



**IDA17 Mid-Term Review**

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**GENDER EQUALITY**

**Progress Report**

**IDA Resource Mobilization Department (DFIRM)  
Development Finance (DFi)**

**September 28, 2015**



## ACRONYMS AND ABBREVIATIONS

AGI	Adolescent Gender Initiative
CCSA	Cross Cutting Solution Area
CGA	Country Gender Assessment
CGAPs	Country Gender Action Plans
CMUs	Country Management Units
CPF	Country Partnership Framework
CSIs	Core Sector Indicators
DRC	Democratic Republic of Congo
EAP	East Asia and Pacific
EBRD	European Bank for Reconstruction and Development
ECA	Europe and Central Asia
FCSs	Fragile and Conflict-affected States
GBV	Gender-based Violence
GIL	Gender Innovation Lab
GLC	Gender Leadership Council
GPs	Global Practices
GSF	Goldman Sachs Foundation
IBRD	International Bank for Reconstruction and Development
ICR	Implementation Completion and Results Report
ICT	Information and Communication Technologies
IDA	International Development Association
IFC	International Finance Corporation
ILO	International Labour Organization
ITU	International Telecommunication Union
LCR	Latin America and Caribbean
MIGA	Multilateral Investment Guarantee Agency
MNA	Middle East and North Africa
M&E	Monitoring and Evaluation
RGAPs	Regional Gender Action Plans
RMS	Results Measurement System
SAR	South Asia
SCDs	Systematic Country Diagnostics
SDGs	Sustainable Development Goals
SMEs	Small and Medium Enterprises
TTL	Task Team Leader
UFGE	Umbrella Facility for Gender Equality
WBG	World Bank Group
WBL	Women, Business and the Law
WEOF	Women Entrepreneurs Opportunity Facility

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## Executive Summary

**i. Gender equality is one of the four special themes for the IDA17 Replenishment period (FY15–FY17).** Building on the achievements of gender mainstreaming in IDA16, Management committed to step up its commitments to advance gender equality during IDA17, with ambitious actions at the country, regional and corporate levels, as well as a specific focus on Fragile and Conflict-Affected States (FCSs). This paper presents an overview of the implementation of these commitments over the last year and a half, highlights key areas of progress and constraints in implementing the strategic directions for IDA’s work on gender equality, and lays out the priorities to be tackled in moving forward.

**ii. Substantial progress has been made in implementing all of the IDA17 gender-related commitments.** Broadly, IDA Deputies called on IDA to: deepen integration of gender equality considerations in country strategies and operations (including a renewed gender strategy); strengthen feedback loops and reporting to enhance results and impact on gender equality; and to support efforts to address gender-based violence (GBV) issues in fragile and conflict-affected states (FCSs). Key developments against these commitments are shown in the table below.

**iii. To support these goals reflected in the IDA17 commitments, a range of steps have been undertaken to strengthen knowledge and results.** Groundbreaking analytical work, such as the recent *Leveling the Field* and *Voice and Agency* reports, provide concrete evidence that empowering women and girls is a key factor for shared prosperity. An unprecedented number of impact evaluations are being carried out in IDA countries to generate evidence on how to close the gender gap in earnings, productivity, assets, and agency.

**iv. Data gaps in IDA countries are being filled.** The dearth of data in IDA countries is a bottleneck in designing interventions to address disparities between males and females. IDA is working in a range of countries to build government capacity to collect more data and produce high quality sex-disaggregated statistics in a timely manner in key areas such as jobs and asset ownership. However, the progress is still uneven, and more efforts are needed to assist countries in collecting the relevant data.

**v. Priorities for looking ahead.** The IDA replenishment process has reinforced the World Bank Group’s (WBG) commitment to gender equality and catalyze practical actions to integrate gender into the Bank’s operational work, both within and beyond IDA countries. The renewed gender strategy will build on these earlier commitments. It will raise the bar for the WBG, with a clear focus on what works to close gender gaps.

### Summary Status of IDA17 Gender-related Commitments at Mid-Term Review

<i>Develop a renewed strategy for gender equality</i> , with more ambitious targets, a new methodology for measuring progress, and an agenda for pushing ahead on new frontiers with transformational impacts	<i>Ongoing:</i> <ul style="list-style-type: none"> <li>• Applicable for the first time across the IBRD, IDA, IFC and MIGA, new Gender Strategy is being developed and consulted widely</li> <li>• Board discussion expected in December, 2015</li> </ul>
Introduce a mechanism to <i>strengthen learning and results through an assessment and rating of gender performance at project exit</i> , building on the systematic tracking of project Implementation Status and Results Reports, enhanced efforts on impact evaluations and merging architecture associated with the learning reviews	<i>Ongoing:</i> <ul style="list-style-type: none"> <li>• As part of the upcoming gender strategy, a robust framework is being developed to help track results and capture lessons throughout the project cycle</li> </ul>

<p>Deepen integration of gender considerations into country strategies: <b><i>all IDA Country Partnership Frameworks (CPFs) will incorporate gender considerations into the analysis, content of the program and the results framework</i></b></p>	<p><i>Ongoing:</i></p> <ul style="list-style-type: none"> <li>• In FY15, Myanmar was the first IDA country (and FCS) to implement the new WBG country engagement model. By fully addressing gender gaps in the analysis, content and results framework of its CPF, it established a strong foundation for the CPFs of other IDA countries</li> <li>• As teams prepare for more IDA CPFs in FY16 (four<sup>1</sup> expected by end-October), solid upstream analysis is well underway to identify constraints to growth and poverty reduction due to disparities between males and females</li> </ul>
<p><b><i>All regions will implement and monitor the Regional Gender Action Plans (RGAPs)</i></b>, which allows diverse regions of the Bank to tailor plans and corresponding indicators to regional and country context</p>	<p><i>Ongoing:</i></p> <ul style="list-style-type: none"> <li>• In place: Africa and Middle East and North Africa regions</li> <li>• Updates approved in September 2015: Latin America and Caribbean and South Asia regions</li> <li>• Updates pending after Gender Strategy: East Asia and Pacific and Eastern Europe and Central Asia regions</li> </ul>
<p><b><i>Strengthen knowledge of what does and does not work to close gender gaps in IDA countries through monitoring and evaluation</i></b>, 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</p>	<p><i>Continuous:</i></p> <ul style="list-style-type: none"> <li>• Regional Gender Innovation Labs conducting more than 75 impact evaluations</li> <li>• Gender CCSA monitors results</li> <li>• Sex-disaggregated core sector indicators monitored twice/year</li> </ul>
<p>IDA will <b><i>roll out statistical activities to increase sex-disaggregated data and gender statistical capacity in at least 15 IDA countries</i></b></p>	<p><i>On track:</i></p> <ul style="list-style-type: none"> <li>• Eighteen countries<sup>2</sup> have begun activities to improve sex-disaggregated data and statistics</li> </ul>
<p>Support efforts for addressing <b><i>gender-based violence issues in fragile and conflict-affected states</i></b></p>	<p><i>Ongoing:</i></p> <ul style="list-style-type: none"> <li>• Important IDA projects and learning are underway to address gender-based violence in FCS, with plans to scale up further</li> <li>• Data is being collected to provide evidence based inputs for policy makers and more impact evaluations are being carried out to learn what works and does not work in FCS contexts.</li> </ul>

<sup>1</sup> Bangladesh, Bolivia, Cote d'Ivoire, Haiti

<sup>2</sup> Burkina Faso, Ethiopia, Mali, South Sudan, Uganda, Lao PDR, Mongolia, Solomon Island, Timor Leste, Kosovo, Kyrgyz Republic, Moldova, Tajikistan, Uzbekistan, Bolivia, Yemen, Maldives and Pakistan

## I. Introduction and Context

1. **Gender equality is a special theme of IDA17.** Building on the achievements of gender mainstreaming in IDA16, Management committed to step up its commitments to advance equality between males and females during IDA17 with ambitious actions at the country, regional and corporate levels, and a specific focus on Fragile and Conflict-Affected States (FCSs). This paper provides an update on progress made to date in meeting these commitments.

2. **Over the past fifteen years, IDA countries have made significant progress toward equality between males and females.** Gender equality is increasingly recognized as not only a core development objective, but smart economics. The gender parity index improved between 2000 and 2013 for the key indicators of enrollment rate in primary and lower secondary education and many IDA countries have reached parity at these two levels. On average, for 100 boys enrolled in primary education, there were 95 girls in 2013 (compared to an average of 84 girls in 2000). Somewhat less progress was made at the lower secondary level; for every 100 boys enrolled in that level, there were 88 girls in 2013 (compared to 86 in 2000). In contrast, non-IDA low- and lower-middle income countries achieved gender parity in primary enrollment in 2013 (up from 88 girls for every 100 boys in 2000) and were at near parity in lower secondary, with 96 girls enrolled for every 100 boys (compared to 76 in 2000).<sup>3</sup>

3. **In spite of visible improvements during the last decade and a half, IDA countries are still lagging behind on major health indicators.** Births attended by skilled health staff increased from 41 percent in 2000 to 50.3 in 2013, a comparable improvement to non-IDA low- and lower-middle income countries, where this proportion increased from 50 to 60 percent over the same period. The average life expectancy at birth for women is 64 years today, six years more than in 2000, but still lower than the prospects for women in non-IDA low- and lower-middle income countries, where life expectancy is 70 years. The ratio of maternal mortality was 354 deaths per 100,000 live births in 2013, a rate that – while still unacceptably high- has notably diminished from 2000 when it was of 602. However, it continues to be more than twice the ratio of maternal mortality in comparable non-IDA countries (169 per live births in 2013).

4. **IDA countries also face critical gaps in economic opportunity.** Women are disadvantaged in IDA countries on different indicators related to the labor market – participation, employment status and job quality – and these differences matter for development. Globally, women tend to participate less than men in the paid labor market. The female labor force participation rate in IDA countries – similar to the global average for women- was about 20 percentage points lower than that of men in 2013 (58 compared to 80 percent) and little progress had been made since 2000, when the difference was 25 percentage points (55 compared to 80 percent).<sup>4</sup> With regards to entrepreneurship, only 20 percent of firms in IDA countries have female participation in ownership and the share of firms with female top managers is low, at about 12 percent.<sup>5</sup> Financial services are rapidly expanding, but big opportunities remain to increase financial inclusion. Among adult women in IDA countries, the share with an account at a financial institution increased by 4 percentage points on average between 2011 and 2014 – yet more than 79 percent remain unbanked.<sup>6</sup>

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<sup>3</sup> UNESCO Institute for Statistics (UIS)

<sup>4</sup> International Labour Organization (ILO)

<sup>5</sup> International Labour Organization (ILO)

<sup>6</sup> Global Findex Database

5. **In terms of economic assets, fewer women than men own housing and land with a wide differential in some cases.** In Burkina Faso, for example, more than twice as many men as women (65 percent and 31 percent, respectively) report owning a house. In many IDA countries, men make up the majority of agricultural holders, although the gender gap varies significantly. Moreover, women still lack equal legal protection. In 2015, only five IDA countries<sup>7</sup> had legal systems that provide equal economic opportunity between men and women.

6. **Access and use of technology in IDA countries is limited and women also face major gaps.** The gender gap in mobile phone ownership ranges from a low of 7 percent in Kenya to 45 percent in Niger. The top barriers to mobile ownership and use by women include high cost of mobile equipment and credit, security concerns, as well as low technical literacy and self-confidence about using sophisticated applications.<sup>8</sup>

7. **Women and girls are often deprived of voice and agency.** Women's voice in the political process is essential to economic empowerment; however, it is often hindered by social norms and the legal framework. In IDA countries, women account for an average of about 20 percent of parliamentary seats, up from 11 percent a decade ago. In 2003, the government of Rwanda approved a new constitution that included a quota system for women at all levels of government. One-third of all representatives, including those in parliament, are reserved for women. Such participation has demonstrated that quotas can be part of a broad process of cultural change to redefine gender roles, encouraging women to participate more actively in community life, work outside the home, and demand greater equality.<sup>9</sup>

8. **Gender-based violence is a key constraint to women's voice and agency, in all countries around the world, and especially in FCS.** Fragility and armed conflict increase women's risk of experiencing gender-based violence (GBV). Estimating the prevalence of GBV experienced in FCS is greatly impaired by the instability of the affected populations. Nonetheless, recent prevalence estimates suggest that 21.4 percent of refugee and displaced women have experienced sexual violence. Intimate partner violence (IPV) is reported to be even more prevalent than non-partner sexual assault (war-time rape) in FCS. Exposure to both intimate partner violence (IPV) and sexual violence by a non-partner have adverse outcomes on women's physical, mental, sexual and reproductive health, including acute injuries, chronic pain, gastrointestinal illness, gynecological problems, depression, and substance abuse. GBV limits women's choices, ability to act, and economic opportunities. In Vietnam, for instance, a recent study found that women exposed to IPV had higher work absenteeism, lower productivity and lower earnings, and the economy wide cost of intimate partner violence was estimated to be almost two percent of GDP.

9. **In the IDA17 Report, IDA Deputies "urged Management to intensify its support for the efforts IDA countries are making to promote gender equality."** At the time of the IDA17 discussions, it had become clear that to accelerate progress on this critical agenda, it would be necessary to generate much better gender data and knowledge to inform diagnostics and policy, strengthen the evidence base and understanding of what works, address important and persistent social norm and cultural challenges to gender equality, and to think through how to ensure that the Bank's own strategies, practices and instruments are fully gender-responsive. It was in this

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<sup>7</sup> Kosovo, Liberia, Maldives, Timor-Leste, and Zambia.

<sup>8</sup> International Telecommunication Union (ITU).

<sup>9</sup> Franceschet, S. and Krook, M.L. and Piscopo, J.M. "Women's Empowerment and Cultural Change in Rwanda". *The Impact of Gender Quotas*. Oxford University Press, 2012.

context that IDA was called on to deepen integration of gender equality considerations in country strategies and operations, strengthen feedback loops and reporting to enhance results and impact on gender equality, and to support efforts to address gender-based violence (GBV) issues in fragile and conflict-affected states (FCSs). Specifically, IDA Deputies asked Management to implement, monitor and report on the following actions:

- 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;
- All regions will implement and monitor the Regional Gender Action Plans (RGAPs), which allows diverse regions of the Bank to tailor plans and corresponding indicators to regional and country context;
- 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;
- Support efforts for addressing gender-based violence issues in fragile and conflict-affected states;
- 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; and
- 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.

10. **Deputies requested that a progress update on these actions be prepared for the IDA17 Mid-term Review.** This paper responds to this request and focuses on the early performance on monitorable actions under IDA17 thus far. Given the limited time period covered since the start of IDA17, the preliminary findings reported herein should be interpreted with caution. The complete report on IDA17 will be available only after the conclusion of FY17. This paper is structured as follows. Section II reports on progress toward four commitments: the renewed gender strategy, gender in Country Partnership Frameworks, Regional Gender Action Plans, and WBG efforts to support efforts to respond to gender-based violence in fragile and conflict-affected states. Section III addresses progress on commitments to develop knowledge of what works to close gender gaps, and improve data collection and statistics. Section IV provides an update on efforts related to monitoring and results measurement. Finally, Section V offers possible directions going forward and proposes issues for discussion.

## II. Deepening Integration of Gender Equality

11. **The World Bank Group (WBG) Strategy focuses on two goals.** Complementing the new global development agenda post-2015, the WBG has set goals to eliminate extreme poverty by 2030 and boost shared prosperity among the bottom 40 percent population in a sustainable way. Gender equality is recognized as a core facet of these objectives. To realize this vision, Management created the Gender Cross Cutting Solution Area (CCSA) in 2014 to lead the WBG in promoting gender equality in client countries to help achieve the twin goals.

12. **The Gender CCSA works across IDA, IBRD, IFC and MIGA.** The Gender CCSA is tasked with supporting and promoting progress towards gender equality at the country, regional and corporate levels. The CCSA's work program and activities are framed by the strategic directions laid out in the Bank's 2012 World Development Report on *Gender Equality and Development* and endorsed by the Board and Development Committee. The unit's current focus, among others, is on: providing technical leadership to teams across the World Bank Group; devising "gender-smart" approaches in policy dialogue and private sector operations, investment and lending, technical assistance, and advisory services, in collaboration with Global Practices (GPs), IFC's operation department and other CCSAs; and promoting external high-level partnerships and communications efforts to advance the global gender-equality agenda.

13. **The Gender CCSA has established an architecture for collaboration across the WBG.** The CCSA is an "integrated" group, incorporating the Gender Secretariat from both World Bank and IFC staff. The Gender Leadership Council (GLC) steers the direction of the strategy and will play an important leadership role in its forthcoming implementation. It also serves as the key decision making body for the Umbrella Facility for Gender Equality (see paragraph 35). The GLC has management-level representatives from the regions, the IFC and a rotating set of GPs. At the technical level, all GPs have nominated senior *Gender Leads*, whose role is to coordinate and serve as a resource for colleagues in their Practice on how best to address relevant gaps between males and females in the sector. Similarly at the country level, Country Management Units (CMUs) have assigned Program Leaders as CMU gender focal points, who work to increase country demand and mobilize expertise at the country level. Within IFC, beyond the Gender Secretariat, all four industry and advisory departments have appointed two gender focal points that help integrate gender into operations and provide input into the strategy development. Furthermore, three regions (LCR, ECA and EAP) have designated a gender lead to assist the process of integrating gender-smart solutions into IFC's operations. Finally, IFC's gender work is guided by a gender steering committee, which consists of seven directors and one Vice President.

### Finalizing the New WBG Strategy for Gender Equality

14. **In 2001, the World Bank launched its first gender strategy, "Integrating Gender into the World Bank's Work".** It recommended the systematic use of country-level gender assessments that identify gender-responsive actions and feed into the country dialogue, and emphasized "mainstreaming" gender concerns into the design of operations in every sector. These recommendations were embraced by the Bank through the adoption of Operational Policy 4.20 on Gender and Development. The strategy has had a strong track record and helped lay a good foundation for increased ambitions.

15. **After 15 years of implementation – and in line with the IDA17 commitment “to 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 projects” – the gender strategy is being renewed.** As noted earlier, women and girls have realized important gains in closing endowment gaps (such as in health and education) with men and boys, although progress on reducing persistently high rates of maternal mortality in 61<sup>10</sup> IDA countries has been unacceptably slow. Moreover, data indicate much less progress on economic opportunity and on agency. Meanwhile, more actors have entered this space with a number of bilateral and multilateral agencies now making important contributions, suggesting a need for a clear division of labor, increased complementarity and more focused and deepened approaches.

16. **A renewed gender strategy for the WBG is under preparation, scheduled for presentation to the Board of Executive Directors before the end of 2015.** A Concept Note for the Gender Strategy was discussed at the Committee on Development Effectiveness on April 8, 2015, followed by extensive consultations from April-July 2015 across the world and online to seek country and regional perspectives, lessons learned and good practices.<sup>11</sup> The concept note proposed raising the bar by further shifting the focus towards results. It covers the whole WBG, with the IFC playing an important role (see Annex for a description of IFC’s efforts supporting gender equality.) It identifies jobs and assets as two key levers of change where the WBG can realize a comparative advantage in closing gaps between men and women in economic opportunity. The strategy proposes to introduce a new methodology for monitoring progress (see paragraph 44), and leverage IFC’s work with private sector clients. The strategy will be discussed at the Board in December 2015.

### **Progress in Implementing and Monitoring Regional Gender Action Plans**

17. **In line with the IDA17 commitment, all regions have “implemented and monitor a gender action plan, with plans and corresponding indicators tailored to regional and country gender context.”** These plans were created based on regional knowledge and lessons learned, which allows for tailoring to specific contexts and use of appropriate indicators for each context. The implementation of RGAPs has been critical to focus attention of regional management on development outcomes for men and women and garner support for activities to empower women and girls at the country level. In terms of specific regions, Africa and the Middle East and North Africa (MNA) have current RGAPs in place through FY16 or FY17. Latin America and the Caribbean (LCR) and South Asia (SAR) had new RGAPs approved in September 2015<sup>12</sup>, while East Asia and the Pacific (EAP) and Europe and Central Asia (ECA) plan to update their RGAPs aligned with the new WBG gender strategy. More detailed status and progress of activities under each of the individual RGAPs can be found in Box 1.

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<sup>10</sup> The number of IDA countries that have not met the MDG target for maternal mortality (based on 70 IDA countries for which data are available). Data source: [mdgs.un.org/unsd/mdg/Data.aspx](http://mdgs.un.org/unsd/mdg/Data.aspx)

<sup>11</sup> In-country consultative meetings have been held in 23 countries, including in seven IDA and two blend countries. Most have been conducted by teams led by the WBG Senior Gender Director.

<sup>12</sup> The LCR and SAR RGAPs are based on internal reviews and incorporate information from country consultations carried out as part of the new WBG gender strategy.

### **Box 1. Regional Gender Action Plans**

The **Africa RGAP** aims to address gender issues and significantly improve men and women's lives through: (1) influencing policy and country dialogues; (2) addressing gender equality in World Bank operations; (3) building the knowledge base on gender equality; and (4) sharing knowledge effectively. In FY15, support was provided to analyze gender gaps in several Systematic Country Diagnostics (e.g., Chad, Côte d'Ivoire, Ethiopia, Lesotho, Mali, Mozambique, and Madagascar) and Country Partnership Frameworks/Performance and Learning Reviews (e.g., Guinea, Malawi and Uganda).

The Africa Region Gender Innovation Lab (GIL) has played a role in facilitating the dissemination of gender knowledge to operations teams. Over FY15, the GIL now supports 51 impact evaluations across more than 20 countries in Sub-Saharan Africa (see Section III below). Support to build the knowledge base has also included integrating gender into Poverty Assessments (89 percent of PA's in FY15 integrated gender) and efforts to improve the collection and analysis of gender statistics. The "Listening to Africa" (L2A) initiative uses mobile phones to collect sex-disaggregated welfare data and has already been shown to generate good quality, representative data. During FY15, the team presented results from ongoing research to policymakers and other development professionals at 37 events, reaching over 1,500 participants. To date, the GIL has also published ten policy briefs, which identify gender gaps and present evidence on policies and projects to address these gaps.

The **East Asia and Pacific RGAP** was prepared and approved by the regional management team in 2010. EAP continues to pursue its regional agenda based on the Plan, and will update the EAP RGAP once the WBG Gender Strategy is completed. In accordance with the RGAP, EAP has produced and is implementing Country Gender Action Plans (CGAPs) for the following IDA countries: Cambodia, Kiribati, Laos, Mongolia, PNG, Samoa, the Solomon Islands, Timor Leste, Tonga, and Vietnam. Each CGAP identifies country specific actions on gender that are tailored to the country context, and endorsed by the country team. In FY15, the region produced a number of knowledge products including: studies about the impact of minimum wage increase on gender wage gaps in Indonesia; gender-equitable fisheries management in Solomon Islands; and old age and care in China. Moreover, the Inclusive Development in Post-Conflict Bougainville project in Papua New Guinea resulted in strengthened women's roles through their direct management, and leadership in the project.

The EAP Gender Innovation Lab was established in June 2015 and will further support the EAP RGAP's results focus. The Lab will develop, and apply in operations, rigorous evidence in addressing gender gaps related to women's economic opportunity in four areas: (1) remove barriers to productivity of women farmers; (2) reduce trade-offs between women's household and market roles; (3) enhance women's skills; and (4) increase women's ownership of and control over key physical and financial assets.

The **Europe and Central Asia RGAP** identifies women's access to economic opportunities, high male mortality, and low ratios of females at birth in selected countries as priorities. Analytical work at the country level to promote policy dialogue on gender equality included reports about: female entrepreneurship in Turkey; missing women in the South Caucasus; assessment of care needs; gender, employability, and soft skills; and jobs and shared prosperity in ECA through a gender lens. Moreover, 100 percent of poverty and social impact analyses included analysis of differential impacts for men and women, and 100 percent of country strategies identified gender targets and included sex-disaggregated data in their M&E frameworks. ECA has helped create new data sources for the region, and is building a regional gender data portal (ECAGEN) with gender-relevant data for regional monitoring. Innovative data collection on gender and assets was carried out through the Life in Transition survey in five IDA countries (Kyrgyz Republic, Kosovo, Moldova, Tajikistan and Uzbekistan).

The FY16-21 **Latin America and the Caribbean RGAP** was recently completed and is based on three pillars: (i) country-level entry points to support gender equality; (ii) embedding gender in operations; and (iii) regional knowledge and data generation.

In FY15, the region facilitated a series of events on ‘gender and agency’ to recognize, share and discuss innovative, effective and sustainable initiatives and new research. The region produced a number of analytical products including the Haiti Poverty Assessment, and the Nicaragua Roads to Agency Report. Gender equality was included in the LCR Equity Lab presenting sex-disaggregated regional and country specific statistics in health, education, labor markets, access to finance, participation, and GBV.

According to a recent assessment, the RGAP contributed to a number of positive results. It enhanced the conceptual knowledge of WBG staff on gender equality through engagement in a series of events and products, facilitated operational task teams in addressing gender gaps in a greater proportion of projects, especially in non-traditional sectors (such as transport), and encouraged inclusion of gender-related prior actions and policies in Development Policy Loans (DPLs).

The **Middle East and North Africa RGAP** emphasizes analytical work to address gender gaps, 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 FY 2015, the region produced a number of analytical products, including the Djibouti Gender and Poverty report. Due to the current conflict in the country, the poverty assessment for Yemen is on hold, pending availability of results of the household budget survey (field enumeration was completed in December 2014).

In March 2015, the World Bank launched the “WE’Resilient Cities”, a start-up competition to encourage innovative female-run business to provide solutions for disaster risk management in the Middle East and North Africa. Participants from three cities in MNA – Cairo, Beirut and Djibouti, presented business solutions to identified disaster risks in their cities. The winners will receive seed funding from the World Bank, while investment funds and venture capitalists will finance the creation of the start-ups and mentoring during initial years of operations.

The FY13-15 **South Asia RGAP** met its target to produce at least one standalone gender analytical product for each of the region’s eight countries to promote policy dialogue on gender equality at the country level during the SAR RGAP cycle. The country-level knowledge products helped inform country dialogues, country strategies and lending operations. Impact evaluations to test new interventions with an aim to address gender gaps in access to infrastructure and economic empowerment were launched in three countries. These projects include a comprehensive employment facilitation program for young women from the lagging region in Bangladesh, a rural water and sanitation program in western India, and a bridge improvement program for people in mountainous communities in Nepal. Moreover, all projects in India and Afghanistan collect sex-disaggregated results data. Finally, the SAR RGAP has helped raise the address gender-based violence in the region, opening dialog and debates and raising awareness of the costs.

18. **The regional approach has supported regional cooperation.** Regions and sub-regions often share similar characteristics; addressing persistent gender inequality can sometimes be more effective when harnessing regional stakeholders through regional cooperation. In Africa’s Great Lakes region, a recent survey identified that the majority of cross-border traders are women (85 percent of the respondents) while most of the officials who regulate the border are men (82 percent). For almost two-third of the respondents, income from cross-border trade is the main source of household income. Lack of transparency and knowledge of trade procedures makes female cross-border traders subject to abuse and corruption, including a heavier incidence of bribe-paying, sexual harassment, and verbal insults and threats. The *Great Lakes Trade*

*Facilitation project* (expected Board approval late September 2015) aims to reduce the costs faced by female traders in DRC, Rwanda, Uganda and Zambia. The project incorporates a number of actions to address gender gaps in cross-border trade, including establishing joint border committees to provide a platform for female traders to lodge complaints and report abuses and reforming border crossing procedures to make them more transparent and predictable; both activities are expected to increase safety and reduce scope for harassment against women. Moreover, the project will collaborate with the *Great Lakes Emergency Sexual and Gender-Based Violence and Women's Health Project* to provide services to victims of gender-based violence. Finally, the project will track sex-disaggregated results indicators such as incidence of harassment of small scale traders and number of traders receiving training. The *Sahel Women Empowerment and Demographic Dividend Regional Project (SWEDD)* is another prime example of a regional project that addresses reproductive health and women's economic empowerment (see Box 2).

### **Box 2. Empowering Women and Reaping the Demographic Dividend in the Sahel**

The Sahel Women's Empowerment and Demographic Dividend Project (SWEDD) aims at addressing high fertility rates in the Sahel region (eight births per woman in Niger, seven births in Mali, and six births in Burkina Faso and Chad). Such high fertility impedes the Sahel's economy from reaping the demographic dividend that other developing countries have enjoyed over the last few decades and is a constraint to more and better jobs for women. The project provides \$205 million of IDA resources to six countries in the Sahel: Burkina Faso, Chad, Côte d'Ivoire, Mauritania, Mali and Niger.\* The project aims to work across the sub-region of mostly FCS countries to improve the availability and affordability of reproductive health services, strengthen specialized training centers for rural-based midwives, and improve nursing services.

The project is innovative as it is the first time a regional approach has been taken to address reproductive health issues. Such an approach has a huge amount of promise, particularly in the challenging situations that exist in FCS countries, which often lack capacity. For instance, on women's empowerment, policymakers in the Sahel are facing an extreme lack of evidence about what works and what does not work, despite the fact that these countries face many of the same issues. For this reason, the first component of the project is aimed at embedding mechanisms for fostering regional evaluations of women empowerment sub-projects as well as maximizing knowledge exchange between the Sahel countries. Moreover, the SWEDD project is partnering with regional organizations (such as the West Africa Health Organization) to support the creation of regional centers for midwifery training to be used by all six countries, thus delivering huge economies of scale.

The project fully uses WBG convening power. A growing number of partners have approached the Bank to get involved, including through providing additional funding, to scale up some of the interventions supported by the project. In addition, all six participating countries have already started knowledge exchanges on key interventions. Recently, a workshop in Abidjan allowed the six countries to share and discuss their respective experiences in improving girls' education. This was one of the very first times that such an opportunity occurred for the Sahel countries.

\* Chad, Côte d'Ivoire and Mali are FCS countries.

## **Tracking Support to Gender Equality in IDA Country Frameworks**

19. **Advancing gender equality in Country Engagement.** Building on the progress over IDA16, Management committed in IDA17 to ensure that “*all IDA Country Partnership Frameworks will incorporate gender considerations into the analysis, content of the program and the results framework.*” Progress on this commitment is firmly on track as described below. Furthermore, this commitment had a positive spillover effect; starting in spring 2014, the World

Bank Group Corporate Scorecard adopted the same indicator “Gender integrated country strategies (%)”.

**20. Country Partnership Frameworks (CPFs) benefit from the gender analysis included in the Systematic Country Diagnostics (SCDs).** In early FY15, the WBG adopted a new *country engagement model* which emphasizes solid diagnostics of a country’s constraints to achieving the WBG twin goals. In FY15, the CPF for Myanmar, an FCS, was the one and only IDA CPF discussed by the Board and it incorporated analysis and actions to redress gender gaps in health, economic opportunity, and other domains alongside key indicators for tracking progress in the results framework, thus meeting the commitment for IDA17. It is an example of how IDA supports country teams and engages with clients to close gender gaps for poverty reduction and inclusive growth (see Box 3). Similar work has been underway for the four IDA CPFs<sup>13</sup> expected to be considered in FY16 by the Board by the end of October.

**21. In addition to the work on CPFs, all SCDs have benefited (or will do so) from analytic work and quality reviews provided by the Gender CCSA and other gender specialists to ensure they identify key constraints to poverty reduction and growth due to disparities between males and females.** This work is critical because SCDs provide the foundation for addressing gender gaps in IDA countries in the CPFs. For example, the SCD for *Côte d’Ivoire* concluded that alleviating certain constraints – women’s and girls’ access to education, access to basic health including family planning, and increasing women’s economic opportunities – would have the greatest impact on building human capital as a pathway out of poverty. In addition, the SCD for *Chad* underscored a strong link between gender equality and poverty reduction, particularly in agriculture. It showed that women cultivate less land, and have less access to chemical inputs, paid labor, and community support, compared with their male counterparts. The SCD prioritized addressing gender inequality – in women’s weak land tenure and insufficient time for economic activities due to high fertility – as one of the solutions to poverty reduction in Chad. The *Bolivia* SCD pointed to important gaps and disparities in social outcomes among both men and women, often times exacerbated by multiple overlapping disadvantages by location and ethnicity.

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<sup>13</sup> Bangladesh, Bolivia, Cote d’Ivoire, Haiti,

### **Box 3. Addressing gender gaps in the Myanmar CPF**

Myanmar was the first country that implemented the new WBG country engagement model and the first to prepare a SCD and CPF. The CPF for Myanmar set a strong foundation for IDA countries on how the new country engagement model can be used to address disadvantages of women and girls. The intersection of reengagement of the WBG and fragile and conflict situations in the country added even more importance to this CPF.

Gender gaps are addressed throughout Myanmar's country engagement process. Constraints in achieving the twin goals due to gender inequality in agriculture, health, education and other domains, were analyzed in the SCD and provided a solid foundation for the CPF. In terms of *analysis*, all focus areas of the CPF benefited from rigorous sex-disaggregated analysis, which revealed gender gaps in the size of agricultural land holdings, food security, asset ownership, occupational segregation, and political participation. The *content of the program* aimed to narrow gender gaps through programs and projects in agricultural productivity improvement, community driven development, expansion of health coverage (with a focus on maternal health), access to finance, household surveys, and qualitative social and economic monitoring. Lastly, the *results framework* will track progress on gender equality through sex-disaggregated indicators on infrastructure, health, and education.<sup>14</sup> Most importantly, a country level gender action plan will be developed under the CPF program.

### **Addressing Gender-Based Violence (GBV) and Other Gender Gaps in FCSs**

22. **In the context of FCSs, IDA17 committed to “support efforts for addressing GBV issues and to report on progress at the IDA17 Mid-term Review.”** (See also the IDA17 Progress Report on FCS.) IDA17 projects to address gender-based violence have effectively built on analytical and advisory work financed through trust funds. The WBG's State and Peace Building Fund supported pilot programming to strengthen government and local non-governmental capacity to undertake GBV prevention activities and provide services to survivors of GBV in DRC and Côte d'Ivoire, accompanied by rigorous impact evaluations. The impact evaluation revealed that women who participated in the project with their male partner had a 45 percent reduction in the likelihood of experiencing intimate partner violence compared to the control group. Learning from the pilots helped inform design of the IDA financed “*Great Lakes Emergency Sexual and Gender-Based Violence and Women's Health Project*”, which was approved by the Board in June 2014 (see paragraph 18) and now under implementation to address the needs of survivors of violence and of other vulnerable women in targeted communities. Trust Fund resources provided through the Global Platform on Addressing Sexual and Gender-Based Violence continue to support new pilots, including an impact evaluation on engaging men in GBV prevention in DRC and a pilot and impact evaluation on prevention and mitigation of GBV in North and South Kivu, DRC. Activities that bring together those working on GBV prevention and response in fragile and conflict-affected countries have begun with a first learning tour successfully completed to DRC. In addition, the regional report, *Violence against Women and Girls: Lessons from South Asia*, has influenced IDA operations in that region, including a health project in Afghanistan, an FCS country. Moreover, other projects in non-FCS countries are also in the process of incorporating GBV interventions as a direct result of the regional GBV program, including two health projects (in Nepal and Sri Lanka), two agriculture projects (in India and Pakistan), and one social

<sup>14</sup> Results indicators include: percentage of female population in townships benefiting from improved access to and use of rural infrastructure and services under WBG interventions, percentage of deliveries by skilled birth attendants, percentage mothers received post-natal care, and percentage of female students receiving stipend payments.

development project on women's employment (in Bangladesh). The Fight Violence against Women and Girls ([FightVAW](#)), currently being scaled up after a pilot in Nepal, is an integrated Information and Communication Technology (ICT) platform to help survivors report incidents of violence at any time, day or night, and enable service providers to exchange information, keep track of individual case history and generate reports as required. A number of IDA financed projects in other regions have made mid-course corrections to address GBV. For instance, the *Papua New Guinea Second Mining Sector Institution Strengthening project* has helped the government to address GBV in select extractive industries areas by developing and improving mechanisms to provide better quality of care for survivors. The project also develops collaborative public-private approaches that aim to change norms and attitudes around GBV.

23. **However, there is a need for the Bank to engage GBV more systematically and strategically across its operations.** The new gender strategy will propose tackling gender-based violence in FCS contexts, and in IDA and IBRD countries generally, in a more concerted way, by providing a framework to support effective actions, policies and institutions to combat GBV. The strategy will aim at creating additional space for GBV innovation, piloting and knowledge exchange between countries, the private sector, and civil society, testing and capturing new ideas with rigorous evidence. The WBG is launching a development marketplace to identify innovative interventions and seed their adaptation and growth to strengthen local efforts to prevent GBV. The strategy will include specific steps for taking existing pilots and good practice activities to scale across operations in key sectors where the Bank works, coupled with impact and process evaluations.

24. **Beyond GBV, efforts to address other gender gaps in FCS countries through IDA operations have been strong.** Despite challenges in operational logistics, low capacity, and security, Task Team Leaders (TTLs) have adapted to challenges and delivered operations even in situations of extreme isolation or conflict, using innovative methods. In Afghanistan, the *National Horticulture and Livestock Project (NHLP)* helped women gain a new source of income through livestock production. To increase girls' enrollment in secondary schools, the education project set up school councils, or shura, of local elders, teachers, parents and students, to address challenges facing the community. The council has been instrumental in gaining community support for girls' education. Experience gained from FCS countries such as Afghanistan — where well-planned systems have been designed, and consensus has been garnered for the support of these systems — shows that services are indeed reaching more women and girls, and communities are becoming more accepting of these services targeting women (most notably in health, education, and political voice). In DRC, the *Reinsertion and Reintegration Project* not only provided support to demobilize ex-combatants, but also to their spouses and households, which is essential particularly when non-traditional gender roles have been assumed by women. While female ex-combatants will be offered an identical base package as male beneficiaries, service providers will be trained to work with female ex-combatants for whom separate facilities will be provided in all demobilization centers.

25. **Gains achieved through IDA financing can be eroded in times of crisis.** In Yemen, Bank operations helped close gender gaps in education and health care and extend justice services to women. Following the recent conflict, maternal mortality rates sharply increased and women's access to health care declined. The challenge for IDA assistance in FCS countries is in maintaining capacities and designing simple interventions that can endure.

### III. Improving Learning and Innovation

26. **IDA continues to strengthen knowledge on how to close gender gaps in IDA countries and improve its use of feedback mechanisms to inform project design and implementation.** Critical knowledge gaps are being filled for the Bank, for internal use and by partners and clients. The section below expands upon the efforts related to the IDA17 commitments on gender to strengthen knowledge of what works through impact evaluations, roll out of statistical activities, and knowledge and learning in IDA contexts.

#### A. Impact Evaluations to Inform Project Design

27. **The World Bank’s Regional Gender Innovation Labs (GILs), which undertake impact evaluations around the globe, are a critical mechanism to strengthen “*knowledge of what does and does not work to close gender gaps in IDA countries through impact evaluations*”.** (Other components of the IDA17 commitments on learning and innovation are treated in later sections.) Started first in the Africa region, Gender Innovation Labs were motivated by the lack of knowledge about how to effectively address the underlying causes of gender inequality, while building on the experience of the Bank in impact evaluations. Unlike academic studies, the labs not only analyze how programs impact men and women differently, but also test policy solutions. 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. The focus varies with country and regional contexts and depending on which gaps between men and women and girls and boys are most critical. Ultimately, the purpose of the work is to improve women’s and girls’ opportunities through improved policymaking. The labs work closely with project teams inside and outside the Bank to foster ownership and uptake of evaluation results, and to complete the feedback loop to inform scale-up and replication decisions. This helps inform the WBG country dialogue by providing new insights gleaned from the impact evaluations into the drivers of gender inequality.

28. **The labs 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 questions such as “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 – and shared within projects, governments and across regions.

29. **While the labs are a Bank-wide effort, most interventions and evaluations to date have taken place in 27 IDA countries.** The Africa Region Gender Innovation Lab launched first and is now working on over 52 impact evaluations across 21 countries (49 impact evaluations in 20 IDA countries) in land rights, agriculture, private sector development, youth employment and voice and agency, all of which are in various stages of planning and implementation. The Latin America and Caribbean Gender Innovation Lab has launched 15 impact evaluations in eight countries (including three IDA 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 (See Box 4 for examples of those about to begin in the field). As part of the new Gender strategy, the regional GILs will work within a federal approach to ensure harmonization across key questions to be answered, methodological consistency among evaluations, and cross-fertilization among regions on key interventions to adapt and test, and to facilitate dissemination and uptake of the results at the global level.

30. **The findings of the lab’s impact evaluations have influenced national policy dialog in IDA countries.** In Uganda, three impact evaluations covering school to work transitions, agricultural investments, and female entrepreneurship shaped the content of the government’s new five year plan. Beyond country specific impacts, the lessons learned in specific sectors have been synthesized across countries. The *Levelling the Field* report synthesizes new data from impact evaluations in six IDA countries in Africa. The report’s findings influenced the World Bank’s DRC Growth Poles project team to test one of the recommended policy actions – the provision of rural child care to address women’s child care responsibilities in order to help them spend more time on agricultural work. The World Bank has also been invited to provide technical assistance to NEPAD’s Comprehensive Africa Agriculture Development Programme (CAADP) member countries to help them pilot, develop, and rigorously evaluate CAADP-supported interventions tackling the key drivers of the gender gap in agricultural productivity.

#### **Box 4. Examples of Impact Evaluations from Gender Innovation Labs**

In Africa, women’s participation in agro-processing sector has a potential to boost economic empowerment as well as economic growth. In **Côte d’Ivoire**, the cashew processing workforce is made up of low skilled workers and women are largely represented in shelling and peeling tasks, for which productivity increases steeply with tenure and experience on the job. IDA’s **Agricultural Support Project** aims to provide training and childcare in areas where new medium-sized cashew processing factories will be opened. Starting in FY16, the impact evaluation will examine the effects of female and male formal employment in cashew processing on equality within the household, as well as the impact of childcare on women’s employment, productivity and firm output. Similarly, the **Niger Agro-Pastoral Export and Market Development Project** seeks to increase the value of targeted agro-pastoral export products through matching grants to farming and livestock groups for productive activities. The impact evaluation will offer evidence on whether targeted support to female farmer groups could narrow gender gaps in farm yields and sales revenue.

Women in developing countries are often the primary users of land and laborers on land but their rights to land are rarely formally recognized. The **Uganda Competitiveness and Enterprise Development Project** will offer the systematic demarcation and titling of rural land parcels to boost investment and tenure security. The impact evaluation, which began in August 2015, will examine the impacts of including a woman’s name on a land title on agricultural and household outcomes, over and above the impact of owning a land title itself. The findings will provide rigorous evidence on how to expand women’s access to and control over a key productive asset.

### **B. Increasing Statistical Activities at the Country Level**

31. **As is well recognized, many IDA countries lack sufficient data to guide their policy actions and operations in order to close gaps between males and females.** IDA has a unique capability to contribute and invest in data, including through investments in data collection, as part of broader support for national statistical capacity and systems. Thus, in IDA17, IDA committed to “*roll out statistical activities to increase sex-disaggregated data and gender*

*statistical capacity in at least 15 IDA countries.”* This commitment was met as of June 2015. Eighteen countries (of which, six are FCSs) have begun activities to improve sex-disaggregated data and statistics: Uganda, Mali, Burkina Faso, South Sudan, Ethiopia, Lao PDR, Solomon Island, Timor Leste, Mongolia, Kyrgyz Republic, Kosovo, Moldova, Tajikistan, Uzbekistan, Bolivia, Yemen, Maldives and Pakistan. IDA will continue to monitor these activities to ensure successful implementation and timely production of gender data.

**32. Data gaps on key levers for gender equality, namely access to jobs and asset ownership, are being filled.** In South Sudan, data on constraints facing females in the private sector were collected through the Enterprise Surveys. Business owners and top managers were interviewed if there were any work-related activities in the firm that female employees were forbidden to perform; or if female employees were entitled or eligible for maternity leave; and if so, how many used it; and if married female owners or top managers need permission from the spouse to open a bank account. Similarly, efforts to collect data on women’s ownership, control over, and access to productive assets have been made in a number of household surveys in IDA countries. Household surveys in eight countries across sub-Saharan Africa (Burkina Faso, Ethiopia, Malawi, Mali, Niger, Nigeria, Tanzania and Uganda) employed a systematic approach to collect data on asset ownership and control. Data are collected on assets such as agricultural land ownership, management, and control, in addition to livestock ownership and durable asset ownership. A section on asset ownership and control was also included in the upcoming Life in Transition Survey III conducted in collaboration with the European Bank for Reconstruction and Development (EBRD) across Europe and Central Asia, covering five IDA countries.

**33. Beyond the statistical activities described above, IDA continues to build IDA countries’ capacity to produce and use gender statistics.** In order to design good policies to promote gender equality, national statistics agencies need to have the capacity to collect relevant data in a timely manner, as well as the capacity to analyze and communicate those statistics to wide audiences. As of FY15, there are eight active and pipeline projects in IDA countries<sup>15</sup> that will, among other activities, build capacity of the national statistics offices to collect and use gender statistics. Examples of these activities include providing technical support for analyzing the first time use survey in *Ethiopia*, highlighting differences in roles and unpaid work between males and females. In *South Sudan*, the Statistical Capacity Building Project supports the capacity of the statistics agency to conduct a number of surveys including the Crisis Recovery Survey with an aim to collect information from internally displaced persons in 2015. The survey questionnaire included topics such as gender-based violence. The *Bolivia* Strengthening of the Statistical Capacity Project will support a number of surveys that will allow for sex-disaggregated analysis. IDA is providing assistance to ensure that key sex-disaggregated data are collected from surveys such as the household budget survey and the agricultural survey. Furthermore, the demographic and health survey will allow for the measurement of specific outcomes that are essential to women, such as those related to sexual and reproductive health, as well as violence against women. Despite the above examples, however, more comprehensive efforts are needed to produce key statistics that are comparable across IDA countries.

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<sup>15</sup> Bolivia, Congo Republic, Ethiopia, Lao, Maldives, Mongolia, Myanmar and South Sudan.

### C. Innovation and Knowledge Uptake among IDA Clients

34. **Knowledge products also “strengthen knowledge of what does and does not work,” by supporting country dialogue and promoting knowledge uptake with clients.** Information from a number of WBG reports has influenced operations in IDA countries. *Levelling the Field: Improving Opportunities for Women Farmers in Africa*, a joint World Bank-ONE Campaign policy report published in 2014, analyzes the factors that drive productivity gaps between male and female farmers and offers policymakers concrete actions to close those gaps. The report's findings are influencing client programs and operations. The DRC Growth Poles project team, for example, decided to test one of the report's policy recommendations on the provision of rural child care to address women's child care responsibilities and help them spend more time on agricultural work. The *Voice and Agency: Empowering Women and Girls for Shared Prosperity* Report, also published in 2014, sheds new light on constraints facing women and girls worldwide, from epidemic levels of gender-based violence to biased laws and norms that prevent them from owning property, working, and making decisions about their own lives. Biased laws are further highlighted in the *Women, Business and the Law (WBL)* report, which presents indicators based on laws and regulations affecting women's prospects as entrepreneurs and employees. WBL covers areas of law that constrain women's access to more and better jobs, such as workplace restrictions and unequal property rights. The latest WBL report, released September, 2015 provides data for 173 economies (of which, 64 are IDA countries). The data informs policy discussions on how to improve women's economic opportunities and outcomes and has prompted policy makers in IDA countries to reform their laws (see Box 5 for examples of knowledge uptake in Africa).

#### Box 5. Knowledge Product Spurring Legal Reforms in Africa

During the past few years, certain governments have expressed interest and effectively used *WBL* to spur reform. For example, as part of a larger legal reform project in 2012, the **Côte d'Ivoire** government removed several gender discriminatory legal provisions following advice based on *Women, Business and the Law* findings. Husbands are now no longer considered to be the sole heads of households, nor can they unilaterally prevent their wives from working. The head of household reform in Côte d'Ivoire also had tax implications: previously, married women faced hurdles in claiming tax deductions for their children or husbands. They can now equally claim the same deductions as married men, reducing their overall tax burden and increasing their incentives to join the workforce.

Following the Côte d'Ivoire success, a World Bank investment climate strategy project in the **Democratic Republic of Congo** used *WBL* data to apply a gender lens to its assessment of the business environment. Realizing that married women would not benefit from other program interventions because they could not undertake any legal transactions without their husband's permission (including opening a bank account, registering property, starting a business or initiating court proceedings), the technical assistance project incorporated removal of these restrictions into its broader reform recommendations. The changes are currently working their way through the Congolese legislature. In addition, the **Great Lakes** emergency health project includes a component to support the government of DRC to communicate and disseminate the to-be-adopted revised Family Code.

35. **The Umbrella Facility for Gender Equality (UFGE) provides catalytic resources that strengthen the impact of knowledge in IDA countries.** The Umbrella Facility for Gender Equality, a multi-donor facility designed to strengthen awareness, knowledge, and capacity for gender-informed policy making, has received over US\$70m in pledges from 13 donors. Nearly three quarters of the countries in which the UFGE supports activities are IDA countries. Through

multi-year regional block grants and strategic grants for activities that are aligned with RGAPs (see Box 1 above), the UFGE supports innovation and knowledge that pushes the frontiers of the gender equality agenda and helps the WBG provide effective advice and development solutions at the country level. This includes support to regional gender innovation labs (see paragraph 27 and Box 1), and initiatives on addressing sexual and gender-based violence. For example, the UFGE financed activities have been critical to informing policy dialogue on care issues in Kosovo and gender-based violence in Pakistan. In addition supply-side maternal health data collected with the UFGE support was used for design of the Lao PDR Health Governance and Nutrition Development Project.

## **IV. Monitoring, Accountability and Results Measurement**

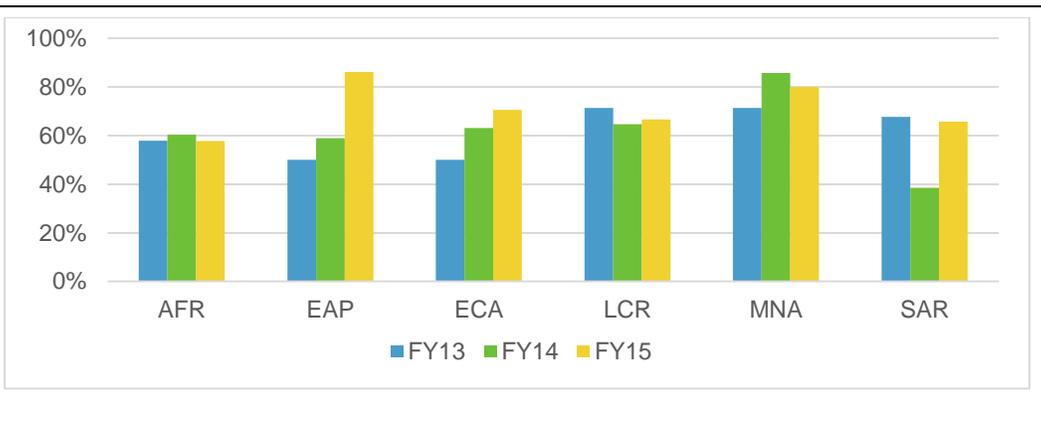
### **A. Monitoring and Accountability**

36. **IDA has considerably improved monitoring of gender in operations.** The IDA17 results monitoring system (RMS) tracks the “percentage of IDA operations that integrate gender into analysis, design and monitoring.” Unlike the definition used during the IDA16 – which classifies a project as “gender informed” if the project addresses issues related to gender inequality in at least one of the three dimensions (analysis, design or monitoring) – the new definition is more stringent, focusing on all three dimensions.

37. **IDA projects approved in FY15 performed well in all three dimensions – in conducting a gender analysis, integrating key findings in operational design, and incorporating indicators in the results framework.** The Gender CCSA, working with Gender leads in GPs and regions, regularly verify the results through desk review of project documents. A recent review reveals that 66 percent of IDA FY15 projects addressed disparities between males and females in all 3 dimensions (analysis, actions and M&E). This represents an 8 percentage point improvement from FY14 when 58 percent of IDA projects met these three criteria.

38. **While performance has improved overall, there are differences across regions.** Three regions saw improvements. In EAP, between FY13-FY15, the proportion of projects that addressed all three dimensions increased substantially, rising from 50 percent to 86 percent. This improvement can be attributed largely to the implementation of country gender actions plans and more concerted and systematic attention to gender in project preparation and upstream reviews. Similarly, the proportion of projects in ECA addressing all three dimensions increased from 50 percent to 71 percent over the period. MNA also saw an improvement in performance, from 71 percent to 80 percent. SAR, LCR and AFR, which has a majority of the IDA portfolio, saw performance drop slightly in FY15. In these regions, recent performance might be due to variations in portfolio composition, which can be better understood with an analysis of performance by sector.

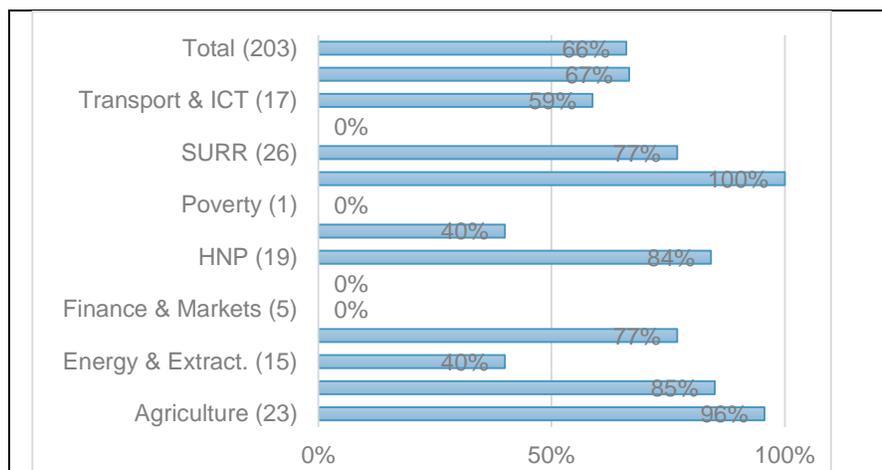
Figure 1: Gender in all three Dimensions: Performance by Region (%)



39. **Performance by sector varies, reflecting the broad range of IDA projects and nature of operations in each Global Practice (GP).** Figure 2 shows how GPs are addressing gender gaps in FY15.<sup>16</sup> Projects in health, education, and social protection performed well. In addition, projects in water, transport and ICT, environment and agriculture also met the target. Trade and competitiveness, finance and markets, and governance performed less well, but have taken steps to improve, using their GP Gender Leads<sup>17</sup> to help mobilize support to operational task teams. New projects in early FY16 such as the trade and competitiveness GP's *Great Lakes Trade Facilitation project* (discussed in paragraph 18) show promise in addressing gender gaps in non-traditional areas of operations. The three-dimension metric is difficult to apply in poverty and macro and fiscal management since these GPs have few investment project operations. Nonetheless, even for GPs where performance has historically been lagging, task teams in certain regions have made remarkable progress. For example, in FY15, both of ECA's energy and extractive projects, and all six environment and natural resources projects in EAP, fully addressed gender gaps in three dimensions. Lessons learned from these good practices are being collected and will be shared across regions.

<sup>16</sup> Some GPs have few lending projects and a larger number of advisory services that do address gender issues. Evaluating performance on lending alone may not capture the full extent of work on gender undertaken by GPs.

<sup>17</sup> See paragraph 13.

**Figure 2: Performance of IDA projects across GPs**

Note: percentage of IDA projects addressing gender equality in all three dimensions FY15; Number of projects are shown in parantheses.

Source: Staff calculation

40. **Significant efforts have been made to integrate gender into operations in FCS.** IDA FCS operations are considering and addressing gender issues as well as IDA non-FCS operations (see examples in paragraph 24). Specifically, 66 percent of IDA FCS operations in the first half of FY15 addressed gender gaps through analysis, actions and monitoring and evaluation, the same percentage as IDA non-FCS operations. This early FY15 performance is an improvement over FY14, when the ratio in IDA FCS was 55 percent, compared to 59 percent in IDA non-FCS countries.

41. **IDA17 called for “more systematic tracking of gender results of IDA operations using sex-disaggregated core sector indicators.”** In response, the IDA17 RMS added two new indicators: “for projects with gender monitoring in project design, the percentage of which report on such indicators during implementation” and “percentage of IDA operations with Core Sector Indicators (CSIs) that can be sex-disaggregated and reporting such data”. These two indicators have been monitored twice per year since the end of FY13, comparing whether the latest ISRs of a project reports all sex-disaggregated indicators and core sector indicators that were indicated in the results framework of the Project Appraisal Document. The FY15 review of the 149 IDA operations approved between FY10-12 found 68 percent reported on gender indicators mid-implementation; the results represent an improvement over the baseline of 53 percent in the FY13 review. Moreover, the review found that the results reporting was higher among IDA projects that incorporated sex-disaggregated CSIs. Specifically, 73 percent of projects (96 of 132 projects) with sex-disaggregated CSIs reported during implementation. Although the review suggests that TTLs are more aware and report such indicators more regularly, the quality of data that are being reported through ISRs is still a concern, and efforts will be made to enhance the quality of project monitoring and evaluation.

42. **Improvements in Tier 1 and Tier 2 Indicators.** The IDA17 Results Measurement System tracks a number of sex-disaggregated Tier 2 indicators. For the period FY13-15, IDA financing projects supported the following development results: 28.7 million pregnant women receiving antenatal care during a visit to a health provider; 5.5 million women received services on agriculture and rural development; social safety net programs provided coverage for 14.1

million women and girls; and finally, IDA supported nearly 300,000 active microfinance loan accounts for women. In addition, to address the increased demand for data on results, indicators for monitoring progress in IDA countries (Tier 1 indicators) were broadened in IDA17 to include access to finance (number of bank accounts per 1,000 adult women) and protection of women's rights under the law (number of IDA countries without any discriminatory laws against women). These two new indicators were also included in the Corporate Scorecard. Other Tier 1 IDA RMS indicators are: employment to population ratio for women (15+); births attended by skilled health staff (% of total births); ratio of girls to boys in secondary education; maternal mortality ratio; and adolescent fertility rate. Further details on the IDA Results Monitoring System are provided in the IDA17 Mid-Term Report on Maximizing Development Impact.

### **Beneficiary Feedback**

43. **IDA17 calls for “*the expanded use of beneficiary feedback mechanisms*” which is important for monitoring and accountability.** Recognizing that women still face challenges in voicing their feedback and engaging with governments, IDA has begun a number of efforts to expand the use of beneficiary feedback mechanisms. For example, the “My Voice” program in the Nigeria States Health Investment Project operating in three northern states (Adamawa, Nasarawa, and Ondo states), has used ICT to tackle this problem. Women's voices were rarely reflected in decisions, because their feedback had to be conveyed through husbands, local officials, health centers and decision makers. Moreover, patients were unaware of existing channels to provide feedback. To address these problems, the project provided a free text messaging (SMS) reporting tool in conjunction with community engagement. The program also involved men and community leaders to encourage community buy in. By the end of the period, My Voice had registered 60 percent of female patients and, of these, 22 percent completed the feedback survey, providing feedback to the health clinics for midcourse correction. The system proved to be capable of generating changes in service provision based on beneficiary feedback. In addition, users and stakeholders alike expressed satisfaction with My Voice program. A similar approach was also used in Nigeria's Third National Fadama Development project – a rural agriculture project aimed to help farmers increase their incomes.

### **Quality of Delivering at Exit**

44. **IDA17 called for a “*mechanism to strengthen learning and results through an assessment and rating of gender performance at project exit.*”** In line with the intent of such a mechanism, the Bank is in the process of designing a monitoring and evaluation system to define the gender gaps and intermediate objectives up front in IDA investment projects and a track progress in closing gaps during implementation. This more robust framework is being developed as part of the upcoming gender strategy, and thus will only be fully fleshed out around the time of the discussion of the gender strategy at the Board expected in December 2015. The framework will use the existing Implementation Completion and Results Report (ICR), where relevant, and use appropriate sex disaggregated indicators. In addition it will collect information on lessons learned, including any unanticipated identifiable gender impacts. The strategy will propose the modality for the gradual roll-out of the framework. A CCSA analysis of projects has informed the proposed assessment framework (see Box 6).

**Box 6. Assessment of Implementation Completion and Results Reports (ICR)**

The Gender CCSA assessed 20 investment project financing projects to learn how evaluation of results for gender equality has been done in the ICR process. These projects were selected from projects tagged with the gender theme code, with ICRs completed between FY10-14. Of the 20 projects, 13 included sex-disaggregated indicators in the PAD's results frameworks; only two did not report sex-disaggregated indicators in the ICR. More interesting, while a section for impacts related to closing gender gaps exists in the current version of the ICR template, it is not fully used. Fourteen projects included brief write ups about performance, but few provided meaningful information on how projects addressed gender gaps and actual impacts. A review of ICRs by the Agriculture GP reported similar findings.

## V. Looking Ahead and Issue for Discussion

45. **IDA is well positioned to align with the ambitious gender equality agenda in the post-2015 Sustainable Development Goals (SDGs) agreed upon by member governments in August 2015.** The commitment to gender equality is expressed in a transformative stand-alone goal that addresses structural barriers to women's empowerment and in important targets in other goals. IDA is well placed to align with the new SDGs through its focus on ambitious targets, knowledge of what works to close gaps, and robust data.

46. **A critical component of advancing the SDGs will be through the implementation of the renewed WBG gender strategy.** The strategy is expected to focus on achieving clear results related to reducing maternal mortality, promoting more and better jobs and closing gender gaps in ownership and control over key physical and financial assets, and helping prevent and respond to GBV through activities infrastructure and other operations. A special focus in the strategy on IDA and FCS contexts is also intended.

47. **The strategy plans to take the following approach to getting to results:**

- Learning what works and taking lessons into policy dialogue and in operations through experimentation, testing and impact evaluation;
- Strengthening gender-smart approaches to private sector lending and advice;
- Strengthening the country-led approach by adapting lessons learned to different contexts;
- Supporting and scaling up the collection of more and better sex-disaggregated data, especially on employment and asset ownership;
- Rolling out a new framework for monitoring of results in closing key gender gaps at the country level; and
- Aligning the strategy with global initiatives, especially the SDG goals and targets and actors, including the UN and other development partners.

48. **Issue for Discussion:**

- Staff would welcome the views of Deputies on the implementation to date of the IDA17 gender equality commitments.

## Annex

### **IFC: Leveraging private sector to enhance women's economic opportunity**

- 1. IFC's Gender Work:** Central to IFC's work in closing gaps between men and women in the private sector is to help clients, including in IDA countries, build a robust business performance by making them aware of, and invest in, the value women can bring as a defined consumer segment, as employees, as business leaders or as entrepreneurs and suppliers. IFC's commitment to advancing gender equality is anchored in a strong business case and in client demand for "gender-smart" solutions, which has significantly grown over the past five years. IFC has developed a new gender framework for fragile states in Africa under the Conflict Affected States in Africa (CASA) Program; most of them are IDA countries such as Burundi, Liberia, Rwanda, Sierra Leone and South Sudan. IFC has also set up a Business Coalition in PNG, comprised of 54 member companies actively engaged in closing gender gaps in the country with a focus on preventing domestic and workplace violence.
- 2. Banking on Women Program.** The Financial Institutions Group (FIG)'s Banking on Women business line has built a committed investment portfolio of roughly US\$ 813 million since its inception in 2010, with 31 investment commitments and 16 advisory services projects, including five IDA countries (Democratic Republic of Congo, Kenya, Lao PDR, Nigeria and Rwanda). Of the US\$813 in Banking on Women investments to date, roughly half was for IFC's own account, and half was mobilized from other investors.
- 3. Leveraging private sector finance for women entrepreneurship.** In partnership with the Goldman Sachs Foundation (GSF) and its 10,000 Women program, IFC launched in March 2014, the Women Entrepreneurs Opportunity Facility (WEOF), the first global facility dedicated to promoting access to finance for women-owned SMEs, through financial institutions. With a targeted size of US\$600 million, WEOF aims to reach 100,000 women-owned SMEs through a joint investment and advisory platform by providing the following to financial institutions: (1) senior loans for on-lending to women-owned SMEs; (2) risk sharing facilities on their portfolio of women-owned SMEs; and (3) advisory services to strengthen their ability to serve women's market including women owned SMEs<sup>18</sup>. WEOF currently finances women-owned SMEs in several IDA countries, including Democratic Republic of Congo (DRC), Kenya, Lao PDR and India, and provides simultaneous women's market advisory services to financial institutions in Lao PDR and Kenya.
- 4. The IFC gender flag.** In addition to the advisory services gender flag, which was introduced in November 2013, the investment department in IFC introduced a new flag in May 2015 for investment officers to capture whether the project is designed and implemented with an explicit focus on creating equal opportunities for women and men as employees, leaders, entrepreneurs, consumers, and/or community stakeholders. This flag will be rolled-out during FY16.

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<sup>18</sup> Advisory services include strategy, product development, delivery channels, networking and non-financial services, etc.