

THE WORLD BANK GROUP ARCHIVES

PUBLIC DISCLOSURE AUTHORIZED

Folder Title: President Wolfensohn - Briefing Book for President's Meetings and Events - Human Development Network [HDN] - March 24, 1997

Folder ID: 30487473

Series: Meeting and event briefing materials

Dates: 03/24/1997 – 03/24/1997

Subfonds: Records of President James D. Wolfensohn

Fonds: Records of the Office of the President

ISAD Reference Code: WB IBRD/IDA EXC-13-10

Digitized: 05/19/2025

To cite materials from this archival folder, please follow the following format:
[Descriptive name of item], [Folder Title], Folder ID [Folder ID], ISAD(G) Reference Code [Reference Code], [Each Level Label as applicable], World Bank Group Archives, Washington, D.C., United States.

The records in this folder were created or received by The World Bank in the course of its business.

The records that were created by the staff of The World Bank are subject to the Bank's copyright.

Please refer to <http://www.worldbank.org/terms-of-use-earchives> for full copyright terms of use and disclaimers.



THE WORLD BANK

Washington, D.C.

© International Bank for Reconstruction and Development / International Development Association or

The World Bank

1818 H Street NW

Washington DC 20433

Telephone: 202-473-1000

Internet: www.worldbank.org

PUBLIC DISCLOSURE AUTHORIZED



~~Prebriefing for JDW's Meeting with
Human Development Network Staff~~

~~Friday, March 21, 1997~~

~~11:30-12:00 p.m.~~

~~E 1227 Conference Room~~

Meeting: Human Development
Network

Monday, March 24, 1997

3:00 - 4:00 p.m.

H Auditorium

DECLASSIFIED
WBG Archives

Archive Management for the President's Office

Document Log

Reference # : Archive-01297

128

Edit

Print

A. CLASSIFICATION

☒	Meeting Material
☐	Trips
☐	Speeches

☐	Annual Meetings
☐	Corporate Management
☐	Communications with Staff

☐	Phone Logs
☐	Calendar
☐	Press Clippings/Photos

☐	JDW Transcripts
☐	Social Events
☐	Other

B. SUBJECT: MEETING: HUMAN DEVELOPMENT NETWORK STAFF // JDW
TO MAKE REMARKS // (B) (N)
VENUE: H AUDITORIUM
CONTACT: DIANE WALKER (DE FERRANTI) @ 87318
IN ATTENDANCE: JDW, CAROLINE
OTHERS: HUMAN DEVELOPMENT STAFF // THIS EVENT SERVES AS
KICK-OFF FOR THE HUMAN DEVELOPMENT WEEK (MARCH 25-27)
(B) SPEAKING POINTS - CAROLINE ANSTEY
EXC: HANY // ALI (2/11)

Brief Includes Memo to JDW from David de Ferranti of March 18, 1997
entitled "Briefing Note for Meeting with Human Development Network Staff"
and tabs:

- Agenda
- Speakers
- Training Modules

DATE: 03/24/97

C. VPU

Corporate

☐	CTR
☐	EXT
☐	LEG
☐	MPS
☐	OED
☐	SEC/Board
☐	TRE

Regional

☐	AFR
☐	EAP
☐	ECA
☐	LAC
☐	MNA
☐	SAS

Central

☐	GFS
☐	DEC
☐	ESD
☐	EPD
☐	FPR
☐	HRO

Affiliates

☐	GEF
☐	ICSID
☐	IFC
☐	Inspection Panel
☐	Kennedy Center
☐	MIGA

D. EXTERNAL PARTNER

☐	IMF
☐	UN
☐	MDB/Other IO
☐	NGO
☐	Private Sector

☐	Part I
☐	Part II
☐	Other

HD Week Speakers

Carla AbouZahr - WHO

*(Operationalizing and Integrating Reproductive Health
and STIs/HIV/AIDS: Challenges Ahead, Wednesday, March 26)*

Poonam Ahluwalia - USAID

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

Uzma Anzar - Ministry of Education, Pakistan

(Girls' Education, Tuesday, March 25 and Teacher Development, Tuesday, March 25)

Monica Aring - USAID

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

R. V. Vaidyananatha Ayyar - Ministry of Education, India

(Language of Instruction, Tuesday, March 25 pm)

Peter Berman, Harvard

(National Health Accounts, Tuesday, March 25 and Wednesday, March 26)

Aicha Bah Diallo - UNESCO

(Girls' Education, Tuesday, March 25)

Susan Baker, MPH - Johns Hopkins School of Public Health

(Injury as a Health Problem, Tuesday, March 27)

Timothy D. Baker, MD, MPH - Johns Hopkins School of Public Health

(Injury as a Health Problem, Tuesday, March 27)

Eva Balazs - Institute for Public Education, Budapest, Hungary

(Teacher Development, Tuesday, March 25)

Richard Bird - University of Toronto

(Fiscal and Managerial Decentralization, Wednesday, March 26)

Gilberto Botas - Mozambique

(Post-Conflict Reconstruction, Wednesday, March 26 am)

Mark Bray - University of Hong Kong

(Teacher Development, Tuesday, March 25 and

Fiscal and Managerial Decentralization, Wednesday, March 26)

Maria Helena de Castro - Ministry of Education, Brazil

(National Assessment of Student Achievement Levels, Tuesday, March 25 am)

Claudio de Moura Castro - Chief of Social Programs Division, IADB

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

Roger Chaufournier, Managed Care Assistance Corporation, DC

(Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26)

Deborah Chollet - Associate Director, Alpha Center (*Workshop on Applied Health Care Financing, Wednesday, March 26*)

Fay Chung, UNICEF
(*Teacher Development, Tuesday, March 25*)

Giovanni Andrea Cornia - World Institute for
Development Economics Research of the UN University
(*Transfers and Social Assistance to the Poor, Wednesday, March 26*)

Gina Dalabetta - AIDSCAP
(*Operationalizing and Integrating Reproductive Health and STIs/HIV/AIDS:
Challenges Ahead, Wednesday, March 26*)

Bill Darnell - Academy for Educational Development
(*Teacher Development, Tuesday, March 25*)

Joseph DeStefano - Academy of Educational Development
(*Political Dynamics of Sectoral Reform: Education, Tuesday, March 25 pm*)

Wade Diegne - Ministry of Basic Education, Senegal
(*Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm*)

Maria Ducci - Chief of Training Policies, ILO
(*Vocational Education and Training: From Policy to Practice, Wednesday, March 26*)

Roger England - UK Institute for Health Sector Development
(*Separating Finance from Provision of Health Services,
Tuesday, March 25 and Wednesday, March 26*)

Josep Figueras - Health Systems Analysis Program, WHO
(*Considering Comprehensive Health Sector Reform:
Applications from the WHO Ljubljana Study, Thursday, March 25 am*)

Fred Fluitman - ILO
(*Vocational Education and Training:
From Policy to Practice, Wednesday, March 26*)

Andrea C. Gielen, ScD - Associate Director, Center for
Injury Research and Policy (*Injury as a Health Problem, Tuesday, March 27*)

Arthur Gillette - UNESCO
(*Post-Conflict Reconstruction, Wednesday, March 26 am*)

Caroline Gipps - University of London, Institute of Education
(*National Assessment of Student Achievement Levels, Tuesday, March 25 am*)

Charles Glenn - Boston University School of Education
(*Demand-Side Financing, Wednesday, March 26*)

Martin Godfrey - Consultant
(*Vocational Education and Training:
From Policy to Practice, Wednesday, March 26*)

Carol Graham - Brookings Institution
(*Political Dynamics of Sectoral Reform:
Generic Features, March 25 am*)

Ken Grant, UK Institute for Health Sector Development
(*Separating Finance from Provision of Health Services,
Tuesday, March 25 and Wednesday, March 26*)

Wadi Haddad - UNESCO
(*Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm*)

Gabor Halasz - Institute of Socioeconomic Studies, Budapest
(*Fiscal and Managerial Decentralization, Wednesday, March 26*)

Jan Hawkins - Director, Center for Children & Technology,
Education Development Center
(*Education Technology Ongoing Demonstration, main concourse*)

Henry Healey - Research Triangle Institute
(*Political Dynamics of Sectoral Reform: Education, Tuesday, March 25 pm*)

Pedro Hepp
(*Education Technology, Tuesday, March 25 pm*)

Alejandro Herrin - UPSE
(*National Health Accounts, Tuesday, March 25 and Wednesday, March 26*)

Shirley Hopkinson - Watkins Capitol Hill Cluster Schools
(*Teacher Development, Tuesday, March 25*)

Robert Hornik, Director - Center for International Health
and Development Communication, University of Pennsylvania
(*Communication for Policy and Behavior Change in
Education, Health, Nutrition and Population Projects, Tuesday, March 25*)

William Hsiao - Harvard
(*Compulsory Social Insurance Systems,
Tuesday, March 25 pm and Wednesday, March 26 pm*)

Eileen Kane - Institute for National Research
(*Girls' Education, Tuesday, March 25*)

Herbert Kells
(*Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am*)

Carol Kiecker, Kaiser Permanente International
(*Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26*)

Dr. Kurt Komarek -GTZ Germany
(*Language of Instruction, Tuesday, March 25 pm*)

Dr. Wolfgang Kuper - GTZ Germany

(Language of Instruction, Tuesday, March 25 pm)

Cassie Landers - UNICEF

(Post-Conflict Reconstruction, Wednesday, March 26 am)

Marjorie Peace Lenn - Executive Director for
Quality Assurance in International Education

(Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am)

Lars Olov Lernberg - Chief Education Officer,
NACKA Municipality, Sweden

(Demand-Side Financing, Wednesday, March 26)

Alan Lesgold - University of Pittsburgh, Cognitive Science

(Assessing Institutional Capacity, Wednesday, March 26)

Professor Michael Lipton - University of Sussex

(Transfers and Social Assistance to the Poor, Wednesday, March 26)

Juan Luis Londono - IDB (former Colombia minister of health)

(Political Dynamics of Sectoral Reform: Generic Features, March 25 am)

Ellen J. Mackenzie, PhD - Johns Hopkins School of Public Health

(Injury as a Health Problem, Tuesday, March 27)

Joyce Manchester - US Congress Budget Office

(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Patricia Matte

(Demand-Side Financing, Wednesday, March 26)

Ismael Mbaye - Ministry of National Education, Senegal

(Teacher Development, Tuesday, March 25)

Lorraine McDonnell - University of California
at Santa Barbara, Political Science and Education/ Rand Corporation

(Assessing Institutional Capacity, Wednesday, March 26)

Michael McGinnis - WHO

(Post-Conflict Reconstruction, Wednesday, March 26 am)

Jean Meadowcroft - USAID Guatemala

(Girls' Education, Tuesday, March 25)

Michael Moore - Pennsylvania State University

(Teacher Development, Tuesday, March 25)

Dan Moulton - Amherst

(Evaluation of Labor Market Policies, Thursday, March 27)

Dora Mwalwenje - Ministry of Education, Malawi

(Girls' Education, Tuesday, March 25)

Len Nicholls - Urban Institute

(Workshop on Applied Health Care Financing, Wednesday, March 26)

Gabriela Nunez - Program for Girls, Ministry of Education, Guatemala
(Girls' Education, Tuesday, March 25 and Demand-Side Financing, Wednesday, March 26)

Joao Batista Oliveira - State of Minas Gerais, Brazil
(National Assessment of Student Achievement Levels, Tuesday, March 25 am)

Mary O'Reilly de Brun - Consultant
(Girls' Education, Tuesday, March 25)

Gary Orren - JFK School of Government, Harvard
(Communication for Policy and Behavior Change in Education, Health, Nutrition and Population Projects, Tuesday, March 25)

Edward Palmer - National Social Insurance Board - Sweden
(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Elad Peled
(Education Technology, Tuesday, March 25 pm)

Zimra Peled
(Education Technology, Tuesday, March 25 pm)

Yvette Phillot - Ministry of Education, The Gambia
(Girls' Education, Tuesday, March 25)

Marsha Pripstein Posusney - Bryant College
(Evaluation of Labor Market Policies, Thursday, March 27)

Bernadette Robinson - Open University, UK
(Teacher Development, Tuesday, March 25)

Rafael Rofman - Superintendency of Pension Funds, Argentina
(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Beatrice Rogers - Tufts University, School of Science and Nutrition
(Current Issues in Nutrition Assistance, Thursday, March 27)

Richard Sack - Association for the Development of Education in Africa
(Motivation and Professionalization of Social Sector Workers, Thursday, March 27)

Richard Saltman - Professor of Health Policy and Management,
Emory University School of Public Health *(Considering Comprehensive Health Sector Reform:
Applications from the WHO Ljubljana Study, Thursday, March 25 am)*

Vincente Sarubbi - Minister of Education, Paraguay
(Language of Instruction, Tuesday, March 25 pm)

Jane Schubert - Institute for International Research
(Girls' Education, Tuesday, March 25 and Teacher Development, Tuesday, March 25)

Gordon Smith - Johns Hopkins School of Public Health
(Injury as a Health Problem, Thursday, March 27)

William Smith, EVP - Academy for Educational Development
*(Communication for Policy and Behavior Change in
Education, Health, Nutrition and Population Projects, Tuesday, March 25)*

Jennifer Spratt - Research Triangle Institute
*(Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm)*

Robert Taylor - Taylor Associates International, Annapolis, MD
(Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26)

Mercy Tembon - University of Sussex *(Girls' Education, Tuesday, March 25)*

Judith Tendler - MIT
*(Motivation and Professionalization
of Social Sector Workers, Thursday, March 27)*

Hywel Thomas, University of Birmingham
(Teacher Development, Tuesday, March 25)

Quentin Thompson
(Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am)

Salvador Valdes-Prieto - Catholic University, Chile
*(Pension Reform in Transition and
Other Developing Countries, Thursday, March 27)*

Diane Vanbelle-Prouty - Institute for International Research
(Girls' Education, Tuesday, March 25)

Emily Vargas-Baron - Head of HCD Center, USAID
*(Vocational Education and Training:
From Policy to Practice, Wednesday, March 26)*

Eleonora Villegas-Reimers - Wheelock College
(Teacher Development, Tuesday, March 25)

Daniel Waldo - HCFA
(National Health Accounts, Tuesday, March 25 and Wednesday, March 26)

David Wildasin - Vanderbilt University
(Fiscal and Managerial Decentralization, Wednesday, March 26)

Joy Wolf - Consultant
(Girls' Education, Tuesday, March 25)

Yvonne Zeegers - University of South Australia
(Teacher Development, Tuesday, March 25)

John Zuman
(Education Technology, Tuesday, March 25 pm)

THE WORLD BANK/IFC/M.I.G.A.

OFFICE MEMORANDUM

DATE: March 18, 1997

TO: Mr. James D. Wolfensohn

FROM: David de Ferranti, HDDDR

EXTENSION: 3-8729

Def

SUBJECT: **Briefing Note for Meeting with Human Development Network Staff**

Please find attached the briefing materials for your meeting with all staff in the Human Development Network on March 24 at 3:00 - 4:30 pm in the H Auditorium.

I am also forwarding some background information on our Human Development Week, which will take place March 25-27.

Attachments.

cc: : Messrs./Mme.:

Koch-Weser, H. Assaad, C. Anstey.

- ① Education in Brazil - kidney - Classe
El Salvador
② Apulia trip
Buana
→ Health - Aids spread in Uganda
③ connecting - getting looked health is not
just health services
④ Nutrition - Vietnam - kind causes
element of the hunger
⑤ India - population - to just proper
⑥ Southern Fund in Egypt - work in communities

Briefing Note

Prepared for the meeting between
Mr. James D. Wolfensohn and

All Staff in the Human Development Network

Date of Meeting:	March 24, 1997
Time:	3:00 - 4:30 pm
Location:	H Auditorium

Objective of the Meeting

To provide staff in the Human Development Network with an opportunity to hear from you regarding major developments for the Bank Group. This will be the first time you have met with all HD staff since the launch of the Network in September '96.

Format for the Meeting

The format you have used for other meeting of this kind and with managers will work fine for this one too: opening remarks by you followed by questions and answers. The session will be audio taped so that a transcript can be made available, and a representative of Bank's World will cover the session.

Who Will Attend

All staff in the HD Network, at all levels, have been invited to attend. A large number of HD staff from resident missions -- over 60 are here participating in a pre-HD Week training program -- will be there. The meeting is open only to World Bank Group staff. In total, between 200 and 300 people will attend, depending on how many are away for mission travel or leave for the spring holidays.

Topics that Staff Might Be Interested in Hearing Your Thoughts On

- Your vision on the Bank's current and future direction in general.
 - as the first of the Bretton Woods organizations to face up to the 21st century
 - the Bank's objectives vis a vis our clients' needs: what's achievable
 - strengths and weaknesses in the Bank's financial footing
- Update on the status of the Strategic Compact.
 - what has happened to date, and what has been the strategy
 - what is the current mood of the Board of Executive Directors
 - will compromises ensue, and if so, what are your expectations
 - how will the Strategic Compact affect the day-to-day work of staff
- Other areas where it would be good to hear your thoughts.
 - external partnerships
 - the "knowledge" Bank
 - your interactions with clients
 - location of work

Human Development Week -- Keynote Speakers

March 25

- Lunch:** **Carol Bellamy**
Executive Director, UNICEF
"Management Excellence in UNICEF"
and
Jo M.M. Ritzen
Minister, Ministry of Education, Culture and Science, Netherlands
"Making a Ministry More Effective"
- Dinner:** **Larry Summers**
Deputy Secretary, U.S. Department of the Treasury
Topic to be announced.

March 26

- Lunch:** Participants choose among three options:
1. **George Alleyne**
Director, Pan American Health Organization
"Reform in Health"
 2. **Mary Futrell**
Dean, Graduate School of Education and Human Development,
George Washington University
"Working Together to Achieve Education Reform"
 3. **Michael Lipton**
Professor of Development Economics, University of Sussex
"Successes in Anti-Poverty: Can Employment Programs Work?"
- Dinner:** **Panel on "Networking in the Field: the Role of the Resident Missions"**
Milia Ali, Resident Mission in Bangladesh
Patricio Millan, Resident Mission in Argentina
Andrei Markov, Resident Mission in Russia
Bepio Bado, Resident Mission in Burkina Faso

March 26

Lunch: Participants choose among three options:

1. Views on the World Bank's Work in Education

Chair: **David de Ferranti**
Director, Human Development

Panelists: **R.V. Vaidyanatha Ayyar**
Joint Secretary, Department of Education, India
Noel McGinn
Graduate School of Education, Harvard University
Fay Chung
Chief of Education Cluster, UNICEF
Quentin Thompson
Partner, Coopers & Lybrand Associates

2. Managed Care: The Bank's Response as a Large Employer

Chair: **Richard Feachem**
Director, HNP

Speakers: **Bernhard H. Liese**
Director, Health Services Department, World Bank
Mark Bowyer
Compensation and Benefits Policy, World Bank
John L. Lucas
President, CEO, Chairman of the Board,
Lovelace Health Systems, Inc.
Michael D. Henderson
Hewitt Associates
Jeff Koplan
President
Prudential Center for Health Care Research

3. Dalmer Hoskins

Secretary General, International Social Security Association
"Social Security Reform: Lessons Learned"

HD Week Speakers

Carla AbouZahr - WHO

*(Operationalizing and Integrating Reproductive Health
and STIs/HIV/AIDS: Challenges Ahead, Wednesday, March 26)*

Poonam Ahluwalia - USAID

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

Uzma Anzar - Ministry of Education, Pakistan

(Girls' Education, Tuesday, March 25 and Teacher Development, Tuesday, March 25)

Monica Aring - USAID

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

R.V. Vaidyananatha Ayyar - Ministry of Education, India

(Language of Instruction, Tuesday, March 25 pm)

Peter Berman, Harvard

(National Health Accounts, Tuesday, March 25 and Wednesday, March 26)

Aicha Bah Diallo - UNESCO

(Girls' Education, Tuesday, March 25)

Susan Baker, MPH - Johns Hopkins School of Public Health

(Injury as a Health Problem, Thursday, March 27)

Timothy D. Baker, MD, MPH - Johns Hopkins School of Public Health

(Injury as a Health Problem, Thursday, March 27)

Eva Balazs - Institute for Public Education, Budapest, Hungary

(Teacher Development, Tuesday, March 25)

Richard Bird - University of Toronto

(Fiscal and Managerial Decentralization, Wednesday, March 26)

Gilberto Botas - Mozambique

(Post-Conflict Reconstruction, Wednesday, March 26 am)

Mark Bray - University of Hong Kong

*(Teacher Development, Tuesday, March 25 and
Fiscal and Managerial Decentralization, Wednesday, March 26)*

Maria Helena de Castro - Ministry of Education, Brazil

(National Assessment of Student Achievement Levels, Tuesday, March 25 am)

Claudio de Moura Castro - Chief of Social Programs Division, IADB

(Vocational Education and Training: From Policy to Practice, Wednesday, March 26)

Roger Chaufourrier, Managed Care Assistance Corporation, DC

(Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26)

Deborah Chollet - Associate Director, Alpha Center (*Workshop on Applied Health Care Financing, Wednesday, March 26*)

Fay Chung, UNICEF
(*Teacher Development, Tuesday, March 25*)

Giovanni Andrea Cornia - World Institute for
Development Economics Research of the UN University
(*Transfers and Social Assistance to the Poor, Wednesday, March 26*)

Gina Dalabetta - AIDSCAP
(*Operationalizing and Integrating Reproductive Health and STIs/HIV/AIDS:
Challenges Ahead, Wednesday, March 26*)

Bill Darnell - Academy for Educational Development
(*Teacher Development, Tuesday, March 25*)

Joseph DeStefano - Academy of Educational Development
(*Political Dynamics of Sectoral Reform: Education, Tuesday, March 25 pm*)

Wade Diegne - Ministry of Basic Education, Senegal
(*Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm*)

Maria Ducci - Chief of Training Policies, ILO
(*Vocational Education and Training: From Policy to Practice, Wednesday, March 26*)

Roger England - UK Institute for Health Sector Development
(*Separating Finance from Provision of Health Services,
Tuesday, March 25 and Wednesday, March 26*)

Josep Figeuras - Health Systems Analysis Program, WHO
(*Considering Comprehensive Health Sector Reform:
Applications from the WHO Ljubljana Study, Thursday, March 25 am*)

Fred Fluitman - ILO
(*Vocational Education and Training:
From Policy to Practice, Wednesday, March 26*)

Andrea C. Gielen, ScD - Associate Director, Center for
Injury Research and Policy (*Injury as a Health Problem, Tuesday, March 27*)

Arthur Gilette - UNESCO
(*Post-Conflict Reconstruction, Wednesday, March 26 am*)

Caroline Gipps - University of London, Institute of Education
(*National Assessment of Student Achievement Levels, Tuesday, March 25 am*)

Charles Glenn - Boston University School of Education
(*Demand-Side Financing, Wednesday, March 26*)

Martin Godfrey - Consultant
(*Vocational Education and Training:
From Policy to Practice, Wednesday, March 26*)

Carol Graham - Brookings Institution
(*Political Dynamics of Sectoral Reform:
Generic Features, March 25 am*)

Ken Grant, UK Institute for Health Sector Development
(*Separating Finance from Provision of Health Services,
Tuesday, March 25 and Wednesday, March 26*)

Wadi Haddad - UNESCO
(*Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm*)

Gabor Halasz - Institute of Socioeconomic Studies, Budapest
(*Fiscal and Managerial Decentralization, Wednesday, March 26*)

Jan Hawkins - Director, Center for Children & Technology,
Education Development Center
(*Education Technology Ongoing Demonstration, main concourse*)

Henry Healey - Research Triangle Institute
(*Political Dynamics of Sectoral Reform: Education, Tuesday, March 25 pm*)

Pedro Hepp
(*Education Technology, Tuesday, March 25 pm*)

Alejandro Herrin - UPSE
(*National Health Accounts, Tuesday, March 25 and Wednesday, March 26*)

Shirley Hopkinson - Watkins Capitol Hill Cluster Schools
(*Teacher Development, Tuesday, March 25*)

Robert Hornik, Director - Center for International Health
and Development Communication, University of Pennsylvania
(*Communication for Policy and Behavior Change in
Education, Health, Nutrition and Population Projects, Tuesday, March 25*)

William Hsiao - Harvard
(*Compulsory Social Insurance Systems,
Tuesday, March 25 pm and Wednesday, March 26 pm*)

Eileen Kane - Institute for National Research
(*Girls' Education, Tuesday, March 25*)

Herbert Kells
(*Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am*)

Carol Kiecker, Kaiser Permanente International
(*Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26*)

Dr. Kurt Komarek -GTZ Germany
(*Language of Instruction, Tuesday, March 25 pm*)

Dr. Wolfgang Kuper - GTZ Germany

(Language of Instruction, Tuesday, March 25 pm)

Cassie Landers - UNICEF
(Post-Conflict Reconstruction, Wednesday, March 26 am)

Marjorie Peace Lenn - Executive Director for
Quality Assurance in International Education
(Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am)

Lars Olov Lernberg - Chief Education Officer,
NACKA Municipality, Sweden
(Demand-Side Financing, Wednesday, March 26)

Alan Lesgold - University of Pittsburgh, Cognitive Science
(Assessing Institutional Capacity, Wednesday, March 26)

Professor Michael Lipton - University of Sussex
(Transfers and Social Assistance to the Poor, Wednesday, March 26)

Juan Luis Londono - IDB (former Colombia minister of health)
(Political Dynamics of Sectoral Reform: Generic Features, March 25 am)

Ellen J. Mackenzie, PhD - Johns Hopkins School of Public Health
(Injury as a Health Problem, Tuesday, March 27)

Joyce Manchester - US Congress Budget Office
(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Patricia Matte
(Demand-Side Financing, Wednesday, March 26)

Ismael Mbaye - Ministry of National Education, Senegal
(Teacher Development, Tuesday, March 25)

Lorraine McDonnell - University of California
at Santa Barbara, Political Science and Education/ Rand Corporation
(Assessing Institutional Capacity, Wednesday, March 26)

Michael McGinnis - WHO
(Post-Conflict Reconstruction, Wednesday, March 26 am)

Jean Meadowcroft - USAID Guatemala
(Girls' Education, Tuesday, March 25)

Michael Moore - Pennsylvania State University
(Teacher Development, Tuesday, March 25)

Dan Moulton - Amherst
(Evaluation of Labor Market Policies, Thursday, March 27)

Dora Mwalwenje - Ministry of Education, Malawi
(Girls' Education, Tuesday, March 25)

Len Nicholls - Urban Institute

(Workshop on Applied Health Care Financing, Wednesday, March 26)

Gabriela Nunez - Program for Girls, Ministry of Education, Guatemala
(Girls' Education, Tuesday, March 25 and Demand-Side Financing, Wednesday, March 26)

Joao Batista Oliveira - State of Minas Gerais, Brazil
(National Assessment of Student Achievement Levels, Tuesday, March 25 am)

Mary O'Reilly de Brun - Consultant
(Girls' Education, Tuesday, March 25)

Gary Orren - JFK School of Government, Harvard
(Communication for Policy and Behavior Change in Education, Health, Nutrition and Population Projects, Tuesday, March 25)

Edward Palmer - National Social Insurance Board - Sweden
(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Elad Peled
(Education Technology, Tuesday, March 25 pm)

Zimra Peled
(Education Technology, Tuesday, March 25 pm)

Yvette Phillot - Ministry of Education, The Gambia
(Girls' Education, Tuesday, March 25)

Marsha Pripstein Posusney - Bryant College
(Evaluation of Labor Market Policies, Thursday, March 27)

Bernadette Robinson - Open University, UK
(Teacher Development, Tuesday, March 25)

Rafael Rofman - Superintendency of Pension Funds, Argentina
(Pension Reform in Transition and Other Developing Countries, Thursday, March 27)

Beatrice Rogers - Tufts University, School of Science and Nutrition
(Current Issues in Nutrition Assistance, Tuesday, March 27)

Richard Sack - Association for the Development of Education in Africa
(Motivation and Professionalization of Social Sector Workers, Thursday, March 27)

Richard Saltman - Professor of Health Policy and Management,
Emory University School of Public Health *(Considering Comprehensive Health Sector Reform:
Applications from the WHO Ljubljana Study, Thursday, March 25 am)*

Vincente Sarubbi - Minister of Education, Paraguay
(Language of Instruction, Tuesday, March 25 pm)

Jane Schubert - Institute for International Research
(Girls' Education, Tuesday, March 25 and Teacher Development, Tuesday, March 25)

Gordon Smith - Johns Hopkins School of Public Health
(Injury as a Health Problem, Tuesday, March 27)

William Smith, EVP - Academy for Educational Development
*(Communication for Policy and Behavior Change in
Education, Health, Nutrition and Population Projects, Tuesday, March 25)*

Jennifer Spratt - Research Triangle Institute
*(Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming, Retooling, Tuesday, March 25 pm)*

Robert Taylor - Taylor Associates International, Annapolis, MD
(Public and Private Hospitals and IFC/IBRD Cooperation, Wednesday, March 26)

Mercy Tembon - University of Sussex *(Girls' Education, Tuesday, March 25)*

Judith Tendler - MIT
*(Motivation and Professionalization
of Social Sector Workers, Thursday, March 27)*

Hywel Thomas, University of Birmingham
(Teacher Development, Tuesday, March 25)

Quentin Thompson
(Higher Education Reform: Evaluation and Accreditation, Tuesday, March 25 am)

Salvador Valdes-Prieto - Chatholic University, Chile
*(Pension Reform in Transition and
Other Developing Countries, Thursday, March 27)*

Diane Vanbelle-Prouty - Institute for International Research
(Girls' Education, Tuesday, March 25)

Emily Vargas-Baron - Head of HCD Center, USAID
*(Vocational Education and Training:
From Policy to Practice, Wednesday, March 26)*

Eleonora Villegas-Reimers - Wheelock College
(Teacher Development, Tuesday, March 25)

Daniel Waldo - HCFA
(National Health Accounts, Tuesday, March 25 and Wednesday, March 26)

David Wildasin - Vanderbilt University
(Fiscal and Managerial Decentralization, Wednesday, March 26)

Joy Wolf - Consultant
(Girls' Education, Tuesday, March 25)

Yvonne Zeegers - University of South Australia
(Teacher Development, Tuesday, March 25)

John Zuman
(Education Technology, Tuesday, March 25 pm)

HD Sector Week Training Program

**information available on-line at <http://www.worldbank.org/html/hcovp/contents.html>*

HNP Modules

Separating Finance from Provision of Health Services

Coordinator: Paul Shaw

(Full Day)

This full day course will explore issues of separating public finance from provision of health care services. The session will begin with the question, "Why separate purchasing from provision of services (management incentives, competition, cost-effectiveness)?"; second, a presentation will follow addressing, "What are the options and experiences in doing this, for example, setting up autonomous providers"; and third, the afternoon session will examine "The role of contracting and the importance of the purchaser function". The "case method" of instruction will be featured drawing on experiences from the UK, LAC and Africa. Ken Grant and Roger England of the UK Institute for Health Sector Development will lead the programme of presentations, discussions and group work in looking at some of the practical issues of implementation.

National Health Accounts (NHA)

Coordinators: William McGreevey, George Schieber

(Full Day)

This full day session will focus on the demand for national health accounts and the process for developing them. The program will begin with a presentation by Mr. Daniel Waldo, HCFA, of his Bank-commissioned paper on national health accounting applications and methods in Bank borrower countries. The succeeding morning session will be led by staff of the Harvard School of Public Health Data for Decisionmaking Project (DDM) to demonstrate applications of NHA in Egypt, Colombia, India, the Philippines and in other countries. The afternoon session offers hands-on instruction in the computer lab using the source-and-uses software model developed by DDM. Participants will learn how to develop and apply NHA in cooperation with borrower country health economists. Knowledge of Excel spreadsheets will be useful.

Compulsory Social Insurance Systems

***Coordinators: Paul Shaw, Charles Griffin, Robert Hecht
(Half Day)***

This half day session led by Professor William Hsiao, Harvard School of Public Health, will examine strengths and weaknesses of alternative financing schemes. A Colombia case study will demonstrate how tax collection problems, under-reporting of wages and tax evasion can undermine a compulsory, payroll-tax financed social insurance system managed by the public sector. It will then assess means to ameliorate these problems by turning to the private sector. By employing the case-method of teaching, participants will be motivated to assess difficulties encountered using employment-based social insurance and alternative ways to overcome tax evasion, adverse selection, and risk selection problems.

Workshop on Applied Health Care Financing

***Coordinators: George Schieber, Vivian Hon, and Akiko Maeda
(Full Day)***

This full day workshop will focus on applying specific health care financing methods in developing country settings. The techniques to be applied include private health insurance, medical savings accounts, and managed competition. The course will review the essential features of these financing methods and then apply them to a developing country setting. The focus of the workshop is on the country-specific application of the approaches.

Injury as a Health Problem

***Coordinators: Alexandre Abrantes, Olusoji Adeyi, Gail Richardson
(Full Day)***

Injury is a major source of daily loss at all levels of income and is particularly serious in LAC and ECA borrower countries. There are effective interventions to prevent injury. Many of these require multi-sectoral promotional efforts, e.g., reducing risk of auto crashes or drowning that require health specialists to work with non-health agencies. A team of Johns Hopkins University injury specialists, world leaders in this growing field of analysis, will lead a full day workshop on injury, its epidemiology, prevention strategies and behavioral approaches to prevention and treatment.

Operationalizing and Integrating Reproductive Health and STIs/HIV/AIDS: Challenges Ahead

*Coordinators: Anne Tinker, Indra Pathmanathan, Eugene Boostrom, Debrework Zewdie, Tom Merrick, Edna Jonas, Silvia Holschneider
(Full Day)*

This full day workshop will provide Bank task managers and outside participants with an overview of key components of the reproductive health approach to service delivery with a focus on integration of maternal health, family planning, and HIV/AIDS and STD services and economic/financing considerations in delivering a basic package of essential reproductive health services. Issues involved in operationalizing the approach will be discussed (e.g., phasing-in of service components, costing and prioritizing the basic package of health services, relationship with the larger health sector, measuring the benefits) and illustrated by country case studies. The workshop will also include a forum for task managers to discuss issues they are facing in attempting to operationalize the reproductive health approach.

Public and Private Hospitals and IFC/IBRD Cooperation

*Coordinators: Willy de Geyndt, Xavier Coll, Paulo Mendes, Arthur Karlin
(Full Day)*

The morning session of this full day module will be a presentation and discussion of: (i) IFC philosophy and work program in the health sector; and (ii) Findings of a global study on private sector investment opportunities in health care services. Small group discussions will follow the interactive presentations.

The afternoon session will challenge the current concept of the hospital by presenting and discussing the changing concept of the hospital as a result of new technologies, new surgical techniques, telemedicine, financial pressures caused by changes in payment systems, different organizational models, and advances in biogenetics and bioengineering. It will also examine the implications for sizing, staffing and managing hospitals and for training the health work force; the cost effectiveness of new techniques; the impact on hospital costs and on financing an open hospital or extended hospital. There will be presentations by two seasoned hospital managers and one experienced technology assessment expert followed by a panel discussion.

Current Issues in Nutrition Assistance

*Coordinators: Judith McGuire, Peter Heywood
(Full Day)*

The Bank recently issued a policy note, "Financing Food Expenditure," to guide operations staff in this key area of poverty reduction. To assist staff in making effective use of this guidance, this full day course will present economic analysis of food and feeding programs, best practices as case studies, monitoring and evaluation of the impact of such programs, and procurement issues related to food assistance. Analysis will highlight tools for economic assessment, concepts and methods for cost effectiveness and cost-benefit analysis, and the estimation of program impact.

European Health Care Reforms: Analysis of Current Strategies

*Coordinators: Richard Saltman, Josep Figueras
(Half Day)*

Governments throughout the world are in the process of reviewing their health care systems and the suitability of existing approaches to financing, organizing and delivering health services. Pressures for better impact on health, expenditure control, quality and patient satisfaction all contribute to this trend.

Since the early 1990s, the WHO Regional Office of Europe has conducted an extensive review of reform activities in Europe. This module will present the findings from this review which are being published this year and which will be available at the time of the HD Training Week.

Education Modules

Assessing Institutional Capacity

***Coordinators: Sue Berryman, Fredrick Golladay
(Two half day modules)***

The course on assessing institutional capacity consists of two half-day modules. The two are linked, but participants can sign up for either one or both. The first half-day module presents the basic intellectual frameworks that inform effective assessments of institutional capacity. These include the new institutional economics, the analysis of organizational systems, and public choice theory. The concepts and questions inherent in these frameworks enrich efforts to gauge institutional capacity.

The second half-day module will focus on concrete strategies for assessing institutional capacity and will. You have just arrived in a country, Nullepart, to consider the government's request for an educational reform. How do you decide whether or not the capacity and the political will exist to obtain the desired change? Answers differ depending on the type of reform intended--e.g., access versus quality. Different types of reform require different policy instruments, have different political economies, and pose different managerial and implementation demands. Outside and Bank speakers will trace the births and deaths of selected reforms to highlight common obstacles to success--and ways to spot them in advance.

Education Technology

***Coordinator: Lauritz Holm-Nielsen, HDDED
Education Technology Team: Michael Potashnik, Alan Dock, Patrick Tse
(One half day panel and one continual demonstration session)***

The panel will explore how three countries: Chile, Egypt and Israel (tentative) have created designs for incorporating computers into education on a country-wide basis and their experiences with implementing such designs. In brief presentations (20-30 minutes each), the panelists will describe the particular schemes for technology integration, key contextual factors that have influenced their plans, strategies for materials development, finance, and technical support, and how implementation problems have been addressed. Presentations will include illustrations of technology and software applications used in particular schools or projects. Following the presentations, the moderator will briefly summarize key themes of the presentations, and participants will be encouraged to question and comment on presentations.

As a supplemental program to the Educational Technology module, there will be a demonstration session running continually throughout the HD Week conference. Several manufacturers and project leaders who developed their own instructional materials will present software, telecommunications-based resources, and video resources for education. The demonstrations will feature high quality uses of technology for different age groups and purposes. Some of the exhibitors will both help participants to discover features of the resources, and also to understand how they have been used in educational contexts. Participants will have opportunities to gain hands-on experience with the software and other resources throughout HD week.

Teacher Development

***Coordinators: Eileen Nkwanga, Eluned Roberts-Schweitzer, Helen Craig
(Full Day)***

Education reforms should have a positive impact at the school level. Most reforms imply behavioral changes in the workforce changes which need support and reinforcement. If teachers are to be effective in the education reform process, their morale must be high, their motivation good and their performance maximized. This full day module will explore ways in which teacher development programs and incentive systems can strengthen the teaching force. It will review the principals of learning and training design for adults, and types of "teacher training"--pre-service, in-service and school based--(including distance education methods), using country case studies to link the requirements of systemic reform to improvements in teacher development.

The module will use lecture, discussion groups, panel presentations, videos and an interactive computer module on community participation as methods of training. Participants will come away from this session with an awareness of the issues facing teachers in changing education systems, the factors that contribute to effective teaching, and the reforms in teacher development.

Demand-Side Financing

***Coordinator: Harry Patrinos
(Full Day)***

Through demand-side financing, economic incentives can be used to increase attendance, and to improve efficiency and equity by increasing choice. Specially designed incentive programs have been used to redress gender inequity and to reduce child labor. Demand-side financing mechanisms in education such as vouchers, stipends and capitation grants are increasing in both OECD and developing countries. The objective of this module is to review the implementation experience with demand-side financing mechanisms in education reforms. Emphasis will be placed on lessons learned

and impact evaluation. A panel will feature speakers from Chile, Sweden, Tanzania and the United States. Problems will be reviewed and illustrated by specific case studies from Guatemala, Pakistan, Tanzania and Sweden. Special emphasis will also be given to financial incentives for reducing child labor and increasing school attendance.

Girls' Education

***Coordinator: Carolyn Winter
(Full Day)***

To capture the high social returns associated with girls' education, and to improve equity, many of the Bank's client countries have been undertaking education reforms designed to increase girls' access to school and learning outcomes. Experience has shown that supply-side interventions -- increasing school places, for example -- are frequently insufficient to ensure girls' enrollment and continued attendance. Understanding and influencing demand-side factors also turns out to be critically important. This training session reviews recent program experiences where special efforts have been made in this regard, including efforts to: engage communities in education program design and delivery; reduce the opportunity costs of sending girls to school; improve the relevance and quality of education provided to girls; and, respond to cultural concerns. Emphasis in the session will be on issues related to the implementation and sustainability of these programs.

In the morning session entitled "Reforms to Increase Girls' Access to Education", two consecutive sections will be held: (i) *Incentive programs: implementation and sustainability issues* -- a presentation of short case studies followed by a guided discussion on implementation and sustainability issues; and (ii), *Engaging communities in program design and delivery* -- a brief review of innovative programs followed by a hands-on computer simulated exercise which helps attendees identify issues to be considered in designing and implementing such programs.

The afternoon session, entitled "Reforms to Increase Girls' Learning Outcomes", will be structured around two parallel breakout groups, one on Curriculum Reforms to Improve Girls' Attendance and Learning Outcomes, and one on Reforms in Teacher Recruitment and Training Relating to the Education of Girls. Invited facilitators with extensive practical in-country experience in these areas will lead discussions of case study materials.

Language Of Instruction

***Coordinator: Koffi Edoh
(Half Day)***

Language poses a major impediment to learning when the curriculum is taught in a language other than the children's mother tongue. Yet, many developing countries' school systems use foreign languages in early schooling. This half day module will highlight: (i) the critical role of language in the acquisition of knowledge; (ii) teaching/learning problems in a multilingual environment; and (iii) the political dimensions of the language of instruction. The sessions will feature the results of recent studies on knowledge acquisition and language, experiences of successful and unsuccessful multilingual programs and an overview of political issues.

National Assessment of Student Achievement Levels

***Coordinators: Vincent Greaney, Paud Murphy, Marlaine Lockheed, Carlos Rojas
(Half Day)***

This session will focus on experiences in developing countries in carrying out national assessments to monitor trends and levels of student achievement. The rationale for national assessment will be described, and administrative and political factors that have to be taken into consideration enumerated. Coordinators from 3-4 countries actively involved in the process will describe: (i) why the assessment was undertaken; (ii) how it was carried out; (iii) associated costs; and (iv) what they would do differently if they were doing it again. The session will conclude with a summary of general lessons learned from these and other national assessments of student learning.

Higher Education Reform

***Coordinators: William Saint, Jamil Salmi
(Half Day)***

Over the past decade, many countries have attempted to deal with the higher education crisis brought about by rapidly increasing enrollments, diminishing resources and the growing perception of poor quality and lack of relevance. Significant reforms have been initiated, notably in the former socialist countries of Europe and Latin America, but also in Africa and Asia. In many cases, these reforms have been or are being supported by the World Bank. This provides us with a unique opportunity to learn from on-going experiences and projects, and to draw preliminary lessons on how best to implement higher education reforms within a project context.

Tuesday's module, titled Higher Education Reform: Evaluation and Accreditation, will focus on reforms to improve the quality and relevance of higher education (for example, quality assurance mechanisms, programs and curricula).

Thursday's module, titled Higher Education Reform: Financing Reform, will focus on financing and management reforms aimed at improving the availability and use of resources (for example, allocation mechanisms, resource mobilization and efficiency measures). Discussions will emphasize both the technical issues and the political constraints involved in the implementation of the reforms.

**Adult Literacy and Non-Formal Basic Education:
Rethinking, Reforming and Retooling**

*Coordinators: Dan Wagner, International Literacy Institute, University of
Pennsylvania, Tom Eisemon
(Half Day)*

Interest in investment in adult literacy and non-formal basic education programs in developing countries is growing, in spite of numerous difficulties in achieving and demonstrating effectiveness in recent decades. This module will review the problems of the past as well as reasons for renewed interest, both in developing and OECD countries. Recent advances in the design of adult literacy and NFBE programs show that considerable synergy can be derived from the complementary nature of formal and non-formal education systems. Emphasis will be placed on lessons learned, current reforms, and new tools (including advanced technologies) for improving such programs.

Social Protection Modules

Vocational Education and Training (VET): From Policy to Practice

Coordinators: Amit Dar, Indermit Gill

(Full Day)

The objective of this full day module is to assist operations staff in implementing the recommendations of the 1991 World Bank policy paper. The module reflects the shift in emphasis from policy ("what to do?") to practice ("how to do it?") by systematically discussing the lessons of experience of countries in implementing VET reform. The main instrument is the 1996 World Bank-ILO study on "Constraints and Innovations in Reform of Vocational Education and Training" in 18 countries. The module will be broken up into four sessions. The first session will briefly discuss the main messages of the 1991 VET policy paper, and then summarize the findings of the joint Bank-ILO study. The second session will discuss the lessons of VET reform in countries classified by the type of labor market conditions they face, focusing on critical issues in: (i) countries in transition to market, using the experience of the Czech Republic, Hungary, Poland, Russia, and Kazakhstan; (ii) rapidly industrializing countries, using the experiences of Korea, Malaysia, Indonesia, China and Chile; and (iii) other developing countries, using experiences of Egypt, Mexico, South Africa, Tanzania, Zambia, and West Bank & Gaza. The third session will address selected issues relating to organization, finance and regulation, and content of VET: (i) facilitating systemic change, illustrated by Australia's comprehensive reforms; (ii) encouraging enterprise-sponsored training, illustrated by the experiences of Korea, Malaysia, Indonesia, Mexico, and Chile; (iii) dualizing vocational education and training, especially the applicability of Germany's dual system in low and middle-income countries. The final session will invite discussants from the ILO, USAID, IADB and the Bank to summarize: (i) their respective organizations' views on what the fundamental lessons of experience are; (ii) directions of future reforms; and (iii) the role of bilateral and multilateral agencies in facilitating these changes.

Transfers and Social Assistance for the Poor

Coordinators: Kalanidhi Subbarao, Sandor Sipos

(Full Day)

This full day session will seek to familiarize participants with regional variations in approaches to transfer programs and policies, cross-country experiences in program implementation, identify a few cutting-edge specific issues and discuss them in differing country contexts. The module will focus especially on the policy and operational implications of such cutting edge issues as (i) Private transfers and public policy, (ii) Transfers and incentives, (iii) Alternative approaches to targeting, and (iv) Transfers and Fiscal Balance.

Social Funds - Tools, Tricks And Traps

Coordinator: Steen Jorgensen

(Full Day)

This full day session will critically review the success of social funds. Using the accumulated knowledge of over 50 social fund efforts in the last 10 years, the module will seek to examine the various elements of good and bad project design. Discussion will include current "hot" issues in social fund implementation such as: participation, sustainability of microprojects, decentralization, "from emergency to development", targeting in a demand-driven project, monitoring and evaluation, and micro-credit. A mix of panel discussions, group work and multimedia demonstrations by external experts, staff and social fund managers will be part of the presentation. The session is geared to people with some understanding of or interest in social funds as an implementation mechanism.

Pension Reform in Transition and Other Developing Countries

Coordinators: Emily Andrews, Anita Schwarz

(Full Day)

This full day module, split into four 90 minute sessions, will expand on developments in pension reform, including specific reform cases, since the publication of *Averting the Old Age Crisis* in 1994. The first session will focus on providing an overview of current systems, including discussions of benefits and drawbacks with each approach. The discussion will begin with the lessons from *Averting the Old Age Crisis*, but will include broader discussion of pension system objectives and linkages with other sectors of society.

The second 90 minute session will focus on the Latin American reform experience, both on that in Chile and the second generation reforms in the other countries. The objective of the session will be to look specifically at transition issues - how they were handled differently in each country - and the political process of gaining acceptance - which also differed significantly by country - and to give participants a sense of the range of reform options and the trade-offs inherent in each set of options.

The third session will focus on the reform experience in Eastern European economies, specifically the Latvian reform and the Hungarian reform. The objective of the session will be to look at the same set of issues, but to discuss the impact of the demographics, structure of the economy, and level of financial market development at arriving at somewhat different solutions.

Finally, the last session will focus on implementation issues. These specifically include regulatory structure for private plans, benefit eligibility and payment issues, such as improving disability monitoring, and revenue collection issues.

Evaluation of Labor Market Policies

***Coordinators: Zafiris Tzannatos, Amit Dar
(Full Day)***

Reforms require evaluation of what is wrong with the existing policies or, if new objectives are set, an assessment of the policies required to achieve these objectives. This full day module will discuss analytical aspects of evaluation techniques and the operational implications of the results of evaluation. Participants will be introduced specifically to the cases of Child Labor, Active Labor Market Policies, Trade Unions, Severance/ Privatization/Reforms, and Policy Reductions and the Labor Market Globalization.

Cross-Cutting Modules

Political Dynamics of Sectoral Reform

Coordinators: Michael Mertaugh, Chris Lovelace, Maris O'Rourke, Yasuhiko Matsuda

This full day module will consist of two half day components. The first component will center around a major presentation (1 hr.) from a prominent political figure who has been responsible for leading a major set(s) of HD reforms. The focus of the presentation will be on the complexities of building political consensus, establishing the environment for change, the key challenges of the political management of the change process and the linkages between the political process with the managerial and technical aspects of reform. Following the presentation a panel of respondents will make short responses/comments on the presentation and there will be an open discussion , question/answer period.

The second component will consist of a brief presentation on the conceptual underpinnings of the political economy approach. The presentation will be followed by a series of hands-on exercises of analytical techniques to assess the country's political environment, and communications tools to facilitate the process of consensus building and policy dialogue. These exercises will be conducted based on a case study specifically developed for this purpose.

Communication for Behavior Change in Education, Health, Nutrition and Population Projects

*Coordinator: Caby Versoza
(Full Day)*

The success of projects in education, health, nutrition and population depends critically on changes in people's behavior -- without which investments in bricks, mortar, materials and staff can fail to realize the expected return. Recognizing this, many Bank projects include funding for communication activities aimed at the general public or specific segments. These communication components, however, often lack a clear strategy and are implemented by institutions with weak capacity, hence, tending to be plagued by slow disbursements and poor results. This six hour Communication for Behavior Change module will lay out the elements of successful communication campaigns and provide Bank task teams with the tools to plan and supervise communication activities in projects. It will provide the conceptual framework for effective communication, highlight best practice in education and HNP projects, and describe techniques for preparing, appraising, and supervising communication activities. Communication specialists with global experience in the use of communication for advocacy, grassroots behavioral change and policy dialogue will facilitate the discussion.

Fiscal and Managerial Decentralization

*Coordinator: Neeta Sirur, Anwar Shah
(Full Day)*

Decentralized social service systems are becoming the norm in developing countries for economic, administrative and political reasons. In some cases, the Bank has encouraged such reforms; in others, governments have proceeded with the reforms under less than favorable circumstances. In almost all cases, however, the potential pitfalls have been enormous, given the huge organizational changes that decentralization requires and limited local technical and managerial capacity. This module will familiarize staff with lessons learned from social sector (health, education and social protection) decentralization efforts in low and middle income developing countries as well as countries in transition from socialism. The module will consist of three parts: the first part will highlight key issues in intergovernmental finance and administration/management drawing on literature/experience going beyond the social sectors themselves; the second part will involve a review of decentralization experience in the social sectors in a range of countries (e.g., Jamaica, Chile, India, Hungary, Nicaragua, Nigeria and Tanzania) followed by in-depth case studies of selected countries in small groups; and the third part will involve a round table discussion. Speakers will be drawn from within and outside the Bank.

Post-Conflict Reconstruction

*Coordinators: Nat Colletta, Soji Adeyi, Eluned Roberts-Schweitzer, Linda English
(Full Day)*

Post-conflict reconstruction and development in the social sectors take place in complex historical and macroeconomic contexts. Thus, post-war reconstruction objectives are commonly framed with respect to macro-level issues of political and economic stabilization, but interventions often comprise largely of uncoordinated micro-level initiatives. This "policy-implementation gap" has been explained in relation to weak states in transition, and the organization of international aid itself. The proposed session on post-conflict reconstruction and development in the social sectors will examine how local and international institutions, agencies and governments can alleviate immediate post-conflict disruption at the individual, family and national levels while establishing the basis for a viable society in the medium-term. It will draw upon regional and country-specific experiences.

Motivation and Professionalization of Social Sector Workers: Civil Service Reform

***Coordinator: Barbara Nunberg
(Full Day)***

In most countries, social sectors represent the largest civil service employers. In some, they account for the largest public expenditure item in the state budget. Education and health sector institutional reforms must therefore be at the heart of system-wide improvements in civil service performance and public expenditure management. Conversely, staffing and institutional problems are among the most intractable in achieving effective delivery of health and education services. Despite these inarguable synergies, development assistance work on civil service reform and human resource development have been carried out on separate -- sometimes even mutually conflicting tracks. This full day cross cutting HD week module will focus on how civil service reform and social sector work can be brought together to solve these difficult institutional issues. Some key questions raised in the discussion will be how to approach pay and employment questions in the social sectors, including techniques for diagnosing problems and some options for solving them; how might general civil service human resource management practices be applied to the social sectors to improve recruitment, promotion, performance management and career development; and, how should human resource activities be organized and managed at the level of sectoral ministries and subnational entities for best results.