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THE WORLD BANK

Washington, D.C.

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President Wolfensohn - Briefings Books for Presidents Meetings - Meeting Materials
Association of Women in Development - September 5, 1996

Archive Management for the President's Office

Document Log

Reference # : Archive-00872

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 with Association of Women in Development
VENUE: H Auditorium
ATTENDEES: JDW, Min Chau, John Clark, I. Husain, Josie
AUDIENCE: 150-200 women
SPEAKING POINTS: Provided by Geoff Bergen

DATE: 09/16/96

C. VPU

Corporate

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

Regional

- ☐ AFR
- ☐ EAP
- ☐ ECA
- ☐ LAC
- ☐ MNA
- ☐ SAS

Central

- ☐ CFS
- ☐ DEC
- ☐ ESD
- ☐ FPD
- ☐ 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

E. COMMENTS:

Rec'd 8/30

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

OFFICE MEMORANDUM

Program Revised
(copy)

DATE: August 28, 1996

TO: Mr. James D. Wolfensohn

THROUGH: Mr. Caio Koch-Weser, EXC *CW*

FROM: David de Ferranti, Acting HCDVP *DDF*

EXTENSION: 38729

SUBJECT: **Briefing Book for Meeting with Participants from the Seventh International AWID Forum**

Please find attached the briefing book for your participation in a meeting with participants from the Seventh International Forum of the Association for Women in Development on September 6, 1996, from 2:00 - 5:00 p.m., in room H B1-201 (600 19th Street, N.W.).

Attachment

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: July 17, 1996 05:38pm

TO: JOSIE BASSINETTE

(JOSIE BASSINETTE@A1@WBWASH)

FROM: John D. Clark, PSP

(JOHN D. CLARK@A1@WBHQB)

EXT.: 31840

SUBJECT: AWID meeting

Josie:

I am pleased that it looks likely that we can offer them the afternoon slot on September 6. You asked for information about AWID and the event in question:

The Association for Women in Development (AWID) is an international membership organization which works to redefine development with women's perspectives. Headquartered in Washington, it promotes research, policy, and practice to engage women fully in building in a just and sustainable development process. Its biannual Forums gather participants from all parts of the globe to learn, dialogue, network, and strategize on key issues affecting women. Their 7th Annual Forum, entitled "Beyond Beijing: From Words to Action," will assess progress made towards implementation of the "Platform for Action" one year after Beijing. It has been organized in conjunction with a group of about 20 Collaborating Partners that are international and regional women's networks and coalitions dealing with gender and development issues that also played a key role in the participatory process leading up to and during the Beijing Conference. The group includes, among others, the Women's Environment and Development Organization (WEDO) which organized one of the NGO events for Mr. Wolfensohn in Beijing.

This year's AWID conference is expected to have over 1500 participants. On the Friday afternoon (September 6) participants will go on a number of "site visits" to a number of locations in the DC area. About 100-200 of them (more precise numbers will be provided in due course) are keen to visit the Bank, to meet with Mr. Wolfensohn. They are interested: (a) to hear what he is doing to promote gender issues in the Bank; (b) to learn about our post-Beijing activities; (c) to discuss action taken on the matters raised by the "Women's Eyes on the World Bank" campaign (NB - much of the briefing Mr. Wolfensohn was given for the External Gender Consultative Group meeting went over this ground; we have quite a lot of progress to report).

The meeting (if you can confirm that JDW can shift the IFC commitment) would ideally be formatted as follows:

check
w/20W

done

Keep with
brief for
Sept. 6

AWID
Meeting.

check
with
20W

2:30 JDW welcome remarks

2:45 Remarks from 3 or so NGO participants

3:15 JDW response, discussion

3:30 JDW leaves (assuming 1hr would be the limit on JDW's time)
Responses from the regional gender specialists and further
discussion

4:00 Meeting closes

When JDW received the "Women's Eyes.." petition in Beijing (which was quite a constructive platform) the presenters made a point of saying that they would like the chance to come back to him in a year's time - by when he would be well in touch with his new job - to discuss the issues they were raising. JDW was quite forthcoming on this, hence I very much hope we can confirm his participation.

John

CC: KRIS MARTIN	(KRIS MARTIN@A1@WBWASH)
CC: Minhchau Nguyen	(MINHCHAU NGUYEN@A1@WBHQB)
CC: Anjana Bhushan	(ANJANA BHUSHAN@A1@WBHQB)

ROUTING SLIP		Date 7/16	
NAME		ROOM NO.	
Josie Bassineffe		E1231	
URGENT	For Action/Comment	Per Your Request	
Appropriate Disposition	Information/Discard	Returned	
Approval/Clearance	Note And Return	See My E-Mail	
File	Per Our Conversation	Signature/Initial	
RE: AWID			
REMARKS			
Josie - Here is a copy of the program for the AWID Forum. John C. will send you an EM with further details. Cheers, Kris			
From	Room No.	Ext.	
Kris Martin	411-225	31767	

THE SEVENTH INTERNATIONAL AWID FORUM
SEPTEMBER 5-8, 1996
RENAISSANCE WASHINGTON, DC HOTEL

BEYOND BEIJING:
FROM WORD TO ACTION

AWID

THE SEVENTH INTERN
SEPTEMBER
RENAISSANCE WASH

B E Y O N D

F R O M W O R D

MORE THAN A CONFERENCE

The Seventh AWID Forum — *Beyond Beijing: From Words to Action* will provide a unique opportunity one year after the Fourth World Conference on Women in Beijing to assess progress made toward implementation of the *Platform for Action*, and to continue to build on the accomplishments made by the global women's movement.

The goals of the Forum are to:

- **report on monitoring efforts at all levels**—national, regional and international—as well as progress made on implementation of the *Platform for Action*;
- **exchange information** on successful organizational strategies for integrating women and gender perspectives;
- **present new ideas, approaches and tools** for addressing gender inequalities and promoting women's human rights;
- **build women's capacities** in areas such as advocacy, fundraising, media, practical use of research data and other skills necessary for organization-building;
- **promote partnerships** among practitioners, policy makers and academics to encourage the development of cross-sectoral and multi-disciplinary strategies;
- **strengthen collaborative relationships** with regional and issue-based organizations and networks that share AWID's goals and principles;
- **involve young people** and incorporate their perspectives.

The Seventh AWID Forum has been planned by an international **Program Committee** and is enriched by the contributions of a set of **Collaborating Partners**. **Collaborating Partners** are international, regional and issue-based women's networks or coalitions that played a key role in the participatory process leading up to, and during, the Beijing Conference. They are promoting the Forum, raising funds to bring participants to the Forum and organizing Forum workshops and discussion sessions.

PLENARY SESSIONS

Prominent world leaders of today and tomorrow will bring Forum participants together four times as the Forum features some of the major issues that were addressed during the Beijing Conference.

Women's Human Rights This opening plenary sets the stage for the AWID Forum by conveying that human rights provide a powerful framework for connecting and addressing all issues featured at the AWID Forum. Speakers from all regions of the world will analyze these issues from a human rights perspective and will share their visions for pushing the global women's agenda forward.

Globalization and the Economic Empowerment of Women This plenary focuses on proactive strategies for redefining both the goals and means to economic development, rather than reactive strategies for coping. It will bring forth the concepts and practices at various levels that put people at the center and utilize a structural understanding of gender equality as a lens to examine and change macroeconomics. Panelists will examine economic issues such as investments, growth and efficiency as gendered variables.

Health and Reproductive Rights The focus of this plenary is sexuality, gender and power. Speakers will outline key constraints and barriers to health and reproductive rights from women's perspectives, point to new thinking, approaches and tools for ensuring women's control over their bodies and reproductive lives, and address the role of men, parents and governments.



SPECIAL EVENTS BEFORE AND AFTER THE FORUM

Lessons Without Borders

USAID may sponsor a conference designed to demonstrate successful development strategies used in the developing world that have applicability in the United States. A Wednesday, September 4, 2:30 - 5:00 presentation to a panel of US policy makers will feature a set of domestic problems that benefit from global solutions. This presentation and the discussion that follows will be open to all. Please indicate on the registration form if you are interested in participating in this free afternoon session.

Workshops, Skills Development and Leadership Training

There will be opportunities throughout the Forum program for participants to choose to attend sessions on a variety of topics including new computer technologies, message and media, using research data for advocacy, planning advocacy strategy, human rights literacy, and building alliances.

On Wednesday, September 4, from 9:00 - 1:00, AWID plans to offer half-day workshops. A fee of \$50 will be charged for each of these sessions.

Following the Forum, on Monday, September 9, there will be three full-day skills development sessions. A fee of \$120 will be charged to cover some of the expenses, including lunch.

Topics will include:

- **Scientific and Technology Literacy**
- **"Indigenizing" Training**
- **Using New Computer Technologies for Networking and Organizing**
- **A General Introduction and A Methodology for Documenting, Monitoring and Enforcing Women's Human Rights**
- **Women, Money and Empowerment**
- **Policy Influence and Political Participation**
- **International Economic Policy and Human Rights Advocacy**

Space is limited. Please use the registration form to request more information on how to sign up for these sessions.

Powersharing and Political Participation The closing Forum plenary session highlights the significance of political participation as a means of upholding women's human rights. It will focus on the imperative of involving women at levels of decision-making, providing examples of strategies used by women to attain and share power in government, industry or community development. The session will focus on approaches for shifting power within development institutions.

ROUNDTABLES, DISCUSSION PANELS AND PAPER PANELS

The Forum will have 120 concurrent sessions that will bring participants together to consider the focus themes highlighted in plenary sessions as well as other issues that were featured at the Beijing conference, such as education, agricultural environment and use of natural resources, media and the child.

Concurrent sessions are organized to be participatory, with the goal of highlighting new ideas, tools and strategies. Lunch roundtable discussions will offer additional time to share information and ideas. Regional roundtable discussions will provide opportunities to share effective strategies and build coalitions for ongoing action.

INTERNATIONAL AWID FORUM

5-8, 1996

WASHINGTON, DC HOTEL

BEIJING:

TO ACTION

A MARKETPLACE OF PRODUCTS, INFORMATION AND IDEAS

More than a traditional exhibit area, **The Marketplace** will provide space for organizations and companies to exhibit materials, as well as a place where participants can gather to network, to purchase handicrafts and textiles, and to learn about alternative, or "fair" trade.

HOSTED RECEPTIONS

Each evening, Forum participants are invited to attend receptions where they will have informal time to renew friendships, meet colleagues and celebrate the increasing strength and shared vision of the global women's movement. One evening will allow participants to go to receptions hosted by embassies in Washington DC.

FORUMNEWS — A DAILY NEWSPAPER

Journalists and journalism students will help publish four issues of a daily newspaper which will include interviews with Forum participants and speakers and reports of panels and activities. It will alert participants to schedule changes and allow them to learn from sessions they could not attend. This new AWID Forum feature provides ongoing reporting and with a fifth final edition, becomes an instant conference report to bring home and share with others.

A VIRTUAL FORUM

For those who cannot attend in person and don't want to wait to read copies of colleagues' *ForumNews*, it may be possible to receive summaries of plenary sessions and read

REGISTRATION INFORMATION

Full conference registration rates include program materials, morning coffee and tea for three days, and Forum receptions. Meal tickets for the luncheon roundtables on September 5 and 6 are separate and must be paid for in advance.

Early registration is encouraged. Seating is limited and while every effort will be made to accommodate late and on-site registrations, the Forum cannot guarantee there will be enough space available for these registrations.

NOTE All registration forms and inquiries should be directed to the AWID Forum Registration Office, c/o Kathy Morrell & Associates, Inc., P.O. Box 11276, Alexandria, VA, 22312 USA. Phone (703) 642-3628. Fax (703) 941-4299. Email: KMAPLAN@AOL.COM

- AWID Package Rate includes a reduced Forum registration fee plus 2 years of discounted AWID membership dues.
- AWID Member Rate is reserved for members who do not choose the package rate.
- Non-Member Rate is for those who register who are NOT currently a member of AWID.
- Student Rate is for students attending any institution of higher learning.
- One-Day Rate is for participants who are attending only one day of the Forum. Please indicate on the registration form which day you will be attending.

SPECIAL ASSISTANCE

AWID is dedicated to making all Forum activities accessible to all persons. Please indicate any special needs on the registration form. Please be sure to include your phone number on the form so that we may be in touch with you if needed.

REFUNDS

Each refund request must be received, by mail or fax, before August 15, 1996 and is subject to a \$25 handling fee. No refunds will be processed after August 15, 1996.

LOCATION AND ACCOMMODATIONS

The 1996 Forum will be held at the Renaissance Washington DC Hotel, 999 9th Street, NW, Washington, D.C. The hotel is located directly across the street from the Washington Convention Center, is easily accessible via the Metro's Red Line at either the Metro Center or the Gallery Place Stations.

A block of rooms has been reserved for Forum participants at a special rate of \$115/\$125 single or \$135/\$155 double plus applicable taxes. These rates can only be guaranteed until August 5, 1996. To receive this special rate, please use this hotel reservation form or call the Renaissance Washington DC Hotel directly at 1-800-468-3571 (local: 202-898-9000). Overseas reservations may be faxed to 202-962-4445.

Cancellation Policy: The hotel must be notified no less than 48 hours prior to scheduled arrival of any cancellation. A cancellation number must be obtained and kept as your proof of cancellation.

TRAVEL ARRANGEMENTS

Stewart International Ltd. has been designated as the official travel agency for the Forum. Business hours are 9-5 EST, Monday through Friday, 10-4 EST, Saturdays.

U.S. and Canada call (800) 441-8666

International call collect (617) 738-1575

Email 102430.1401@Compuserve.com

All Faxes (24 hours) (617) 738-8215

All FAXES should include name, address, day and evening phones, FAX number, preferred travel dates and preferred departure airport. A tentative itinerary will then be prepared for your review and approval.

Forum/News on-line. It may also be possible for virtual participants to send their messages back to those who are attending the Forum. Forum planners want to offer this service for a registration fee that covers our costs. If you are interested in being a virtual participant in the 1996 AWID Forum, please indicate this on the registration form and we will send you information about how you can join us on-line. You will need to have access to the Internet.

BUSINESS AND PLANNING MEETING

AWID will hold its membership meeting where survey results will be presented, new program ideas will be discussed and members will be recruited for committee work. All AWID members and potential members are welcome!

SITE VISITS

AWID will take advantage of the Washington, DC location and opportunities it provides for participants to meet with representatives of multi-lateral institutions as well as with US officials on the urgency of implementing the *Platform for Action*. On Friday afternoon, September 6, Forum participants will be able to take part in various site visits or they may choose to stay at the conference hotel for workshops and panels.

AWID

PRELIMINARY FORUM SCHEDULE

Wednesday, September 4, Pre-Forum events

- 9:00-1:00 Pre-Forum Workshops and Skills Development Sessions
2:30-5:00 Lessons Without Borders report to a panel of US Policy-makers
Sponsored by USAID

Thursday, September 5

- 8:00-5:00 Registration
8:00-9:30 Rooms available for self scheduled sessions
9:00-11:30 Opening Plenary
12:00-1:30 Lunch Issue Roundtables
1:30-3:30 Concurrent Sessions
3:45-5:45 Concurrent Sessions
Hosted Reception
8:00-10:00 Concurrent Sessions

Friday, September 6

- 8:00-5:00 Registration
7:15-8:15 Rooms for Ad-hoc Sessions
8:30-10:30 Plenary
10:45-12:45 Concurrent Sessions
12:45-2:00 Lunch Issue Roundtables
Site Visits
2:15-4:15 Concurrent Sessions
4:30-6:30 Concurrent Sessions
Hosted Reception

Saturday, September 7

- 8:00-5:00 Registration
8:30-10:30 Plenary
10:15-12:15 Concurrent Sessions
12:30-2:00 Lunch and AWID Membership Meeting
2:15-4:15 Concurrent Sessions
4:30-6:30 Concurrent Sessions
Hosted reception

Sunday, September 8

- 8:30-10:00 Concurrent Sessions
10:15-12:30 Closing Plenary

Monday, September 9

Full Day Skills Development and Training Sessions

AWID

A W I D M I S S I O N

THE ASSOCIATION FOR WOMEN IN DEVELOPMENT
IS AN INTERNATIONAL MEMBERSHIP ORGANIZATION
RESEARCH
WHICH WORKS TO REDEFINE DEVELOPMENT WITH
POLICY
WOMEN'S PERSPECTIVES. THE ASSOCIATION PROMOTES
PRACTICE
RESEARCH, POLICY AND PRACTICE TO FULLY ENGAGE
WOMEN IN BUILDING A JUST AND SUSTAINABLE
DEVELOPMENT PROCESS.

AWID

PROGRAM COMMITTEE

Karen Mulhauser, Chair
Mulhauser and Associates
USA

Gretchen Bloom
WID Advisor, USAID
USA

Rosa Briceño
Arlington Public Schools
USA

Florence Butegwa, Independent Consultant
Uganda

Kathleen Clancy
International Development Research Center
Canada

Julia Panourgia Clones
World Wide Network
USA

Kate Cloud
University of Illinois
USA

Vera Dakova
Gender Project Foundation
Bulgaria

Isabel Duque
ISIS Internacional
Chile

Carolyn Elliott
University of Vermont
USA

Nicole Etchart
AWID
USA

Barbara Ferris
International Women's Democracy Center
USA

Susana Fried
Center for Women's Global Leadership
USA

Anne Marie Goetz
University of Sussex
United Kingdom

Noeleen Heyser
UNIFEM
USA

Perdita Huston
The Global Family Project
USA

Rounaq Jahan
Columbia University
USA

Norge W. Jerome
University of Kansas
USA

Alia Khan
ACLU, Reproductive Freedom Project
USA

Suzette Mitchell
Snowy Mountains Engineering Corporation
Australia

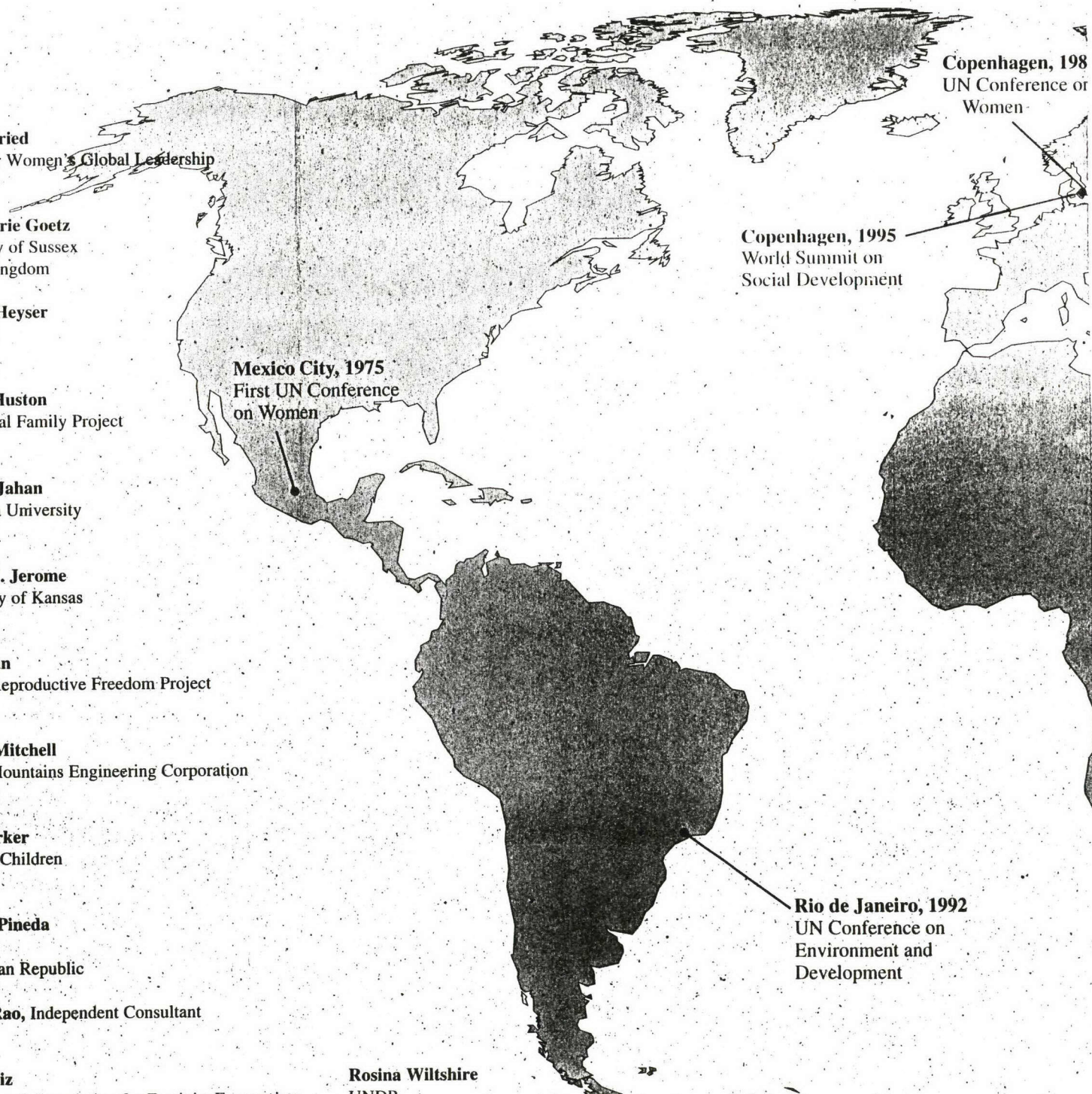
Rani Parker
Save the Children
USA

Magaly Pineda
CIPAF
Dominican Republic

Aruna Rao, Independent Consultant
USA

Janet Seiz
International Association for Feminist Economists
USA

Rosina Wiltshire
UNDP
USA

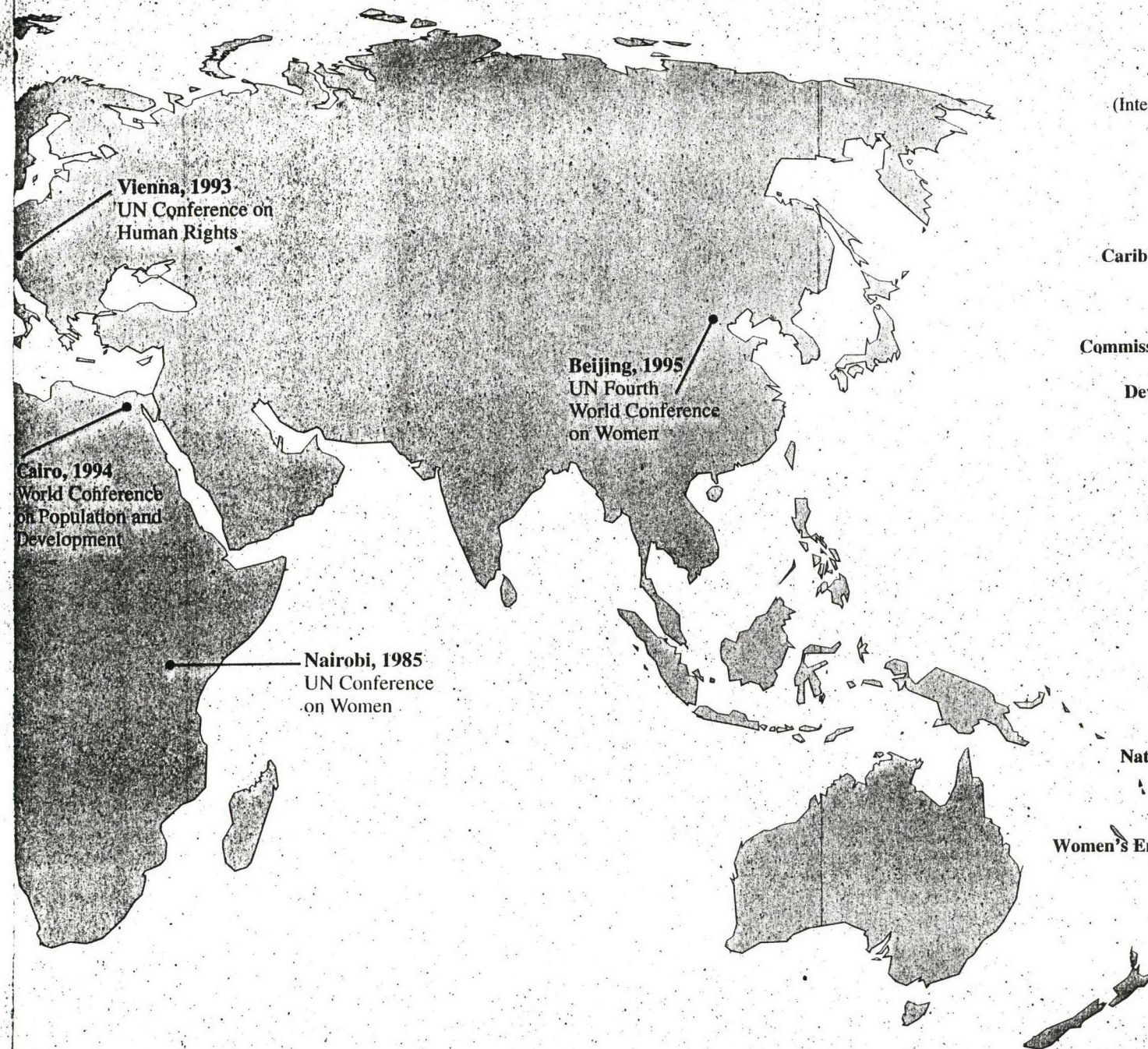


Copenhagen, 198
UN Conference on
Women

Copenhagen, 1995
World Summit on
Social Development

Mexico City, 1975
First UN Conference
on Women

Rio de Janeiro, 1992
UN Conference on
Environment and
Development



COLLABORATING PARTNERS

(International and regional women's networks or coalitions dealing with gender and development issues)

Asia Pacific Women in Politics Network

Asian Women's Human Rights Council

Caribbean Association for Feminist Research and Action

Center for Women's Global Leadership

Commission on the Advancement of Women — InterAction

Development Alternatives with Women for a New Era

Eurostep

International Alliance of Women

International Coalition on Women and Credit

International Wages for Housework

International Women's Health Coalition

International Women's Tribune Center

ISIS Internacional

National Congress of Neighborhood Women/GROOTS

Sisterhood is Global Institute

Women's Environment and Development Organization/WEDO

Women in Law And Development in Africa

Women, Law and Development International

Women Living Under Muslim Laws

AWID

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5	Issues Participants May Wish to Discuss
6	Progress Report on <i>Implementing the World Bank's Gender Policies</i>
7	Beijing NGO Petition
8	Note on External Gender Consultative Group
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10	

Notes

Briefing Note for Mr. Wolfensohn

Meeting with Participants from the Seventh International AWID Forum September 6, 1996

2:15-5:00 p.m.

H Building Auditorium, Room H B1-201 (600 19th St. NW)

The Meeting

TAB 1

- The Association for Women in Development (AWID) is holding its Seventh International Forum in Washington, D.C., from September 5-8, 1996, on the theme *Beyond Beijing: From Words to Action*.
- The Forum will assess progress made towards implementation of the Beijing Platform for Action, one year after the UN Fourth World Conference on Women at Beijing.
- AWID asked the World Bank for a meeting between Mr. Wolfensohn and interested Forum participants, as part of the Forum's activities. The present meeting has been organized in response to AWID's request.
- The program of the present meeting is at the end of this Tab.

Introduction to AWID:

- AWID is "an international membership organization which works to redefine development with women's perspectives. The Association promotes research, policy and practice to fully engage women in building a just and fair sustainable development process." There are currently over 1000 members worldwide.
- Every two years, "AWID Forums bring together practitioners, policy makers and academics from around the world in a 'trialogue', to examine actions and strategies that enable women to improve the quality of their lives and to achieve equality in society."
- Further details about AWID and AWID Forums are available at Tab 2.

TAB 2

Your Participation

- You will be meeting with the AWID Forum participants on September 6 at 2:15 p.m. for about 1 hour, in the H Building Auditorium, Room H B1-201 (600 19th St. NW).
- After being introduced by Ms. Minh Chau Nguyen, you will make a 10-15

TAB 3

- minute presentation. You may wish to use the *Talking Points* in Tab 3. A discussion will follow your presentation, for about 45 minutes.
- The Bank will be represented by the regional gender coordinators and representatives of the Poverty and Social Policy Department (PSP). After interacting with you, interested participants will stay on to dialogue and share information with the regional gender coordinators and PSP staff on region-specific issues in smaller groups.
 - The *objectives of your meeting* with the AWID Forum participants are to:
 - ◇ inform them that the Bank is committed to furthering the goals laid out in the Beijing Platform for Action
 - ◇ demonstrate your commitment and that of the Bank to mainstreaming gender issues into Bank operations
 - ◇ emphasize that we have a lot to learn and are willing to work with our partners more closely
 - ◇ follow up on the momentum created by your meetings with NGOs at Beijing
 - A *chronological overview* of your interactions since assuming office with women's groups, NGOs and Bank staff on gender issues is available at Tab 4 TAB 4
 - *Issues that are likely to come up* are at Tab 5. They will most likely be along the lines of the four issues raised in the petition from over 900 women's NGOs presented to you at Beijing. These include: TAB 5
 - ◇ promoting the participation of grassroots women's groups in economic policy formulation
 - ◇ institutionalizing a gender perspective in the design and implementation of projects
 - ◇ increasing Bank lending for basic education, health and credit programs benefiting women
 - ◇ increasing the number of women in senior management
 - A copy of *Implementing the World Bank's Gender Policies: Progress Report No. 1*, which you circulated in April in reply to the 900-plus signatories of the Petition you received at Beijing, is at Tab 6. TAB 6
 - A copy of the *Beijing Platform of Action* is available at Tab 7. TAB 7
 - In April 1996, the Bank held a two-day annual meeting of the newly constituted *External Gender Consultative Group*. The establishment of this TAB 8

Group is another indication of the Bank's commitment. Senior managers, including the Regional Vice Presidents, were invited to participate in the discussions of this group. A summary of the issues discussed at the meeting and developments since then is available at Tab 8.

Prepared by Anjana Bhushan (x87203)
Supervised by Minh Chau Nguyen (x32745)
August 27, 1996

Program for Meeting with Participants
from the
Seventh International AWID Forum, Sept. 6, 1996
2:15-5:00 p.m.
Room H B1-201 (600 19th Street, N.W.)

- 2:00 - 2:15 **Arrival of participants**
Participants arrive and are seated
- 2:15 - 2:20 **Welcoming remarks**
Minh Chau Nguyen (Manager, Gender Analysis and Policy Group,
Poverty and Social Policy Department)
Welcome and Introduction of Mr. Wolfensohn
- 2:20 - 3:15 **Remarks by Mr. James D. Wolfensohn, World Bank President,
and discussions**
Remarks by Mr. Wolfensohn

*Mr. Wolfensohn invites Ms. Nicole Etchart (Executive Director, AWID
Board) to open the discussions*

Remarks by Ms. Nicole Etchart
(Executive Director, AWID Board)

Discussions with participants
- 3:15 - 3:30 **Break**
Participants regroup into smaller groups
- 3:30 - 5:00 **Discussions on Region-Specific Issues**
*Having regrouped into 5 smaller circles, participants have discussions
on region-specific issues in with PSP staff and regional gender
coordinators.*

Notes

About the Association for Women in Development (AWID)

Mission

The Association for Women in Development (AWID) is “an international membership organization which works to redefine development with women’s perspectives. The Association promotes research, policy and practice to fully engage women in building a just and sustainable development process.”

Board of Directors:

- Carolyn Elliot (*President*), University of Vermont
- Rieky Stuart (*Past President*), Canadian Council for International Cooperation
- Nancy Natilson (*Treasurer*), Female Access to Credit and Training
- Gretchen Bloom (*Secretary*), USAID
- Nicole Etchart (*Executive Director*), Association for Women in Development
- Magda Ahmed, University of Massachusetts, Amherst
- Rosa Briceno, Consultant
- Beverlee Bruce, Consultant
- Kathleen Cloud, University of Illinois
- Eva Jespersen, UNICEF
- Ilana Landsberg-Lewis, UNIFEM
- Gwendolyn Mikell, Georgetown University
- Sarah E. Moten, National Council of Negro Women
- Karen Mulhauser, Mulhauser and Associates
- Nakanyike Musisi, University of Toronto
- Stephanie Seguino, University of Vermont
- Anne S. Walker, International Women’s Tribune Centre
- Jean Weidemann, Weidemann Associates, Inc.
- Emira Woods, OXFAM America

Goals

- Build a widening global network of people and organizations committed to seeking solutions for women in development issues through women’s actual experiences.
- Expand and strengthen research and action which advance efforts to overcome women’s poverty and to improve women’s access to power and resources.
- Improve the practice of institutions, organizations and governments in the successful integration of women as both agents and beneficiaries of development.

Strategies

- Promote opportunities for effective communication among a dialogue of policy-makers, practitioners and scholars who are working on behalf of women in development.
- Publish information that is useful and offers new and effective strategies for addressing gender pertaining to development.
- Collaborate with organizations throughout the world in order to fully integrate the voices of women in the creation of improved policy and practice.
- Provide people involved in the field of women in development with access to skills, knowledge, strategies and other resources needed to improve their programs and services.
- Support members to advocate effectively for policies and programs that improve the lives of women and support gender equality.

History

AWID was founded in 1982 by a group of 26 North American scholars, practitioners and policy-makers at the Wingspread Conference in Racine, Wisconsin, as an organization dedicated to the full participation of women in the development process. The UN Decade for Women (1975-85) was a worldwide catalyst for legal, social and economic changes designed to improve the position of women, and the Association was created as a response to the Decade.

Today, AWID is an organization of over 1000 members, providing a series of services and programs. Membership is drawn from private voluntary organizations, universities, multilateral and bilateral development agencies, national governments, foundations, private business and individuals from over 70 countries. In early 1995, AWID opened an office in Washington, D.C., hired permanent staff, and took steps to expand its programs and services.

AWID Forums

AWID's *Bi-annual Forums* gather participants from across sectors, disciplines, regions and issues to learn about, dialogue, network and strategize on key issues affecting women. The Forum includes research panels, workshops, round-tables, exhibits, informal gatherings and opportunities for advocacy and exchange.

The 1991 Forum (*Learning Together/Working Together: A South/North Dialogue*) and the 1993 Forum (*Joining Forces to Further Shared Visions*) each brought over 1100 women and men from more than 60 countries and emphasized two key themes:

- the multiplicity of strategies women use to affect change and
- the benefits of sharing visions across cultures, regions, sectors and discipline.

The 1996 Forum: *Beyond Beijing: From Words to Action*, Sept. 5-8, 1996

Building on these past Forums, the September 1996 Forum provides an excellent opportunity one year after the Fourth World Conference on Women to assess the implementation of the Platform of Action at all levels. It will bring together over 1200 people to participate in over 120 sessions and informal gatherings that stress new ideas, effective strategies and critical skills needed to build on the gains made by the global women's movement.

Major themes of the Forum, on which the four plenaries will focus:

- women's human rights
- economic empowerment
- health and reproductive rights
- political power sharing and participation

The Forum will feature

- over 120 workshops, panel presentations, roundtables and other sessions
- prominent and emerging leaders
- skills development workshops
- publications addressing forum themes
- a marketplace of products and ideas
- on-site visits to multilateral and US government institutions
- a multi-media resource room and a fully equipped training room

One of the workshops, to be held on Sept. 5, will focus on the Women's Eyes on the World Bank campaign. GAP/PSP staff will attend to assess the main concerns raised and will brief Mr. Wolfensohn's office accordingly.

Prepared by Anjana Bhushan (x87203)
Supervised by Minh Chau Nguyen (x32745)
August 27, 1996

Notes _____

Lined area for notes.

OFFICE MEMORANDUM

DATE: September 4, 1996

TO: Mr. James D. Wolfensohn

FROM: Geoff Bergen



EXTENSION: 85225

SUBJECT: Draft Remarks to the Association of Women in Development, Friday, Sept. 6th

Attached please find draft remarks for your use in meeting the Association of Women in Development this Friday. I have prepared these with substantive input from the Gender Analysis and Policy group. As with your remarks to the External Gender Consultative Group last April, I have structured them around our response to the 4 point petition you were handed in Beijing last year. As you will see in the briefing materials provided for this event, follow-up on the Beijing petition is a priority of this group, so it seemed a useful basis for structuring your talk. The content of the remarks contains some of the same points you made to the External Gender Consultative Group, but also includes updated information on the status of the Bank's follow-up to Beijing.

Mr. James D. Wolfensohn

Remarks to the Association of Women in Development

September 6th, 1996

INTRODUCTION

- I am delighted to be able to join you today. The main reason for my being here is not to talk, but to listen. You represent women from all regions of the world, and I very much want to hear what you have to say.
- The main purpose of this meeting is to talk about the Beijing agenda, and how to take it forward.
- As you know, I went to Beijing. Prior to going there I had worked on gender issues in a number of capacities, and felt safely on the side of the angels. But in Beijing, I was confronted by the Bank's past, beginning with a petition signed by 900 individuals, and continuing with an ongoing onslaught directed at the Bank's gender record.
- I came back from Beijing and took a hard look at what the Bank was or was not doing, because it was clear that having my feet held to the fire there was not malicious in intent. It was clearly the result of frustration over substantive issues by people who knew what they were talking about.
- So I came back and told my management team, first, that I wanted to see real action on the Beijing Agenda, and, second, that I expected to be in the center of whatever we were going to do.
- I have made sure that the Bank gives the Beijing agenda top priority, that it integrates gender issues into all aspects of its work, and that it increases collaboration with women's organizations. I personally make a point of meeting with women's groups wherever I travel – and I have visited over 40 countries in my 15 months in office.

- We've been doing a great deal about the Beijing agenda over the past year – and I'll tell you a bit about this in a second. But I'd also like to say that I think we need to do a lot more, and we could also do it better.
- That's where *you* come in. We cannot take effective action on behalf of the women of developing countries without working with them, and with women's organizations from every part of the world. You are the ones with the real experience and knowledge. That is why I am so happy that we are able to have this event; and I want you to know that we will take what we hear from you very seriously.

GENDER IN THE CONTEXT OF THE BANK'S MISSION

- The Bank's fundamental purpose is to improve the living conditions for the 4.5 billion people who live in the countries we serve, and especially for the 1.5 billion of them who live on less than \$1 a day.
- There is a common misperception that an emphasis on women in development is a form of affirmative action -- a politically correct setting to rights of past injustice.
- It is true that women have been victims of injustice – and this is true as much today as ever. But the more fundamental reason for stressing women's issues is one of plain *economics*.
- If our goal is to reduce poverty, then the fact that the majority [some estimate 70%] of the world's poor are women has to weigh heavily. And dollar for dollar, an investment in women carries the highest possible returns. In country after country, women are the producers, the managers of the household economy, and the ones who make the crucial decisions about the future of their children.

PROGRESS SINCE BEIJING

- **The first point I would like to make is that the Bank is absolutely committed to honoring the Beijing Platform for Action** with its 12 priorities for women and girls [poverty, education, health, violence,

armed conflict, the economy, power and decision-making, institutions for advancement of women, human rights, the media, the environment, discrimination against girls].

- **The petition I was handed at Beijing recommended we do more in four areas.** In response, we have prepared a progress report [copies are available outside this room]. I would just like to comment briefly on what we have been doing in connection with each of the four:
- **First, the petition asked that we promote the participation of grassroots women's groups in economic policy formulation.** In the year since Beijing we have begun working in a more participatory way than before, and particularly with women's groups.

⇒ We have, for example, formed an **External Gender Consultative Group** (whom I met on April 29th and discussed many of these same issues). This 14-member group, represents grassroots women's organizations from throughout the developing world, and is responsible for continuing to hold our feet to the fire. They met, and will continue to meet with our senior economists, managers and operational staff to advise them on whether our actions are equal to our words when we talk of integrating gender into our work. You will also be interested to know that a member of this group will be on the steering committee that is reviewing the Bank's structural adjustment policies, as will leaders of other women's organizations.

⇒ **I have also recently approved a Leadership Fund for African Women.** The fund will promote women's leadership in public decision making through fellowships and training, advisory services, advocacy and public information and networking activities.

⇒ In addition, we now have **NGO liaisons in all our resident missions** in Latin America and the Caribbean and 15 of our 28 resident missions in Africa – and these are now beginning to produce solid results. We are starting a similar process now in Asia, and we already have Social Policy Units working with NGOs in Indonesia and India. Through this process, we are hearing women's voices and concerns from the very source, and we are increasingly involving them in the design and

implementation of projects. This process is still in its start-up phase, and we have more concrete participation in some countries than in others. But I assure you this program has my full backing, and that we will make it work.

- **Second, the petition asked that we institutionalize a gender perspective in the design and implementation of projects.** In this regard, I think I can say we have been doing a lot:
 - ⇒ **We are making women's issues integral to the Bank's work.** We have a *Poverty and Gender Monitoring Unit* that reviews newly approved Bank projects to make sure that women are included in the equation. Importantly, we are making sure that gender issues are incorporated into *Country Assistance Strategies*, which as all of you know provide the guidelines for design of our investments in any given country. In preparing CAS documents we are now specifically looking for ways to bring women's issues into the overall development strategy, on a country-specific basis.
 - ⇒ **We are directly targeting our programs towards improvements in the conditions of women and girls.** Overall, the Bank now commits about \$5 billion a year on investment project that contain specific actions targeting women. An important recent initiative involves supporting women entrepreneurs. We manage *the Consultative Group to Assist the Poorest* (CGAP) – which operates a \$32 million grant fund to provide micro-finance to entrepreneurs – is expected principally to benefit women in small business enterprises.
 - ⇒ **We are trying to make sure that the economic policy reforms we support, and conditions that go along with them, help women rather than hurt them.** I know that the impact of adjustment programs on women is a major concern for many of you, and this is a concern I share. One thing we are doing is making sure that expenditure on social programs, which are of particular relevance to women, does not go down in the process of adjustment.. We are also looking at ways of specifically incorporating gender issues into adjustment programs through pilots in the African countries of Burkina Faso, Mali and Mozambique. For example, Mali's structural

adjustment program will identify constraints to women's access to credit and lay down a time-bound strategy to remove them. It will finance a Fund for Support of Women's Activities, and a public education campaign for women's rights.

⇒ **And we are improving our ability as an institution to work effectively on women's issues.** In the last 15 months, I have launched a number of changes at the Bank. One of the principal ones is to increase the skills and training of our staff. An area that we are specifically emphasizing is gender training. Our goal is to integrate gender issues into all aspects of the Bank's work, and I can think of no more important way than to increase the sensitivity and skills of our staff.

⇒ At the same time, **we are strengthening our electronic information network** to make available the latest information on gender related research and practice to Bank staff. The network also makes information available to the general public – it is open to all of you.

- The **third item on the petition was a call for the Bank to protect and strengthen lending for basic education, health and credit programs.**

⇒ **These are in fact the real growth areas of Bank lending**, and I am committed that they will continue as such. Over the last decade, for example, our lending for *population, health and nutrition programs* has more than quadrupled from US \$200 million to US \$1.2 billion. To give some examples, **in Senegal** we are supporting reproductive health interventions, AIDS prevention, women's associations, income generating activities and literacy programs for women. **In Brazil** we are supporting a mass media public education programs designed to alert women – who are the major victims of HIV and sexually-transmitted disease infections – about how to prevent their transmission.

⇒ **In the same period education lending went from US \$940 million to US \$2.2 billion.** We are working towards having 60% of our lending for education going directly to girls' education. **Last year, we**

lent \$554 million in direct support of girls' education, and in the current year our goal is \$600 million.

⇒ **We have identified 42 countries that** will need special measures to achieve the goals announced at Beijing – namely, to achieve 100 percent primary school completion, and secondary school entry for an equal proportion of boys and girls, by the year 2010.

- **The fourth and final item on the petition was to increase the proportion of women at all levels of Bank management.**

⇒ Let me start out by saying that one of my most important recent hiring decisions was to appoint a woman as our Vice President for Personnel – so I can assure you there will be no gender bias from that quarter. On becoming President of the Bank, my first three Vice Presidential appointments were women (Chief of Staff and 2 in IFC); and I have appointed the Bank's first female Managing Director.

CONCLUSION

- The point I want to leave you with is that **the Bank is fully committed to improving the condition of women throughout the developing world, and that we want to improve the way we do it.**
- **Above all, we can't do it alone.** The World Bank is an extremely powerful instrument for reaching the world's poor, including women. But to do so – to design programs and take actions that are really going to have an impact – we need you, and others like you, to give it to us straight whether you think we're on track.
- I am now happy to open this up to hear from you and respond to any questions you may have. **I understand that Ms. Nicole Etchart [Executive Director of AWID] will open the discussions.** I would like to invite her to go ahead.
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Notes

Mr. Wolfensohn's Interactions with Women's Groups and NGOs: A Chronological Overview

Place/Date/Topic	Key thoughts expressed by Mr. Wolfensohn
World Bank, June 30, 1995 Structural Adjustment	(First structured, issue-specific meeting with NGOs) • I am keen to work with NGOs on problems and alternatives to adjustment. • I invite your ideas in writing so I can consider them and initiate follow up.
Beijing, China September 15, 1995 Fourth UN World Conference on Women	First Meeting (Presentation at an open meeting with NGOs, attended by 600-800 women and women's groups) • I and the Bank are committed to each of the issues raised in the "<i>platform of commitments</i>"—a list of key issues promoted by the NGOs. • I have read the literature and heard the arguments on women and <i>structural adjustment</i>; it is wrong to blame adjustment for all of Africa's ills—a sound economic framework is necessary. • I urge <i>constructive engagement</i> with the Bank rather than rhetorical attacks. • I am engaged in deliberations on easing <i>multilateral debt</i> burdens. • I attach great importance to new operational <i>collaboration</i> between the Bank and NGOs. • I thank you for this <i>petition</i> (signed by over 900 NGOs) calling on the Bank to i. increase the participation of grassroots movement organizations in economic decision making ii. do more gender analysis in policies, programs and projects iii. increase investment in health, education, credit and other priorities for women; and iv. increase representation of women in our management. • I am <i>your best friend</i> and ally in the Bank.

Beijing, China September 15, 1995 Fourth UN World Conference on Women (contd.)	Second meeting (with NGO leaders on 4 key themes: the growth model, ethics/values, democracy/participation and Fourth World Conference on Women follow-up) • Is <i>gender equity</i> seen by the Bank as a means to economic growth rather than an end in itself? Perhaps the Bank's rhetoric has not always been matched by its actions, but I invite you to judge me by my actions. • I have taken recent initiatives to <i>fund NGOs</i>, not just governments; there is some flexibility in how we use reserves and some expanded Bank support of NGOs might be possible if the Board considers this a priority. • Much expanded <i>WB-NGO partnership</i> predates my arrival, and I have enhanced these collaborations after my visits to borrower countries. • There is a dilemma in using <i>conditionality</i>: on the one hand the Bank is attacked for imposing conditionalities; on the other we are told to add other, new conditions. • The Bank does not promote a <i>single development paradigm</i>. A clear framework is necessary for development assistance, but the model should be country-specific. • On <i>multilateral debt</i>: I urge you to stress to governments the critical importance of defending aid budgets and especially <i>IDA-11</i>, to which I am currently devoting much energy myself. • On greater Bank <i>accountability to the UN</i>: I have a horror of being coordinated by the UN and have explained to Mr. Boutros-Ghali, who agrees on this. • Many <i>institutions privatized</i> under economic reform programs in Africa were previously run disastrously, resulting in a terrible drain on national resources. • I agree that <i>user fees</i> for health/education services should apply only to the rich, in order to finance the extension of services to the poor, although it doesn't always work that way in practice. This is an issue that needs more attention.
InterAction Washington, D.C., USA October 3, 1995 Poverty	(Third structured, issue-specific meeting with NGOs) • I am sympathetic to <i>using CASs</i> to enhance attention to participation, poverty reduction and <i>gender</i>. • However, doing so in a mechanistic, bureaucratic way will lead to a "tick the box" attitude. • What is needed is to re-educate the Bank, which is a

	daunting task. In practice, it is often easier to make specific gains (like CGAP) incrementally as this contributes to education within the Bank and in governments.
World Bank November 6-17, 1995 “Beyond Beijing: Acting on Commitments to the World’s Women”	• I said in Beijing that structural adjustment was not designed to do permanent damage to the weakest segments of the community: in fact, just the reverse. If we have got it wrong in some cases, we need adjunct programs or safety mechanisms. But we must listen, we must be modest. • In Bank training programs and opportunities, women and men will share. But it will be based on excellence, not on getting the numbers right—which is not good for women or the institution. • Women’s issues in management and projects cannot be an add-on; it has to be integral. • I have added another \$1.25 billion to achieve the goals for girls’ education that I announced at Beijing. We also need to ensure quality of education. • We will try to put together creative training programs for staff on gender issues, perhaps through the EDI. Another challenge will be to get staff there and have them listen to and absorb the messages. • As long as I am here there will be consistency—not stop and start—on gender issues.
World Bank April 29-30, 1996 1st Annual Meeting of External Gender Consultative Group	• At Beijing I faced an onslaught that was clearly not the result of malice but of considerable frustration and concern over substantive issues. • My coming to address you is to reconfirm my intentions to try and get back the feeling of harmony and cohesion with women’s groups rather than opposition. • In the Bank, incorporating gender is not a question of intent, but of mind-set. • We must include gender not just for moral reasons, but because it makes economic sense—not a token, but central. • On <i>promoting participation of grassroots women’s groups</i> in economic policy formulation: Gender is high on the agenda of NGO liaison officers in Resident Missions. They are gradually coming up to speed. • On <i>institutionalizing gender perspectives</i> in the design and implementation of projects: i. We now have a more active poverty and gender

	monitoring unit. ii. We are trying to streamline our business practices and standardize documentation, including gender issues. iii. We are continuing specific programs: lending on projects with specific attention to gender amounts to approximately \$5 billion. iv. We have launched the CGAP initiative for microcredit for the poorest, with a focus on women entrepreneurs. • On protecting and strengthening lending for basic <i>education, health and credit</i> programs: Lending for education has gone from \$940 million to \$2.5 billion in recent years, with \$900 million earmarked for girls' primary education. But we have to do better on quality issues. • On <i>increasing number of women managers</i> in the Bank: v. We have our first woman MD; the first 3 VP levels appointments were women; the new head of personnel is a woman. vi. We have launched a major new training initiative for managers; half of them will be women. vii. We will be having senior management training for lower level women staff. • On the <i>External Gender Consultative Group</i>: This is the beginning of a consultative process. We are looking for good, hard-edged advice from you, and a sense of partnership and realism. We would welcome hearing about your priorities in a constructive spirit. • On the <i>NGO liaison officers</i>: I will try to get a sum of money from the Board annually for use by the regional offices with NGOs.
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**Transcript of your Speech to the
External Gender Consultative Group**

April 29, 1996

interesting, and I'm sure we will learn a great deal, and we're looking forward to hearing from the different speakers on particular aspects. What we were concerned about was how much time there would be for discussion, and so might we just make a suggestion that the presentations be kept relatively short so that we have the bulk of the time actually for general discussion.

MR. HUSAIN: That's a very good suggestion. We'll make sure about that.

I would like to welcome Mr. Wolfensohn, who is here and who will be our main speaker this morning.

MR. WOLFENSOHN: Well, good morning and welcome, and I'm very, very grateful to all of you for having both taken the time to come here and, more particularly, to you for agreeing to help us in our efforts to continue our program to ensure that gender is given its proper place in the activities of the Bank.

I think some of you probably know that I was introduced to the issues of gender in my new

capacity in Beijing. Prior to that, I was on the side of the angels. No one worried about me. I followed along in the Population Council. I did my thing at the Rockefeller Foundation. And I never felt confronted by anybody. And then I arrived in Beijing, and reality set in. And I inherited the past of the Bank. I was presented with a petition from 900 individuals and institutions. Bella Abzug introduced me as her very good friend John. And I got off to a rousing start. I could see people anxious by the moment that I should finish so that they could get their hands in the air to abuse me. So I kept talking as long as I possibly could, and then it started.

I kept protesting that, in fact, I really cared about gender issues, that I had in all my professional life, and that I hoped to continue to do it at the Bank. But it was to no avail. There was an unrelenting onslaught, which later in the day subsided a bit, and I had a better meeting in the afternoon. A couple of extremely brave women even clapped for me as I was leaving, which sent me

on my trip with a sense of accomplishment after one day.

But the accomplishment was really one that made me come back and take a very good look at what the Bank was or was not doing, because it was clear to me that this outpouring was not malicious and not mal-intended. It was clearly the result of a considerable frustration and concern over substantive issues.

And so I came back and I told my management team and I told the people who were closest to me and were working on these issues that I expected to be right in the center of what was going on on gender issues and I looked forward to being a close participant in all the activities. And I was very, very happy with the notion of this Gender Consultative Group, so that if there are issues on which we can make progress, I want you to know my coming today is to reconfirm to you that my intent is to try and get that same feeling with women's groups that I had before I came to the Bank, which was one of harmony and cohesion rather

than opposition.

So I look forward to the time when I take leave of this institution when I can do so and you'll all give me a dinner and a gold watch and say what a great job I've done. But I know we have to earn that, and, indeed, we're trying to do so.

You will recall that there was a petition, as I have said, and there were four principal items that were raised in the petition. I think we've given you somewhere--I hope you have it--this implementing--I don't know whether you've seen this. Has this been distributed to you? It's in your kit, and it is a progress report. And I propose that we should continue to give you progress reports, so that for those that are not here they can get a chance of seeing what the Bank is doing and deciding whether our progress is cosmetic or real.

I'm determined to make sure that it is real, although in some of the areas I should tell you right up front that it's early days. And let me just comment on that for a minute.

I don't think there is anyone in the Bank that would stand up and say "I'm anti-gender components in projects." I don't think there is anyone who gets up in the morning and says, "How can we find conditions that will adversely affect women?" I don't think that there is a crusade on here to diminish the role of women. But if gender issues are not included specifically, and if in country assistance strategies we do not have a particular emphasis on women, or, indeed, if not particular emphasis, at least a consideration of women's issues, then it's possible the result can be the same. And so it's not a question of intent. It's a question of mind-set.

So what we have to do in the institution is to ensure that what we're doing encompasses issues not just for moral reasons, but because it makes economic sense and because it's just right. And so what our task is, my colleagues that are here and I, is to make sure that the place thinks instinctively about gender. It shouldn't be an add-on. It's not a token that comes later. It

should be absolutely central. And then I think the points that came out of Beijing--I think it was a dozen points. Was it 12 points that came out? Coming through that is a sense that this is not something that's added on; this is something that is central.

So what we're trying to do is to do that, and I think some of the things that we can report to you today are really important steps forward from the point of view of the Bank.

The first thing that came out in the four-part request was the participation of women's groups in grassroots policy formulation. That is clearly crucial. Before something gets up and running, you really need to have consultation with women's groups. And quite specifically, what we've done in that context is to establish in every one of our offices, our representative offices in Latin America and Africa, we now have an officer whose sole responsibility it is to deal with the NGOs on issues that relate to NGOs, and high on that agenda are gender issues.

This is an innovation for the Bank. This means that someone is getting paid and his livelihood or her livelihood depends on the relationships that they have with the local NGO community. And I can tell you that this is already--I don't know whether you've heard of it or whether you're getting resonances yourselves, but it's been going now up to nine months in some countries. And, you know, the first reports that I was getting from the field--and I read all these reports. It's one of the few sets of reports I read. I put little notes on them and send them back to people so they know that I'm reading them.

The first sets of reports were sort of insecure, hesitant, not quite sure why they were meeting. But six or nine months later, these are now substantive. There is a real engagement in many of these countries. I would say that of the offices that we have, probably two-thirds are running well. I'd say a third of them we either have the wrong person or it's not quite up to speed, but for a launching of this, it is a really

material step in terms of the dialogue. Because what is crucial is not just to meet the international organizations, it is clearly to meet the people on the ground. That's where the consultations can really be effective in terms of local communities.

So I hope you regard that as serious progress, to have, within a very short time after Beijing, taken the decision and have people in the field. The reason that some of the offices are not working as well as we want is that we've in some cases hired people from the outside who don't yet know the Bank, and so they're very good in dealing with the local community, but they don't yet know how to input our institution. So we're now starting with some training programs for the people that we have to make sure that they can do both sides of the equation.

But I really do believe that in response to Beijing, this is tangible, real, and I think now proving to be effective. And I'm sure that by the time of our next meeting we'll be able to give you

a rather comprehensive report of what is going on in the field offices, and I think meets very well the suggestion that you made in Question 1 that we should promote the participation of grassroots women's group in economic policy formulation. I could think of no better way of doing it, and now we've got to see what is the input and then what are the results. But it has started and I think is a material step forward.

The next issue related to the institutionalizing of gender perspective in the design and implementation of projects. And here, as you know, we now have a more active poverty and gender monitoring unit, and that I hope to strengthen and to keep right on the ball, because that is a conscience that can bring things home to people in the institution.

I should tell you here, as you may have read in the press, that in the whole area of project formulation and implementation, I'm trying to cut down the many steps that are taken to get a project approved. We have far too much up-front,

bureaucratic paper shuffling to get projects approved in this organization. In some cases, there are five steps and five field visits when really what you should do is to say to the local people or to the country officer, it's your responsibility, you deal with the issues, bring it back to somebody who will supervise, take a look, come back, ask questions, and then we'll take it to the Board.

And instead of having five different bureaucratic layers, you'll have the name of somebody. And then you'll have the name of somebody who's looked at it, and so you'll be able to name two people. It sounds very simple. I'm sure to all of you it is sort of revolutionary inside this institution.

The other thing that will go along with it is a change in procedure so that we'll have one set of documentation from beginning to end. Now, that's another revolution because we had typically changed a lot of the presentations on the way through, rewriting them and so on. And some issues

dropped out. You know, if there were an important gender issue at level 1 and 2, it could easily drop out at level 3, or anywhere along the chain, something that had gone in at the front end might not make it to the back end.

Now what we're doing--we're approving the documentation now, and it looks really good to me, but we have to get the Board to approve it--is that there is essentially a framework in which all projects will be looked at, and a critical element in that framework and not just a notional element, fill in a bit to say you've thought about gender, a critical element in it will, in fact, be gender issues, which will essentially now become as much a part of the projects as is financial return. And that will go from beginning to end, and there is no way to avoid it. I mean, it is there. It's locked in, and it stays with it from beginning to end.

So I think that in terms of organizational thrust, this is a very important assurance to you that these issues cannot be avoided, because it's a singular set of documentation, it's got to be

there, it has to stand the test of examination, and the person who's on the front line, now identifiable, is responsible for it. And if, as I'm sure will happen on a few occasions, people give less attention to it than they might, because I can't change human nature overnight--I wish I could. But on the assumption that there are people whose behavior is less up to speed on this than we want, instead of having a division number, you'll have the name of somebody. So I can pick up the phone and say, Listen, Joe, why is it that you ignored this issue? I'm getting a lot of heat from the NGOs on something. What the hell have you done about it? And why haven't we done it?

I can promise you that if that happens a few times--I'm sure it will--that you'll find gradually a change in the way in which things happen. I cannot promise you instant gratification. I can promise you consistent attack, and I think this is the way to do it and I think represents a very real step forward.

I think you know that we're already

continuing on specific programs. We've got a continuation of our programs that are targeting women. We've come up with a number of \$5 billion. I can't justify that \$5 billion number to you, but I think my colleagues might be able to, to tell you how in \$5 billion worth of projects they do, in fact, have specific actions in them targeting women. I have not looked through it to calculate out the \$5 billion, but no doubt my colleagues will be able to. But more materially even than that is response to one of the things which came up in Beijing, which was the whole question of providing funding for women entrepreneurs. And there, since Beijing, we have, in fact, launched and have now had several meetings on CGAP, the consultative group on small microlending. We're up to over 300 million now.

I just read another report late last night for the next meeting, which is somewhere in the next four to six weeks somewhere, a very long list of participating members. The Bank itself is now taking a greater lead. I have just been through

some camps in Jordan and have sent out a team within a week of getting back here to ensure that we're getting out with lending in small business, particularly to women. So that I believe that this initiative in terms of providing funding to rural women and city women and women in poverty is a very, very important element of the activity. And the fact is that, since Beijing, we've had several meetings of CGAP. We put \$300 million together. We're really essential to the movement now, and I'm very proud of activities that are underway in that area.

The third item was to protect and strengthen lending for basic education, health, and credit programs. Here the record of the Bank is not all that bad. We have come from \$200 million to \$1.2 billion in recent years, and lending for education has gone from \$940 million to \$2.5 billion. And \$900 million of that is earmarked this year for girls' education in primary schools.

So the numbers are big. The question that I'm concerned about is the effectiveness, because

everything that we're now doing is trying to gear the institution not to just the approvals, but to the implementation and to the numbers. And here I think we all have a lot of work to do together, and I think maybe some of you can help, too.

I am personally not satisfied yet that we've got the right--when I say "we," I think we in the Bank have some good ideas. But together with our clients, I think there is a long way to go in terms of the integration of teacher training, curriculum, construction of schools, getting kids to schools, the social environment in which they operate. Here I think together we have a mammoth program, and although we're talking about every girl being in school by early in the next millennium, I think we need to add not only notional compliance to that but some qualitative compliance, too, to make sure that it is effective and that we are, in fact, enriching the lives of these kids and that we're not leaving them after two years, judged ready--or after three years, as we've seen in many countries. You get the kids to

school and then all of a sudden, bingo, they're stopped because, as we've just seen in some parts of North Africa, the children all anxious to proceed and then they've met the statistical compliance that they've been offered primary school education, and then they're gone.

We want to be sure that the programs that they get are, indeed, fulfilling and, indeed, meeting the needs of children within their own communities, that they're not--in French Africa, I'll never forget, in Mali, when I went to the school and I saw children with curricula from France, a class of girls learning to--saying "au secours, au secours" to an ambulance to take someone to a hospital because a car had hit a fire hydrant. Anything more different, distant from a kid in a Malian village who's never seen an ambulance, never seen a hospital, doesn't know what a fire hydrant is, never seen a doctor, is sort of absurd. And these sorts of things to teach, you know, have to turn these kids off.

So we have a long way to go on this

question of education, and I think together with you we could learn a lot. But I think the program is really very large, indeed, and not just a numerical one.

Then the last question was, Are you at the Bank going to put your house in order in terms of women in the institution? Well, there I have to tell you that I am very proud of what's happened in the last months. We have our first woman Managing Director in the Bank. I've sent her off to Harvard at the moment to beat her up a bit to make sure that she gets, along with some of her male colleagues, an advanced management program. But Jessica Einhorn is one of three Managing Directors in the institution.

My first three appointments into vice presidential positions have been women, and I have recently appointed a new head of personnel in the Bank who is a woman. That is a revolution. She is a Japanese-American, first 18 years of her life in Japan, and is just a remarkable lady.

That, I think more than anything else,

might convince you that in terms of gender issues, if we have a woman in the key position in terms of personnel, there should be equity in terms of the administration of our program.

I have launched a major new initiative in terms of training. Over 65 people will go to graduate schools of business this year. We'll have 240 people going through our own internal training programs at the management level. And approximately half of the people that are going through that from both developed and undeveloped countries will be women. So there is no gender inequality in the program. In fact, quite the contrary. And I'm very proud that it's all worked out that way, and so at least in the programs which I am instigating, there is no sense of male domination. There is, in fact, a sense of equality in what we're doing.

I think I'm rather proud of that achievement. I think that we are making a difference here in terms of the Bank. I think there is a new sense of what's right and what's

economically sound and what makes sense from the point of view of drawing on the real skills of the institution.

I should tell you that there are many women at lower levels in the Bank, below the senior executive levels, and we have plans there, which will start simultaneously with the programs in senior management training, to offer training at all levels so that there is mobility from level 11 up, whatever level 11 is. I still haven't learned, but I know that there is a level 11, and that's a magic point. And so we will be doing that, and we will be having mobility in training.

It was interesting when I came that some of the --[tape ends].

--we're going to solve that by giving points for people that do, in fact, have training. Then we'll sum the number of points that managers get within their groups, and we will judge them on the number of training weeks that their people get in the course of their management, because it makes absolutely no sense to do business without

enriching the organization. And so we will be doing that, and I believe that women will be a major beneficiary of that effort. And it will not just include women in the Bank in Washington, but we'll be reaching out to our regional offices where we have taken on a number of local hires and where, candidly, I've been deeply impressed by some of the women that work for us with senior degrees in rather menial capacities. It's still the best job in town, but it doesn't fulfill the experience or the capacities of those women. And so for the first time, we'll be--not the first time, but for the first organized time, we will, in fact, be dealing with that.

Those were the four issues which are placed on the table. What I'm telling you is not a Hollywood answer. It's a real answer. I should tell you that it will take time to have it sink in totally in the organization. Annette Pedersen and others have been struggling with this because it has not always been so in the World Bank Group.

I think I can help a lot because I believe

it, and this is a presidential organization, and you can throw your weight around a bit until someone kicks you out. And one of the things that is high on my agenda is, in fact, this.

I believe that your task is very real, because this is not going to be achieved overnight. This is the beginning of the consultative process. This is not the end of the consultative process. And what I'm looking for is good, hard-edged advice, but hard-edged in terms of being constructive, not--and accepting, I hope, that we're making an effort.

What I need is for you to keep the Bank accountable, but I need also a sense of partnership and realism in what we're doing. You now have someone leading the organization who I think shares most of your dreams and objectives. I cannot wave the magic wand. I can push hard, and I can have the programs that I've described. And I came to tell you that we're on the way. Each of the things I've described to you is real, and I hope that the next time we meet we'll have another round with

another demonstrable series of achievements that we can point to. And if over the period of your meetings you can come up with areas that you think we've missed something--and I'm sure there are many areas--or areas where you think there should be priorities given, a direction that you think we should get, that is something that I would welcome in a very constructive spirit.

So thank you for getting my report. I look forward to Beijing in five years' time when I will be cheered as I enter the hall, and I look forward to you helping me to get to that point some years hence.

I'd be delighted to answer questions if there are any, and if I can't answer them, my colleagues here probably can do it better than I can.

Are there any questions? Yes, ma'am?

MS. OTERO: Mr. Wolfensohn, I'm Maria Otero, and I want to actually, if I can say, commend you and certainly express appreciation for some of the advances that you have pointed out.

And I think we do recognize those as not just a new direction, but certainly an acceleration of the degree to which the World Bank is addressing the issue of gender.

Perhaps the one that you mentioned this morning that was most promising to me was the way in which you are using incentives internally in order to promote training among your staff, because I believe that that concept of using incentives within the Bank will be most relevant to addressing the question of gender and its incorporation. So we are pleased to know that you are already making use of that element.

I have one suggestion, because you have mentioned the NGO coordinators quite strongly. I would just like to perhaps say a word of caution about the concept of the NGO coordinators. I think in the past in efforts that have been made in this regard by large organizations, I think there have been three problems that have emerged. One is that there's very quickly a disconnect between the NGO coordinator that is based in the field and what

happens here in Washington at the levels that you have direct contact with more closely.

That connect, enabling that linkage to be retained, is crucial if, in fact, this question of participation of women's voices from the field is going to be integrated into this effort that you are making.

The second shortcoming that can emerge is that oftentimes NGO coordinators lack funds and lack mechanisms or instruments to be able to really get anything done in the field that could really facilitate the inclusion of these concepts into the overall work of the World Bank. So if one can determine one way in which some mechanisms can be available of that sort, I think it's important.

I think the third and final shortcoming is that NGO coordinators of the sort that have been set up, which I think is a wonderful idea, nevertheless are expected to become experts on everything very quickly, because, in fact, NGOs are working across the field, in environment, in finance, in health and education, and in gender.

So I would propose or I would recommend very strongly that mechanisms be created to bring the NGO coordinators together, especially to understand and learn about gender, to interact with this consultative group, to develop a sense of internal coherence among them about the issues related to gender, and to be able for them to work more as a unit within the World Bank rather than as isolated figures.

So these are just some of the suggestions, since you have mentioned this to be the most important link with the field.

MR. WOLFENSOHN: I think they're very, very good suggestions. We've already--I think there is a meeting going to take place in Africa, isn't there? When is that?

MR. : It was last month.

MR. WOLFENSOHN: We had a meeting in Accra last month of the African representatives to try and bring them together, and we will be doing the same thing with our Latin American representatives. Has that taken place yet?

MR. : No. It's to be June.

MR. WOLFENSOHN: It's in June. June 10.

And the idea of this is first to bring them together so they can share--I mean, this is a new program, you understand. It is to share their common experiences and then to start feeding in training. And included in that will be gender training and environment and so on.

What I don't want to do is, candidly, to have so much going on the local NGO rep that everybody thinks that if it's gender, it's someone else's problem, or if it's the environment, it's someone else's problem. It has to be integrated. It's line management that should have these issues very much in their heads, and the liaison coordinator should be a way in which you can unlock the local community and really feed into the line.

I think what you're saying is a very good--if you tell me that other people have had that problem in the past in terms of connections in the field, we'll look into that. I appreciate that observation very much. We ought to take a look.

MR. : And, in fact, I think this is an issue we might want to raise with the regional Vice Presidents themselves when we meet with them.

MR. WOLFENSOHN: Yes, raise it with them, if you would, tomorrow.

MR. : Yes.

MR. WOLFENSOHN: Because it's the regional Vice Presidents we've got to get on line with this thing to absorb it. And you're meeting with him, I think tomorrow, so beat him up about this as much as you like.

On the question of lack of funds, I cannot promise anything, but I can tell you that I am pushing very hard with the Board that we get an allocation of net income to allow us to follow up on some of the projects which are being done in the field. There's not huge money required, but in some of our offices, people tell me they've only got \$2,500 or \$5,000 to spend on these sorts of projects, which is absolutely ridiculous. I mean, it's worse than ridiculous. It's offensive,

actually.

And so what I'm looking at is trying to-- I'm doing an overall review with the Board on how we use net income. And it seems to me in today's times, it's really important for me to be able to establish with the Board that one of the ways of making our lending more effective is to help NGOs in selected areas. And I believe that. But it's new for the Bank because the Bank typically has made loans and given money to governments. And some of the governments that are on our Board, in fact, fear the NGOs because they're the voice of conscience in some of the countries in which we're operating.

So what I have to do--I'm going to do it with great force--is to try and convince the Board that there should be X million dollars a year made available to us at our discretion to work through our NGO representatives so that we can, you know, with \$10,000 here or \$5,000 there or \$20,000 here, make a huge difference in the field. I mean just a monumental difference to some of these--or a

computer here or sending someone to a conference.

You all know as well as I do that small money in the field can make a big difference if it's timely, untied, on the spot. So what I'm looking to do is to try and see if we can, in fact, get agreement with the Board that annually we will have a sum of money that can go to our regional offices for use with NGOs. Because, frankly, unless we do, we will build expectations, and then when they're unmet, it will be even worse than never having set down the path. So for my money, I think it's inevitable and essential that we have some way, having built the liaison, that we can then be a cooperative partner.

If you say as the World Bank, with someone sitting in a World Bank office out in the field somewhere, well, it's great to talk to you but we don't have a penny, it's going to create more resentment. And so within the course of the next 60 days, that is going to be one of the items. And it may be that I will need to ask you and your group, candidly, to get in touch with your

governments and put some pressure on to tell them that at Board level this initiative is something that the women's movement really very strongly supports. Because it may get down to a political thing, and to have some letters from you to your various governments can be very helpful to us. That then gets passed back down the line to the Board member, and they feel that there is some real grassroots support.

So it's not unlikely in the next 60 days I get back to you--and I don't want to use this as-- I'm not allowed to use you as a lobbying group, but you could inform your--if you can do that, I think it could conceivably be very, very helpful. And we may have to go to a broader women's group, actually, to try and see if we can get some action.

Yes, ma'am?

MS. : Forgive me [inaudible], I maybe shouldn't be speaking--

MR. WOLFENSOHN: Of course you can. It's a democracy.

MS. : But I just wanted to

bring up the point that we've already had some very positive experience with placing people in the field offices, I think especially in South Asia, but also in East Asia. We've had gender specialists in the field actually since 1989 working specifically on agriculture in India. One of the unit chiefs there just decided this was a big enough issue, he put his own money into it. And then since '93, we've had a gender specialist working on the health, and it's made a tremendous difference, partly because both of these women were very articulate, very practical in their sectoral fields so they could convince the task managers of the substantive virtue. They weren't just a voice yelling about you've got to remember the women.

I think you can see the results of this in the kind of action plan that has come out of the India Department, which was done in the field. So I think we already have an experiment in the Asia Region that shows how strong this can be when a country decides to do this.

Also, these women have had access to a

small amount of money to do just the kind of thing that we already have seen the tremendous power that that has. The gender and poverty team can give grants from a fund that we have from Norway to just do a special study as part of an appraisal process or to send someone for training or something that is identified that there isn't money in the regular budget for.

The problem, of course, is that it's been external. It's been Norwegian money, and we would be so happy if we could make this a Bank responsibility. So I'm very happy to hear that that may be coming.

MR. WOLFENSOHN: Yes, I want to emphasize that I think a lot of the things I'm talking about on a spot basis have been done by individual people throughout the Bank for years. What I'm trying to do is not to reinvent it, but institutionalize it. There's a big difference between having--I mean, in India, for example, on the question of EDI training for women in small business, that has grown into a huge activity in terms of grassroots training for

women on running businesses. It's now a major enterprise in India.

But what we want to make sure is that a lot of this stuff which we have individual examples of in fact becomes part of the bread and butter of the institution. So there are always examples, as I've learned, of everything in this institution, and I'm please to learn about the Asian experience. I think what we've got to do is take that and embed it in the operation.

Yes, Ms. Badran?

DR. BADRAN: I come from Egypt, and I have three brief points to make. I think I'd like first to second my colleague when she said that it is very much appreciated what the Bank has done and trying seriously to improve in this direction.

My first point is regarding the gender unit that's absent from MENA. I wonder why, and is it a matter that you are establishing this in stages and there will be one or not? And why?

My second point is about the gender sensitive staff, and you mentioned training is a

way. I wonder if there would be some way also in recruitment that there are instruments where attitudes could be detected before having recruitment. And as you have well said, sometimes the intentions are there, but they are not implemented. Sometimes people don't know even that they are not gender sensitive or against, even. It comes after trying to work and implementing projects.

My third point is a request to you because I sit on the Committee on the Rights of the Child, and we discuss reports from countries in Geneva in the Center for Human Rights. And all U.N. organs with NGOs seek to discuss the reports, and particularly the economic aspect and reform on the situation of children. And children means girls and boys, and as you know, discrimination starts and gender issue starts very early in life. And the Bank doesn't sit in this group. I think it would be, if they came once, one representative just came once to our meeting (?) . And I think it would be very useful. You have an arena there.

You know, countries have the reports. They are telling what's going on, and the impact on children, girls and boys. So the interaction with the Bank in these meetings, I would think it would be very useful not just to children and to girls, but it is for the Bank to know what's going on.

So I'd very much request you to give a policy decision that somebody would be sitting in our group.

MR. WOLFENSOHN: Well, they are very good questions. I am going to have to look at them. We are moving towards MENA in terms of gender issues. My wife and I were just in the region, and I met actually with women's groups in each of the countries that I visited--pretty well all of them--in Morocco, Algeria, Tunisia, Egypt, Jordan. There are some pretty powerful women in those countries, and there are some pretty powerful problems. And I have talked, when I came back, about these issues and I think you'll see some movement, some additional movement in the region.

On the gender sensitive staff, that's a

good idea. I have actually no idea whether we put that in our recruitment policies, but I will ask. I think it is a very good idea. We may do it already, but I've just never looked at it.

And on the Committee on the Rights of the Child, I will take a look at it. We are deeply concerned with children in the organization here, and I think just telling you we put \$900 million a year now into children's education, particularly girls' education, is an indication that we're putting our money where our mouth is.

I don't know about this particular committee. In some cases, we stay off politically oriented committees. But I don't know whether this is a--let me look into it, because if we can get good information, we'll certainly consider it.

MR. : I'll follow it up.

MR. WOLFENSOHN: Will you follow it up?

Good.

Yes, ma'am?

MS. : In the spirit of writing letters, Mr. Wolfensohn, we have a letter for you

from the members of this group. We got together yesterday and had some preliminary discussions on some of what we consider common bottom lines that we feel are important for us to be able actually to be effective in this group.

Let me say that this is in the spirit of moving forward from Beijing, so it's certainly not meant to be confrontational. And we also, in fact, are quite appreciative of the kinds of moves that you have made since Beijing, including the formation of this committee. And a number of us, I think, in agreeing to be part of this committee, come with a combination of, I would say, skepticism and hope. And certainly this letter is written sort of in that spirit.

It's very short, and let me just read it out to you very quickly:

As members of the newly formed External Gender Consultative Group, we would like to express our appreciation for the new initiatives that the World Bank is taking to give gender equality higher priority in its activities. We would like on the

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occasion of the first meeting of the group to raise some of our concerns and to make some preliminary suggestions for how to make these initiatives more effective.

As members of civil society, globally and within our regions, we feel that the most important concern of women's organizations with respect to the World Bank's lending programs is the questionable impact of economic restructuring, including such aspects as privatization, targeting and expansion of economic activities into common property resources that have been traditional livelihood sources for poor women.

We believe that the Consultative Group must focus its discussions very centrally on the impact of macroeconomic policies on gender and on women's well-being in order to help the Bank to identify policies, programs, and projects that will support gender equity.

And I might say, sir, that we were particularly concerned that--the group is very concerned that to move gender from being seen

primarily as a human resource issue to an issue that is of central importance in policy formulation at the macroeconomic level. We are also concerned that gender as an issue has relatively low priority within the World Bank at present, and you've mentioned some of the ways in which you're trying really to change that and upgrade gender, and I think that some of the things you've said actually address what we have in this letter.

The structure of internal incentives and disincentives are not conducive to a serious consideration of gender. Effort needs to be made, therefore, to alter the way in which staff at different levels view the importance of the issue. A useful signal towards this end--and I think this echoes what Lynn Bennett said earlier--might be for the Bank to begin funding gender-related activities directly rather than relying on bilateral or other donors.

In order for the group to function effectively to assist you in addressing these issues, we would like you to designate a staff

person in your office who would serve as liaison with the group. We would also like the recommendations of the group to be placed before the Board at regular intervals. The Secretariat for the group we believe should be directly under the Vice President for--and we may have the title not exactly right--for Human and Social Development--and you can correct me, Mr. Choksi--and adequate funds should be made available for the group to hold meetings and to commission reports on key issues. And how much that should be is obviously open to discussion.

But one of the things that we did feel fairly strongly about is that we feel, as members of civil society, that we are answerable to a much larger constituency, as you know, and the importance of this group for you in a sense comes precisely from that; that if we speak, we should be able to speak with some interaction with people within our regions and different other networks and so on that are also functioning in the regions. But in order to do that, we can't do it on a dime.

We do need some funds that would make it possible for us to perform that function.

Once again, we would like to express our appreciation for your efforts to make the World Bank more responsive to the concerns of the world's women. Many eyes are on us as we begin working with you on this new initiative. And this is signed by all the members of the group who are here, barring the one person who is not here for reasons of illness.

MR. WOLFENSOHN: Well, thank you very much. I think actually I've addressed some of the questions in your letter already, so maybe one of the things that we need to do is, if I could suggest, just to listen and then write letters, because otherwise the mixture of skepticism and hope puts my back up, because I've come to this with a very open mind. I'm very happy to acknowledge deficiencies, and I'm very anxious that real progress should be recognized by you. If you come with it with skepticism and hope, you certainly come with one of the characteristics that

I met with a lot places, such as skepticism. And I will continue to move until the skepticism becomes so great that you can find someone else, and then you'll be more skeptical.

So I just urge you in this period ahead to put the skepticism behind you for a while because that really is the most destructive thing for me. You can certainly be questioning, but skeptical looks I've had ever since I arrived. I'm actually here not because I need a job, but because I'm trying to make a difference. And I need to engage you, not to suborn you and not to seduce you, but to try and work with you. And you can be as critical as you like, but I hope the skepticism will eventually diminish.

On the particular issues which you raise, I think many of them are very real that we should consider, and I mean to look at them. We wouldn't want you here unless you were going to be useful, and if there are things that you need to make your work more useful, we'll put them at your disposal.

You do, in fact, answer to a large group,

but then so do we. We do have 180 governments, and we're supposed to represent their people, even if they don't. And I'm really doing this thing not as me versus you. I am doing it on a basis that we share a common objective. And I'm not looking at this as a political thing. I'm looking at it as something where you have a job to do, but where hopefully we can work together.

I will certainly try and be responsive to this. I think in what I've said already, some of the issues, if you've heard what I've said, I've responded to before you asked the questions. So maybe that will remove some of your skepticism about my reactions. I am thinking along similar lines. And I very much hope, honestly, just as a procedural matter, that you'll listen next time before you write the letter, and then we can--then by all means tell me what it is you think. But I guess the thing that upset me about Beijing was I was there trying to be open, and I got nailed. And I don't want to be nailed here. I'm very happy to respond to anything that you suggest, but there are

answers to a number of the things that you've raised here, notably, for example, the issue of Bank funding for women's organizations directly. I was explicit in saying it's not something the Board has done. It's something I am taking up with the Board, and I may need your help.

That's a good example in context of my sharing a problem with you. It's not my money. If it were my money, I'd write a check. But together we have quite a thing to do, and I don't want to be in a situation where it's the Bank confronting you, because that's--if that can--you know, we're at the beginning of what I think will be a very constructive process, and I take the letter as being constructive. But I hope that the atmospherics will be such that at some point you'll come into the room with less skepticism and more hope.

I've got to go to a meeting to try and convince a bunch of Vice Presidents. I've got about three minutes. Yes, ma'am?

MS.

[Interpreted from French]:

Thank you, Mr. Chairman. The moment you came to the Bank, when you made your speech at the Annual Meeting, you did say that the Bank was to continue to act in order to alleviate poverty, protect the environment, spread social justice, strengthen human rights, and promote the rights of women--and all this for a world just and peaceful.

It seems that your task is a difficult one indeed in the current context because you yourself emphasized the difficulties of financing the ideas, and I would like to congratulate the Bank to have the laudable initiative of creating this group, and for our first meeting, you give us assurances on what you intend to do so that the NGOs could exert an influence on the programs to be implemented in each country.

I merely want to make a few suggestions, if I may, in the work that you and we have to do.

I note that if the dialogue is a difficult one in some countries, it is merely because there is a problem of understanding. So for you to be efficient in the field of gender, we should

absolutely emphasize partnership between NGOs, state, and World Bank or financial institutions in general. So we should not place ourselves focused on women or specific projects. It should be spread out. Because if the operations of NGOs are not accepted by the governments, there can be no implementation in the field.

This is why in our approach--I was in Beijing, and I was also in Copenhagen, and I was part in the consultations with the World Bank in Abidjan on the strategies, and we suggest that partnership be strengthened between the three parts--NGOs, government, and World Bank--for the financing and for action program, particularly for the implementation of the 12 priority fields.

In addition, I would like to suggest that emphasis be placed on IEC, that is, information, education, and communication. It is a program which sometimes is not noticed, but it is nevertheless basic. And in this field, you spoke of education, but I am thinking about training. But education should be functional, and also we

should have literacy in the field of law.

In my NGOs, not typically a female NGO, but it has a program dealing with women, and it is in that connection that I speak. In that level, it will be important, for example, to support legal training because the de jure equality is something which should precede de facto equality. If there is no law, if the laws are not printed, everybody can flaunt the results of the actions.

So this is why I think the IEC should be emphasized. We should also widen our thinking and involve the NGOs which are not exclusively women's NGOs but have wider impact. It's only if you ask men and women that you have to see what reality is.

Finally, regarding poverty, you have a poverty program. I suggest that you see to it that the 20/20 principle is applied. The 20/20 principle was debated at length in Copenhagen, and it was said that if a country were to receive funds, we should think of the part which is to be devoted to the social problem, because in many countries, in Africa particularly, the social field

is sort of forgotten.

These were a few ideas that I wanted to give you. Thank you, sir.

MR. WOLFENSOHN [Interpreted from French]:
Thank you, Madame. We are always dealing with the problem of the government, and I think that the Bank can help you. When I come in each country, I am always with the NGOs, and I invite them, and sometimes it's difficult for me to invite them because the governments do not want them to be invited. So in each country, I always have a meeting with the NGOs, and often especially with the women. And my wife deals with the matter, so I am convinced that we must have the three parameters, as you say.

For the legal training, I fully agree with you, and I am also dealing with this matter. This is a large problem, and also the poverty problem. The problem is to find a portion of the budget to be in the social matters. I always mention this matter because personally I think it is necessary to have at the same time the political, economic,

and social things. If we do not have funds for social programs, there is no political or economic progress. We should have the three of them.

So I always talk about this, and I'm sure that my colleagues say exactly the same thing when they go to the countries. This is the policy of the World Bank.

Finally, I must tell you--[in English] I will speak in English. The things that I said that were the objectives of the Bank, the alleviation of poverty and to do it in a sustainable environment and so on, are of course difficult. It is a large program. But it is a critical program. And I don't have any choice but to enunciate that as the program of the Bank. If it's difficult, I can't drop half of it. I can't leave out the environment and do it in three years' time, because I've got too much to do.

The problem with alleviating poverty and making the world a better place is that everything is integrated with everything else. And I have no difficulty with my formidable group of colleagues

here at the Bank to say that that is our objective. And I just hope very much that we will be successful.

I repeat again what I mean very, very sincerely. I really need this group. We really need you. Ms. Sen, we'll try and help you in every way we can to achieve your objectives. Armeane will work out with you whatever is the appropriate methodologies, financing, linkages, reports, whatever it is, because this is not just a first meeting. It is the beginning, I hope, of a very, very strong relationship, which means a lot to the Bank. It means a lot to me personally, and I hope very much that we'll be able to work together constructively for the issues that unite us.

I'm afraid I have to go and deal with some of the other questions that I spoke about, and I wish you a very good conference, and I look forward to seeing you again, if not this time, next time. Thank you very much.

[Applause.]

MR. : I think we are scheduled

Notes

Issues Participants May Wish to Discuss

- We expect that most of the concerns raised during the meeting will be similar to those expressed in a petition presented to you at the NGO Forum in Beijing by over 900 women's organizations. These issues are briefly summarized below.
- The AWID Board informs us that some participants have also expressed an interest in discussing *regional issues* in greater detail. The regional gender coordinators will be there to dialogue with the visitors in smaller, more regionally-focused groups, after your discussions with them.
- When AWID requested us to organize this meeting, they indicated that in addition to Forum participants with a general interest in the gender-related work of the World Bank, several women active in the *Women's Eyes on the World Bank Campaign* would be likely to attend the meeting at the Bank. The issues raised by the Women's Eyes on the World Bank Campaign are identical to those raised in the Beijing petition. A brief note on the Women's Eyes on the World Bank campaign is given below.
- The Women's Eyes on the World Bank Campaign is organizing a *workshop at the AWID Forum* on September 5. GAP/PSP staff will attend this workshop to get an idea of the main issues raised. We will brief you about these issues before the AWID participants' meet with you at the Bank on Sept. 6.

Women's Eyes on the World Bank Campaign

According to its *outreach letter*, the Women's Eyes on the World Bank Campaign seeks to establish a global network of women's organizations and their allies *to transform the World Bank and make it more accountable to women*, especially those who make up the majority of the world's poor, through:

- building knowledge and skills within the global women's movement to understand the role of international financial institutions and to advocate on macroeconomic issues through popular education and media drives
- coalition building with existing NGO alliances and campaigns to ensure that a gender perspective is integrated into ongoing advocacy efforts on the Bank
- monitoring Bank projects and policies to determine their impact on women, particularly poor women
- advocacy with officials from the World Bank in-country and at the Washington headquarters
- proposing concrete alternatives for sustainable, equitable development that challenge the inherent gender bias in Bank-promoted policies
- linking grassroots women's groups, NGOs, and researchers working on Bank reform and other international macroeconomic issues worldwide

The Campaign is trying to form an international *Steering Committee*, the majority of whom should be organizations from borrower countries. It plans to raise resources to hold

regional and/or international strategy and coordination meetings and support national and regional campaign chapters.

Some possible *next steps* identified:

- From the Bank Information Center, get copies of the World Bank Information Policy and contact information on Bank officials and NGOs working for a given country
- Gather information about and monitor relevant Bank projects and policies that may be negatively affecting women. This will be compiled into a single global report to be released in September 1996
- Meet with women's groups to identify needs
- Identify local organizations to serve as the campaign's central communication point in a given country
- Begin economic literacy campaigns to educate and organize women to become more involved in economic policy-making
- Lobby with the Bank through the Resident Missions
- Contact the External Gender Consultative Group as a vehicle for bringing local concerns to the attention of the Bank
- Attend the Campaign workshop to be held at the AWID Forum in September, 1996

Signatories to the outreach letter

- Hazel Brown, Caribbean Policy Development Center, Trinidad and Tobago (Caribbean Focal Point)
- Nicole Etchart, Association for Women in Development (AWID), Washington, DC
- Nancy Forsythe, Department of Sociology, University of Maryland, College Park, MD
- Yassin Fall, Association of African Women for Research and Development, Nairobi, Kenya (Africa Focal Point)
- Laura Frade, National Coordination of Women's NGOs in Mexico, Apdo, Chih., Mexico (Latin America Focal Point)
- Diane Gregorio, Oxfam America, Boston, MA.
- Kari Hamerschlag, InterAction's Commission on the Advancement of Women, Washington, DC
- Inji Islam, Women's Environment and Development Organization (WEDO), New York, NY
- Eugenia Piza-Lopez, Oxfam/UK, Oxford, UK (European Focal Point)

Issues raised in the Beijing Petition

At the NGO Forum during the Beijing Conference, you received a petition urging the Bank to take four types of initiatives to respond to the Platform of Action. The petition calls on the Bank, by September 1996, to:

- Increase participation of grassroots women in the Bank's economic policy-making.
- Institutionalize a gender perspective in its policies and programs.

- Increase Bank investments in women's health services, education, agriculture, land ownership, employment, and financial services. Investments should ensure greater access to and control over these key resources by the poor, especially women.
- Fully implement the recommendations of the Stern Report in order to increase the number and racial diversity of women in senior management positions within the World Bank.

Response to the Beijing Petition

In response to the Beijing Petition, in March 1996, the Bank prepared a progress report entitled *Implementing the World Bank's Gender Policies: Progress Report No. 1*, which was distributed to all the signatories of the Petition.

The following is a brief summary of the Progress Report.

What the World Bank has done since Beijing on...

...A. Promoting the participation of grassroots women's groups in economic policy formulation

Poverty Assessments

- are a key analytical tool for defining policy and lending strategies. They are conducted periodically in all borrower countries. Of a total of 34 conducted during FY95, 21 included specific analysis of gender issues.
- increasingly use *participatory* methods to give voice to poor and vulnerable groups. The methods are particularly effective for understanding how women are affected during periods of economic stress such as drought, inflation or high unemployment.

Country Assistance Strategies (CAS)

- The CAS, prepared periodically for all borrower countries, provides the strategic framework for Bank lending and policy activities. Of a total of 100 CASs prepared during FY95, 52 specifically addressed gender issues.

Adjustment operations and economic reform

- While economic growth is associated with overall reduction in poverty, poverty assessments show that poverty affects women and men differently.
- Gender sensitive policies and programs are required to ensure that
 - * women do not bear a disproportionate burden, and
 - * have equal access to resources and opportunities offered by economic growth
- Gender issues are now increasingly incorporated into the design of adjustment programs:
 - * In *Africa* a pilot program is undertaking the systematic integration of gender concerns into the design, implementation and monitoring of structural adjustment operations in *Mali, Burkina Faso, and Mozambique*.

- * A priority in Europe and Central Asia (ECA) is to protect the most vulnerable recipients of social transfer programs, including women. Programs include pension reform; unemployment reform; child allowance targeting, and social asset divestiture, including child care and basic health services.

NGOs and country level policy formulation

- All of the World Bank resident missions in Africa now have regular consultative meetings with NGOs.
- NGO coordinators have been appointed in all resident missions in Latin America.
- In Asia a similar process has been started and is already operating in Indonesia and India.
- In ECA, the Bank has collaborated with women's groups active in the areas of
 - * the environment
 - * entrepreneurship and employment opportunities
 - * definition of social safety net programs

...B. Institutionalizing a gender perspective in the design and implementation of projects

Gender analysis and social screening

- All newly approved Bank projects are reviewed for special project components intended to benefit women or for their attention to gender.
- In FY95 28 percent of World Bank lending operations contained gender specific actions and a further 9 percent contained a discussion of gender issues. This compares with 11 percent and 5 percent, respectively, in FY88.
- However, most of the gender focus remains concentrated in the traditional sectors of population, health and nutrition, education, agriculture and social programs.

Stronger client orientation

- *Systematic client consultation* is becoming standard in all Bank activities in Africa. In Malawi, for example, women have been involved in planning an environmental support project for developing pilot environmental micro-projects, to be implemented by community groups, and the co-management of natural resources.
- The new World Bank business process stresses accountability and client consultation.

Strengthening local capacity

- Institutional Development Fund (IDF) grants in the MENA region are helping strengthen the gender planning and evaluation capacity of women's ministries. The capacity to plan and implement micro-enterprise programs with special emphasis on women is also being developed in Tunisia and Algeria.
- The World Bank helps governments develop and use national household surveys for poverty assessments and for the design of poverty alleviation policies and programs. Emphasis is now being placed on producing sex-disaggregated data for defining gender strategies.

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Gender training

- The Bank organizes periodic and regionally customized gender training courses and seminars for staff. Since 1994, seven gender training activities have been organized to increase staff awareness of the importance of gender and to help integrate gender into the Bank's work.

Gender coordination

- Gender coordinators within each Region ensure that gender is incorporated into all country lending activities and analytical work.

...C. Increasing Bank lending for basic education, health and credit programs

Overall lending

- Bank lending for population, health and nutrition (PHN) and education has increased steadily in both absolute terms and as a proportion of total lending—from \$2 billion (8 projects) in FY85 to \$11 billion (26 projects) in FY95—an increase from 1.4 percent of Bank lending (1985) to 5.3 percent (1995).
- Education lending in the same period has increased from \$936.8 million (20 projects) to \$2,150.7 million (27 projects) in FY95—an increase from 6.4 percent to 9.9 percent of total Bank lending.
- Increasing attention is being given to the health and education needs of women and girls, and a significant proportion of projects have a specific gender focus.

The Consultative Group to Assist the Poorest (CGAP)

- CGAP is a major international collaborative initiative arising from the International Conference on Actions to Reduce Global Hunger in 1993.
- The nine founding members pledged roughly \$200 million in cash or programs to CGAP to broaden and deepen the success of the work done by pioneer institutions in microfinance. Of this, the World Bank's cash contribution of \$30 million is the basis of a funding facility for eligible micro-finance institutions.
- The program is mainly targeted to countries with a per capita income below \$800 and will help build up the capacity of financial service institutions capable of reaching the poorest groups of society.
- A fundamental criterion for CGAP assistance is that at least 50 percent of the clients of the agency receiving the assistance should be women. In actual practice, this figure has been close to 80 percent.
- So far, CGAP has approved several small grants, amounting to about \$3.26 million, for a range of microfinance institutions worldwide.

...D. Increasing the number of women in senior management

Keeping women's issues on the Bank agenda

- A Senior Adviser on Women's Issues was appointed in October, 1992

- Each Vice President developed an action plan for change and designated a women's issues Coordinator
- A working group to improve nationality balance among women was set up in 1995.

Statistical profile of women in the Bank

- The Bank is keeping pace with the targets set out in the 1992 Stern Report "Excellence Through Equality: An Increased Role for Women in the World Bank". Between 1992 and 1996 the proportion of women has increased at all levels:
 - * from 8.0 percent to 12.7 percent at managerial levels (level 25+)
 - * from 22.5 percent to 28.6 percent at higher professional levels (levels 22-24)
 - * from 48.7 percent to 50.7 percent at all regular staff levels (11 and above)
- At top leadership positions, the first three Vice Presidential-level appointments of Mr. Wolfensohn were women (Vice President/Chief of Staff and two in IFC). Another woman was appointed as Vice President for Personnel.

Recruitment

- In 1995, a Staffing Officer was appointed to develop networks for external recruitment of women. In the first half of FY96 external recruitment represented:
 - * 50 percent of women managers (level 25+), compared to 0 in 1992
 - * 30.9 percent of senior women professionals (level 22-24), compared to 20.6 percent in 1992
 - * 50 percent of junior women professionals (levels 12-21), compared to 35.5 percent in 1992

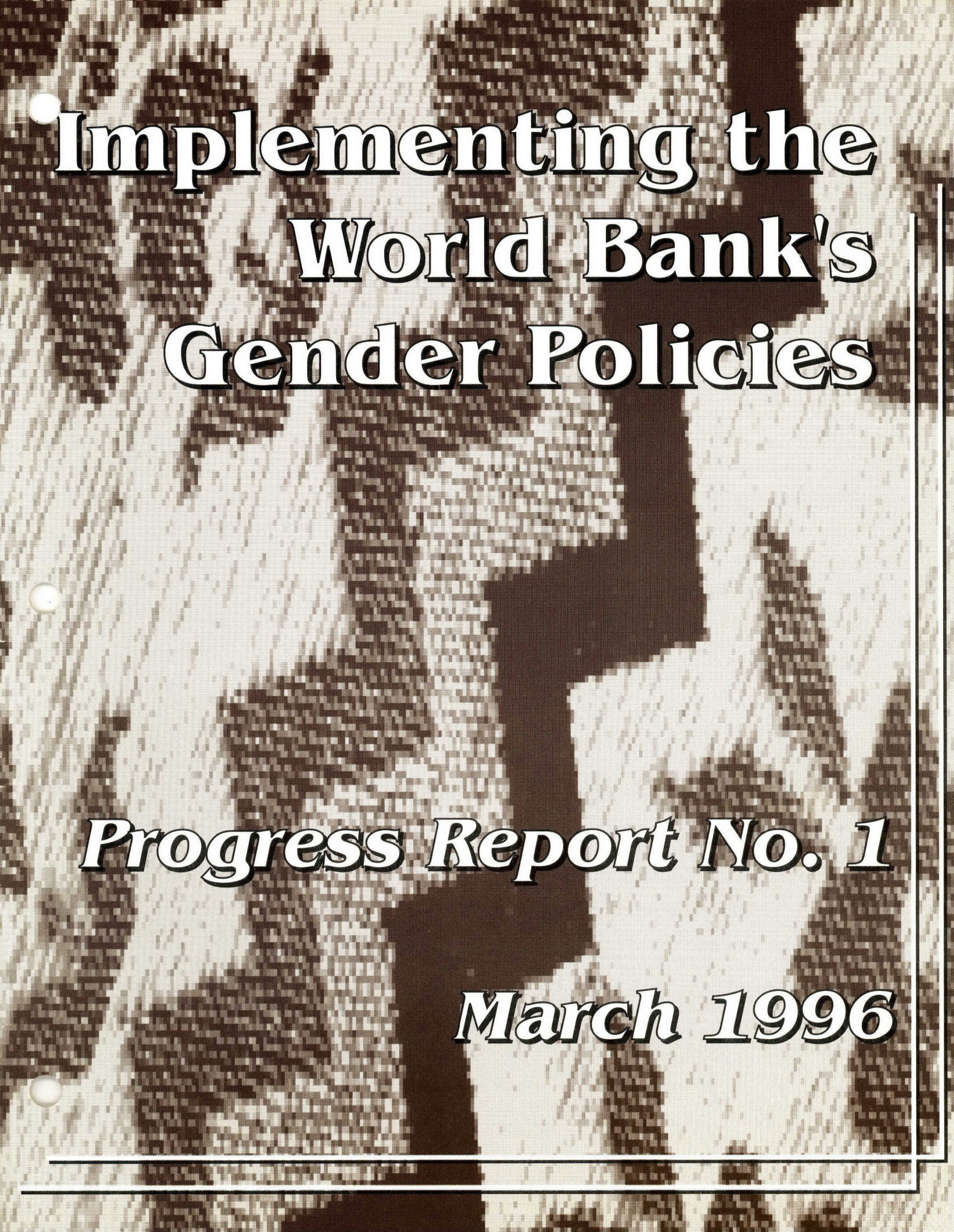
Career development

- women's share of promotions has risen from 34.8 percent in FY92 to 37.9 percent as of the end of the second quarter of FY96.
- A Women Managers' Network and a Senior Women Managers' Network have been set up to exchange ideas and information.

Work environment

- A Work-Family Agenda has been adopted. Several Vice Presidencies have experimented with flextime and other arrangements. Funds to cover costs associated with maternity leave have been established in a number of Vice Presidencies.
- A strengthened sexual harassment policy was issued in 1994. Several Vice Presidencies have appointed staff to serve as first-level advisors for referrals. In 1995, a working group was set up to recommend ways to further strengthen the policy.

Notes



Implementing the World Bank's Gender Policies

Progress Report No. 1

March 1996

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IMPLEMENTING THE WORLD BANK'S GENDER POLICIES

PROGRESS REPORT NO. 1

MARCH 1996

This is the first of a series of reports on World Bank progress in implementing policies that promote the full participation of women in social and economic development. These reports will focus on strategies in borrower countries, as well as management actions concerning the position of women within the Bank. Progress Report No. 1 reviews the evolution and current status of World Bank operations (both lending and non-lending activities) with respect to gender and looks at the initiatives that have been undertaken to support the Beijing Platform for Action. The report also addresses the four sets of questions and recommendations included in the petition submitted to the World Bank President in Beijing.

These progress reports are part of the Bank's broader strategy to promote dialogue with NGOs and other organizations working in the field of gender. To facilitate this dialogue, a list of contact persons for gender issues in the Bank is included. The report is also available on the World Bank Gender Page of the World Wide Web (WWW)¹, where information on the Bank's strategies and progress in the area of gender will be updated periodically.

Follow-Up to the Fourth World Conference on Women (Beijing 1995)

Bank policy is to integrate gender concerns into all policies and programs. In some cases targeted gender programs are necessary, but, more commonly, gender-sensitive planning and implementation are the key to ensuring that the concerns of both women and men are considered and that gender differences are fully understood. The following are some of the actions that have been taken in the months since Beijing.

- From November 6-17, 1995 the Bank organized *Beyond Beijing: Acting on Commitments to the World's Women* - a series of conferences, discussions and cultural events held to review the experiences of Beijing and discuss possible follow-up. In one session the President and Regional Vice Presidents affirmed the Bank's commitment to the Beijing Platform of Action and outlined the strategy to be followed in each Region to implement this commitment. As part of the fortnight, a gender resources fair was organized. More than 30 groups, including NGOs, the World Bank, the Peace Corps, the US Agency for International Development and the InterAmerican Development Bank presented their work on gender and participated in discussion groups.²

¹ Address: <http://www.worldbank.org/html/hcovp/gender>. If this address is difficult to access directly, go to <http://www.worldbank.org/> then click on "Sectoral Information"; "Human Capital Development", "Themes"; and, finally, "Gender".

² A report on the gender resources fair is available on the Bank's WWW Gender Page.

- All of the Regional Vice Presidents have requested that their management develop regional gender strategies. These will involve specific goals and objectives at the regional, departmental and often country levels. In many Regions, country gender action plans are also being developed.
- The President established a committee covering a wide spectrum of Bank staff, which will report to him on Bank progress in defining and implementing gender policies on a quarterly basis.
- An External Gender Consultative Group is being formed to promote dialogue on gender issues between Bank staff and NGOs; women's organizations; academic and research institutions from Africa, Asia, Latin America, the Middle East, Europe and Central Asia; and OECD countries. The first meeting will be held in Washington April 29-30, 1996.
- Instruments are being developed to facilitate communication between the Bank and its development partners on gender-related issues. The first three issues of a gender newsletter have been published (available also on the World Wide Web), and a Gender Home Page has been created on the Web. A publication series on good practices in integrating gender concerns in the design and implementation of policies, sector work and projects is also being initiated.

Responding to the Beijing Petition

During the Beijing Conference Mr. Wolfensohn received a petition urging the Bank to take four sets of initiatives to respond to the proposed Platform of Action. The following sections present an update on the actions and initiatives that the Bank has taken on each of these recommendations, many of which were started before Beijing.

I. Promoting the participation of grassroots women's groups in economic policy formulation

Poverty assessments, poverty action plans and participatory evaluation methods

The poverty assessment is one of the main instruments used by the Bank to identify social and economic development priorities for low-income and vulnerable groups. It is mandated that an initial poverty assessment be conducted in all borrower countries and that it be updated periodically. The poverty assessments now serve as one of the analytical tools for defining future policy and lending strategies.

Integrating Gender into World Bank Poverty Assessments

Countries where poverty assessments directly addressed gender issues (FY94/95): Argentina, Benin, Brazil, Cameroon, El Salvador, Ghana, Guatemala, Guinea Bissau, Guyana, Honduras, Kenya, Kyrgyz Republic, Mauritania, Morocco, Poland, Russia, Rwanda, Senegal, Vietnam, Zambia, Zimbabwe

Source: Monitoring Unit, Poverty and Social Policy Department.

Over the past few years, participatory assessment methods have been used to ensure that a broad range of civil society, including poor and vulnerable groups, are given a voice. The participatory poverty assessment has proved to be a particularly effective instrument for understanding the gender dimensions of poverty and for understanding how women are affected by periods of economic stress, such as rising unemployment, drought, etc. During fiscal year (FY) 1994/95 a total of 34 poverty assessments were conducted, of which 21 included a specific analysis of gender. Most of these assessments used participatory evaluation methods to give a voice to primary stakeholders and, in some cases, to institutional stakeholders. While gender is now emerging as an important issue in poverty assessments, the methodology is relatively new and still being developed.

Participatory Gender Analysis

Participatory methods for gender analysis have also been used in sector studies and project design. Recent examples include: the Morocco Sector Study on Integrating Women into Economic Development³; the Sri Lanka Community Water Supply and Sanitation Project; and the Baku Water Supply Project.⁴

Country Assistance Strategies (CAS)

The World Bank periodically prepares a Country Assistance Strategy (CAS), which provides the strategic framework for its lending and policy activities in a particular country. This document, which presents Bank lending and policy activities within the country economic and political context, is prepared in consultation with governments and other sectors of civil society. During FY94/95, a total of 100 CASs were prepared, of which 52 specifically addressed gender issues.

Examples of Country Assistance Strategies that Focus on Gender Issues (FY95)

Madagascar, Mali, Senegal, Swaziland, Togo, Uganda, Indonesia, Panama, India

Source: Monitoring Unit, Poverty and Social Policy Department.

Gender is becoming an increasingly integral part of the design of the CAS in many countries. While gender issues are a concern in all sectors, the CAS emphasizes *selectivity* and *priorities* within the ongoing dialogues between the Bank and the client countries. Recent examples from Asia have included a focus on poverty alleviation (China); human and natural resources strategies (Laos); poverty and health (Indonesia); and the participation of women (Bangladesh, India, Pakistan and Sri Lanka). In Africa, it is now being proposed that all CAS indicate three priority actions that should be taken to address key constraints facing women.

Integrating gender into adjustment operations and economic reform

Evidence from poverty assessments and other sources shows that women and men are affected differently by poverty and by the policies and programs to reduce poverty. Adjustment programs in the early to mid-1980s were widely criticized for paying insufficient attention to the impacts of the reform programs on the poor and vulnerable. While more recent adjustment programs frequently include provisions to protect the poor - particularly to protect social expenditures, there is still a concern that programs do not sufficiently take into account the different impacts of these measures on women and men. The question of the impacts of

³ World Bank Participation Sourcebook, Chapter II, June 1995.

⁴ GenderNet (World Bank Gender Newsletter) No. 1, July 1995. Also available on the World Wide Web.

structural adjustment on the poor in general, and on women in particular, continues to be hotly debated.⁵ There is now more broadly based agreement that, in order for both women and men to fully benefit from economic reform programs, the design and implementation of these programs, and the range of interventions in country assistance strategies, should take gender differences in needs, constraints and resources into consideration.

A comparative analysis of new national survey data shows a strong overall association between the rate of economic growth and the rate at which poverty incidence⁶ changes. Growth is associated with a low incidence of poverty, while economic contraction is associated with a high incidence of poverty.⁷ This strong association between growth and poverty reduction holds for all regions and is stronger in Europe and Central Asia than elsewhere. On average, the benefits of growth are even stronger for the lowest income groups although there are significant variations between countries.⁸ However, these overall associations between economic growth and poverty reduction do not take into consideration the distribution of growth. Poverty assessments in countries such as Nigeria, Burkina Faso and the Ivory Coast all demonstrate the key role of redistribution in ensuring that the benefits of growth are widely shared.

A 1995 study by the Operations Evaluation Department, which reviewed all World Bank adjustment operations between 1980 and 1990, concluded that countries that had successfully implemented their adjustment policies achieved growth in per capita income and reduced the proportion of the population living below the poverty line. This study also found that sustained economic growth was the key factor in determining the reduction of poverty.

While poor women can be expected to benefit from general improvements in the economic welfare of their families as a result of economic growth and the introduction of sound macro-economic policies, very little quantitative data is yet available on differences between the impacts of economic reform on women and men. Two of the countries on which statistical data is available are Peru and the Philippines.⁹ In the former, studies have found that female-headed households appear, on average, to have fared somewhat better than male-headed households during the economic reform of the 1990s. In the Philippines, welfare indicators for women during the periods of economic reform seem to be at least as favorable as those for men.

⁵ There is a summary of this debate in the first number of *Dialogue* (Winter 1995), which is published by AWID. Minh Chau Nguyen, Manager of the Gender Analysis and Policy Group at the World Bank; Maria Floro, Assistant Professor of Economics at American University; and Laura Renshaw, OXFAM, present different perspectives on the extent to which structural adjustment has benefitted or hurt women. The debate is interesting as the three writers were able to reach a considerable degree of consensus on the main issues.

⁶ Poverty incidence refers to both the proportion of the population below the poverty line and the depth of poverty.

⁷ These estimates are taken from as yet unpublished World Bank papers: *What Can New Survey Data Tell Us About Recent Changes in Living Standards in Developing and Transitional Economies?* by Ravallion and Chen (1995 draft); and *Measuring Income Inequality: A New Data Base* by Deininger and Squire (1995 draft).

⁸ Over all of the countries for which data is available, a 10 percent increase in the growth rate resulted in a 65.5 percent reduction in the proportion of the population with incomes below 50 percent of the mean national income. However, it resulted in only a 16.9 percent reduction in the proportion with incomes below 75 percent of the mean national income (Demery, Sen and Vishwanath, *Poverty, Inequality and Growth*. ESP Discussion Paper Series No.70. June 1995. Education and Social Policy Department).

⁹ See Footnote 5 above.

However, findings from participatory poverty assessments and other sources demonstrate that extreme poverty affects women differently, and often more severely, than men. Women also respond differently to the opportunities afforded by economic growth - often benefitting less than men due to the constraints on their access to productive resources such as land, credit, etc. Consequently, reforms should be accompanied by measures that mitigate negative impacts on women and enable them to benefit from these reforms.

The *Africa* Region has devoted considerable attention in the last few years to integrating gender concerns into economic reform and into the work of the multi-donor Special Program of Assistance to Africa (SPA). There is broad acceptance that the effective integration of gender concerns into the design and implementation of reform measures can lead to improved performance outcomes. It is important that policy dialogue and measures to support economic reform in Africa pro-actively address systemic constraints. The November 1995 SPA plenary meeting, therefore, endorsed a proposal through which the Africa Region will undertake the systematic integration of gender concerns into preparing, implementing, and monitoring three structural adjustment operations in the next 12 months. Lessons learned in these pilots will facilitate systematic follow-up in future operations. The pilot countries are *Mali, Burkina Faso and Mozambique*. Work has already begun in Mali and Burkina Faso, with financial support provided by CIDA, the Netherlands and the Office of the Africa Chief Economist under the Structural Adjustment and Gender in Africa (SAGA) initiative.

In the *Eastern Europe and Central Asia* (ECA) Region, protecting the most vulnerable recipients of social transfer programs, including women, has been emphasized. Efforts include pension reform where the most elderly pensioners--mainly women--are particularly vulnerable, as in loans in Macedonia, Georgia and Moldova. Other examples include policy dialogues in Poland, Hungary, and Russia; the reform of unemployment benefits, including the protection of minimum benefits in Kazakhstan; the targeting of child allowances in Armenia; and the facilitating of social asset divestiture from enterprises, including child care and basic health services. These measures are significant since social protection expenditures usually represent at least one third of total annual outlays from government budgets. Background studies have also been conducted on a number of issues arising from economic reform in areas that directly impact women: employment, child care, maternal and child health, access to assets and old age benefits. Papers on all of these issues were discussed in a conference in Bucharest in February 1995 attended by NGOs, women's organizations and government ministries from countries in Eastern Europe and Central Asia.

Protecting public expenditures on social services during adjustment

A frequently expressed concern is that adjustment programs have encouraged or required governments to reduce social expenditures, hence severely reducing the access of the poor to these services. It is important to note that the World Bank has never made an adjustment loan conditional on the reduction of social expenditures. In fact, the Bank has begun to make maintaining or increasing social expenditures a condition of adjustment loans. Fewer than 5 percent of macroeconomic and relevant sector adjustment operations during FY83-85 contained either measures or conditionalities to maintain or raise expenditures in the social sectors. By 1988-90, more than one third contained such measures, and just over one sixth contained conditionalities. By 1993-95, over half of all such operations contained measures, and one third contained conditionalities, to maintain or raise social sector expenditures.

Involving NGOs in policy formulation at the country level

One of the most effective ways to involve NGOs in policy dialogue is through systematic consultation at the country level. The Bank is beginning to institutionalize NGO consultative groups, which meet with Resident Mission staff on a regular basis. Since August 1995, Resident Missions in Africa have organized systematic consultations with in-country NGOs, often in the framework of monthly meetings and related events. These meetings proved to be a valuable forum for giving voice to women's issues and concerns, particularly in light of the Beijing Conference. Women's NGOs have been well represented and active in these meetings. The Africa Region intends to encourage further use of this forum as a means of giving voice to women's NGOs in country dialogues and work programs.

Countries in Which Bank-NGO Consultative Mechanisms Have Been Established

Africa: Benin, Burkina Faso, Cameroon, CAR, Chad, Ethiopia, Ghana, Kenya, Madagascar, Mali, Mozambique, Niger, Nigeria, Tanzania, and Zambia

Asia: India and Indonesia

Latin America: Argentina, Bolivia, Brazil, Colombia, Costa Rica, Ecuador, Jamaica, Mexico, Peru and Venezuela

Europe and Central Asia: Consultative mechanisms are currently being established in several countries.

In *Asia* a similar process has been started and has been operating effectively in Indonesia and India. In *Latin America*, participation specialists, who will be based in 12 Resident Missions, are being recruited to work with NGOs and women's organizations. In the ECA Region, the Bank has collaborated with women's groups that focus on the environment, entrepreneurship and employment opportunities, as well as on social policy issues such as social safety net programs. Several projects include systematic consultation with women's groups during project implementation (e.g., the Albania Rural Poverty Alleviation and the Armenia Social Investment Fund projects). Contacts are being established between individual NGOs and Bank staff working in these sectors.

II. Institutionalizing a gender perspective in the design and implementation of projects

As a first step towards the development of monitorable indicators of progress in the incorporation of gender into Bank lending operations, the Monitoring Unit in the Poverty and Social Policy Department (PSP) reviews documents on all newly approved Bank projects. Projects are rated according to whether there are special project components intended to benefit women or whether gender issues are directly addressed. The discussion of gender, even where there is no specific gender component in the project, is considered a useful indicator as such discussions show a certain level of awareness and may also result in the incorporation of gender components in future projects. As of FY94, country assistance strategies and economic and sector studies are also being rated.

It is clearly recognized that these ratings can only be used to detect very broad trends, however. Many projects integrate gender into project design without having a separate gender component. In addition, the ratings give equal weight to projects irrespective of the size of the gender component. For these reasons, the gender ratings are currently used only for internal management purposes and are not published in a formal report. PSP is also developing an early

warning, rapid response system that will selectively review (starting in FY97) the integration of gender concerns into country assistance strategies and lending operations that cut across sectors.

On the basis of this rating system, it was estimated that in FY95 28 percent of World Bank operations contained gender-specific actions, and a further 9 percent contained a discussion of gender issues. This compares with 11 percent and 5 percent, respectively, in 1988. Most of the gender focus is concentrated in the traditional sectors of population, health and nutrition (76 percent of operations have a gender specification); education (65 percent); agriculture (60 percent) and social sectors (33 percent). In other sectors (e.g., the environment, urban, water supply and sanitation, finance, industry and transportation) the proportion of projects with a gender component is much lower.

A network of gender coordinators has been, or is being, established within each Region to ensure that gender is incorporated into all country lending activities and analytical work. Different approaches have been used in different Regions. (Annex 1 describes the gender coordination structure currently operating in each Region.) A number of measures are being taken to ensure that gender issues are systematically addressed in the selection, design and implementation of an increased number of lending operations. Examples of some key initiatives are given in the following paragraphs.

Institutionalizing a client orientation

Systematic client consultation is being developed as a standard approach in the design of all Bank activities in Africa. For example, in Malawi, client consultations have been used to involve women in the planning of an environmental support project to be implemented by community groups and in the co-management of natural resources. In Zambia the *Urban Restructuring and Water Supply Project* pilot scheme, to extend water supply in seven peri-urban areas, was designed after extensive consultation with women's groups.

A similar client orientation is being developed in other Regions. In India, for example, three agricultural sector projects¹⁰ all worked with local women's groups to improve women's access to scarce land resources. Water supply and sanitation projects in South Asia (Pakistan and Sri Lanka) were successful, in large measure, due to the participation of women.¹¹ Examples from other Regions can be found in the World Bank Participation Sourcebook referred to elsewhere in this report.

Women-friendly technologies are being promoted in many parts of Africa. In Uganda and Kenya the Bank's support to agricultural research includes improved techniques for growing vegetables near houses; simple tools for weeding and harvesting that are designed for use by women, i.e., they are lighter; and improved village-level food processing techniques. A special effort is being made to elicit women's views in determining production constraints and, consequently, research priorities. Women are represented in the formal research program review committees of research centers/institutes. The Peri-urban Infrastructure Project in Uganda is being designed as a basic, local-level infrastructure project using a community-based and demand-driven approach. Inputs from communities, including the priorities of the women in the

¹⁰ The National Sericulture Project (FY89), the Uttar Pradesh Sodic Lands Reclamation Project (FY93), and the Second Upper Krishna Project (FY89).

¹¹ The Sri Lanka Water Supply and Sanitation Project is described in the third number of the World Bank Gender Newsletter (April 1996).

communities, will be factored into the selection and design of investments within these communities.

Gender analysis, social screening and project monitoring and evaluation

Through the Structural Adjustment and Gender in Africa (SAGA) initiative, Ministries of Agriculture in West Africa are being trained in how to incorporate gender dimensions into the selection, design and implementation of agricultural projects. During the last quarter of 1995, a needs assessment was undertaken to develop SAGA training materials. A joint Economic Development Institute (EDI) and Africa Department 5 mission went to Burkina Faso and Senegal in preparation for a February 1996 workshop.

In Asia the Gender and Poverty (GAP) Team has, over the past three years, been screening all projects at the initial concept stage. The goal is to determine the likely levels of female participation in the proposed projects, as well as the risks to and impact on women. The GAP Team annually reviews over 70 projects and prepares comments and suggestions on the relevant gender issues for about one third of these. A more systematic and expanded screening process has recently been developed. Task managers (rather than the GAP team alone) are responsible for ensuring participation by vulnerable groups (including women) and for averting potentially negative impacts from Bank-supported projects and policies in the Asia Region. This process of *social screening* is intended to alert task managers to the social and, specifically, to the gender dimensions of their work. It also factors in the time and resources needed to undertake consultations and studies on relevant gender issues where necessary. Social screening is presently being piloted in three country departments.

A gender focus is also being incorporated into *project monitoring and evaluation* in several Asia Region projects. As part of a multi-donor evaluation of the Aga Khan Rural Support Program in Northern Pakistan, a member of the Asia Poverty and Gender Team undertook a study of women's participation with a special focus on the role of the credit program. Participatory project activities are also being funded through the Fund for Innovative Approaches to Social and Human Development (FIASH) in Sri Lanka (poverty alleviation) and Pakistan (rural primary education for girls).

Strengthening local capacity to conduct gender analysis and manage gender-responsive projects

An important element in ensuring sustainable gender policies and programs is the creation of local capacity to identify, design and manage gender-responsive policies and programs. The *Middle East and North Africa* Region is emphasizing institutional development through Institutional Development Fund (IDF) grants for government agencies that work with women in Tunisia and Yemen. The Region is also helping countries to develop social monitoring statistics through support to Living Standard Measurement Studies (LSMS) in Algeria and Iran. At the same time, the capacity of the government to plan and implement microenterprise programs with a special emphasis on women is being developed in Tunisia and Algeria.

In order to institutionalize a gender perspective in the design and implementation of projects, it is important to develop an analytical framework as the basis for determining actions. This requires the creation of sex-disaggregated data bases. The World Bank has, for many years, been helping governments to develop and use national household surveys. These surveys

provide the information required for poverty assessments and for defining policies and programs to combat poverty. Emphasis is now being placed on the use of these data bases for defining gender strategies. For example, in Vietnam, part of the Bank's gender strategy is to strengthen the capacity of the government statistics office to do household surveys. This review of household living standards makes it possible to examine gender issues carefully across a range of sectors and issues.

Gender training for Bank staff

From the 1970s onwards, the World Bank has organized periodic gender training courses and seminars for its staff and is now providing gender training for country economists and project task managers. Since 1994 the Gender Analysis and Policy Group (GAP) has organized, or collaborated on, the following gender training activities:

- A one-day seminar, "Incorporating Gender into World Bank Projects," was organized for 25 World Bank staff (May 1994).
- A half-day seminar, "Mainstreaming Gender in the Middle East and North Africa Region," was organized for 40 managers and task managers. The economic rationale for investing in gender was presented, along with examples of how gender has been incorporated into country policy dialogue and projects (June 1994).
- A two-day gender symposium, attended by over 200 Bank staff and members of outside agencies, examined gender issues with respect to intrahousehold resource allocation, property rights and pensions and social security (November 1994).
- A half-day seminar, "Letting Girls Learn," was organized for 25 education sector staff to describe techniques for designing and implementing gender-sensitive education policies and programs (January 1995).
- A four-day seminar on "Incorporating Gender Objectives in Country Assistance Strategies and Project Work," attended by over 100 people, was organized for the Middle East and North Africa Region (February 1995).
- The Bank organized a "Beyond Beijing" fortnight designed to keep alive the momentum from the UN Fourth World Conference on Women. More than 300 people attended the series of seminars, workshops, panels and the speech by the First Lady of the United States, Hillary Rodham Clinton (November 1995).
- A seminar similar to the one organized for the Middle East and North Africa Region is scheduled for the Asia Region in September 1996. A comparable seminar may be organized for the Africa Region later in 1996. These seminars are designed to sensitize staff to gender issues and to expose them to conceptual tools and resources that can be used in specific sectors.

III. Increasing Bank lending for basic education, health and credit programs benefitting women

World Bank lending for population, health and nutrition; education; and credit

Over the past decade, Bank lending for population, health and nutrition (PHN) and education has increased steadily in both absolute terms and as a proportion of total lending. Lending for PHN projects has increased from US\$200.7 million financing 8 projects in FY85 to US\$1,152.5 million financing 26 projects in FY95. This represented an increase from 1.4 percent of Bank lending in 1985 to 5.3 percent in 1995. Over the same period, education lending

increased from US\$936.8 million financing 20 projects to US\$2,150.7 million financing 27 projects in FY95. Again, this represented an increase: from 6.4 percent to 9.9 percent of total Bank lending.¹² In both sectors, increasing attention is being given to the specific health and education needs of women and girls, and a significant proportion of projects have a specific gender focus. The following paragraphs present highlights of the lending programs for each Region.

Asia

In FY95 the Asia Region of the World Bank invested US\$500.1 million in population, health and nutrition projects and US\$950.2 million in education projects. This represented 5.9 percent and 11.1 percent, respectively, of total regional lending. Between FY91-97, the Asia Region has financed, or is planning to finance, at least 20 education, 19 health and 14 credit programs designed to benefit women directly. The following are illustrations of the wide variety of gender-focused projects being financed in these sectors.

China: *Rural Health Workers Development Project*. US\$110 million approved in FY94 to substantially increase the number of villages with female doctors, particularly those trained and equipped to deliver family planning, maternal and child health care (MCH) and obstetric care.

Indonesia: *Fifth Population Project*. US\$104 million approved in FY91 to improve family planning, training and community midwifery services and to reduce maternal mortality.

Bangladesh: *Female Secondary School Assistance Project*. US\$68 million approved in FY91 to provide monetary incentives, in the form of stipends, to cover a share of personal and tuition costs for girls attending secondary school.

India: *Second Primary Education Project*. US\$425 million approved in FY97 for districts selected on the basis of their low female literacy rates. A primary objective is to improve girls' access to schooling.

Pakistan: *Second Microenterprise Development Project*. US\$50 million approved in FY97 to provide access to financial services for low-income groups, including large numbers of women involved in microenterprises.

Africa

In FY95 the Africa Region invested US\$311.5 million in population, health and nutrition and US\$151.2 million in education projects. This represented 19 percent and 9 percent, respectively, of the total lending portfolio. The following are examples of recently approved projects designed to ensure that women benefit.

Mozambique: *Health Sector Recovery Project*. US\$98.7 million approved in FY96 to target women and children directly by making basic health services, such as antenatal, delivery and postnatal care, growth monitoring and vaccination programs, available.

¹² The figures presented in this paragraph were provided by the Human Development Department.

Senegal: *Population and Health Project*. US\$35 million approved in FY91. In addition to reproductive health activities and AIDS prevention, a major component of this project is the support of women's associations, income-generating activities and literacy programs.

Malawi: *Primary Education Project*. US\$22.5 million approved in FY96 to increase the number of schools, educational materials and teacher training programs. The project addresses gender issues by making girls' gross enrollment ratio one of the criteria for site selection. This is expected, among other things, to reduce the long walking distances that often inhibit girls from attending school.

Ethiopia: *The Calub Gas Project*. US\$74.3 million approved in FY94. The project includes a credit scheme for women fuelwood carriers. The increased supply and competitive pricing of modern household fuels (partly to be produced and supplied by the project) is expected to have an impact on the current fuelwood trade in the urban centers and, consequently, on the lifestyle of those (predominantly women) engaged in the trade. The Fuelwood Carrier Credit Scheme would provide collateral-free soft loans for the establishment of microenterprises and training for women fuelwood carriers organized in small community groups.

Chad: *A Social Fund Credit Program*. US\$13.4 million approved in FY90. With assistance from the NGO Volunteers in Technical Assistance (VITA), this program has been very successful. Of the 11,960 loans granted to date, 8,100 (68 percent) were to female entrepreneurs. Most of the loans are for less than US\$1,000 and have benefitted the country's poorest women. The repayment rate is 90 percent.

In addition, there are a number of important regional programs including:

The African Program for Onchocerciasis Control. Women are often more adversely affected than men by the socioeconomic implications of ill health. This is the case for a form of onchocerciasis, which is found outside the savannah areas and which leads to severe skin manifestations. Onchocerciasis makes it difficult for the affected persons to interact socially. Stigmatization is even more pronounced for women, as the skin disease can adversely affect their prospects for marriage and, thus, can have significant implications for their socioeconomic security. The program is designed to control and ultimately eliminate onchocerciasis in 16 African countries.

The West Africa Regional Program on Girls' Education. This program promotes an awareness of the importance of girls' education and initiates the development of national strategies to address the problem of low female school attendance. The program includes regional seminars for policymakers and education specialists; support for national seminars to develop strategies to promote girls' education; the pilot testing of participatory rapid rural appraisal (PRA) methods; the training of national teams in the use of PRA; and support to countries in the design and pilot-testing of programs to boost girls' school attendance.

Latin America and the Caribbean

During 1991-95 the LAC Region devoted 14 percent of regional resources to education. A total of US\$3,800.5 million was invested in education, with 52 percent going to primary education. All projects emphasized the importance of ensuring equal access for girls, and some had specific components for this purpose. During the same period, US\$1,380 million was

invested in health, with several projects focusing on maternal and child health and access to the poor. Social Investment Funds, which have proved to be an effective way of reaching women, have been, or are being, implemented in Peru, Jamaica, Nicaragua, Honduras, Bolivia, Guyana and Haiti. A total of US\$365 million has been invested in these projects. Examples of projects with a direct impact on women follow.

Nicaragua: *Basic Education Project*. US\$34 million approved in FY94 to promote educational decentralization, improve the quality of educational materials, and expand pre-primary education and basic infrastructure. The curriculum reform focuses on the needs of women and the key role of educated women in reducing fertility, promoting family values and encouraging the education of young children.

Bolivia: *Education Reform Project*. US\$40 million approved in FY94 to promote system transformation, improve pedagogical quality and provide project support and monitoring. Women make up 60 percent of the illiterate population in Bolivia. The curriculum design will encourage an appreciation of cultural diversity, seek to overcome barriers to female education and improve girls' opportunities in general.

Panama: *Rural Health Project*. US\$25 million approved in FY95 to reduce the incidence of malnutrition among young children and pregnant women in the 28 poorest districts of Panama. The project will also increase the coverage of water supply and sanitation and strengthen the institutional capacity of agencies at the community and government levels to deliver services to low-income communities.

Brazil: *AIDS and Sexually Transmitted Disease Control Project*. US\$160 approved in FY94 to reduce the incidence and transmission of HIV and STD and strengthen institutions responsible for STD and HIV control. Many aspects of the program, such as the mass media IEC campaigns, are targeted specifically for women. It is anticipated that women will benefit through improved health and more effective prevention.

Honduras: *Social Investment Fund Project*. Since 1991, IDA has granted three credits to the Fondo Hondureño de Inversión Social, amounting to about US\$60 million. These funds have been used for the reconstruction of small-scale economic and social infrastructure, social service projects and microcredit programs. Women have been major beneficiaries of all these components.¹³

Middle East and North Africa

In FY95 the Region invested US\$35.7 million in population, health and nutrition projects (5 percent of total lending); and US\$158.3 million in education (23 percent of total lending). About one third of all projects for FY95-98 will have a direct impact on women, and many others will have an indirect impact through employment and income generation. The following are examples of education, health and employment projects with a direct impact on women.

¹³ The third edition of the World Bank's gender newsletter (see Footnote 1) provides a look at this project from both an NGO and Bank perspective.

Egypt: *Population Project*. US\$17 million approved in FY96 to stimulate demand for family planning and for smaller family size in areas where fertility levels remain high.

Yemen: *Family Health Project*. US\$26.6 million approved in FY93 to improve the quality and coverage of health care services in order to reduce fertility and maternal and infant mortality.

Tunisia: *Social Sector Project (FY98)*. About US\$50 million will help in addressing the social, nutritional, health and pedagogical factors that contribute to primary school dropout among poor children, particularly girls.

Morocco: *Rural Basic Education Development Project*. US\$145 million approved in FY91 to expand upper basic education (grades 7-9) in rural areas. Special measures to increase the participation of girls include boarding accommodations and scholarships.

Algeria: *Social Safety Net I Project*. US\$50 million approved in FY97 to support the creation of a Social Development Fund to improve social infrastructure and provide temporary employment to alleviate the social costs of structural adjustment, with special attention to poor women.

Europe and Central Asia (ECA)

Maternal and child health is one of the weakest elements in the inherited health system of ECA countries. Health lending represents 5 percent of total lending in FY95 and a projected 7 percent in FY96. Almost all Bank health projects include components that directly support improvements in maternal and child health. While access to education in the transition economies of the ECA Region historically has been quite broad, it is essential to evaluate the gender bias in education policies and practices, including at post-primary levels. Education lending represents 3 percent of the ECA portfolio and projected lending program. There has been less work ascertaining gender biases in access to credit, though Bank staff have met with groups of businesswomen to discuss credit issues. The following are examples of projects with a direct impact on women.

Kyrgyz: *Health Sector Project: Education and Training*. US\$17.6 million approved in FY96 to improve primary health services and provide a training center to upgrade prenatal care and monitor pregnancy and labor. Includes facilities to reduce mortality among children under five.

Turkey: *Second Health Project*. US\$200 million approved in FY95 to improve equity of access to essential health services in low-income provinces. Also aimed at preventing deaths and disabilities among women and children through public education, upgrading ante- and postnatal care, and strengthening the network of health-care facilities.

Albania: *Rural Development Project*. US\$6 million approved in FY94 to create rural employment, repair basic infrastructure and help restart a rural market economy. Women will be major beneficiaries, including of village credit funds.

Armenia: *Social Investment Fund Project*. US\$12 million approved in FY95 to improve basic social services and create employment opportunities for low-income groups. Women were actively involved in the project identification and evaluation process.

Kazakhstan: *Social Protection Project*. US\$41 million approved in FY95 to facilitate social assets divestiture, including child-care and health-care services, in five cities and to establish employment services that address the special needs of unemployed women. The project also finances training for women for self-employment and small enterprise development.

The Consultative Group to Assist the Poorest (CGAP)¹⁴

CGAP is a major international collaborative initiative arising from the 1993 International Conference on Actions to Reduce Global Hunger. The nine founding members are Canada, France, the Netherlands, the United States, the African Development Bank, the Asian Development Bank, the International Fund for Agricultural Development, the United Nations Development Program/United Nations Capital Development Fund and the World Bank. Australia, Finland, Norway, the United Kingdom and the Inter-American Development Bank are more recent members. CGAP was formally constituted on June 27, 1995. The first meeting of the Policy Advisory Group took place November 30-December 1, 1995.

The nine founding members pledged roughly US\$200 million to the CGAP portfolio to broaden and deepen the success of the work done by pioneer institutions in the field of microfinance. Of this, the World Bank's cash contribution of US\$30 million is the basis for a funding facility for eligible microfinance institutions. The program is mainly targeted to countries with a per capita income below US\$800 and will help build up the capacity of financial service institutions to reach the poorest groups of society. It is expected that women entrepreneurs will be the major beneficiaries of the program. One of the central objectives of the program is to mainstream microfinance within the World Bank.

IV. Increasing the number of women in senior management¹⁵

Several key actions have been taken to keep women's issues on the Bank's agenda:

- A Senior Adviser on Gender Equality (formerly Women's Issues) was appointed in October 1992.
- Each Vice President developed an action plan for change and designated a women's issues coordinator.
- A working group to improve nationality balance among women was set up in 1995.

¹⁴ Additional information on CGAP can be found on the World Wide Web at <http://www.worldbank.org/html/cgap.html>

¹⁵ This section has been prepared by the Office of the Senior Adviser on Gender Equality, the focal point on issues regarding women in the World Bank. The following information covers the World Bank Group (IBRD, IFC and MIGA). Progress is reported against a baseline of mid-1992, when the Stern Report "Excellence Through Equality: an Increased Role for Women in the World Bank," was issued.

Statistical profile of women in the World Bank

The following table shows proportional representation and numbers of women at the end of FY92 (6/30/92), compared to the end of the second quarter of FY96 (12/31/95).

Numbers and proportions of women by grade level: FY92 and FY96				
Grade Level	FY92		FY96 second quarter	
	Percentage	Women/Total	Percentage	Women/Total
All levels (11 and above)	48.7	3320/6823	50.7	3542/6980
Levels 18-21	61.4	499/813	67.1	527/785
Levels 22-24	22.5	567/2523	28.6	755/2641
Levels 25+	8.0	83/1063	12.7	146/1149

NB: The World Bank uses a grading system of 11-31, with the President at level 31. The Stern Report focused on levels 18 and above (formerly called "higher-level" staff, a designation no longer used). Levels 22-24 were targeted as key positions as they prepare women for senior positions (level 25 and up), which include management.

Targets set for the World Bank Group in the Stern Report:

- The goal of increasing the proportion of women at levels 22-24 by a least 1 percent annually, to at least 27 percent by 1997, has already been met, on average. Out of a total of 20 Vice Presidencies in the World Bank and MIGA, 14 are at this level, with several increasing at a rate of more than 1 percent per year to attain it. Additionally, two Vice Presidencies not yet at 27 percent increased proportional representation by an average of 1 percent or more per year.
- Progress is being made toward the goal of increasing the proportion of women at levels 25+ to 15 percent by 1997. Ten Vice Presidencies have reached this target already.
- Mr. Wolfensohn selected women to fill the first three vice presidential appointments he has made since assuming the Presidency of the World Bank (Vice President/Chief of Staff and two positions in IFC). Mr. Wolfensohn also named the first female Managing Director of the World Bank and has recently appointed a woman as Vice President for Human Resources.

Recruitment

In 1995, a Staffing Officer was appointed to develop networks for the external recruitment of women. Concerted efforts have led to the changes shown below.

Proportion of women staff recruited externally by grade level: FY92 and FY96		
Grade Level	FY92 (percent)	FY96 2nd quarter (percent)
Levels 18-21	35.5	50.0
Levels 22-24	20.6	30.9
Levels 25+	0	50.0

Career development

Since the Stern Report:

Promotions: women's share of promotions to levels 18 and above has risen from 34.8 percent in FY92 to 37.9 percent as of the end of the second quarter of FY96.

Networking: the Senior Adviser on Gender Equality has set up a Women Managers' Network and a Senior Women Managers' Network, which meet to exchange ideas and information.

Work environment and culture change

Since the Stern Report, the following actions have been taken:

Work-Family: A Work-Family Agenda was adopted, and several Vice Presidencies have experimented with flextime and other arrangements. Funds to cover hiring consultants to replace staff on leave and other costs associated with maternity leave have been established in a number of Vice Presidencies.

Sexual Harassment: A strengthened sexual harassment policy was issued in 1994. Several Vice Presidencies have appointed staff to serve as first-level advisers for referrals. In 1995, the Senior Adviser on Gender Equality organized a working group to recommend ways to further strengthen the policy.

Diversity Awareness: A course on "Men and Women Working Together" was piloted in the East Asia and Pacific Region.

Annex 1: List of Gender Contact Persons in the World Bank

I. Regional Gender Coordination

The ASIA Region:

Gender activities in the Asia Region are coordinated through:

Departmental Gender Coordinators:

South Asia:

Regina Bendokat:	Population and Human Resources, SA1 ¹⁶
Magda Khouzan:	Country Operations, SA1
Rashid Faruqee:	Agriculture and Natural Resources, SA2
Richard Skolnik:	Chief Population and Natural Resources, SA2
Gallus Mukami:	Agriculture and Natural Resources, SA2

East Asia and the Pacific:

Jennie Litvak:	Country Operations, EA1
Ruth Kagia:	Human Resources, EA1
Haneen Sayed:	Population and Human Resources, EA3
Nisha Agarwal:	Country Operations, EA3
Tamar Manuelyan:	Country Operations, EA2
Julia Li	Country Operations, EA2

Honorary Gender Coordinators:

Barbara Herz:	Chief, Population and Human Resources, SA1
Maria Clark:	Population and Human Resources, SA2

Resident Mission Gender Specialists:

New Delhi:	Meera Chatterjee
Bangladesh:	Wahida Haq (Agriculture); Milia Ali (Gender and Education); Shirin Jahangeer (Population and Health)
Indonesia:	Carla Bianpoen

¹⁶ Departmental codes for the Asia Region: SA1: Afghanistan, Bangladesh, Maldives, Nepal, Pakistan, Sri Lanka; SA2: India; EA1: Cambodia, Korea, Lao PDR, Malaysia, Mekong Committee, Myanmar, Philippines, Thailand, Viet Nam; EA2: China, Mongolia; EA3: Fiji, Indonesia, Kiribati, the Marshall Islands, Micronesia, Papua New Guinea, Solomon Islands, Tonga, Vanuatu, Western Samoa.

Gender Analysis and Poverty Team:

The GAP team, located in the Human Resources Division of the Asia Technical Department, provides gender support to the Region in five areas: identifying promising approaches and providing operational support on key issues; conducting project review and follow-up; and representing the Asia Region on gender issues. In addition, the team is in charge of the Country Operation Support Facility and regional coordination. The team members are:

Regular Staff:

Lynn Bennett (Team Leader, Principal Anthropologist)
Benu Bidani (Economist, Labor and Poverty)
Carlos Cuevas (Economist, Rural Finance Specialist)

Long-Term Consultants:

Pam Hunte (Anthropologist)
Nandini Gunewardena (Anthropologist, Agriculture and Natural Resource Management)
Maniza Naqvi (Participation and Microenterprise Specialist)
Cecile Fruman (Microenterprise Specialist)

The AFRICA Region:**The Gender Unit:**

Located in the Human Resources Division of the Africa Technical Department, the Gender Team provides support to the Africa Region. The team members are:

Mark Blackden: Coordinator
Margaret Grieco: Sociologist

Departmental Gender Coordinators:

Department 1: Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia, Zimbabwe

Designated Coordinator: Ann Duncan (Population and Human Resources Division)
Acting Alternate: Vandana Chandra (Population and Human Resources Division)

Department 2: Djibouti, Eritrea, Ethiopia, Kenya, Somalia, Sudan, Tanzania, Uganda

Designated Coordinator: Nathalie Johnson (Agriculture and Environment Division)
Designated Alternate: Jacqueline Coolidge (Public and Private Enterprise Division)

Department 3: Burundi, Cameroon, Central African Republic, Chad, Comoros, Congo, Equatorial Guinea, Gabon, Madagascar, Mauritius, Rwanda, Seychelles, Zaire

Designated Coordinator: Eileen Murray (Population and Human Resources Division)
Designated Alternate: Elaine Hubert (Country Operations Division)

Department 4: Benin, Burkina Faso, Cote d'Ivoire, Ghana, Niger, Nigeria, Togo

Designated Coordinator: Elizabeth Morris-Hughes (Population and Human Resources Division)

Designated Alternate: Shiyan Chao (Population and Human Resources Division)

Department 5: Cape Verde, Gambia, Guinea, Guinea-Bissau, Liberia, Mauritania, Sao Tome & Principe, Senegal, Sierra Leone

Acting Coordinator: Angelika Pradel (Population and Human Resources Division)

Acting Alternate: Mark Woodward (Population and Human Resources Division)

Field Office NGO Liaison Staff:

All of the Resident Missions have one or more NGO liaison staff. Gender issues are a major concern for many NGOs and are frequently discussed during the meetings between Bank staff and the NGO community. The NGO liaison contact persons are:

Department 1:

Angola:	Olimpia da Graca Barreira
Malawi:	Agnes Kavinya
Mozambique:	Roberto Chavez
South Africa:	Fani Zulu
Zambia:	Gedion Nkojo
Zimbabwe:	Arne Disch

Department 2:

Ethiopia:	Sena Gabianu / Hagos Araya
Kenya:	Nyambura Githagui / Christine Cornelius
Tanzania:	Tony Thompson
Uganda:	Harriet Nannyonjo

Department 3:

Burundi:	Pamphile Kantabaze / Francois Nankobogo
Central African Republic:	Leon Ngueretia
Cameroon:	George Vishio Minang
Chad:	Lucienne Miayo Mbaipor
Congo:	Angele Mountou
Madagascar:	Harisoa Rafaell / Christian Rey
Rwanda:	Francois Munyantwali / Marie Chantal Uwanyiligira

Department 4:

Benin:	Rigobert Tossou
Burkina Faso:	Korka Diallo / Pauline Hien
Cote d'Ivoire:	Aby Konate / Brigitte Imperial / Jean Michel Pavy / Meda Mesmin / Sandia Mohamed
Ghana:	Kafu Kofi Tsikata
Niger:	Rita Koudogbo / Ibrahim Magagi
Nigeria:	Foluso Okunmadewa
Togo:	Eguida Kossi

Department 5:

Guinea:	Ann E. Condry / Abdoulaye Balde
Mali:	Edmond Dembele
Mauritania:	Salamata Bal
Senegal:	Demba Balde / Ellery Stokes

The MIDDLE EAST AND NORTH AFRICA Region:

The MENA Region does not have a gender unit. Gender issues are coordinated in the following way:

Regional Gender Coordinator:	Roslyn Hees (Chief, Human Resources: North Africa and Iran Division)
Vice President's Office:	Marisa Fernandez Palacios (Principal Operations Officer)
North Africa and Iran:	Lily Mulatu (Human Resources Division)
Middle East:	Arun Joshi (Human Resources Division)

The LATIN AMERICA AND CARIBBEAN Region:

The Region does not have a gender unit. The strategy is to seek the integration of gender into all policy and operational work. A gender strategy group has recently been established with representatives from all sectors. The group will be responsible for elaborating the regional gender strategy. The Central America and Venezuela Department maintains a gender specialist who acts as a resource to task managers. The regional technical assistance unit for this Department has also recruited a gender specialist. Departmental gender coordinators have recently been appointed.

Regional Gender Coordinator:	Ayse Akin-Karasapan (Senior Operations Adviser, Technical Department)
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In-country gender coordination

An NGO adviser has been appointed to each of the Resident Missions. Given the high level of NGO concern for gender issues, the NGO coordinator becomes a focal point for the discussion of gender issues.

The EUROPE AND CENTRAL ASIA Region:

The Region does not have a gender unit. The strategy is to seek the integration of gender into all policy and operational work. A WID Advisory Board has been established for this purpose with the following members:

Marcelo Selowsky:	Chief Economist, Chair
Kathie Krumm:	Chief Economist's Office
Dominique Lallement:	Infrastructure Division Department 4 ¹⁷
Kyle Peters:	Country Operations Department 1
Jean-Jacques Dethier:	Country Operations Department 2
Timothy King:	Human Resources Department 3
Helen Sutch:	Country Operations Department 4
Michal Rutkowski:	Human Resources Department 4
Ayse Kudat:	Technical Department Environment Division

Kathie Krumm (Principal Economist, Chief Economist's Office) is the Regional Gender Coordinator with Dominique Lallement (Chief, Infrastructure Division 4) as Alternate.

A number of Resident Missions have an NGO coordinator who also acts as a focal point for contacts with women's groups.

Gender Coordination in the Central Vice Presidencies and Departments

The Gender Analysis and Policy (GAP) Group:

Located in the Poverty and Social Policy Department of the Human Capital Development Vice Presidency, the Gender Analysis and Policy Group is responsible for helping the Bank to define and implement its gender policies. It also conducts research on gender-related issues in areas such as education, property rights, labor markets, and economies in transition; provides gender training for World Bank staff; and provides operational support to the Regional Vice Presidencies.

Regular staff:

Minh Chau Nguyen, Manager
Michael Bamberger, Senior Sociologist
Ann Elwan, Senior Economist
Monica Fong, Human Resources Specialist
Shahid Khandker, Economist
Andrew Mason, Human Resources Economist
Parita Suebsaeng, Manager, Poverty/Gender Monitoring Unit

¹⁷ Departments cover the following countries: Department 1: Bulgaria, Cyprus, Former Yugoslav Republic of Macedonia, Portugal, Romania and Turkey; Department 2: Albania, Republic of Bosnia-Herzegovina, Croatia, Czech Republic, Hungary, Poland, Slovak Republic and Slovenia; Department 3: Azerbaijan, Kazakhstan, Kyrgyz Republic, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan; Department 4: Armenia, Belarus, Estonia, Georgia, Latvia, Lithuania, Moldova, Ukraine.

Long-term consultants:

Jacqueline Baptist, Economist
Jo Bischoff, Editor
Anjana Bhushan, Sociologist
Hussain Samad, Research Analyst
Tara Vishwanath, Economist

Office of the Senior Adviser on Gender Equality
Human Resources Gender Equality (HRSGE):

The Senior Adviser on Gender Equality, formerly the Senior Adviser on Women's Issues, is the focal point for issues related to women in the World Bank (achieving gender balance in the staff profile, especially in management and senior positions; and creating a supportive work environment). She reports directly to the Vice President for Human Resources. Her office is responsible for the coordination of action planning in the Vice Presidencies (see following list of Vice Presidential Unit Coordinators on Gender Equality); guidance on recruitment, career development and training initiatives; statistical analysis of, and progress reports on, women in the Bank; oversight of harassment policy implementation; internal and external networking on organizational gender issues; awareness-raising through publications and special programs.

Regular Staff:

Anette Steen Pedersen, Senior Adviser on Gender Equality
Margaret J. Royster, Senior Staff Assistant

Long-Term Consultants:

Paru Desai
Sheila Reines

Vice Presidential Unit Coordinators on Organizational Gender Equality Issues

Africa
Cofinancing and Financial Advisory Services
Controller's
East Asia and the Pacific

Economics and Chief Economist
Environmentally Sustainable Development

Europe and Central Asia
External Affairs
Finance and Private Sector
Financial Policy and Risk Management

General Counsel (Legal)
Human Capital Development
Human Resources
International Finance Corporation
Latin America and the Caribbean
Middle East and North Africa
Multilateral Investment Guarantee Agency

Operations Evaluation
Secretary's
South Asia

Treasurer's

Katherine Marshall
Nina Shapiro
Myla Williams
Pamela Cox
Ann Clark
Emmanuel Jimenez
Gloria Davis
Michael Cohen
Dominique Lallement
Connie Eysenck
Andrew Ewing
Victoria Elliott
Carolyn Jungr
Elizabeth Adu
Minh Chau Nguyen
Helen Frick
Christopher Bam
Aysegul Akin-Karasapan
Marisa Fernandez Palacios
Christina Westholm-Schroder
Christin Damiano
Alcira Kreimer
Heather Marshall
Regina Bendokat
Valerie Kozel
Katherine Pan

Operations Evaluation Department (OED)

Josette Murphy, Agriculture and Human Development Division

Economic Development Institute (EDI)

Jerri Dell, Human Resources and Poverty Division

Human Resources Vice Presidency (HRSVP)

Anette Steen Pedersen, Senior Adviser on Gender Equality

Annex 2: Acronyms and Terms Used in this Report

CAS	<i>Country Assistance Strategy.</i> The framework document used to define the Bank's overall approach and program in a given country.
CGAP	<i>Consultative Group to Assist the Poorest.</i> Launched in 1995, this program provides funds and technical assistance to help strengthen institutions providing credit and financial services to the poorest groups - a large proportion of whom are women.
ECA	<i>Europe and Central Asia Region.</i>
EDI	<i>Economic Development Institute.</i> Offers training to governments and other sectors of civil society in World Bank member countries. Includes training activities on gender, social analysis and related topics.
FIASH	<i>Fund for Innovative Activities in Social and Human Development.</i> Provides funding to World Bank operations staff to promote the incorporation of participatory approaches into project design and implementation.
Fiscal Year (FY)	<i>July to June</i> (for example FY97 runs from July 1996 - June 1997).
HRSGE	<i>Human Resources Gender Equality.</i> Responsible for women's issues within the Bank and for promoting gender equality in Bank management and staffing.
MENA	<i>Middle East and North Africa Region.</i>
OED	<i>Operations Evaluation Department.</i> Responsible for reporting to the Board on all completed World Bank projects. Conducts specialized studies on the impact and effectiveness of Bank policies and programs at the country or sectoral level, some of which are cited in this report.
PHN	<i>Population, Health and Nutrition.</i>
PRA	<i>Participatory Rural Assessment.</i> Also called Rapid Assessment and used in urban and well as in rural areas. Participatory Planning and Evaluation methods used to involve stakeholders, including project beneficiaries in the design and management of Bank-financed projects. Frequently used to ensure the active participation of women.
PSP	<i>Poverty and Social Policy Department.</i> Assists the Bank in the definition and implementation of policies, as well as in improving project performance in the areas of poverty, labor markets and gender analysis and policy.
SAGA	<i>Structural Adjustment and Gender in Africa.</i> Working together, the Economic Development Institute and the Western Africa Department (AF5) develop and provide social and gender analysis training to government agencies. Activities have been targeted in the agriculture sector.
SPA	<i>Special Program of Assistance to Africa.</i> This is a multi-donor program of assistance to Africa that has, among other things, emphasized the importance of integrating gender into policy dialogue and economic reform.
Stern Report	<i>"Excellence Through Equality: An Increased Role for Women in the World Bank"</i> (The Stern Report) was published in 1992. This report provided, inter alia, targets for the recruitment and promotion of women into different levels of World Bank management.

Notes

OFFICE MEMORANDUM

DATE: November 2, 1995

TO: All Country Directors

FROM: Ishrat Husain, Director, PSP

EXTENSION: 81415

SUBJECT: Follow-Up to Beijing

While attending the UN Conference in Beijing, Mr. Wolfensohn was given a petition signed by thousands of NGOs. Several letters that included this petition were also sent to him upon his return to Washington. In replying to these letters, Mr. Wolfensohn reaffirmed his commitment to promoting the goals of the United Nations Fourth World Conference on Women.

I would like to bring to your attention the concerns of women NGOs and the movement to monitor the Bank's progress in improving women's lives, as noted in the attached letters. Mr. Wolfensohn's response to these initiatives is also attached for your information. His reply stresses the importance of incorporating gender concerns in country assistance strategies and in the consultation process that should take place at all levels.

Attachments

Distribution: Messrs./Mmes. Marshall (AF1DR), Adams (AF2DR), Rogerson (AF3DR), Lafourcade (AF4DR), Sarib (AF5DR), Cleaver (AFTDR), Madavo (EA1DR), Hope (EA2DR), Haug (EA3DR), Nishimizu (SA1DR), Vergin (SA2DR), Messenger (ASTDR), Poortman (Actg. Dir., EC1DR), Dervis (EC2DR), Huang (EC3DR), Kavalsky (EC4DR), Ritchie (MN1DR), Sud (MN2DR), Sood (EMTDR), Nankani (LA2DR), Segura (LA2DR), Isenman (LA3DR), Aiyer (LATDR), IISC, Files

cc: Mr./Ms. Choksi (HCO), Nguyen (PSP)

:sd



Exc 4145

Women's Environment & Development Organization

845 Third Avenue • 15th Floor • New York, NY 10022 • U.S.A.

Fax: (212) 759-8647 • E-mail: wedo@igc.apc.org • Telephone: (212) 759-7982

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Thais Corral
REDEM, the Network
in Defense of Humankind
Brazil

Jocelyn Dow
Red Thread
Women's Development Project
Guyana

Elin Enge
Director
Norwegian Development Fund
Norway

Dr. Faridonda Hassan, M.P.
Professor of Geology
American University in Cairo
Egypt

Wangari Maathai
Coordinator
Kenyan Environment Movement

Chinwe Ogunleye
National Coordinator
Country Women Association
of Nigeria (COWAN)
Nigeria

María Eugenia Peflon
Executive Director
Arias Foundation
Costa Rica

Vandana Shiva
Research Foundation for
Science, Technology and
Natural Resource Policy
India

Marilyn Waring
Author and senior
university lecturer
New Zealand

Susan Davis
Executive Director

October 31, 1995

Mr. James D. Wolfensohn
President
The World Bank
1818 H Street NW
Washington, DC 20433

Dear Mr. Wolfensohn:

We would like to thank you again for addressing the Women's Linkage Caucus on the final day of the Fourth World Conference on Women in Beijing. You provided an invaluable opportunity for women to hear your vision of how the Bank will address women's concerns in the coming years. Your stated commitment to ensuring that the Bank truly serves women's needs was indeed appreciated.

We also were very pleased that you agreed with and saw no problems in implementing the recommendations contained in the letter presented to you at the Beijing meeting, signed by nearly a thousand organizations from every region of the world. As you will recall, our recommendations to the Bank were to:

- promote the participation of grassroots women's groups in economic policy formulation by involving them in the development of Country Assistance Strategies and structural adjustment programs;
- incorporate gender analysis into the identification, preparation and evaluation of Bank-supported projects and policies;
- increase investments in primary health, basic education and credit programs which effectively serve poor women and girls;
- increase the diversity and number of women in senior management positions by implementing the recommendations of the Stern Report.

01/93 10:30

We believe these objectives should become institutional priorities that will demonstrate the Bank's commitment to implementing the Beijing Platform for Action and improving women's lives. We hope you will communicate the same message to all Bank staff.

For our part, several groups present at Beijing are planning to monitor the Bank's progress in meeting these four objectives during the coming year. For example, organizations based in borrowing countries will seek to meet with Resident Representatives to discuss the Bank's program in their countries. We hope there also will be opportunities for women from our networks to share views with staff missions from Washington when Country Assistance Strategies and structural adjustment loans/credits are under preparation. We also plan to review Bank projects now underway in health, education and other sectors which are designed to assist women and girls, to assess their performance in realizing intended benefits.

As we proceed with our activities, we hope we can work with you and your staff in a constructive exchange that will further our shared objectives.

Thank you for your hard work and support.

Sincerely,



Susan Davis
Executive Director

ÖSTERREICHISCHER



FÜR ENTWICKLUNGSPOLITIK

Mr. James Wolfensohn
President
The World Bank
1818 H Street, NY
Washington D.C. 20433

Vienna, September 13th, 1995

Dear Mr. Wolfensohn,

thank you for your letter dated June 1st in which you welcome a positive dialogue with different constituencies, stating that you will do everything you can to examine the issues our organization has raised in a previous letter. In your letter you also stated that increased attention to gender, among others, is an important trend in the Bank.

We are now pleased to hear that you have accepted the invitation of WEDO (Women And Environment Development Organization) to meet different NGOs on women's issues in Beijing on September 15th. Let me tell you that we are still concerned about the way in which the Bank is going to design and execute Structural Adjustment Programs in the future, and we will be very interested to see progress in the trend towards greater participation of grassroots organization of the poor, especially women.

Nevertheless, the UN World Conference on Women presents a historic opportunity for the World Bank to make a strong commitment to promoting gender equality through its lending policies and programs. We consider your presence in Beijing a clear sign of your personal commitment to empowering women. The UN Platform for Action calls on national governments and international financial institutions to increase women's participation in economic policy making and to reevaluate, redesign and implement structural adjustment programs and all economic policies with a gender perspective to promote greater economic equality and social well-being for women, their families and their communities. In order to fulfill the recommendations of the Platform for Action and to build on your efforts to expand NGO participation in bank activities, we call on the World Bank to:

- 1) Promote the participation of grassroots women's groups in formulating economic policy, and encourage governments to do the same. Specifically, the World Bank should involve women's groups in
 - a) developing Country Assistance Strategies, conducting national expenditure reviews and designing and evaluating Structural Adjustment Programs. Bank staff must work closely with government officials and civil society to identify, involve and listen to the views of organizations that represent women living in poverty.

- 2) Institutionalize a gender perspective in the design and the evaluation of policies and projects that are promoted by the Bank by requiring:

- a) gender analysis in the design and evaluation of Country Assistance Strategies, Structural

~~Adjustment Programs and investment projects. In cases where gender analysis reveals potential negative impacts, projects or policies must be redesigned to ensure that women benefit.~~

- b) mandatory gender training for all senior program managers and senior economists
- c) at least one staff in each department to provide support on gender issues and to ensure that a gender perspective is incorporated in all work
- d) gender specialists to be involved in negotiations with borrowing countries.

3) Increase investment in women's primary health care, basic education and credit programs. The Bank should also encourage governments to increase or maintain spending in these areas, even during periods of declining budgets.

4) Increase the number of women in senior level management positions by fully implementing recommendations from the Stern Report "Excellence Through Equality: An Increased Role for Women in the World Bank" including:

- a) increasing numerical targets for women in senior management, making special efforts to recruit more women in senior management, providing more gender sensitive training, ongoing monitoring of representation of women at the Bank and creating a culture that values the contributions of women.

Moving these initiatives forward will take your strong and determined leadership. Through its lending programs and policy advice, the World Bank has tremendous influence with governments around the world. We hope that this influence will be used to promote the goals of the Fourth World Conference on Women.

We are aware that this letter-fax might probably not reach you before you leave for Beijing. Nevertheless, we are sure that you will take it as a reminder of your Beijing commitments after you return to Washington.

Sincerely



Franz Bitner
Executive Director

JAMES D. WOLFENSOHN
President

September 22, 1995

Mr. Franz Bitner
Executive Director
OIE
Austrian Information Service on Development Policy
Berggasse 7
1090 Vienna, Austria

Dear Mr. Bitner:

I would like to thank you for your recent letter in which you voiced concern over the role the World Bank will play in promoting the goals of the United Nations Fourth World Conference on Women. My participation at the Beijing Conference reflects my deep commitment to promoting gender equality. I hope my conviction that women are central to sustainable development, economic progress and social justice comes through clearly in the speech I presented at the Conference, a copy of which I have enclosed.

Your letter went on to list a number of initiatives that you would like to see the World Bank espouse, through its lending programs and policy advice, to advance gender equality. Yours is not the first correspondence my office has received proposing such an agenda, and I want to assure you, as I have the others who have taken the time to write me, that the World Bank has already begun, and will continue, to move along the lines you have suggested in your letter. For instance, the Bank has been providing \$5 billion annually to projects that specifically address gender issues and improve the lives of women.

We have also set up institutional mechanisms that encourage the participation of women's groups in developing country assistance strategies and structural adjustment programs. In Africa, monthly meetings with NGOs and the Resident Mission have already been established. The results of these discussions are summarized and reported to me on a regular basis. I have asked my staff to ensure that women's groups are represented in this type of exchange. In addition, within the Bank, there is a group that reviews country assistance strategies to guarantee that gender is considered in the design of these strategies.

Training is a high priority within the Bank as well. For example, last year both program managers and senior staff attended a four-day seminar designed expressly for the Middle East and North Africa Region. The purpose of these meetings, which brought together participants and speakers from the Bank and other agencies, was to ensure that

September 22, 1995

gender concerns are incorporated into both country assistance strategies and specific operations. A similar seminar is being planned for the Asia Region this year.

My personal commitment to addressing the gender balance within the Bank itself can be seen in the recent personnel appointments I have made. Within three months I filled three vice presidential positions with candidates chosen on the basis of their excellent qualifications and talents. All three appointees are women.

I have also instructed staff to develop and promote interactions between the World Bank and civil society at large—on the country, regional and global level. I, however, very much want to be involved in the process and would like to hear any concerns, ideas or suggestions that you and other NGOs have regarding the World Bank's role in promoting gender equality. I have asked Ms. Minh Chau Nguyen, Manager of Gender Analysis and Policy at the Bank, to oversee these messages from the development community and keep me abreast of all relevant issues on a regular basis. You can communicate with Ms. Nguyen directly via the Internet (MNGUYEN@WORLDBANK.ORG).

In conclusion, let me assure you that, under my tenure as President, the World Bank will continue to promote the goals of the Fourth World Conference on Women.

Sincerely yours,

James D. Wolfensohn

Enclosure

Janice Miano
6129 E. Hollyhock #5
Phoenix, AZ 85018
August 28, 1995

EXC 2642

Mr. Wolfensohn
President The World Bank
1818 H street NW
Washington DC 20433

Dear Mr. Wolfensohn,

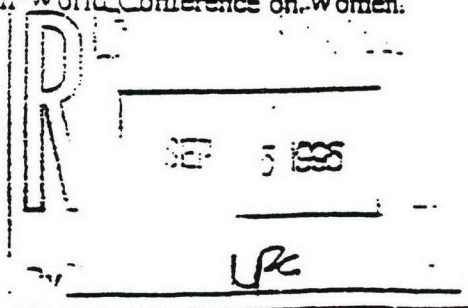
The UN World Conference on Women presents a historic opportunity for the World Bank to make a strong commitment to promoting gender equality through its lending policies and programs. We consider your presence in Beijing a clear sign of your personal commitment to empowering women. The UN Platform for Action calls on national governments and international financial institutions to increase women's participation in economic policy making and to reevaluate, redesign and implement structural adjustment programs and all economic policies with a gender perspective to promote greater economic equality and social well-being for women, their families and their communities. In order to fulfill the recommendations of the Platform for Action and to build on your efforts to expand NGO participation in Bank activities, we call on the World Bank to:

- 1) Promote the participation of grassroots women's groups in formulating economic policy, and encourage governments to do the same. Specifically, the World Bank should involve women's groups in:
a) developing country assistance strategies, conducting national expenditure reviews and designing and evaluating structural adjustment programs. Country level Bank staff must work closely with government officials and civil society to identify and do outreach to organizations that represent women living in poverty.
- 2) Institutionalize a gender perspective in the design and evaluation of policies and projects that are promoted by the Bank by requiring: a) gender analysis in the design and evaluation of country assistance strategies, structural adjustment programs and investment projects. In cases where gender analysis reveals potential negative impacts, projects or policies must be redesigned to ensure that women benefit; b) mandatory gender training for all senior program managers and senior economists; c) at least one staff in each department to provide support on gender issues and to ensure that a gender perspective is incorporated into all work; and d) gender specialists to be involved in negotiations with borrowing countries.
- 3) Increase Bank investment in women's health, education, and credit programs. The Bank should also encourage governments to increase or maintain spending in these areas, even during periods of declining budgets.
- 4) Increase the number of women in senior level management positions by fully implementing recommendations from the Stern Report "Excellence Through Equality: an Increased Role for Women in the World Bank" including: increasing numerical targets for women in senior management; providing more women and management and gender sensitivity training; making special efforts to recruit more women in top management; and creating a culture that values the contributions of women.

Moving these initiatives forward will take your strong and determined leadership. Through its lending programs and policy advice, the World Bank has tremendous influence with governments around the world. We hope that this influence will be used to promote the goals of the Fourth World Conference on Women.

Sincerely,

Janice Miano
Janice Miano



Notes

Note on External Gender Consultative Group

Composition

- The External Gender Consultative Group (EGCG) has 14 members (*names attached*), who cover a broad spectrum of civil society, including NGOs, women's organizations, and academic and research institutions in Asia, Africa, Latin America, the Middle East, Europe and Central Asia and the OECD countries.
- Members have been selected for their
 - * long-experience on gender issues at the operational, policy or research levels
 - * extensive contacts with organizations or individuals working in this field, and
 - * familiarity with international development
- The Group includes experts on a wide range of development topics including
 - * macroeconomic development
 - * the promotion of economic opportunities for women
 - * health
 - * education
 - * legal and human rights

Objectives

- The Fourth World Conference on Women provided impetus to the World Bank's ongoing efforts to achieve gender equality and strengthen the participation of women in development. The Bank is strengthening its partnership with NGOs, women's organizations and other sectors of civil society in order to
 - * fulfill its commitments to women's NGOs in Beijing, and
 - * honor the Beijing Platform for Action.
- The Bank has established the *External Gender Consultative Group* as part of this initiative. The Group will meet annually with the Bank:
 - * to provide a mechanism for disseminating information and discussing progress in implementing the Bank's gender policies and in responding to the Beijing Platform of Action.
 - * to provide a forum for the discussion of the concerns of the different sectors of civil society about the Bank's approaches to gender
 - * to provide feedback to the Bank on lessons from NGOs and other organizations on promising approaches to integrating gender concerns
 - * to promote and strengthen NGO-Bank cooperation on gender issues at the regional and country levels.

Linkages to other Bank initiatives

- The ECGC includes
 - * a representative from the Bank-NGO coordinating committee and
 - * a member of the CGAP (Consultative Group to Assist the Poorest) advisory board.
- The Bank will not appoint permanent members to the Group. Instead, appropriate staff will participate in various sessions.
- Contact will be maintained with the Bank's regional gender coordinators to ensure that the Group complements ongoing activities.

First Annual Meeting of the EGCG

- The first Annual Meeting of the EGCG was held on April 29-30, 1996 in Washington, D.C.
- The meeting opened with an discussion between Mr. Wolfensohn and Group members. They presented Mr. Wolfensohn with a letter, outlining their priority concerns pertaining the Bank's gender-related work. A copy of this letter and of Mr. Wolfensohn's response are attached.
- In other sessions, the Group interacted with Bank staff, including Regional Vice Presidents. These sessions focused on the Group's main concerns, elicited in advance of the meeting.

Concerns of the EGCG

1. The role of the Country Assistance Strategy in integrating gender concerns into the Bank's country programs

- (a) In addition to presenting examples of completed CAS the meetings should include examples of CASs that are still being prepared so that the Group can make more specific and useful contributions.
- (b) How can NGOs and other sectors of civil society be involved in the CAS process in different country contexts?

2. The impact of adjustment and economic reform on women

- (a) The Bank should consider ways to modify conditionality to ensure that adjustment programs are more responsive to the needs of women.
- (b) How can agricultural adjustment programs be designed to be more responsive to the needs of women?

3. The Bank's response to the Beijing Platform for Action

Several participants recommended that the meetings assess the Bank's response to the Beijing Platform for Action and recommend ways in which the Bank's response can be strengthened.

4. Other concerns, which could not be included in the annual meeting agenda due to lack of time:

- violence against women
- political and legal dimensions of gender inequality
- the impacts of debt on women and the possibility of gender-responsive debt conversion.
- gender issues in the IDA replenishment
- gender issues in international conflicts

What has happened since the EGCG meeting

After the April meeting, EGCG members have been working on a letter to be sent to Mr. Wolfensohn which will contain their priorities and proposals for action. This is awaited.

Prepared by Anjana Bhushan (x87203)
Supervised by Minh Chau Nguyen (x32745)
August 27, 1996

Members of the External Gender Consultative Group

- 1. Ms. Margaret Samuriwo (Zimbabwe)** Program Officer, Oxfam America Southern African Research and Documentation Centre. Founded Zimbabwe Women's Bureau, one of the largest grassroots women's NGOs.
- 2. Mme. Kaudjhis-Offoumou (Côte d'Ivoire)** Lawyer and President of "Association pour la Démocratie en Afrique". Authored book on legal rights of women in Côte d'Ivoire.
- 3. Ms. Gita Sen (India)** Indian Institute of Management, Bangalore and founding member of DAWN.
- 4. Ms. Irene Santiago (The Philippines)** Formerly Executive Director of the NGO Forum on Women, Beijing, 1995.
- 5. Ms. Virginia Vargas Valente (Peru)** Latin American Coordinator for the NGO preparatory forum for Beijing. Director, "Entre Mujeres Fundacion Flora Tristan"—a Peruvian NGO that focuses on policy issues and violence against women.
- 6. Ms. Jocelyn Dow (Guyana).** President Red Thread Women's Employment Collective and a co-chair of the Women's Environment and Development Organization (WEDO)
- 7. Ms. Ewa Charkiewicz (Poland)** Coordinator: Alliance of Northern People for the Environment and Sustainable Development and Production Working Group
- 8. Ms. Inji Islam (New York)** Program Coordinator Women's Environment and Development Organization (WEDO) and organizer of the "Women's Eyes on the World Bank" campaign.
- 9. Ms. Eugenia Piza-Lopez (UK)** Head of the Gender Program at OXFAM UK
- 10. Ms. Maria Otero (Washington)** Executive Vice President. Accion International.
- 11. Mme. Faiza Kefi (Tunisia)** President, "Union Nationale de la Femme Tunisienne" and Vice-President, "Union Générale des Femmes Arabes"
- 12. Ms. Ruth Rempel (Canada)** Inter-Church Group on Africa. Convenor for the Gender Sub-Group of the Bank-NGO Committee.
- 13. Mme. Alevtina Fedulova (Russia)** Chair, Women's Union of Russia.
- 14. Dr. Hoda Badran (Egypt)** President, Alliance for Arab Women.

The World Bank
Washington, D.C. 20433
U.S.A

JAMES D. WOLFENSOHN
President

May 1, 1996

Dear Members of the External Gender Consultative Group,

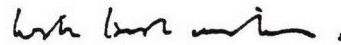
I would like to thank you for coming to Washington to help the World Bank formulate its gender policies and strategies. I appreciated the opportunity to meet with you on Monday and I hope that our exchange allayed some of your concerns.

In your letter to me, you raised three main issues:

- One of your central concerns is the impact of macroeconomic policies on gender and women's well-being. As you know, we are taking steps--through the Regional Gender Action Plans that are currently being formulated--to ensure that Bank policies protect women and children. We need your help to better formulate these strategies and policies and make our work in this area more targeted and participatory.
- I am committed to ensuring that the Regional Vice Presidents, managers and staff from all regions make a greater effort to give gender the high priority it deserves. Gender training at all levels, in the field and at headquarters, is now being planned systematically and will be given top priority. As I mentioned, managers will be judged by the amount of training that their staff participate in over the year. Specific incentives to implement actions to mainstream gender in both country assistance strategies and operations are underway in all Regions. We are also considering ways in which to provide more direct funding for gender-related activities.
- You have suggested that I designate a member of my own staff to liaise with you. I have entrusted the work on Bankwide policy and strategy on gender to Armeane Choksi, the Vice President for Human Capital Development, who will bring your ideas and recommendations to my personal attention whenever necessary. The Secretariat for the External Gender Consultative Group will also be under Mr. Choksi's direction and he and his staff will give periodic briefings to the Executive Directors on the Bank's progress in implementing its gender policy and on the collaborative efforts with your group. The Bank will continue to fund regular meetings of the External Gender Consultative Group and we would also welcome your suggestions on what mechanisms and activities we should employ to keep the communications channels as wide open as possible. Mr. Choksi has assured me that

your preliminary list of recommendations to the Bank, presented during your session with the Vice Presidents and Directors, will be given serious consideration.

In closing, let me say how grateful I am for your willingness to work with the Bank. I am confident that by working together, we can begin to make real progress in advancing gender equality worldwide.



Sincerely yours,



James D. Wolfensohn

bcc: Messrs/Mmes. Koch-Weser (EXC); Choksi (HCD); Husain, Valdivieso, Bamberger, Bischoff, Nguyen (o/r) (PSP); Files

Drafted by: C. Valdivieso (31981) and M. Bamberger (36438)

April 28, 1996

Mr. James D. Wolfensohn
President
The World Bank
Washington D.C. 20433
U.S.A.

Dear Mr. Wolfensohn,

External Gender Consultative Group

As members of the newly formed External Gender Consultative Group EGCG, we would like to express our appreciation for the new initiatives that the World Bank is taking to give gender equality higher priority in its activities. We would like on the occasion of the first meeting of the Group to raise some of our concerns and to make some preliminary suggestions for how to make these initiatives more effective.

As members of civil society globally and within our regions, we feel that the most important concern of women's organizations with respect to the World Bank's lending programmes is the questionable impact of economic restructuring, including such aspects as privatization, targeting, and expansion of economic activities into common property resources that have been traditional livelihood sources for poor women. We believe that the EGCG must focus its discussions very centrally on the impact of macroeconomic policies on gender and on women's wellbeing, in order to help the Bank to identify policies, programmes and projects that will support gender equity.

We are also concerned that gender, as an issue, has relatively low priority within the World Bank at present. The structure of internal incentives and disincentives are not conducive to a serious consideration of gender. Effort needs to be made to alter the way in which staff at different levels view the importance of the issue. A useful signal towards this end might be for the Bank to begin funding gender related activities directly rather than relying on bilateral or other donors.

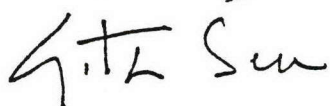
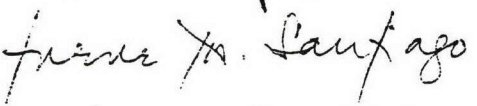
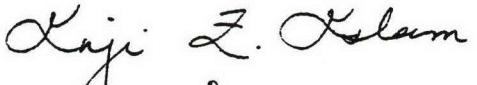
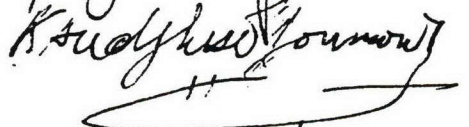
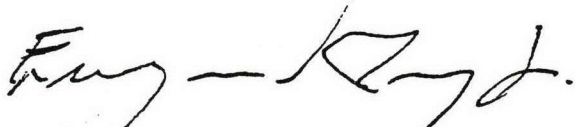
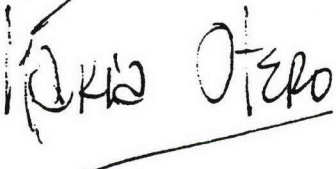
In order for the EGCG to function effectively to assist you in addressing these issues, we would like you to designate a staff person in your office who would serve as liaison with the Group. We would also like the recommendations of the EGCG to be placed before the Board at regular intervals. The Secretariat for the EGCG should

be directly under the Vice President for Human and Social Development and adequate funds should be made available for the ECGC to hold meetings, and to commission reports on key issues.

Once again, we would like to express our appreciation for your efforts to make the World Bank more responsive to the concerns of the world's women. Many eyes are on us as we begin working with you on this new initiative.

Sincerely,

Members of the External Gender Consultative Group

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	Virginia Vargas
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