Land insecurity, present since the monarchy ruled Ethiopia, worsened among farmers when the Marxist Derg regime nationalized all land and redistributed it in the 1970s and '80s. The Ethiopia Peoples Revolutionary Democratic Front took power in 1991, and has since introduced a number of policy and legal reforms aimed at improving tenure security and land management.

Prior to the land certification effort, Asagirt Woreda endured conflict—even killings—over land that drove some residents away, local land administration officials say. But those problems have largely been put to rest now that all of the district's 10,783 farming households have been certified.

Previously, women didn't have any rights to property. Divorced women could expect little more than a sack of grain

Desta Bebresadik, a widow for 15 years, can leave her land to her sons. Desta is among 2,836 female heads of household to be registered in the state of Amhara.

"It's as precious as a child like my own son," the 52-year-old mother of four sons and two daughters says of her land certificate. This certificate made me equal with the men. No one is trying to mistreat me. I have this and now I'm a proud citizen."



World Bank Photo: Donna Barne

Tewabech Mamo grows enough barley and eucalyptus in the Ethiopian highlands to support two sons, two daughters and her father. She is the head of her household and a landowner.

Mamo lives in Asagirt Woreda, a district that is considered a food-insecure area. It suffers from depleted soils, erosion and low agricultural production. The World Bank and other international organizations have supported efforts to boost agricultural productivity and livelihoods through fertilizer, other farming inputs and cash-for-work programs.

But the key to reviving agriculture in the region may be a land certification effort that has reassured farmers their land won't be taken from them without compensation, as has happened in the past.

A 2008 study funded by the World Bank's Gender Action Plan found that Ethiopia's large-scale land certification effort—covering 6.3 million households—reduced conflicts, encouraged farmers to plant trees and use their land sustainably, and improved women's economic and social status. It did so by means that at times



World Bank Photo: Donna Barne



as a parting gift from their former husbands. Now, they are entitled to 50 percent of the property.

New Project Continues Land Certification Effort

The first phase of the government's program which issued booklets to land holders, was rapid, cheap, and unbiased, and aided by democratically elected land use committees at the local level.

Now, the second phase of land certification will involve mapping land holdings using satellite technology. A pilot of the second phase of select areas is included in the World Bank's sustainable land management project covering 35 watersheds in six regional states. The project is financed with a \$20 million grant from the International Development Association (IDA), \$9 million from the

Global Environment Facility Trust Fund, and \$8.79 million from the government of Ethiopia.

The overall goal of the project is to halt land degradation, which costs Ethiopia 2-3 percent of gross domestic product each year—a major hit in a country where agriculture accounts for nearly 50 percent of GDP, 90 percent of export revenue, and is a source of revenue for more than 85 percent of the country's 70 million people.

Farmers as a whole appear to have become more productive since the land titling program began, says Antsokia District Administrator Ato Demiss Kebede. "Because they have really started feeling confident that the property belongs to them, they have started to produce more—two to three times as much—and have installed permanent structures and other inputs to improve their land," he says. 



The most important byproduct of the program has been Women's empowerment. There are significant changes in women's roles and relationships. Previously women couldn't own economic property like land so that really put them in a very weak position in society

As Precious as a Child: Women's Land Rights in Ethiopia



Agricultural productivity and good governance are major goals of the program



The land certification program is part of a World Bank sustainable land management project covering 35 watersheds in 6 regional states



The program has benefitted both men and women. The difference for women is it's the first time in the country's history that they have the right to hold land. Female committee member Mahedere Woldeghiorgis is herself a divorcee and land-holder who leases out her land



Men are less likely to seek divorce, says Zewditu Assefa, a divorcee who inherited her property from her father

World Bank Photos: Donna Barne and Berhanu Woldenichael

A GAP funded study that researched women's land rights in Ethiopia led to a government land-certification program that has transformed women's lives.



Tajik Women Migrate in Response to the Financial Crisis

By Oleksiy Ivaschenko and Alexander Danzer

World Bank Photo



A GAP-funded study investigates the effect of the financial crisis on migration in the world's most remittance-dependent country...

Increasing numbers of Tajik women are migrating to find work.

Before the global financial crisis, Tajikistan was a major labor exporter, and the world's most remittances-dependent country. Remittances contributed to a remarkable reduction in poverty between 2003 and 2007.

This research exploited a new panel data set that came from successive *Tajikistan Living Standards Surveys*—jointly implemented by the National Statistical Agency, DFID and the World Bank.

The main finding of the report was that while migration increased during the crisis, returns from migration decreased. In order to increase employment chances, many households started to send more than one migrant abroad during the crisis. In addition, the crisis prompted more women to join the flow of migration, even though the environment is more risky than before.

Main Findings

☞ **The “flow and stock”—i.e., those migrants already out of the country, and the stream of newcomers—of Tajik migrants abroad actually increased during the crisis.**

Before the crisis the vast majority of Tajik migrants mostly flocked to the same country and a single industry—95 percent

of migrants were destined for Russia, and more than 50 percent of those found work in the construction sector.

During the crisis this pattern only increased, as migrants crossed over into Russia in ever larger numbers. This finding is somewhat of a double-edged sword in that migration proved a reliable alternative for excess labor during the crisis; however the extra flow of labor threatened the wage levels of the existing stock of migrants.

Figure 1 shows the increase in the stock of Tajik migrants going abroad in 2009, as compared to the pre-crisis 2007 period.

☞ **Women increasingly join the flow of migration at a more ‘risky’ time.**

During the crisis the average migrant was significantly younger than before and found it harder to obtain legal residence permits. At the same time, the share of migrants with pre-arranged (before departure) jobs declined (*see Figure 2*). Households responded to these risks by relying more on familiar destinations with existing support networks.

As households seem unable to diversify with respect to destination, they expand into new occupations by increasingly sending women. While the vast majority of Tajikistani men worked in the construction sector, women traditionally work in housekeeping, caring and



other service occupations. As Table 1 shows, the share of women migrants rose from 2007 to 2009, and especially picked up in 2008. In line with these observations, we find increases in caring, sales and service occupations among the migrants.

➤ Returns from migration fell as the average volume of real remittances per migrant declined by 30 percent

Though returns from migration fell, this reduction however, was predominantly driven by precautionary savings on the part of migrants owing to increased risks. In combination with the increased risk of securing employment abroad, this suggests that migrants themselves had to shoulder part of the cost of the crisis. ➤

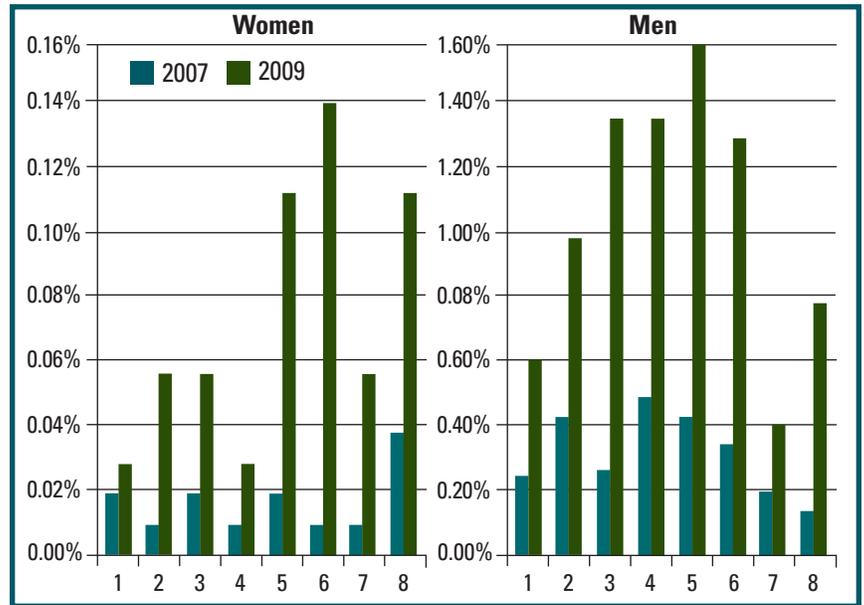
The analytical findings of this study are published in "Migration Patterns in a Remittances Dependent Economy: Evidence from Tajikistan during the Global Financial Crisis" by A. Danzer and O. Ivaschenko, forthcoming in the Migration Letters Journal. Find it on the World Bank Gender website www.worldbank.org/gender.

World Bank Photo



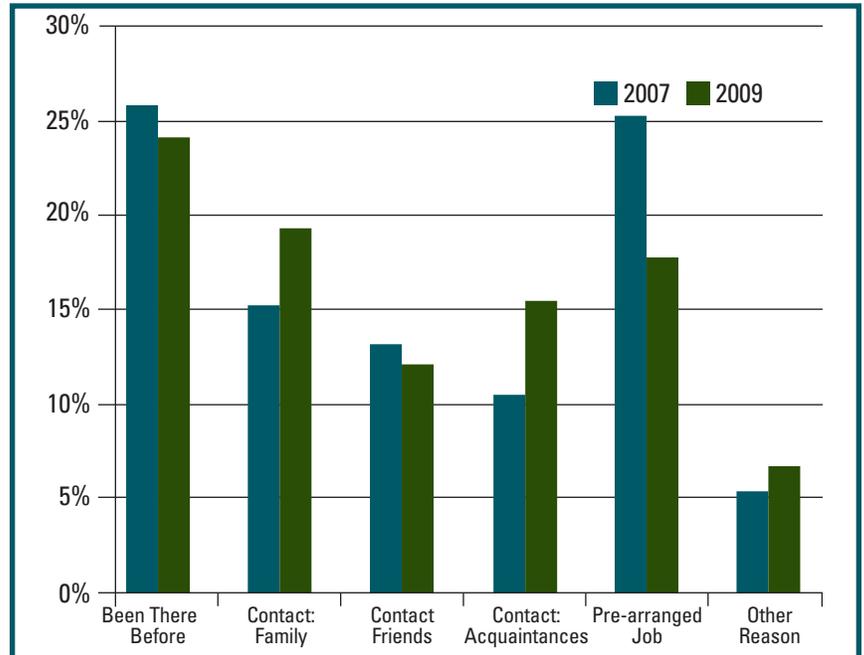
The economic crisis prompted more women to join the flow of migration, even though the environment is more risky than before

Figure 1: Monthly Departures of International Migrants from Tajikistan



Note: Data for January (1) to August (8). Case numbers for women are small and subject to sampling error. Source: TLSS 2007-09; Figure by Alexander M. Danzer.

Figure 2: Reason for Destination Choice Before and After Onset of Financial Crisis



Source: TLSS 2007-09; authors' calculations.

Table 1: Share of women among migrants

| | 2007 | 2009 |
|-------------------------------------|------|-------|
| Among all current migrants | 6.61 | 13.01 |
| Among recent exits (last two years) | 6.26 | 8.64 |
| Among this year's exits | 5.45 | 7.54 |



Women Entrepreneurs in Southern Sudan

By Dorothy Daka Matanda, Private Sector Development Specialist

World Bank Photo



Presentation of the plaque to the SSWEA representatives during the EAWEEExN conference in Nairobi, Kenya.

Sometimes all it takes for your ideas to blossom is a little bit of encouragement from your peers.

In 2009, twenty five women entrepreneurs from Southern Sudan participated in the 'Business Plan Competition'—an initiative financed by the Government of Southern Sudan and the Gender Action Plan (GAP) aimed at supporting SME growth and expansion. The successful applicants each received a grant of US\$20,000, for entrepreneurship development and capacity building on how to start and manage businesses.

World Bank Photo



SSWEA Core members.

The competition brought together female entrepreneurs in the country, and soon they established the Southern Sudan Women Entrepreneurs Association (SSWEA). Initially with just seven core members, the association has steadily grown to sixteen women.

Members are drawn from business women operating in a range of sectors, from agriculture to services and manufacturing.

The Sudan Women Entrepreneurs Association sees women entrepreneurs as key contributors to the development process in Southern Sudan. It aims to give its members the opportunity to learn and grow, and embrace the challenge of becoming role models for other women as they too start their own businesses.

The Association wants to help women realize the benefits of being an entrepreneur, and bolster their sources of secure household income. It offers exchange visits and networking opportunities and in the near future will provide capacity building through training.

"Of course we need to reduce poverty and hunger in Africa, but sometimes the only pictures of Africa we see in the news are of poor women and children. Women must also embrace their role as entrepreneurs, ask for the support we deserve from the government, and be united. This (economic) crisis offers opportunities if we are alert, we have to think big and increase our access to assets".

—Kenyan Minister for Gender at the East African Women's Entrepreneurship Conference, Nairobi

As is the case with all business endeavours, the most crucial element for the Association members is to launch and sustain successful ventures and have steady access to affordable finance. By uniting together under the Association, it is hoped that the women will increase their leverage when approaching donors, the government and other sources for seed capital.

Links have been forged between the Southern Sudan Women Entrepreneurs Association, and the East African Women's Entrepreneurs Exchange Network, with meetings carried out via Video Conferencing. This June, three members of the SSWEA attended the Regional East Africa conference that was held in Kenya. This was a great opportunity for the participants to share ideas and learn how to access finance through involvement of development partners.

"As a new person in such meetings, the Nairobi conference has added value to my life experience. It was very interesting, and I was able to connect with other women from across Africa."

—Betty Ronyo, the youngest member of the SSWEA on the impact of the East Africa Conference

The Association just secured further GAP funding to expand its reach and services. This will allow them to set up a permanent office and recruit a skeleton staff to manage day to day operations; creating a physical space for capacity building workshops, and mentoring sessions between existing members and younger women who want advice on how to start their own businesses.

With just a little bit of encouragement, the Sudan Women Entrepreneurs Association has found its feet, and will continue to improve the economic livelihoods of its members and offer them new opportunities at every step. 



SSWEA members with EAWEEExN Conference team, during site visit to a Kenyan women entrepreneur bakery.

World Bank Photo

Gender—A Special Theme for IDA 16



Early this year, IDA Deputies agreed to make gender one of the four special themes for IDA 16. This designation will emphasize the integration of gender in Bank operations, and the coverage of key gender issues in analytical work. A robust results framework will be introduced with indicators for each gender

priority area; IDA will seek to accelerate progress on the gender-related MDGs.

The Millennium Declaration endorsed by the world's governments in 2000 identifies gender equality and the empowerment of women and girls as among the most effective ways to "combat poverty, hunger and disease and to stimulate development that is truly sustainable." At the World Summit in 2005, governments reaffirmed their conviction that "progress for women is progress for all."

IDA, as the largest source of concessional finance for low-income countries, can play a critical role in investing in women's health, education and ensuring their equal access to economic opportunities. At the first IDA16 replenishment meeting held in March

2010, participants agreed that IDA16 should focus on development results as the overarching theme. In addition, three "special themes" were chosen including gender, climate change, and fragile states.

Changing attitudes, traditions, and behaviors related to gender unfailingly takes time and requires unfaltering support and capacity building. IDA can apply lessons from different cultural contexts and sustain activities through its lending instruments and analytical and advisory services. IDA Special Themes Report, May 2010

Gender was considered a vital theme by the participants since it is key to bolstering progress on all Millennium Development Goals, yet the progress of IDA countries towards gender-related MDG targets has been uneven.

IDA's gender-related efforts during IDA16 will focus on four areas:

- (i) Scaling up gender mainstreaming and efforts on gender-related MDGs;
- (ii) Strengthening the results framework for gender;
- (iii) Intensifying capacity-building efforts; and
- (iv) Articulating and disseminating the business case for gender mainstreaming around the 2012 World Development Report on development and gender equity. 

Best Practices in Gender... What Does It Look Like?

Country Assistance Strategies

The Country Assistance Strategy for Yemen (IDA) is a best practice for clarity and in-depth analysis of gender issues, actions, sex-disaggregated progress indicators, outcomes and instruments. The CAS recognizes that empowering the "other half" of Yemen is critical to the country's development in the medium-term. This issue is expected to be reflected in the design of specific interventions in most CAS priority areas.

Proposed instruments include: (i) IDA analytical work (Gender Assessment Update); (ii) IDA technical assistance (national gender dialogue); (iii) IFC Business Edge training for women; and (iv) IFC investments for SME-support targeting women.

Example of a Gender-informed Poverty Assessment

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



Gender-informed ESW Liberia's (IDA) Public Expenditure

Review (PER) discusses the differential gender impacts of public expenditure and recommends a reallocation of the budget to primary and secondary education, as well as better integration of donor resources into budget planning. The impacts of these actions will be measured, and it is estimated that

these changes in expenditure will encourage more girls to stay in school, thus reducing other gender imbalances. The report monitors and analyzes various sex-disaggregated indicators and there is a broader than usual discussion of the linkages between poor health outcomes for women and a range of diseases.

Lending Design

The Rwanda First Community Living Standards Grant

Addresses maternal health services with a broad focus on reproductive health, community based nutrition, health and population policy, and other innovative incentives for improving maternal health. Each community will have one male and one female community health worker who will receive training. Public works projects will be located close to households to ensure women's participation. The project tracks reduction in maternal mortality; gender indicators for beneficiaries of public works projects; contraceptive use for women; and funds directed towards women beneficiaries. 

When the GAP Ends... WHAT NEXT?

The Gender Action Plan Has Helped...

The GAP was introduced in 2007 to strengthen the World Bank's Gender and Development work in the economic sectors, in response to lagging progress on economic opportunities for girls and women.

The GAP encouraged an organic process of gender mainstreaming led by TTLs, rather than mere compliance with policy mandates. It increased gender coverage in Bank operations in the economic sectors and is reaching women on the ground. The demand-driven approach has generated a significant share of new work on gender, and has been complemented by strategic allocations for gender capacity building in high-priority areas such as impact evaluations.

As of December 2009, donor and Bank pledges amounted to \$68.6 million, and as of January 2010, the GAP had allocated \$48.4 million to initiatives in its four main action areas: operations; results-based initiatives; research, impact evaluation and statistics; and communications. Over 260 mainstreaming activities have been funded in 78 countries, including the Adolescent Girls Initiative to improve young women's access to the labor market.

The GAP has had other positive externalities, such as using financial incentives to entice staff not previously involved in gender mainstreaming to create gender components in their projects. The GAP has also been able to elicit matching funds from the Bank's Regions and Networks.

What Next?—Transition Plan

Despite the success of the GAP, there is still ample room to improve the Bank's performance on gender mainstreaming, both in the economic and social sectors. In particular, the Bank has learned through the GAP that incentive-funding works and relatively small investments can leverage substantial funds; that there is considerable room to scale-up gender work in Bank operations; and that monitoring and evaluation needs to be strengthened.

Therefore once the GAP closes at the end of 2010, the next challenge is to implement the GAP Transition Plan: *A Three-Year Road Map for Gender Mainstreaming (2011-2013)*. The transition plan identifies key lessons from the implementation of the GAP, and sets out a proposal to improve performance on gender.

The bottom line is that the Bank needs to do more and this must become a *de facto* part of operations, rather than an afterthought.

To achieve an expansion in the Gender mandate, the Transition Plan lays out the case for both carrots and sticks.

For example, a results framework will give teeth to efforts to strengthen management accountability. The onus will be on the regions to monitor gender integration in operations, gender informed policy dialogue, and direct project beneficiaries by sex.



Overview: GAP Transition Plan

- **3 Year Budget of \$68m (\$35m bank budget + \$18m IFC + \$15m Trust funds)**
- **Build on the lessons of the GAP**
 - Focus on priority areas
 - Continue incentive funding for operational work
 - Strengthen innovative capacity building models
- **Move beyond the GAP**
 - Develop robust results framework
 - Strengthen management accountability
 - Expand priority areas beyond women's economic empowerment
 - Mainstream operational work
 - Focus on knowledge creation and dissemination
 - Invest in capacity building in client countries

On the carrot side, the transition plan seeks to promote economic analysis and ultimately lending operations that focus on women's economic empowerment by providing financial incentives to task teams. Based on both internal and external analysis, the projects will support Bank efforts to provide safety nets in response to economic crises and the stresses of demographic pressures. The plan also emphasizes maternal mortality and reproductive health—issues at the heart of the MDGs.

The transition plan also emphasizes the demand side of the gender equation by promoting closer collaboration with clients through regular Bank operations. The plan emphasizes the need to expand country counterparts' capacity to design, implement and monitor gender-sensitive policies and programs; to encourage more South-South dialogue and capacity building; to continue building data collection and strengthened country-specific gender analysis and diagnosis; and to respond to client demand for gender and development work.

So where will the money come from to support this vital work? The transition plan seeks both traditional and more innovative forms of funding given the varying nature of its goals. The plan's results framework is solidly anchored in World Bank activities and budgets. More public good-type activities such as knowledge creation and dissemination, in-country capacity building and gender statistics work will seek trust fund resources. 

