

# BANK'S WORLD

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For and About the World Bank Group Staff

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## Bank Study Upbeat on Africa

Report says growth and democracy picking up

The May 13, 2000 edition of the cerebral London weekly, *The Economist*, titled its cover story on Africa "The Hopeless Continent." The magazine then went on to justify this pessimistic characterization of the continent with a catalog of woes, including wars, corrupt governments, pestilence and famine.

While many observers judged the conclusions of the magazine to be fair and representative of many African realities, the paper told only the unpleasant part of the story.

An authoritative study, co-sponsored by the World Bank and other development organizations, paints a more optimistic picture of the continent's prospects, highlighting some successes that have gone largely unsung, and pointing out windows of opportunity which, if wisely exploited, would ensure growth and development for the sub-region in the 21st century.

Sub-Saharan Africa faces enormous challenges but, under the right conditions, it could end the cycle of missed opportunities and conflict that has marred its prospects during the latter half of the 20th century, and spur greater development results for many of its people, according to the report on Africa's outlook in the new century.



Photo by Edwin G. Huffman, The World Bank

With a resumption of fighting between Ethiopia and Eritrea, continuing military uncertainty in Sierra Leone, and rising political tensions in Zimbabwe and elsewhere, the new report—*Can Africa Claim the 21st Century?*—agrees that while war and discord have renewed doubts about Africa's future, a more complex and encouraging reality is also unfolding.

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## BANK'S WORLD

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The paper welcomes news and features related to the work of the institution or its staff. To the extent possible, stories submitted should also be accompanied by photographs. Photographs will be returned upon request. Material may also be submitted via email or fax. *Bank's World* reserves the right to edit all articles.

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## World Bankers Race for the Cure

Groups team up to tackle high rate of breast cancer in Bank



Some 69,000 runners and walkers took part in the Race for the Cure, including the World Bank Globetrotters.

Those stepping off the Metro at the Washington Mall or strolling down Constitution Avenue on Saturday, June 3, no doubt saw pink...that is, pink and white T-shirts bearing the name Susan G. Komen. And of the 69,000 runners and walkers in this year's Race for the Cure, about 220 would have been very familiar.

That's because this year, for the first time, the World Bank was an official team entry in the Susan G. Komen 5K Race for the Cure. The team, dubbed Globetrotters for a Cure, raised over \$4,200 for breast cancer research. Begun in 1989, the event was conceived, designed, and implemented by the Susan G. Komen Breast Cancer Foundation to promote positive awareness, education, and early detection of breast cancer. Proceeds from last

Continued on page 3

## UN Gender Conference: Beijing Follow-Up Plan Agreed

World Bank delegation joins debate

More than 10,000 delegates from some 180 countries gathered in New York last week for a special United Nations session to see how far governments have come in achieving gender equality in the five years since committing to such action at the watershed Fourth World Conference on Women in Beijing.

Negotiations over an action plan to make sure achievements are protected and continued got bogged down as talks became mired in reproductive rights and health issues, but delegates came to an agreement in the session's waning hours.

Continued on page 5



## Our mission

To fight poverty  
with passion and professionalism  
for lasting results

To help people help themselves  
and their environment  
by providing resources,  
sharing knowledge,  
building capacity,  
and forging partnerships  
in the public and private sectors

To be an excellent institution  
able to attract, excite,  
and nurture diverse and  
committed staff  
with exceptional skills  
who know how to listen and learn

## Our guiding principles

Client centered

Working in partnership

Accountable for quality results

Dedicated to financial integrity  
and cost-effectiveness

Inspired and innovative

## Our core values

Personal honesty, integrity,  
commitment

Working together in teams -  
with openness and trust

Empowering others  
and respecting differences

Encouraging risk-taking  
and responsibility

Enjoying our work  
and our families

## Bank Report Upbeat (Continued from page 1)

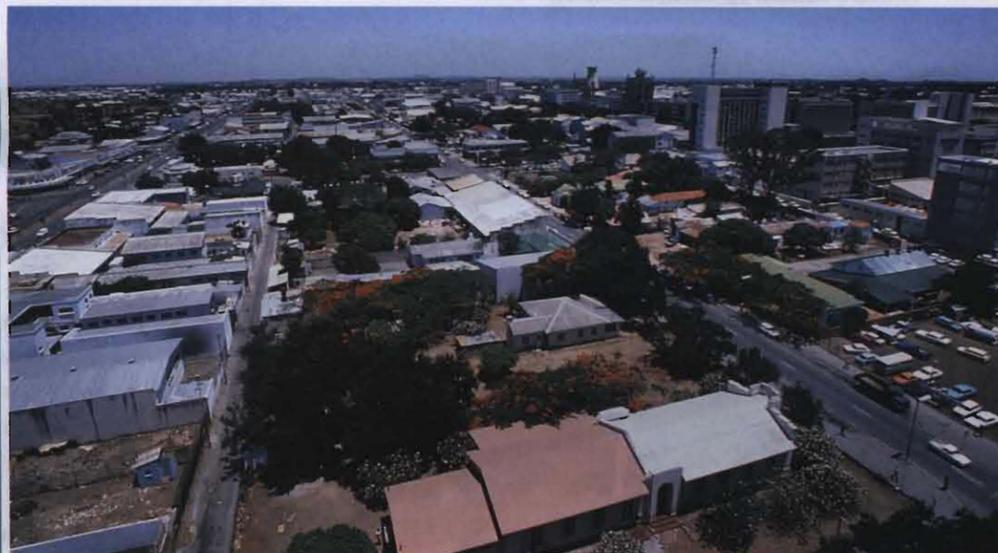
"Eighty percent of Africans are fighting poverty rather than each other," says the report in an attempt to dispel some widely held misperceptions. "Economic growth has taken hold. Political systems are more open and the press is freer than ten years ago." It says most countries are ditching outdated solutions, while drawing on the wealth of their cultures.

The report notes that domestic economic activity, such as food production, small-scale enterprises and intra-African trade, is becoming more important. It says this diversification of the region's economies is "probably the best overall news for the future, and the clearest sign that the most important changes on the continent are happening at ground level," in local communities and among individual farmers, rather than just at the top.

It suggests that where countries, such as Mozambique and Ghana, have made key economic reforms—liberalizing markets and trade, improving economic management, and promoting private sector activity—growth and personal incomes have risen and poverty has been reduced.

Elsewhere on the continent, there is also good news. Nigeria is re-building its economy and political system after years of hardship under a brutal military dictatorship; private investment has picked up; and large projects, such as the Maputo Transport Corridor (between Mozambique and South Africa), are offering some solutions to Africa's pressing infrastructure needs. In addition, more effective regulation in key sectors—such as opening up West Africa's airspace to competition—will also help to galvanize economic performance.

"Africa has huge challenges but the good news is that in the past five years growth rates in these countries have been picking up, and we are beginning to see greater participation and democ-



Lusaka, Zambia.

Edwin G. Huffman, The World Bank.

ratization in African countries," says Callisto Madavo, vice president of the World Bank Africa region. "People are more concerned about corruption, and are holding their governments accountable. All this is very encouraging and paving the way for Africa's development."

But Africa's challenges remain enormous. The study—jointly compiled by the African Development Bank, the African Economic Research Consortium, the Global Coalition on Africa, the United Nations Economic Commission on Africa, and the World Bank—says that despite progress since 1995, Africa enters the 21st century with some of the world's poorest countries.

Average income per capita is lower than at the end of the 1960s. Incomes, assets, and access to essential services are unequally distributed. The region's total income is not much more than Belgium's, and is divided among 48 countries with a median GDP of just over US\$2 billion—about the output of a town of 60,000 in a rich country. Excluding South Africa, the continent has fewer roads than Poland. And HIV/AIDS is fast reversing some of the social gains of the last 40 years. For example, two African countries now have HIV infection rates in excess

of 25 percent of the adult population: Botswana, 25.1 percent, and Zimbabwe, 25.84.

Given these challenges, how can Africa prosper in the 21st century? According to the study, fundamental policy changes will be required to improve Africa's prospects. With its rapidly growing population, the region needs to grow by five percent a year just to keep the number of poor from rising. If the percentage living in dire poverty is to be halved by 2015, annual growth will have to exceed seven percent and income must be distributed more equitably.

This will require decisive action in four main areas:

- Resolving conflict and improving governance to guide political and economic development.
- Greater equity and more investment in Africa's people.
- Increasing competitiveness and diversifying economies.
- Better support from the international development community.

"Although the challenges facing Africa may seem insurmountable, the continent has enormous untapped potential and hidden growth reserves," says Alan Gelb, chief economist for the World Bank's Africa region, speaking on behalf of the steering committee of the new report. "The development process is cumulative, with success in one area opening up opportunities in others. Like other developing regions, Africa can benefit from virtuous circles, involving different aspects of development."

## Investing in People

To claim the 21<sup>st</sup> century, Africa must overcome its human development crisis, and tangibly improve the quality of life for its people—particularly its women, children and the poor, the report says.

Africa's future economic growth will depend less on its natural

resources, which are being depleted, and more on its labor skills and its ability to lower birth rates. Poor health costs Africa twice as much as any other region. Investing in people promotes their individual skills and prospects and gives them the ability to lift themselves out of poverty.

African women are a hidden growth reserve. For example, the report shows that African women work far longer hours than African men, especially in agriculture and also in the home, collecting water and firewood, and yet due to local customs and legal restrictions, women have less access than men to resources

such as land, and other assets like credit, fertilizer, and education. Between 1960 and 1990, average schooling for African women increased by only 1.2 years, the lowest gain of any region.

Studies suggest that if African women were given equal access to education and other productive resources, national growth rates could be as much as 0.8 percentage points higher. The report says, therefore, that boosting gender equality in Africa could have considerable potential to accelerate growth.

It also notes that, while more money is needed for investing in people, so is imaginative reform. For example, in Uganda, maternal mortality was halved in three years when traditional midwives joined forces with public health centers to use modern communications in their local work.

Access to basic services needs to be improved throughout the region and the many successful examples of decentralized delivery should be expanded more broadly. Extra financial resources, community participation and stronger international cooperation can support these efforts. But these investments will be futile if African leaders do not fight HIV/AIDS more effectively. ■

By Julius Wamey, Editor

## World Bankers Race (Continued from page 1)

year's race, some \$3.1 million, went to 24 hospitals, research centers, and breast health organizations in Washington, DC.

"Not only did the team raise money for breast cancer research and education," says Cheri Bennett, the Health Services Department's health promotion manager and team organizer, "but also hope and a collaborative team spirit of those walking in memory or in celebration of someone close to them. The support of those involved was tremendous."

"There are so many small things that you can do that add up," says Senior Human Resources Officer Eric Schlesinger. "We can all do our part in both our work and in our communities—whether it is done here in Washington or the home countries and field offices." Every year since 1995, Eric has raced for a cure for breast cancer, wearing an "In Memory of..." banner that carries his mother-in-law's name.

Traditionally, breast cancer survivors in the Race for the Cure wear pink T-shirts, while other participants wear white. But all are allowed to attach pink "In Celebration of..." and "In Memory of..." banners to their shirts. Some banners say "In Celebration of...Me," others say "In Celebration of...All the Women," and others simply say "In Memory of...Grandma."

Rose-Marie Harris, a temporary staff member in the Africa region, walked to show her support for those battling breast cancer. She proudly recognizes the fact that she was the World Bank's oldest participant. "Don't forget," says Rose-Marie, who became a bride in January of this year, "that three out of the ten staffers in our unit [AFTF3] participated in the Komen Race—this is an excellent ratio."

Salma Sulemanji, a program assistant in PRMPS, also walked to show her support, following closely on the heels of her participation in last month's Avon 3-Day Walk for the Cure. "At first, I thought it would be fun," says Sulemanji. "But then, I realized I must do this. I must do something to help." In one week, she raised the required \$1,850 in sponsorship to participate in the 60-mile Avon event, and began training last Sunday for next year's Avon 3-Day Walk.

For her part, INFUD Program Assistant Maria Eugenia Quintero did not walk alone in memory of her sister, who passed away from Non-Hodgkin's Lymphoma in 1999. "I started participating in the race in 1998 with the Inter-American Development Bank—that's where my sister worked for 27 years. Back then, I ran in support of her as a 'survivor.' In 1999, after she passed away, my family went on our own 'In Memory of...' And now, in 2000, I joined the Bank team with the five children from both of our marriages, and my husband."

Connie Eysenck, a breast cancer survivor and publications officer in EXTOP, discovered a lump while on mission in Africa. Upon returning to Washington, she was diagnosed with Stage II breast cancer that had spread to a lymph node. She and her family decided to "hit it as hard as we could," undergoing four months of chemotherapy and six weeks of radiation treatment.

Regarding the Komen Race, Eysenck says, "You can understand the pink T-shirts, but the white...it's pretty staggering. You get to see people in the best possible light."

Eysenck and other World Bank staffers, including a nurse in the Health Room, are establishing an informal group to offer support to those diagnosed with breast cancer. Although they are still working on their objectives, they hope to formalize the group shortly. Most members of the group are survivors, and others are "chemo buddies," good friends that showed support during a friend's treatment.

But, says Eysenck, this is not to belittle the support services offered by the Bank: "When something like this happens, the World Bank support system is phenomenal, and colleagues and friends in EXT and elsewhere were amazing."

During the past few years, a higher than normal incidence of breast cancer has been found among World Bank staffers. A health report released in July 1999 found that "Bank women have an 80 percent higher incidence of breast cancer than US

women of the same age."

To address this concern, the Health Services Department established a Breast Health Program in 1994, when the Bank knew anecdotally and through insurance claims that the rate was high, but had no solid proof. The cornerstone of the program is onsite mammography, which in its first four years of operation, screened more than 3,000 women.

HSD also sponsors an annual Breast Cancer Walk in October, and organizes educational programs on women's health issues, including breast cancer, throughout the year, says Bennett. Participation in the Susan G. Komen Race will become a regular component of the program.

The Health Services Department is now teaming up with the Staff Association to take breast cancer awareness among Bank staffers to a higher level.

"While the Bank has put a number of initiatives in place, we feel that with the Bank population of 5,474 women, we haven't addressed the problem adequately," says SA Chair Morallina George. "If there is a problem, we need to know what it is. If there isn't one, we need to communicate that as well. To find out, we plan to work with the new HSD director, when appointed, to fund research or else conduct it ourselves."

In the meantime, the two groups co-hosted a breakfast, June 27 from 8:30-10 am in the MC Atrium, to thank those who participated in the race. Carolyn B. Hendricks, MD, a well-known oncologist specializing in breast cancer, was expected to speak at the event.

**Helpful links:** For more on the breast cancer support group get-togethers, contact Connie Eysenck at [ceysenck@worldbank.org](mailto:ceysenck@worldbank.org). Visit <http://hsd/brstcare.htm> for more on HSD's breast care program. For information on the Bank's participation in next year's Komen 5K Race, contact Cheri Bennett at [cbennett@worldbank.org](mailto:cbennett@worldbank.org).

*Katherine Ferrey, EXTPT*

*Deborah Campos and Frank Vincent, photo coverage.*





# Bank Hosts Travel Health Symposium

## Travel stress and jet lag affect well-being, work

*"On mission we work late into the night and on weekends – when I get back to HQ the amount of e-mail and unfinished business is almost overwhelming."*

*"My spouse seems tired and irritable much of the time – the children and I have learned to keep our distance"*

*"I worry about staying in touch with my teenaged daughter when I am away... she needs my guidance"*

*"My son points to airplanes in the sky and says, 'Is that daddy?'"*

*"Don't underestimate the forgetfulness of even seasoned travelers — I know what I need to do to stay balanced and reduce the stress of travel, but I don't do it consistently!"*

These and many other comments on travel stress highlight some of the issues that almost 100 health professionals from 50 different organizations discussed at a professional Travel Health Symposium in late April, hosted by the Joint Bank-Fund Health Services Department (HSD) here at the Bank.

The symposium, titled "Stress, the Business Traveler and Corporate Health," was co-sponsored by the American College of Occupational and Environmental Medicine (ACOEM). Speakers on the agenda included health researchers who reported on three of only a handful of published studies of stress among business travelers, as well as experts on jet lag and other travel research. A panel of medical directors, from SmithKline Beecham, General Electric, British Airways, the United Nations, and our own Joint Bank-Fund department, reviewed the current status and future directions for occupational health and research on travel.

The symposium was developed as a result of two published studies by HSD that showed Bank travelers to be more at risk for stress than their non-traveling colleagues. Concerned about stress among the more than 5,000 traveling staff of the Bank and Fund, HSD communicated with occupational health professionals at other organizations internationally, and many of them identified these same stresses among their travelling employees. Yet very little has been done to study the psychosocial aspects of travel or the effects of frequent travel on work functioning among business travelers. The Bank's Travel Health Symposium was the first professional meeting to specifically address these issues.

In addition to its two previous studies of travelers, HSD recently has done a review of stress-related health problems among spouses of travelers. It appears that they, too, share a higher level of stress with their staff member spouses. Furthermore, Helen Frick, Manager of Staff Services, presented at the Symposium on recent surveys done by her group on the personal and family impact of travel. These surveys confirmed that the impact of travel stress is high among Bank staff and their families and negatively impacts work-life balance.

Among the other speakers at the symposium were several medical experts on jet lag and sleep disorders. There was consensus that jet lag adds to the other stresses that many traveling employees experience. Time zone travel results in physiological



Panel found that little has been done to study the psychological effects of travel on staff

changes that can affect mood, concentration and judgement, which has implications for quality of work and work relations. Physiological changes due to time zone travel may have more of an effect on work performance than many travelers realize.

These facts and many comments from the attendees, including several corporate medical directors, raised questions about the effects of frequent business travel on work functioning of employees. Bernhard Liese, former medical director and currently Senior Advisor, Human Development in the Africa Region, stated in his keynote address that if there is a psychosocial impact of frequent travel on staff and their families, "it is most certainly mirrored in the work place". One very key issue is how organizations should promote healthy work environments for their travelers.

What do these findings on stress and jet lag mean for the World Bank and the IMF? At a minimum there are some health costs associated with travel stress. Just as important are the potential costs to effectively accomplishing the business of the Bank and Fund. What can be done should be done to help?

Travelers and their families have some suggestions:

- enforce limits on the amount of travel undertaken by a staff member, and monitor this
- manage travel to reduce the uncertainty of mission timing
- staff and managers commit to a flexible day off for staff after travel
- allow for more calls home to family while on mission

According to Lennart Dimberg, Occupational Health Specialist, and Jim Striker, Clinical Psychologist, who headed the HSD team that developed and implemented the symposium, HSD plans several follow up actions. HSD will follow up with several corporate medical departments and travel researchers for further research and to share best practices for promoting psychosocial health among travelers. One area for further study is the impact of jet lag on work functioning, especially given the background of cumulative fatigue for many who are already working long hours under pressure.

HSD plans a series of articles in HealthBeat to highlight some tips and suggestions for travelers, as well as updating staff on the latest research. Program activities for more education on travel health, jet lag, and stress are also in the works. One of HSD's ideas is to collaborate with the travelers themselves and their spouses, in order to develop best practice recommendations for minimizing travel stress and maximizing skills for coping with stress and jet lag.

Do you want to give your perspective/ideas on what helps or would help you and your colleagues to maintain your personal and family health — with less stress — while traveling for the Bank or Fund? Send e-mail comments to [TravelSymposium@worldbank.org](mailto:TravelSymposium@worldbank.org).

## UN Gender Conference (Continued from page 1)

The Platform for Action agreed to in Beijing provides "principles, goals and policy approaches that women in all parts of the world find of great value in their daily struggle to improve their lives," said UN Secretary General Kofi Annan as he opened the session on "Women 2000: Gender Equality, Development and Peace in the 21st Century" on June 5.

Annan said he was greatly encouraged by the spirit of cooperation on the final document, noting the progress and efforts made to combat trafficking, domestic violence and honor crimes; to ensure women's full enjoyment of their rights to health and related services; to empower women economically and politically; and to encourage their full participation in peacekeeping, peacemaking and preventive diplomacy.

Despite progress made in the last five years, the goals of Beijing still need to be met. Women still earn less than men, have higher unemployment rates, are more often unemployed, and are generally poorer than men, said Annan. And "most countries have yet to legislate in favor of women's rights to own land. Violence against women is still increasing—both in the home and in the newer types of armed conflict which target civilian populations."

These inequalities have serious consequences and are the foundation of the World Bank's commitment to gender equality, said the World Bank's Gender and Development Director Karen Mason, who represented the Bank at the week-long meeting. "It is clear from everything we know—based on years of on-the-ground experience and policy research—that gender is a fundamental development issue," said Mason.

The 1995 Beijing platform urged the World Bank to take four concrete steps: to increase lending for basic education, health, and credit programs that benefit girls and women; to systematically consider gender perspectives in all Bank projects; to promote the participation of grassroots women's organizations in the formulation of national economic policies; and to increase the number of women in management positions at the World Bank itself.

"The World Bank has worked to promote greater female participation in development for many years now," said Mason. "But we used the momentum created by the Beijing Conference to redouble our efforts—to broaden and deepen our commitment to gender equality in all aspects of our work. And in each of the areas where our partners challenged us to do more, we have seen considerable progress."

But, said Mason, this isn't "the moment to rest on our laurels." Some of the recent gender gains remain fragile, and in some countries, rapid socioeconomic changes have resulted in setbacks and created new challenges. To meet these, "the World Bank is committed to redoubling its efforts to promote gender equality as part of the fight against poverty." It aims to do so by accounting for the positive links between gender equality, growth, and poverty reduction; by strengthening female participation in the policymaking process; and by integrating gender into development policy dialogues.

Mason and other members of the Gender and Development Group hosted a special session June 6 to discuss "Engendering Development," a draft policy research report that analyzes the relationship between gender and economic progress in developing countries. Two years in the making, "Engendering Development" was also released on the Internet for a discussion timed to coincide with the special session. Around 500 government and NGO representatives attended the June 6 session,

chaired by World Bank Vice President for Poverty Reduction and Economic Management, Kemal Dervis.

"Much of the recent debate about gender and development has pitted growth-oriented approaches against rights-oriented approaches," said report co-author Elizabeth King, presenting highlights from the study. "But the evidence we examined suggests that economic development and institutional change are complementary—and that both are necessary."

Report co-author Andrew Mason said the research team's review of experience in more than 100 countries concluded that "although income growth and economic development are good for gender equality in the long run, growth alone cannot deliver the desired results." He said that societies progress more rapidly if they also adopt specific measures, such as equal rights to land and access to infrastructure and services, to narrow gender gaps.

Panelists—including Eveline Herfkens, the Netherlands' minister for Development Cooperation, Irene Santiago, president of the Center for Women's Leadership, Philippines, and Mona Zulficar, senior partner and chairperson of Shalakany Law Office, Egypt—urged the World Bank to implement the recommendations of the report.

"Great report, but what are you going to do about it?" asked Herfkens. "Since Beijing, we have seen a number of excellent World Bank reports on various topics. The World Bank must make sure it translates the policies recommended in the report into action." Herfkens also called on the audience to make sure

their representatives on the Board of the World Bank and similar institutions promote the empowerment of women as a primary concern.

Santiago urged the Bank to push for increasing women's political participation and voice: "On average we have seen a 1 percent increase in women's political participation per decade. It is clear that the World Bank together with the development community at large must do more in this area."

Wrapping up the panel discussion, chairperson Dervis encouraged UN country delegations to help the Bank by appointing women executive directors and promoting gender mainstreaming in their own policies.

As a special contribution to the meeting, the Bank produced a [website](#) and a [report](#) highlighting the institution's actions since Beijing to integrate gender issues into its development work and organizational culture and structure. Some 2,000 NGO representatives and government delegates stopped by the Bank's information booth to pick up copies of the report, "Advancing Gender Equality: World Bank Action Since Beijing."

Among the hundreds of speakers was US First Lady Hillary Clinton, who delivered a spirited speech on women's rights at a UNIFEM event on the meeting's opening day. "We are committed to making this journey together," Clinton told a cheering audience. She praised the UN for leading the global push for women's empowerment, but cited areas in which women's rights remain under attack.

US Treasury Secretary Lawrence Summers also spoke at an event organized in conjunction with the UN meeting. Citing recent research presented in "Engendering Development," he highlighted the strong linkages between female education and economic growth in developing countries.

Some 30,000 participants, in addition to the meeting's official delegates, attended a myriad of forums for nongovernmental organizations. More than 125 events focused on such diverse topics as microcredit, young women's health, and the trafficking of women. ■

By Angela Gentile-Blackwell, EXTME

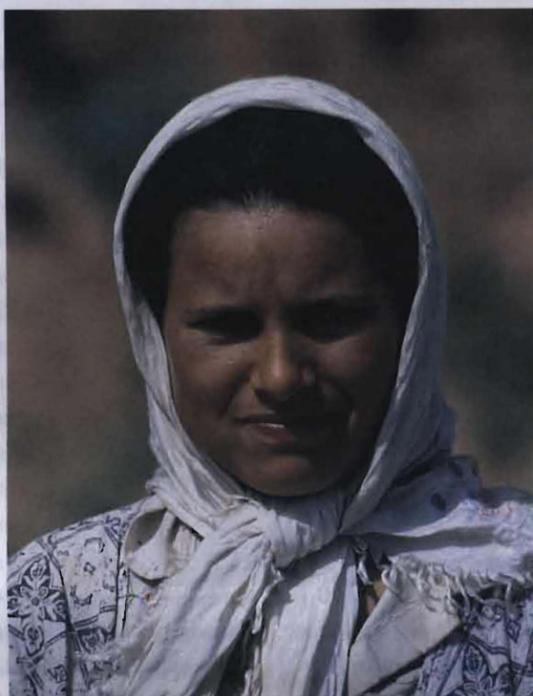


Photo by Curt Carnemark, The World Bank

## "Our Dream: A World Free of Poverty"

New book details good intentions and solid outcomes of Bank projects

*The project expects to halve malnutrition among preschool children in the target areas by 2003, thereby increasing their readiness for school and supporting Uganda's drive for universal primary education.*

Critics of the World Bank tend to focus their fire on the large infrastructure projects it finances or supports, such as dams, roads, and now a pipeline, charging that these projects mainly serve to swell the foreign bank accounts of third world dictators and ruin the environment. While at some time these charges might have been exaggerated but justified, the Bank long ago moved away from such practices, with less than 25 percent of its lending now going to large infrastructure projects.

What the critics ignore are the hundreds of low-key development projects, often tucked into the hinterlands of developing countries, which would not make page 10 of a major newspaper in the west, but which sometimes spell the difference between life and death in those countries.

Now the real achievements of the Bank are finally being dramatized in a book about the frontline work of the Bank's field office staff and project managers. These are not abstract theorists of the condition but rather the missionaries of development who have a view of poverty from the trenches. These are people who spend years of their lives visiting and studying the communities they are committed to help out of the misery in which nature, bad policy choices, corruption or bad governance have kept them mired for decades. Their story is now being told in an about-to-be-published book, *Our Dream: A World Free of Poverty*, in clear, non-technical prose, with examples of success stories that would leave few of us indifferent.

"I am humbled by the villagers, slum dwellers, local project managers, government officials, and nongovernmental organizations in these stories," says Bank Group President James D. Wolfensohn in his foreword to the book. "What do the stories say? That better health, well being, and safety are possible for the poor. That people can take advantage of economic opportunities. That women can obtain an education and skills and support themselves."

The stories, covering 15 countries across the regions, say this and more, and as Wolfensohn notes, exemplify the progress that communities can make when they become the genuine agents of development, working together to create small businesses, improve nutrition and child care, reduce violence and build infrastructure.

The most arresting feature of the book is not the clear, simple narrative style, which is already a radical departure from the jargon-laden prose of World Bank literature, but the photographic illustrations that provide compelling visual evidence of dramatic changes in people's lives around the world. Many of them show a sharp contrast between conditions before the intervention of a Bank project and those same conditions after Bank staff have been and gone. Only photographs can convey this scale of

change believably to the general public, which is what this book has done.

While some of the projects were of a modest scale, many were ambitious undertakings, aimed at changing not only the way of life in many communities, but transforming cultural and belief systems that were helping to keep entire countries mired in

poverty for decades. Such was the case of girls' education in Bangladesh.

### An Equal Chance for Girls

Secondary education requires tuition fees in Bangladesh. Transportation, uniforms, sports, school supplies, and examination fees are additional. And Bangladesh is so poor that even for the so-called middle class, one child's tuition can consume as much as half of the family's disposable income.

To encourage families to educate their girls and help cover the high costs, in the early 1990s the World Bank and the government of Bangladesh set up the Female Secondary School Assistance Project. This project's goals are to increase the number of girls enrolled in the first several years of secondary school (grades six to ten) and help them to pass their secondary school certificate examinations so that they become qualified for employment.

The project aims to hold the girls in their studies, discourage them from early marriage and child bearing, and thereby slow population growth. By its nature, the project should help a new generation of women to emerge more confident and with a higher status in society.

The Bank-supported project covers about one-quarter of the country. But, because requests for stipends have been numerous, in 1994 the government decided to expand coverage to the entire country. The Asian Development Bank and the Government of Norway are assisting with the national program.

"The supervision reports show how the families, villagers and government have rallied around girls' education," says project team assistant Deborah Lee Ricks. "I think this project will have a long lasting impact on the status of females in Bangladesh," she adds.

### Feed the Children

Another ambitious scheme aimed at long term results is underway in Uganda, where the Nutrition and Child Development Project covers 8,000 communities in 25 of Uganda's 45 districts. Its approach is to teach better child care practices, including those that will improve psychosocial and cognitive development and increase families' opportunities to earn income.

The project expects to halve malnutrition among preschool children in the target areas by 2003, thereby increasing their readiness for school and supporting Uganda's drive for universal primary education. An underlying principle is that early childhood development will ultimately pay for itself by reducing the costs of having children drop out and repeat grades.

The project's approach is to help develop pre-schools and health centers and to teach alternatives to traditional behaviors. Other components include growth monitoring, immunizations, pre- and postnatal care and counseling, and cooking and gardening demonstrations. Nongovernmental organizations mobilize the parents and surrogate parents and provide facilitation at the community level.

The project makes grants for community micro-projects that promote the well being of children. Local nonprofit organizations help the communities assess needs, propose activities, and apply for the grants. The grants pay for such items as daycare materials, gardening tools, and seeds. The nonprofit organizations provide technical supervision and training in such skills as savings,



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management, and basic accounting. For their part, communities contribute goods or services.

The results have been gratifying, according to community residents and project staff. "I didn't know my child was malnourished," says a mother in one of the communities, "all the children in the village look like this."



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"Uganda is a fertile country. Just toss a seed and it will grow," says project task manager Marito Garcia. "So what we have is a big job of advocacy, training and communication. In fact, I think perhaps the most unusual feature of this project is that we do not have much in the way of physical inputs other than weighing scales, preschool materials, seeds and gardening tools," he adds.

### Rebuilding History in the Sierras

Six years ago, the Shining Path guerrillas of Peru would have murdered an outsider, says the author of *Our Dream*. Now, in the high Sierras, World Bank staff are helping the Quechua Indians rebuild pre-Hispanic terraces and irrigation systems, replant decimated forests, and start women's businesses. Modern farming and conservation, combined with ancient tools and practices, are giving hope to this beautiful region.

The Sierra Natural Resources Management and Poverty Alleviation Project seeks to bring one-quarter of the land in targeted watershed basins under integrated agroforestry management. To accomplish this, the project is helping the farmers to establish resource management committees and training them to control pests, protect trees against damage by domestic animals, manage re-growth, and integrate environmentally sound practices into both their farming and their forestry activities. In addition, the aim is to develop 540 communal tree nurseries, produce 20 million seedlings, and plant 17 million trees. The campesino nursery operators are able to sell their seedlings to forestry projects. Because this is a profit-making business, many communities are moving ahead on their own and copying one another even without project support.

"The women have been amazingly enthusiastic," says Pierre Werbrouck, task manager and the Bank's resident representative in Peru. "The people spend the entire off-season doing the work. The benefits are so strong that the communities are knocking on the door. The reason is that the project helps people do things they really want to do. Nothing is imposed," he says.

Many people outside the development community find World Bank literature to be as soporific as a cup of cocoa at bedtime. *Our Dream: A World Free of Poverty* is not likely to put anyone to sleep. If the photographs, which so tellingly dramatize the human capacity to overcome adversity, don't grab and hold the reader's attention, Sandra Granzow's narrative surely will. While presenting highly substantive, well-documented success stories, the book is also part travelogue and part Bank family album, with Granzow supplying the commentary.

"This volume not only shows that effective public action can make a difference to poverty in all its complexity," writes PREM director Michael Walton in his introduction to the book, "it also highlights the importance of understanding the impact of development measures on the poor."

*Our Dream*, which grew out of a revolving photo exhibition mounted in the MC in 1999, was a labor of love for the many Bank staff associated with it and for the author. Granzow says she was inspired by Dominique LaPierre's *City of Joy*, a book that salutes the heroic struggles as well as the generosity and neighborliness of Calcutta slum dwellers living in the most desperate of circumstances.

"My aspiration is that, in some humble way, this volume too will inspire admiration for the people in it and increase the commitment to eradicate poverty," she says.

The book, whose parentage includes the Bank's management, PREM, and the Staff Association, will be published in September by Oxford University Press. ■

*By Julius Wamey, Editor*

## Bank Hosts Summit of Supreme Court Justices

### New network to facilitate communications created

The World Bank facilitated a historic event in the evolution of judicial reform on Monday, June 5, when the chief Justices of 11 Supreme Courts from Latin America and Spain signed an agreement to improve communication and cooperation among them through a new network called IUDICIS. The signing ceremony was the culmination of a day long conference and discussions between the Chief Justices from Argentina, Brazil, Guatemala, Colombia, Costa Rica, Venezuela, Spain, Nicaragua, Panama, El Salvador and Dominican Republic. The Latin America and Caribbean Region's Public Sector Reform Unit organized the conference, just a day ahead of the Comprehensive Legal and Judicial Development Conference. Observers from other countries including France, Canada, Singapore, Pakistan, South Africa, and the United States attended the conference as well.

At the conference, the organizers unveiled the prototype for a new website, <http://www.iudicis.com>, which will facilitate both confidential information exchange at the highest levels as well as provide some public access. High level judicial officers and judges will be able to exchange opinions and information; organize meetings and attend virtual courses. Public access information includes a virtual course on human rights aimed at judges, public and fiscal defenders, lawyers and members of non-governmental organizations; a common database concerning all themes considered priorities at the first Summit of

Presidents of Supreme Courts held in 1988. Information on the website is available in four languages including Spanish, English, Portuguese and French.

Participants at the conference had varying expectations and impressions. One participant said that primarily she was pleased with the information exchange because it would improve the status quo of not having any information exchange at all. Another said that any communications between judges was good. "I will quote a saying from back home in South Africa: clerks talk with magistrates, magistrates talk with judges and judges, they talk only with God," quipped another member. An observer remarked that some of the participants appeared unsure of the degree of access to information and felt that this was an issue needing to be addressed in each country and together. ■

*By Yeddanapudi Radhika*

*Justices signed agreement to improve communication and cooperation.*



# Greed for Diamonds Fuels Civil Wars

New report challenges popular notions about origins of civil conflict

**N**ew World Bank research suggests that civil wars are more often fueled by rebel groups competing with national governments for control of diamonds, coffee, and other valuable primary commodities, rather than by political, ethnic, or religious differences.

The new report, *"Economic Causes of Civil Conflict and their Implications for Policy,"* looked at 47 civil wars from 1960-99 and shows that countries earning around a quarter of their yearly GDP from the export of unprocessed commodities face a far higher likelihood of civil war than countries with more diversified economies. Without exports of primary commodities such as gemstones or coffee, "ordinary countries are pretty safe from internal conflict, while when such exports are substantial, the society is highly dangerous," the report argues. "Primary commodities are thus a major part of the conflict story."

Since conflict prevention has so far paid little attention to these causes of conflict, there is considerable scope for both domestic and international policy to prevent civil conflict more effectively, the report says.

Rebel groups in vulnerable countries "loot" primary commodities to stay financially viable, according to the report. This allows them to pay their large numbers of young, poorly educated soldiers and to keep their rebellion alive at home and abroad.

"Rebel groups need to meet a payroll without producing anything, so they prey on an economic activity that won't collapse under the weight of their predatory activities," says Paul Collier, author of the new study and director of research for the World Bank's Development Economics Department.

"Primary commodities are the most 'lootable' of national assets because they're tied to a single spot like a diamond mine or a coffee plantation," says Collier. "Once a mine shaft has been sunk, it's worth exploiting even if much of the anticipated profits are lost to the rebels. Once coffee trees have been planted, it's still worth harvesting their crop even if much of the coffee has to be surrendered. Thus, rebels don't kill off the activity or force it to shift elsewhere as would happen if manufacturing were the target."

Collier says the "looting" of such resources explains many current and former civil conflicts. In Sierra Leone, for example, the capture of rich diamond mines by rebels and the subsequent sale abroad, is one of the main reasons for renewed bloodshed in the war-stricken country. In Colombia, the rebel group FARC runs lucrative drugs and kidnapping businesses to finance their war against government forces, prompting Collier's speculation that without such illegal profits, believed to be more than \$700

million a year, the conflict could have been settled some time ago. Also, the Angolan rebel group, UNITA, is reputed to have accumulated more than US\$4 billion in financial assets during its first war with government forces, some of which was then later used to start a second round of war. At least half of UNITA's war chest came from diamond mining.

While the most powerful risk factor for civil war is heavy national reliance on exports of primary commodities, other factors such as history, the size of diasporas, economic decline, and the ethnic and religious composition of a country also play a significant role.

With its capacity for killing and maiming civilians and destroying property, civil war threatens the development prospects of many of the world's poorest countries, in many cases rolling back decades of progress. More than 4 million people have been killed since 1989 in mostly internal conflicts. Millions of others have been displaced as refugees, and countless numbers of landmines remain scattered across the world, claiming more than 25,000 casualties a year.

Founded in 1944 to help re-build Europe after World War II, the World Bank has become increasingly involved in post-conflict reconstruction work in developing countries afflicted by war. For example, it is coordinating reconstruction aid for Kosovo, Bosnia, the Democratic Republic of the Congo, and the West Bank and Gaza. The Bank has also supported the re-integration of former combatants in Cambodia, Chad, Djibouti, Mozambique, and Uganda; the re-integration of refugees and internally displaced people in Azerbaijan, Liberia, Rwanda, and Sierra Leone; and community development in Angola, Colombia, Eritrea, and Rwanda. Damaged infrastructure has been rebuilt in Azerbaijan, Haiti, and Tajikistan, while de-mining programs have been financed in Azerbaijan, Bosnia, and Croatia.

Each of these interventions, along with reintegrating refugees and former combatants, have been carried out in partnership with the United Nations, the International Monetary Fund, regional development banks, bilateral donors, and nongovernmental organizations.

Overall Bank responsibility for post-conflict reconstruction work lies with its country teams, which include experts in areas such as education, health, and infrastructure. To support its country teams, the Bank created a Post-Conflict Unit, which has seconded skilled staff from the International Committee of the Red Cross and other humanitarian organizations, to form a rapid-reaction group capable of responding quickly once hostilities in a given country cease.

With grants totaling \$21 million over the past two years, the Bank has shown that offering emergency funding in countries threatened by or emerging from conflict is vital to reinforce a fragile peace process, deter resurgent violence, and build a foundation for sustainable development.

"Fostering development in countries besieged by civil war is clearly not business as usual," says Nat Colletta, manager of the World Bank's Post-Conflict Unit, and a social anthropologist with long ties to post-conflict work in Africa. "Rebuilding their physical assets like hospitals, bridges, and homes, and getting the macro economic framework right, may be necessary but peace needs more than this to survive. Re-knitting the social fabric of war-torn societies is the new critical ingredient for ensuring sustainable peace and development for millions of people who have lived through the hell of civil war."

By Angela Gentile-Blackwell



Photo by George Gerster, the World Bank