



Integrating Gender Issues into the World Bank's Work

The Role of the
Norwegian–Dutch
Trust Fund for Gender
Mainstreaming

GENFUND



THE WORLD BANK

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INTRODUCTION

Why is gender equality important?

Gender inequalities in society contribute to poverty by lowering labor productivity in households and in the larger economy. They also contribute to the non-monetary aspects of poverty by decreasing security, limiting opportunities, and producing an unequal distribution of resources. The net effect is to lower the quality of life for both women and men. When women and men are relatively equal, however, economies tend to grow faster, the poor move more quickly out of poverty, and the well-being of men, women, and children is enhanced.

The World Bank is committed to advancing gender equality as part of its fight against poverty. In 2001, the World Bank issued its new gender mainstreaming strategy, *Integrating Gender into the World Bank's Work: A Strategy for Action*. Although the World Bank gave budgetary incentives to jumpstart the strategy's initial implementation, there was a realization that additional funding could play a catalytic role in encouraging Bank staff to mainstream gender into their work.

In 2001, the Norwegian Government, which has a long track record of supporting World Bank gender activities, initiated a trust fund designed to encourage gender mainstreaming activities in the World Bank, and the Trust Fund for Gender Mainstreaming in the World Bank (GENFUND) was born. The trust fund was designed to support strategic and innovative work on gender equality, with a strong focus on poverty reduction and an emphasis on activities that would produce good results and could be replicated. In 2003, the Dutch Government, also a long-term champion of gender work within the Bank, joined Norway in financing the trust fund.

The trust fund is producing a substantial portfolio that shows what successful gender mainstreaming looks like.

Since 2001, the GENFUND has allocated more than \$3 million to 68 innovative and catalytic World Bank activities. Over the years, the number of proposals seeking support from the GENFUND has increased steadily. In 2001, 56 proposals were submitted to the selection committee; three years later, the committee received 84 proposals. The growing demand is a strong indicator not only of the fund's value to staff, but also that Bank staff are becoming more aware of the importance of gender issues for development and are increasingly eager to integrate a gender equality perspective into their work.

The GENFUND selects activities to be financed on a competitive basis. Winning proposals receive a maximum of \$50,000 to mainstream gender equality into World Bank activities. Although the GENFUND award amounts are relatively small, the trust fund is having a big impact on the Bank's way of doing business. By being strategic, supporting innovative work that focuses on poverty reduction, and selecting proposals that clearly demonstrate an ability to leverage additional funding, the trust fund is producing a substantial portfolio that shows what successful gender mainstreaming looks like. In the process, the trust fund is helping Bank staff realize, first-hand, the payoffs of taking gender issues into account in their work.

This report illustrates how the GENFUND is contributing to gender mainstreaming at the World Bank. It provides examples of how the trust fund has promoted gender mainstreaming in different components of the Bank's work: through lending activities, analytical work, capacity building, and monitoring and evaluation. The report also illustrates how donors, by being strategic and consistent, can influence the way the World Bank works.

PUTTING GENDER ISSUES MORE SQUARELY INTO WORLD BANK PROGRAMS

Through its loans, policy advice, and technical assistance, the World Bank supports a broad range of programs aimed at reducing poverty and improving living standards in the developing world. GENFUND activities complement World Bank programs and have helped put gender issues more squarely on the agenda.

Supporting Attitudinal Change in Honduras

Partly thanks to GENFUND support, a community in the Copán Valley in Honduras is experiencing an attitudinal change in gender roles and responsibilities. The GENFUND provided a grant for a study on men's and women's needs in rural communities in Copán. This work fed into a new Regional Development Program in the Copán Valley Project and was used to design the main features of income-generation and capacity-building activities. Under this program, women learned how to produce ceramics, make bread and pastries, set up and maintain plant nurseries, and make candles. The training has had an important psychological impact on the Copán women and has increased their self-esteem. Participation in income-generating activities increased the women's awareness of their unexploited potential, of the possibility of contributing ideas for their own improvement, and of the value of their efforts, as demonstrated by the sale of their products.

"Perhaps more importantly, many men are now aware that their spouses can combine housework and some external work to improve the family income and that it is not a threat to their traditions. Quite the contrary, this is an opportunity to revive a lost tradition."

Maria Valeria Pena,
Lead Social Scientist,
Social Development Unit, Brazil



Increasing Employment Opportunities through Information Communication Technologies

In Uganda, the GENFUND supported integrated training for youth, especially girls, that combined training on information communication technologies and microenterprise business development. The activity established wide partner linkages and facilitated the creation of new and improved business opportunities. The net effect was to increase employment opportunities for young girls.



The GENFUND funded local scholarships for women and girls in Uganda to allow them to use the schools' Internet learning tele-center facilities during and after school. Over 150 women were trained as part of the project. The activity is already being replicated in Zimbabwe.

The Uganda activity is a model of inter-agency partnership and community development. Over 10 Rotary clubs—several from Uganda as well as clubs in Canada and the

USA—supported the Uganda project with their own matching funding. Also collaborating were Uganda's Ministry of Education and Sports, the Council for Economic Empowerment of Women in Africa, Uganda ICT Outsourcing Association, Youth Information Technology Micro Enterprise Project (YouthIT), SchoolNet Uganda, and the Bank's World Links for Development Program (WorLD). Together, these groups worked to increase employment for young women.

"We had been looking for an initiative to bring out-of-school youth into our schools . . .

This project showed us that the out-of-school youth were just as keen to participate as those in school . . . it was almost as if the out of school youth were saying—see, we are as good as you."

Peregrine Kibuuka,
Executive Director,
Headmasters' Association, Uganda

Engendering the Malawi Social Action Fund

Approximately one-third of all rural households in Malawi are headed by women, as are over 40 percent of its poorest smallholder households. Compared to the general population, women's health and education status is much lower, especially in female-headed households; they also have less access to credit and extension services.

The GENFUND addressed this issue by supporting the Malawi Social Action Fund (MASAF) to conduct a comprehensive gender analysis. Using a gender lens, combining focus group discussions with community members, semi-structured interviews with key informants, and participant observation, the analysis focused on two of MASAF's components: the community sub-project and the public works program. Particular attention was given to three areas: assessing the extent to which gender-specific constraints and characteristics were part of the social fund design; how successful the strategies had been in expanding opportunities for women and men; and what operational lessons could be drawn to improve the design and implementation of future social fund projects. The analysis highlighted various

forms of institutional exclusion faced by women in Malawi and the broader constraints on their participation in public life. Based on the gender analysis recommendations, MASAF has been monitoring livelihood changes using both quantitative and qualitative data on women's access to income-generating and credit opportunities.

STRENGTHENING GENDER ASPECTS OF ANALYTICAL WORK

Analytical work is a key element of the World Bank's assistance package. In the past, however, gender issues were not always adequately addressed in the Bank's core Economic and Sector Work or in other analytical work. Over the years, the trust fund has supported several activities, which have resulted in increased attention to gender issues in analytical work, and subsequently were reflected in the country dialogue and specific country programs.

Engendering the Postconflict Reconstruction Process in Congo

When the World Bank opened a liaison office in Congo in 2001, after four years of inactivity due to the civil war, the Bank's understanding of gender and other issues in the country had eroded. To remedy this deficit, the GENFUND supported a desk review and community survey on gender issues in conflict-affected areas. The desk review produced a report to the Government of Congo, which supported the production of an engendered Interim Poverty Reduction Strategy Paper based on the report. The paper recognized inequality between men and women as one of the root causes of poverty.

Harnessing Rural Women's Traditional Plant and Medicine Knowledge

Rural women's expertise and skills in providing health care and their knowledge of traditional plants and medicine continue to be largely untapped resources. GENFUND-supported activities in Guinea, Malawi, and Mali aimed at using these skills and this knowledge base. Activities included documenting rural women's knowledge in providing primary health care and nutrition and disseminating information about women's practices via community radio, tele-centers, country web-gateways, and publications. For example, through focus-group discussions, the Malawi country study found that home-based, plant-derived traditional treatments are commonly used for routine health care among local people. In the communities studied, such treatments are sought more frequently than the services of specialists, local traditional healers, or biomedical health facilities. The study results will be used in the new phase of the Malawi Social Action Fund Project.

"The GENFUND's support was crucial in terms of enhancing the Congo team's capacity to effectively address its mandate in a gender responsive manner."

Alessane Diaware,
Country Manager, World Bank,
Republic of Congo, Brazzaville

HIV/AIDS and the “Male” Factor

Gay, bisexual, and transgendered men are often left at the periphery in the fight against HIV/AIDS. However, these men are not a homogenous group, as documented in GENFUND-supported country studies in Burkina Faso, Gambia, and Senegal. The country studies highlighted the diversity of sexual identities and subcultures in this group, making it all the more urgent to include such groups in the planning and implementation of anti-HIV/AIDS campaigns. The studies also enhanced communication among these groups and identified their need for better access to testing, treatment, and care services for sexually transmitted infections and HIV/AIDS. The studies analyzed the social conditions of male-to-male relationships and developed country-specific frameworks and action plans to improve their access to prevention and treatment programs. Key recommendations included the need to better use these networks in awareness raising on preventive behaviors such as condom use. Advocacy was also seen as a prime tool in accelerating their inclusion in mainstream anti-HIV/AIDS campaigns.

A Window of Opportunity for Tajikistan

The Government of Tajikistan requested the World Bank’s support in initiating a project that would create employment for women. The GENFUND financed a needs assessment that complemented a postconflict grant. The study found that the ability of female-headed households to work and earn a living is constrained by a broad array of social and economic factors, such as labor migration; lack of access to credit, land, materials, and markets; lack of skills and training; and lack of health care. The study presented specific policy recommendations to the Tajik government, including establishing a legal framework that protects women against discrimination and creating microcredit institutions and a supportive tax regime to help women in business. The project is now being implemented. It is headed by a local women’s association that is helping households headed by single women lift themselves out of destitution and obtain the knowledge and job skills necessary to engage in business or start their own microenterprises.

Considerable progress has been made, including the recent construction of a women’s community center as a home for the women’s association. The association trainers (all of whom are women) have developed modules to train women members on key social issues such as family rights and responsibilities, basic health care and nutrition, conflict resolution, and decisionmaking. Planned social enterprise activities include market research, a microcredit program, and a child-care business. Association members are already operating a bakery to provide operating funds for the association.



BUILDING CAPACITY ON GENDER ISSUES

A key GENFUND objective is to contribute to enhanced capacity among both client governments and civil society groups. Since it was established in 2001, the GENFUND has supported a broad array of capacity-building activities.

Engendering the Bank's Poverty Reduction Strategy Process

To build the capacity of Bank staff, client governments, and civil society to better apply a gender perspective in the Poverty Reduction Strategy (PRS) process, the GENFUND provided funding to integrate gender issues throughout the Poverty Reduction Strategy Papers (PRSPs) in several countries, including Bosnia Herzegovina, Ghana, Côte d'Ivoire, and Vietnam. This support helped establish a body of good practices and, since the first GENFUND allocation to engender a PRSP in 2001, there has been a steady increase in the attention to gender issues in PRSPs.

In Vietnam, for example, the GENFUND provided resources to increase gender awareness among key provincial officials who are responsible for implementing the Comprehensive Poverty Reduction and Growth Strategy (CPRGS), Vietnam's equivalent to the PRSP. In cooperation with the Ministry of Planning and Investment, the PRSP Secretariat, and the National Committee for the Advancement of Women, the World Bank and other donors organized five regional workshops on rolling out the CPRGS to the provinces. The workshops gave specific attention to gender issues. About 500 provincial officials from five major regions attended the workshop. Participants discussed the importance of gender equality for poverty reduction and growth and what addressing gender inequalities means on the ground. At the workshops, participants developed guidelines and checklists for mainstreaming gender in CPRGS implementation in the different provinces. These tools were used to develop gender-sensitive plans during CPRGS implementation.

Giving Local Advocacy a Voice to Reduce Violence against Women

In Indonesia, the GENFUND supported a regional advocacy initiative to reduce violence against women. The six-region initiative involved planning, implementing, and evaluating a 16-day activism campaign. The anti-violence campaign successfully forged strategic alliances between the local government, police, hospitals, and community groups.

To make the campaign more effective and relevant at the local level, the anti-violence campaign was linked with local issues, such as HIV-AIDS work in Batam and Papua, postconflict work in Maluku and Poso, and work on regional autonomy and religious fundamentalism in Padang and Jombang. Workshops were held with members of civil society groups. At the workshops, participants formulated campaign strategies and discussed the dissemination strategy for publications and campaign kits. Public and policy dialogues were conducted in all regions, followed by radio talk shows, dramas, and dissemination of T-shirts, stickers, pins, posters, and pamphlets.

Community Voice and Choice:

A Participatory Social Inclusion Program in Indonesia

When properly applied, participatory tools can increase community satisfaction with development projects. This positive relationship was evident in the GENFUND-supported social inclusion program in Indonesia's Second Kecamatan Development Program (KDP). KDP is a multi-sector Bank project that reaches 28,000 poor communities in 30 provinces (out of 34) in Indonesia.

The GENFUND supported the development and implementation of a gender- and poverty-sensitive community action plan for water supply and sanitation interventions in the Second Water Supply and Sanitation for Low Income Communities Project in Indonesia. Results show that the use of gender and social inclusion tools enables the poor, particularly poor women, to have greater voice in community decisions

and a more equitable sharing of project benefits. Poverty targeting in plans has become more transparent, making community monitoring easier. Implementing agencies have also become more sensitized to the need to monitor projects for social inclusion and gender equality to achieve greater poverty reduction impacts.

"I feel proud that we have prepared a proposal. Our hamlet will be connected with a paved road because of our decision and effort. Now we know something about getting together, discussing and expressing our ideas . . . we women were supposed to know only about our kitchens before . . . Before this I have never taken part in such gatherings. My efforts and ideas seem to have so much meaning now."

Aisiyah, a woman from Ciwalen village, West Java

Knowing the Unknown—Generating Gender Statistics in the Latin America and Caribbean Region

Increasing the availability of user-friendly gender data is essential for countries to better measure development outcomes. To achieve this result, the GENFUND supported strengthening the capacity of government agencies and statistical offices in 23 Latin American and Caribbean countries to design a system whereby current and future surveys could better support the analysis of gender issues. Direct technical assistance was provided to the national statistical agencies of Bolivia, Honduras, and Peru. Sex-disaggregated data on education, labor force participation, and household structures were produced for

16 countries in the region. In addition, GENFUND support enabled representatives from 24 project implementation units in Central America to receive training on the use of gender indicators.

Ciwalen village received KDP funds for paving a stretch of the road that the village women had identified as important during the social mapping that the villagers conducted.



LEARNING FROM GENDER-SENSITIVE MONITORING AND EVALUATION

Gender-sensitive monitoring and evaluation can reveal the extent to which a project has addressed the different needs of men and women, and how the project has made an impact on their lives and overall social and economic well-being. Realizing the potential of this often overlooked area, the GENFUND is supporting several gender-sensitive monitoring and evaluation activities.

Evaluating the Gender Dimensions of the “Our Roots” Program in Honduras

GENFUND resources complemented International Development Association funds in the evaluation of the *Nuestras Raíces* (“Our Roots”) Program in Honduras. This program was developed in 1995 to target development assistance to indigenous and Afro-Honduran communities in Honduras. These communities are among the country’s poorest, and their members are often marginalized in the municipal development planning process. GENFUND support enabled the task team to broaden and deepen the evaluation of one of the first and largest targeted programs for this group and to study the program’s gender equality dimensions. Additional GENFUND funding made it possible to expand the evaluation sample. The number of participant households surveyed increased, and the increased sample included an equal number of male and female *Nuestras Raíces* participants. Because of the expanded sample size, the evaluation report now includes a separate chapter on gender-related evaluation findings, which has facilitated better-informed policy formulation.

Gender Monitoring and Evaluation in Benin

“Fetani” or “Leaving Our Shame” is the name of a small microcredit group that the Benin Social Fund sponsors. The participants chose Fetani as their group’s name not only to describe leaving the shame of poverty behind through their activities, but also to point to other changes in gender relations that are occurring at a deeper community level as a result of their involvement in the group. The GENFUND supported a qualitative analysis to explore and document the impact that the Benin Social Fund is having on gender relations and, consequently, on women’s opportunities. Under the initiative, a set of gendered monitoring and evaluation tools for community-driven projects fed into the social fund’s methodology. The social fund and other agencies working at the community level are using the monitoring and evaluation tool to monitor gender aspects of community participatory decisionmaking and project implementation.

As this report illustrates, the GENFUND is playing an important role in leveraging World Bank efforts to advance gender equality. The World Bank would like to thank the Norwegian and Dutch donors for their support to gender mainstreaming at the World

Bank. Looking ahead, the World Bank will continue to capitalize on the lessons learned and the good practices coming out of the GENFUND and will continue to mainstream gender into new, unexplored areas.

Additional information about the GENFUND and the World Bank's work on gender issues is available at: <http://www.worldbank.org/gender.htm>.

BOX 1 THE GENFUND'S FOUR SELECTION PRIORITIES

Priority 1: Focus on poverty reduction

- To what extent are the suggested activities contributing to poverty reduction?

Priority 2: Use of innovative methods for gender mainstreaming

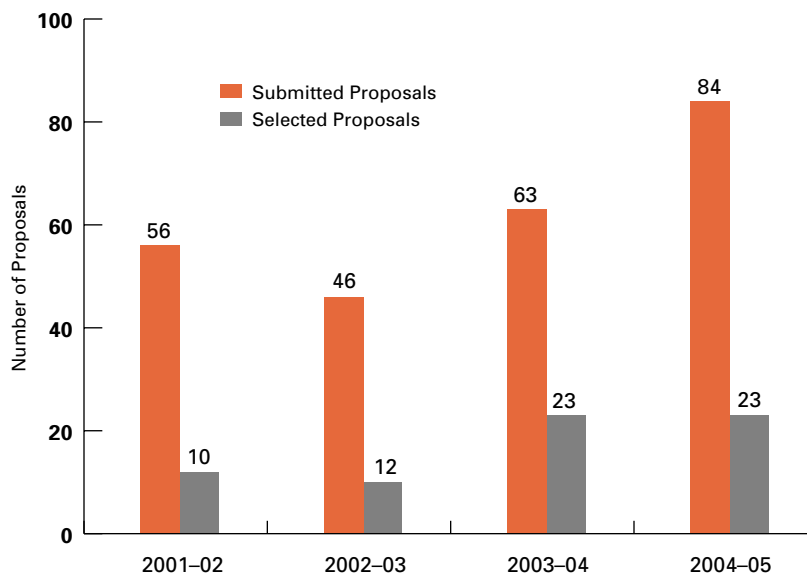
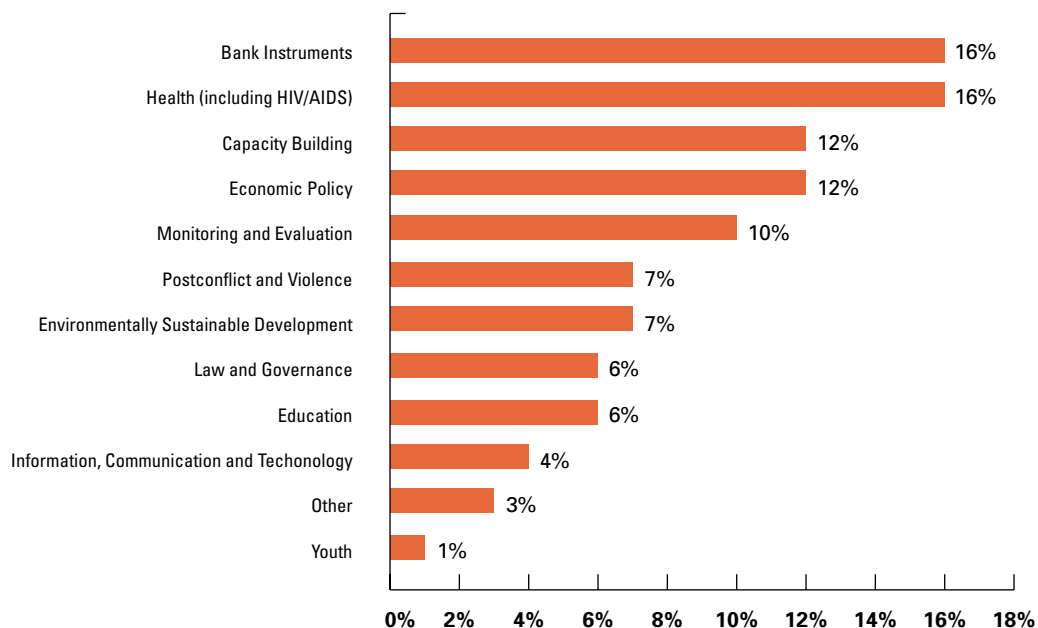
- Does the proposal support efforts to integrate gender into areas where there has been limited Bank attention to gender issues?
- To what degree does the proposal offer new variations on established approaches, or completely new and untested approaches? Could it produce good practice examples and generate promising approaches that will provide win-win learning experiences and give higher visibility to Bank operations that successfully integrate gender?

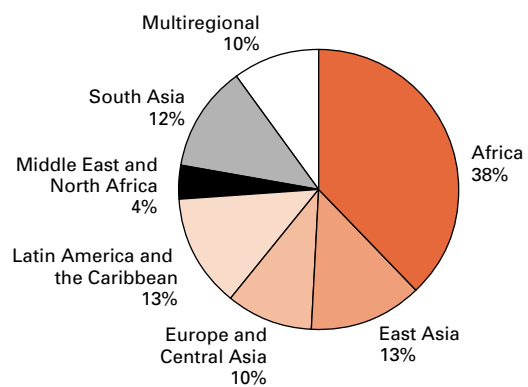
Priority 3: Demonstrated ability to leverage additional funding

- To what extent does the proposal leverage GENFUND funding with Bank budget, and/or funding from other sources?
- Does the proposed activity use Norwegian/Dutch consultants and/or link to Norwegian/Dutch institutions?

Priority 4: Demonstrated additional activity beyond normal Bank business

- Does the proposal reinforce gender mainstreaming without supporting business as usual, or does the proposal cover activities that should be financed by the Bank's budget?
- Will the proposed activity generate further incentives for mainstreaming gender into operations?

BOX 2**GENFUND DEMAND: SUBMITTED AND SELECTED PROPOSALS****BOX 3****THE GENFUND PORTFOLIO: PERCENTAGE OF FUNDED ACTIVITIES BY THEME**

BOX 4**THE GENFUND PORTFOLIO: BY REGION**

GENFUND ACTIVITIES

AFRICA REGION

Tranche 1:

- Engendering Participation in Local Governance: Evaluation of the Malawi Social Action Fund
 - Promoting Legal Literacy on Gender Issues in Postconflict Societies in Eastern and Southern Africa
 - Integrating Gender in PRSPs in Ghana and Côte d'Ivoire
 - Integrating the Gender Dimensions of HIV/AIDS in the Multi-Country HIV/AIDS Program Operations in Sierra Leone and Kenya
 - Developing Tools for Gender Monitoring and Evaluation in the Benin Social Fund
 - Guinea Village Communities Support Program: Evaluation of Participatory Mechanisms
-

Tranche 2:

- Engendering the Postconflict Reconstruction Process in Congo's Transitional Support Strategy
 - Women's Energy Enterprise: Developing a Model for Mainstreaming Gender into Modern Energy Delivery
 - Targeting Vulnerable Groups in the Multi-Country HIV/AIDS Program for the Africa Region: The Case of Men Who Have Sex with Men
 - The Legal and Gender Dimensions of HIV/AIDS in Sub-Saharan Africa
 - Information and Communication Technologies and Women's Empowerment Project in Uganda
-

Tranche 3:

- Transfer and Adaptation of Innovative Young Women Counselors Training Instruments in the Fight against HIV-AIDS from Kenya to Central African Republic
 - Mainstreaming Rural Women's Knowledge in Basic Health Care and Nutrition
 - Supporting Gender Mainstreaming in Kenya's Government Economic Recovery Program
 - Partnership for Elimination of Harmful Traditional Practices Affecting Women Erroneously Attributed to Islam
 - Helping Women Take Charge of their Reproductive Health through Literacy
 - Gender, Sexuality, Violence, and HIV/AIDS Initiative: Societal Gender Norms and Sexual Behavior Change
-

- Time Poverty Analysis: A Critical Contribution to Engendering Poverty Assessments
- Rapid Gender Assessment in Great Lakes Refugee Communities and HIV/AIDS Related Behavior
- Intensified Action to Integrate Adolescent Reproductive Health and Gender in the HIV/AIDS Agenda and Programs

Tranche 4:

- What Is Required to Strengthen Women's Land Rights in Africa? Evidence from Uganda
- Impact of Decentralization and Women's Political Empowerment on Public Expenditures and Community Development in Rwanda
- Developing a Methodology for Capacity Building in Financial Literacy for Rural Women to Increase Their Access to Financial Services
- Establishing a Gender Sensitive Feedback Mechanism of a Monitoring and Evaluation Framework in Uganda PRSC4
- Incorporating Community Participation and Mainstreaming a Gender Perspective in the Lesotho Transport Geographical Information System
- Women Entrepreneurs Empowerment in South Africa

LATIN AMERICA AND THE CARIBBEAN REGION

Tranche 1:

- Support Gender Technical Facilities in Central America and Argentina
- Generating Gender Statistics for Economic, Social and Poverty Analysis in the LAC Region

Tranche 2:

- Training Capacity Building of Indigenous Communities in Income Generation Opportunities in the Copán Archeological Park, Honduras
- Evaluating Gender Dimensions of the Honduras Nuestras Raíces ("Our Roots") Program for Indigenous and Afro-Honduran Communities

Tranche 3:

- Gender Mainstreaming in São Paulo Land Management Project in Brazil
- Piloting Gender Analysis of Public Expenditure in the Caribbean: Mainstreaming Gender in St. Vincent and the Grenadines Public Expenditure Review

Tranche 4:

- Mainstreaming Gender Using an In-Country Global Development Learning Network in Brazil
- Evaluation of Impact of the Bono de Desarrollo Humano in Ecuador
- Gender Mainstreaming in Participatory Monitoring & Evaluation around PRSPs in LAC

EUROPE AND CENTRAL ASIA REGION

Tranche 1:

- Mainstreaming Gender in Poverty Assessment Work to Support the Bosnia and Herzegovina Poverty Assessment Focus on Gender
 - Gender Aspects of Poverty and Inequality in the Family and the Labor Market in Bulgaria
-

Tranche 2:

- Needs Assessment for Women Employment and Entrepreneurial Opportunities in Postconflict Tajikistan
-

Tranche 3:

- Building Capacity for Gender Monitoring in Kosovo
 - Gender Dimensions of Poverty in Azerbaijan
 - Engendering Youth Empowerment and Inclusion in Moldova: Integrating a Gender Perspective in the Moldova Youth Inclusion Project
-

Tranche 4:

- Assessing the Enabling Governance Environment to Promote and Enforce Women's Rights in the Southern Caucasus
-

EAST ASIA AND THE PACIFIC REGION

Tranche 1:

- Integrating Gender into the Second Water Supply and Sanitation for Low-Income Communities Project / Kecamatan Development Program in Indonesia
-

Tranche 2:

- Increasing Capacity for Gender-Sensitive Implementation of Vietnam's Comprehensive Poverty Reduction and Growth Strategy
-

Tranche 3:

- Studying WTO Entry Impacts on Rural Minority Women in China
 - Engendering Social Policies in Indonesia: Support for Local Initiatives in Developing a Violence Against Women Campaign
-

Tranche 4:

- Analysis of Existing Data Sets from the Pacific on Disability and Gender Interconnection
 - Women's Empowerment and Voice through Community Radio Development in Timor-Leste
 - Role of Rural Women in the Cash Economy in East Asia and the Pacific
 - Engendering Strategies for Rural Information Systems in Indonesia
 - Survey of Actions Being Taken at Mining Operations in Papua New Guinea to Improve the Impact of Mining on Women
-

SOUTH ASIA REGION

Tranche 2:

- A Comparative Study on “Gender Mainstreaming in Poverty Alleviation (Micro Credit Enterprise Development & Community Physical Infrastructure) Projects Leading to Women’s Equity, Economic Stability and Empowerment in Pakistan”
-

Tranche 3:

- Measuring and Learning about Empowerment and Social Inclusion in Nepal
 - Social Custom and Women’s Status in Rural Pakistan
 - Assessing the Reproductive Health Needs of Women with Disabilities in India
-

Tranche 4:

- Gender Dimensions of Conflict Impacts in Sri Lanka
 - Socioeconomic Impacts of Female Labor Migration in Sri Lanka
 - Women’s Self-Help Organizations in India: Opportunities for Counseling and Legal Assistance
-

MIDDLE EAST AND NORTH AFRICA REGION

Tranche 3:

- Morocco’s Gender Gap in Schooling: A Qualitative Analysis of the Institutional, Sociocultural and Economic Factors Underlying Regional Differences
 - Developing a Framework for Improving Women’s Economic Opportunities and Voice in the Context of Yemen’s Port Cities Development Project
-

Tranche 4:

- Women’s Labor Market Status in Iran
-

OTHER ACTIVITIES (Not Regionally Specific)

Tranche 1:

- Gender Mainstreaming in InfoDEV
-

Tranche 3:

- Evaluating Gender Impacts and Practice in Bank Land Projects
 - Using Beneficiary Assessment as a Social Development Analysis Tool to Address Gender Issues in Bank Projects: Developing Resource Materials for Task Managers
-

Tranche 4:

- Mainstreaming Gender in PSIA: The Gender-Differentiated Impacts of Pension Reform
 - Mainstreaming Women with Disabilities through Community Health Care Access
 - Mainstreaming Gender in Public Expenditure Reviews
 - Incorporating Gender Issues into Parliament
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page 3: Honduras: *Our Roots* program, plant nursery workshop. Photographer: World Bank 2004

page 4: YouthIT instructor guiding young women in using spreadsheets to budget at Wanyange Girls' School, Eastern Uganda.
Photographer: World Bank 2004

page 6: Opening the Women's Community Center as a home for the Women's Association. Photographer: Andrea Burniske, 2004

page 8: Indonesia: Woman-Headed Household Empowerment Program (PEKKA). Photographer: World Bank 2004



THE WORLD BANK

Gender and Development Group
The World Bank
1818 H Street, NW
Washington, DC 20433 USA
<http://www.worldbank.org/gender>