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Women in Development - Country Strategies - Kenya - Correspondence - Cables, Fax

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PAGE	OFFICIAL USE ONLY	MESSAGE NUMBER	TELEX NUMBER
1 OF 1	PPDPR		

START  
HERE

FOR MEL LOWEN (EDI), INTERCONTINENTAL HOTEL, LUSAKA, ZAMBIA.  
 NIGERIA GOVERNMENT HOLDING SENIOR CONFERENCE MAY 5 TO 9 LAGOS IN  
 COOPERATION WITH BANK TO DEVELOP NATIONAL AGRICULTURAL EXTENSION  
 POLICY. NIGERIANS HAVE REQUESTED JANICE JIGGINS ATTEND CONFERENCE  
 AND THEN HELP DEVELOP POLICY ON EXTENSION FOR WOMEN. WE THINK  
 THIS MAJOR OPPORTUNITY AND WOULD LIKE RESPOND BUT UNDERSTAND  
 JIGGINS WILL BE IN IVORY COAST FOR EDI THEN. WOULD IT BE POSSIBLE  
 SPARE HER TO SPEND AT LEAST MAY 6 AND 7 LAGOS. (WOULD PREFER MAY  
 6 THROUGH 9 BUT UNDERSTAND THIS MAY BE TOO DISRUPTIVE YOUR  
 PLANS.) AGR, WEST AFRICA AND OFFICE OF WOMEN IN DEVELOPMENT WOULD  
 THEN SPONSOR JIGGINS TO DO FOLLOW UP WORK IN NIGERIA IN FALL. SHE  
 WILL ALSO PREPARE BROADER PAPER ON EXTENSION FOR WOMEN AS PART OF  
 AGR STUDY OF BANK EXTENSION EXPERIENCE AND PROMISING APPROACHES,  
 THIS COULD LEAD TO USEFUL EDI TRAINING MATERIAL BAMBERGER  
 BELIEVES. WOULD BE MOST GRATEFUL IF YOU CAN ACCOMMODATE. JIGGINS  
 IS WILLING IF YOU AGREE. REGARDS. HERZ AND BAXTER.

END  
OF  
TEXT

PINK AREA TO BE LEFT BLANK AT ALL TIMES

CLASS OF SERVICE	TELEX	MESSAGE NUMBER	41440	DATE	4/4/86
SUBJECT	Women in Development		INITIALS	B. Herz	
RECIPIENTS AND CABLE DISTRIBUTION			EXTENSION		
c/w and cc: Mr. M. Baxter			76957		
cc: Messrs. J. Hayward and M. Bamberger			<i>K. Stichenwirth</i> K. Stichenwirth DEPARTMENT PPDPR (321-10)		
SECTION BELOW FOR USE OF CABLE SECTION					
CHECKED FOR DISPATCH					

FACSIMILE TRANSMITTAL FORM

DISPATCHED 008/1

1986 MAR -3 PM 4:03

CABLE SECTION

DATE: March 3, 1986

NUMBER OF PAGES: 2

FROM: Barbara Herz *B Herz* Extension D-1038 Dept/Div., No. 76957

TO: David Loos, World Bank Representative to U.N., New York

FAX NUMBER/  
MACHINE TYPE: 212- 308-5320

SUBJECT: Panel on Women in Development in Africa

Comments: Attached is draft memo prepared for Mr. S. Shahid Husain, SVPOPS

cc:

Transmission Authorized by: B. Herz

Special Instructions for Fax Operator:

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1503 1111 - 1111 1111  
CABLE SECTION

DATE: March 3, 1986

NUMBER OF PAGES: 5

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BHerz/ra

008/2

March 3, 1986

Mr. S. Shahid Husain, VPOPS

thru: Mr. V. Rajagopalan, Director, PPD  
Barbara Herz, PP DPR

Panel on Women in Development in Africa

1. On May 27-31, the General Assembly will hold a Special Session to discuss development issues in Africa. Considerable emphasis will be given to agriculture and rural development as the core of Africa's economy.
2. Women produce about three-fourths of Africa's food. They do this despite limited access to resources -- extension services, credit, seeds and other imports. They face special obstacles arising from cultural factors and too often reflected in policy.
3. The UN Voluntary Fund for Women (UNIFEM), affiliated with the UNDP, has designated May 15 as a special "Women's Day" to make the major point that food production cannot be increased unless measures are taken to provide women in the rural areas with the conditions and support they need. The Director-General for International Cooperation and probably the Secretary General will speak and present an award to an African Woman farmer to generate public attention.
4. But this occasion could have more than publicity value. In the course of discussions in New York, Mr. David Loos, the Bank's Special

Representative to the UN, suggested that leaders in development be invited to constitute a panel on Women and Development in Africa. This suggestion has gained considerable support in UNIFEM. The panel could provide practical direction and perspective to the Special Session. Participation in the panel of Mr. Clausen or one of our senior managers would help provide the momentum to get the Special Session to consider ways of enabling women to play an increasingly effective role in African development. We could express the Bank's willingness to build on the commitments made at the UN Conference for Women and explain that we have embarked on a new effort to make our WID efforts more operational. UNIFEM also proposes to invite other heads of development agencies and already expects the Director of CIDA to attend.

5. We understand informally that Mr. Clausen would be free May 15 and the speechwriters would find this topic quite manageable even if preparation time is limited.

Drafted: Herz/Loos

Government for the UN, and I am sure that the UN will be able to  
to coordinate a good deal of work and to make a good use of the  
has gained considerable support in the UN. The UN will be able  
to coordinate the work and to make a good use of the UN. The UN  
in the past of the UN, and I am sure that the UN will be able to  
provide the support to get the Special Session for women. We will  
continue to play an increasingly important role in the UN.  
development. We could express the Bank's willingness to help in the  
conference and of the UN Conference for Women and explain that we  
would like to make our WID efforts more effective. We will  
also continue to invite other heads of development agencies and to  
invite the Director of CIDA to attend.

The information that the UN will be able to  
and the UN will be able to make a good use of the UN.  
operation will be able to

CABLE SECTION  
1986 MAR -3 PM 2:18

RECEIVED



FACSIMILE TRANSMITTAL FORM

DATE: February 21, 1986

NUMBER OF  
PAGES: 7

FROM: Barbara Herz

Extension 76957 Dept/Div., No. 321-10

TO: Mr. James W. Adams, Director, Regional Mission in East Africa  
Nairobi, Kenya

FAX NUMBER/  
MACHINE TYPE: 338464

SUBJECT: Improving Opportunities of Women in Kenya

Comments: Outline and Terms of Reference are attached.

cc: Mr. K.Y. Amoako (cleared with)

Transmission Authorized by: BKH Barbara Herz

Special Instructions for Fax Operator:

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February 19, 1986

**OUTLINE**  
**Improving Opportunities of Women in Kenya**

This outline is written in broad terms now to permit scope in deciding where to focus. Decisions on focus will be made in the early phases of the work as the more promising areas become clearer.

**I. Broad assessment of Kenya's development objectives and ways to further those objectives by assisting women.**

- A. Kenya's objectives: summarize development goals and policy and program approaches, particularly in agriculture, education, and health and population.
- B. Linkages with women's opportunities: Explain how improving women's opportunities can help reach development goals more efficiently in such areas as:
  - women and agricultural productivity;
  - women and overall employment;
  - women and family welfare;
  - women and population growth.
- C. Focus: This study will focus on three sectors as suggested by the discussion in B: agriculture, education, and health and population. Within these sectors, focus will be determined during the early phases of the work as noted above.

**II. Women and Agriculture.**

- A. Introduction: Summarize Kenya's agricultural situation and women's roles (sketching out regional variations). Cover as practical the following issues, depending on available information:
  - basic production patterns (cash and subsistence agriculture, particularly in settled areas);
  - what work women do (using time studies and other sources to discuss employment patterns, such as food preparation and storage, provision of household water and fuelwood, and family care, particular farming tasks showing specialization by crop or animal or by type of work, household responsibilities);
  - population pressure, land scarcity, settlement patterns, and implications for farm productivity;
  - impact of basic agricultural policies (product and factor prices, labor-capital substitution and patterns in technology, major institutions);

- women's access to resources:
    - . land situation, farm size, and ownership
    - . extension services
    - . physical inputs
    - . savings and credit
    - . marketing mechanisms
  - Income: patterns in level, source, control and disposition
  - Women-headed households
- B. Promising approaches for assisting women (implications for complementarities or trade-offs with other objectives)
1. Summarize and discuss the fundamental importance of basic macro-economic and institutional policies, noting what they are.
  2. Explain the need for special efforts to overcome special disadvantages: women are not "just poor."
  3. Introduce some promising measures, from which we will select a few for focus in this study:
    - agriculture sector: particularly extension, some discussion of inputs and credit, and potential for stronger involvement of cooperatives and NGOs;
  4. Introduce briefly the role of education (impact of formal and non-formal, link to NGOs) -- referring to discussion of education later in paper;
  5. Introduce briefly the impact of improved health -- referring to discussion of health later in paper;
  6. Introduce briefly the need for time-saving technology for household work;
  7. Introduce briefly the work involved in obtaining water and fuelwood.
- C. Extension services: a closer look.  
(We will probably focus considerably on extension)
1. Assess in detail Kenya's efforts to provide extension services to women farmers. Discuss costs and results for the women and for agriculture more generally, bringing out practical approaches that others outside Kenya might wish to consider.
  2. Suggest ways to reach women more effectively (particularly the poorer, smaller-scale farmers). Discuss potential costs and results in detail.

3. Per request from Resident Mission, possibly collect new data on the impact of Bank's extension project in Kenya if agreement can be reached with the Adviser on Women in Development, Programs and Agricultural Projects Divisions, and the Resident Representative.

D. Improving access to resources: physical inputs and credit (probably particularly through cooperatives). (We understand current complexities in this area and will seek advice from the Resident Representative on how to handle).

-- Discuss current access to various sources, constraints, promising approaches, and possible future steps, bearing in mind Bank's particular concerns about credit at present. Probably focus on cooperatives.

E. Organizing to get assistance and "grouping for scale": particularly via NGOs. Given particular interests of Projects and Resident Representative, will discuss potential for strengthening women's opportunities via NGOs, noting their capacity to provide information, resources, credit, and help with marketing. Identify particularly effective NGOs. Suggest how the Bank might assist or support government efforts to assist NGOs.

(The agriculture section will be coordinated with Bank Agriculture staff).

### **III. Women and Education (see separate TOR for education and health)**

Here, as in agriculture, we will determine where to focus in early stages of the work.

A. Discuss linkages between education for women and other development goals (agricultural productivity, family welfare, population growth).

B. Summarize patterns and trends in literacy, schooling, and non-formal education.

C. Discuss policies, programs, and key issues affecting women and girls.

1. Formal:

a. rising primary enrollment rates and the drop-out problem: keeping girls in school.

b. financing expansion: quality/quantity trade-offs, capacity for community finance, and implications for female education.

2. Non-Formal:
  - a. agricultural extension;
  - b. health;
  - c. NGOs and women's organizations;
  - d. other.

(This section will be coordinated with Bank Education staff.)

#### **IV. Women, Health and Population (see separate TOR for education and health)**

Here, as in other sectors, we will determine where to focus in early stages of the work.

- A. The "seamless web" per World Development Report, 1980: poverty, insecurity, ignorance, poor health and high fertility.
- B. Family size: ways of improving women's opportunities (especially in agriculture and education) that may build demand for smaller families.
- C. Supplying health and family planning services: ways of giving attention to women's attitudes and needs, especially at the community level, to improve the efficiency and impact of basic health and family planning services.
  1. Summarize key issues in provision of services (improving acceptance and continuation; patterns of use, quality of care; scope for outreach; affordability and cost recovery).
  2. Promising examples from government, NGOs, and private sector.
  3. Potential of "safe motherhood" as well as child survival approach for improving family health and encouraging smaller families.

(This section will be coordinated with PHN staff.)

#### **V. Conclusions**

First things first: probably focus on 2-3 key areas in agriculture (extension, cooperatives, possibly some aspects of credit, NGOs); keeping girls in school and some non-formal adult education; community-based health and family planning services. Suggest practical steps that would improve women's opportunities and thus further Kenya's other development objectives. Suggest how the Bank might help most effectively.

cleared with and cc: K.Y. Amoako

February 11, 1986

TERMS OF REFERENCE

Agricultural Background Paper  
for Women-in-Development Study in Kenya

The consultant, Constantina Safilios-Rothschild, will prepare a paper on practical approaches to improve women's opportunities primarily in agriculture in Kenya. This paper is meant to be useful to the Government and NGOs of Kenya as well as to the Bank. The consultant will therefore work with appropriate representatives of the Kenyan Government and other Kenyan institutions.

The consultant will rely on available information but may help develop additional agricultural data as noted below.

The consultant will prepare a first draft of the paper by August 1, after a mission to Kenya of several weeks in spring to gather information and hold discussions about the paper. The Adviser on Women in Development will join the mission at the outset for about two weeks to help launch this work.

The paper will be reviewed as appropriate and the Adviser will give suggestions for revision to the consultant by October 1. The consultant will give a final draft to the Adviser by November 15. If the paper succeeds in identifying promising approaches, it will form part of the basis for further Bank planning on women-in-development. At some stage it may be desirable to hold a seminar in Kenya to discuss women-in-development.

The paper will follow the attached outline approximately, focusing on sections I, II, and V.

February 11, 1986

TERMS OF REFERENCE

Background Paper for Education and Health/Population for  
Women-in-Development Study in Kenya

The consultant will do three tasks:

- (1) Assess the women-in-development aspects of world Bank education sector work in sub-Saharan Africa and summarize key WID issues;
- (2) Prepare a background paper for the Bank's WID strategy in Kenya, focusing on education, health, and family planning;
- (3) Assist the Adviser on Women in Development (WID) with the economic aspects of the WID strategy for Kenya.

The second and third tasks require obtaining the clearance of the Government of Kenya. In the event that clearance cannot be obtained, the consultant will be asked to do other tasks instead.

On task (1), the consultant will submit a first draft to the Adviser on WID by March 15 based on two weeks of effort. On task (2) the consultant will submit a first draft to the Adviser by June 1 based on five weeks of effort including two weeks in-country. The Adviser will make comments and suggestions, and the consultant will submit revised drafts by

July 15. If the Adviser makes further suggestions on either, the consultant will submit a final draft by September 1. Both papers will include appropriate statistical annexes and bibliography. No paper will be required for the third task. Instead the Adviser will ask the consultant to prepare short notes or sections for the Kenya WID strategy paper. This will entail one week of effort. Details on task (1) and (2) follow.

Task (1): Assessment of WID Aspects in Bank Sector and Project Work in SSA and identification of WID issues.

I. Summarize linkages between education and women's aspirations, productivity, labor force participation, childbearing, and family welfare drawing on household economics and our understanding of human capital and relying on available literature and data for the countries being assessed (from Bank documents and other readily available sources). Discuss the treatment of these linkages in the Bank sector and project work on education in SSA in the countries being assessed.

II. Summarize and compare the measures proposed and actually undertaken to encourage female education in the Bank sector and project

work on education in these countries, drawing on available information, and bring out particularly striking actual experience (positive or negative). Discuss costs and potential or actual results in the immediate sense of quantity or quality of education and in the more distant linkages described in I, to the extent information available permits inferences about these linkages.

III. Suggest approaches to encouraging female education that the Bank might particularly support, considering costs and potential results for education and the more distant linkages.

IV. Suggest research that would improve our analytic basis for deciding how best to encourage female education.

Task (2) Background Paper on Education, Health, and Family Planning in Kenya.

I. Summarize the "seamless web" (per WDR 1980) for Kenya: the determinants of and linkages among fertility, family health, income and other economic forces, education, and health and family planning services, drawing on household economics and on our understanding of human capital as it relates to Kenya. Identify the most important potential influences on female productivity, fertility, family health and other key objectives from education, health, and family planning programs and policies.

II. Describe in detail Kenya's education, health, and family planning programs: what the programs consist of, what they cost and what people (especially women and girls) they reach, and their impact -- to the extent possible from available information. Concentrate on government programs but include major NGO or private sector programs where possible. Highlight major lessons for the future. This paper will form the basis for sections III and IV of the attached outline for a Bank study of WID prospects in Kenya.

III. Describe Kenya's current plans for programs in these fields and their likely results, costs, feasibility, other issues, (Focus on government programs and key private or NGO ones.)

IV. Suggest specific, practical measures for improving women's access to education, health, and family planning, with likely costs, and implications for Kenya's development objectives. Focus on government but treat the role of the private sector and NGOs where feasible and appropriate.



## OFFICE MEMORANDUM

DATE January 21, 1986

TO Mr. Ernest Stern, Senior Vice President, Operations  
 Through: Mr. V. Rajagopalan, Acting Vice President, OPS  
 FROM Barbara Herz, Women in Development Adviser, PPDPR

EXTENSION 76957

SUBJECT Women-in-Development Strategy in Kenya

1. Further to your note of December 12 and my memorandum of December 9 (attached), we plan to start work toward a WID strategy in Kenya in March. We'll take a two-stage approach. First, I will go to Kenya briefly with a consultant who will stay a couple of months to gather material and begin analysis. Then we'll rough out possible next steps, discuss them around the Bank and in Kenya, and hopefully produce a strategy useful to the Kenyans, other donors, and ourselves. It took a while to get our ducks in a row. But we have strong support from Programs and Projects (especially Agriculture and PHN). Our Resident Representative, Jim Adams, is being very helpful and arranging with the Government so the effort is collaborative. We already have a verbal invitation from the Permanent Secretary of the Ministry of Finance and Planning.

2. A WID strategy is innovative even for the Government of Kenya, though. Jim thinks we ought to keep things low-key, avoid high-flying words like "strategy", and make this initially a Bank effort. Since the budget for this work is available, we need not ask other donors to participate in this effort.

3. But I discussed it earlier with other donors, as you know, and found some interest (particularly the Dutch and Norwegians). If this one proves successful and we do more, others will doubtless show greater interest -- donors, developing countries, and Bank staff.

4. I have got \$20,000 from SIDA to explore a maternal survival initiative and expect a similar amount from UNDP to work on agricultural credit.

5. I hope this approach is all right with you. I drafted a note along these lines for Mrs. Schoo (attached). If you approve, I will talk with her staff informally to explain why we are not asking them to co-fund this one. I'll suggest that we would like to join with other donors on later strategies and hope Mrs. Schoo will be there to help.

cc and cleared with: Mr. Amoako (EAIKU)

cc: Messrs. Adams (ESRDR)  
 Denning (PHN)  
 Ms. Marshall (EAPCA)

January 21, 1986

Dear Mrs. Schoo:

As you know we've been discussing the possibility of preparing country strategies on women-in-development at the Bank after the promising experience with the first try on Indonesia last year. That one was done on a shoe-string budget. We've decided to try a more thorough one on Kenya, beginning with a first stage in March when we will gather materials and ideas in Kenya. Then if all goes well, we will draft a strategy with the Government of Kenya and discuss next steps. We intend to share the final strategy broadly.

If this one proves as useful as I think it would, we plan to begin strategies in other countries next year. We hope to collaborate with you and others on those later strategies.

Thanks for suggesting that we do this.

Best regards.

Sincerely yours,

Ernest Stern  
Senior Vice President  
Operations

Minister E. Schoo  
Ministry for Development Cooperation  
P.O. Box 20061  
2500 EB The Hague  
The Netherlands

## OFFICE MEMORANDUM

DATE December 9, 1985

TO Mr. Ernest Stern, SVPOP

THROUGH: S. Shahid Husain, OPSVP and V. Rajagopalan, PPDDR

FROM Barbara Herz, PPDR *BH*

EXTENSION 76957

SUBJECT Bank Women-in-Development Plans

*BH*  
 Thank you.  
 PLS do a note  
 to Mrs. Schoo  
 after the  
 conference.  
 es  
 12/12

1. In your note of October 9, you suggested we consider doing strategies for "women in development" activities in one or two countries. You mentioned Mrs. Schoo's interest and asked me to see if other donors would join us in some way. You wanted to suggest several countries to Mrs. Schoo from which we might choose one or two for strategies.
2. Actually, I had begun to plan along these lines since starting this job in September. The attached memorandum, which Shahid Husain has endorsed, outlines our proposals: country strategies, selection of a few major Bank projects for a "best effort" to assist women, and a couple of analytic initiatives on maternal health and family planning ("safe motherhood") and agriculture.
3. We've had excellent staff-level response to our proposals since September. This winter or spring, we would like to take our proposals to the OVPs for their thoughts and backing.
4. On the country strategies, we could begin in Kenya in February. The Government (Finance Ministry) has invited us. Programs and Projects (Agriculture and PHN) are enthusiastic.
5. Other possibilities for country strategies include Ghana, Malawi, Rwanda, Zimbabwe, Bangladesh, and Sri Lanka. We need to build on the first try in Indonesia, to develop more specific ideas for our lending program.
6. I've discussed our proposals with some donor governments. Several -- particularly the Nordics, the Netherlands, Canada, and at times the United States -- would welcome more leadership from the Bank on women-in-development and like our proposals. SIDA may well co-sponsor the Kenya WID strategy and has co-sponsored the "safe motherhood" initiative. The Netherlands may help with country strategies in Kenya, Zimbabwe or Bangladesh. Norway has some interest in country strategies or the agriculture work. We are also exploring U.N. possibilities.
7. As to a list for Mrs. Schoo, we would suggest letting her know about Kenya and the other possible countries. We could say that we will concentrate on Kenya and Indonesia this fiscal year but will lay plans for doing two or three more countries next fiscal year. (The Dutch are particularly interested in Bangladesh.) We could ask for her help on Kenya and Indonesia and on early-stage efforts for Bangladesh this year. (Mrs. Schoo wants to help as much as possible before elections.) I will

see her Women-in-Development Adviser at the conference next week so will have a clearer picture then. Shall I draft a note for you to send Mrs. Schoo right after the conference? (We'll also know more about SIDA's interest then.)

8. I'm delighted with the interest emerging around the Bank. We're in position to exercise leadership quite easily and at modest cost. We would appreciate your suggestions.

Attachments.

BHerz:ra

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT  
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To : Ms. Herz, OPS

October 9, 1985

From: Ernest Stern, SVPOP *ES*

During the Annual Meeting Mrs. Schoo asked whether we could replicate the Indonesia report on the role of women in development. She is interested in having it done for a few countries and indicated that Canada and the Scandinavians are supportive. She would like to have such reports used in the CGs to strengthen interest in the subject.

I told her I would ask you to contact the other "like-minded" donors to see which countries they had in mind as suitable candidates and that after internal consultation with the Regions we would, before the end of the year, get back to her with a list of potential countries from which we might choose 1 or 2. She said that her discussions suggested Zimbabwe would be interested in collaborating and, possibly, Kenya but she had no strong preferences.

I told her our resources were limited and our work programs fairly well settled for the next year. If we were to undertake this I would hope it could be done collaboratively with the interested donors. She said this was no problem, as far as she was concerned. (I guess this could be funds and/or staff.) In talking to other donors you should explore their willingness to participate in the work.

Would you let me have a response to Mrs. Schoo before end-December.

cc: Mr. S. Husain  
Mr. Rajagopalan

## OFFICE MEMORANDUM

DATE November 6, 1985

TO Mr. V. Rajagopalan, Director, PPD

FROM Barbara Herz, Advisor on Women in Development, PPD

BICHT

EXTENSION 76957

SUBJECT Women-in-Development Work Program and Budget1. Summary

It is time to make Bank "women in development" efforts more operational -- to show what can actually be done and how that contributes to economic performance, easing of poverty and other development objectives. Several donors and developing countries would welcome more initiative from the Bank on women.

We propose three practical steps:

- \* WID country strategies for two countries;
- \* Selection of major Bank projects or sector loans in AGR, ED, and PHN, particularly in Asia and Africa, for a "best effort" to help women; and
- \* Theme initiatives on
  - "safe motherhood" (maternal health and family planning services at the local level),
  - "women in agriculture" (agricultural extension services and credit for women), and
  - "women and work" (factfinding and policy analysis on women's labor force participation).

We are working with PHN on maternal health and family planning services, and will work with AGR and the regions on agricultural extension services and credit.

We will continue to track and assist other Bank projects as resources permit and will cooperate with other donors. We will cut back on training for Bank staff and on public information in favor of higher-priority, higher-payoff activities.

The twelve-month work program will require \$200,000. As we have only 9 months of this FY left, \$25,000 in hand and hopes of \$20,000 (for "safe motherhood") from SIDA, \$100,000 would launch us now. This assumes other parts of the Bank would also contribute time and resources: we would provide leadership and seed money. Our work should also inspire more collaborative efforts with other donors as well as the developing countries.

## 2. Women-in-Development Program

The Bank aims to expand women's opportunities as part of a sensible approach to development. With today's economic difficulties, the Bank is focussing on policy reform and investment. We want particularly to help sub-Saharan Africa. More generally, we want preferentially to help the poor. How much priority should attention to women have? What kinds of measures are most promising?

More attention to women could raise the quality of our development assistance, and effective approaches are at hand. It could make development programs more responsive to the poor: women are disproportionately represented among the poor and are often left to raise their children alone. It could make development programs more productive: women do more than half the farming (and in Africa they grow most of the food); they also play a growing role in industry and services. It could promote slower population growth: women with more education and income want fewer children. And it could encourage more efficient use of scarce resources: women find and use most household water and fuelwood.

While women suffer the usual problems of poverty, they are especially disadvantaged by tradition, sometimes codified into law or policy, which limits their ways of earning income or improving living conditions, their access to development programs, and their control over time and resources. Yet with development, tradition can give way -- women may earn more, learn more, get more health care, and so on.

But rapid progress will take deliberate effort. Men (and more traditional women) have been known to oppose change for women. Some women -- especially the poorest, who lack land or training for modern work -- may get left by the wayside, worse off than before.

Some development projects that aimed deliberately to help women have clearly paid off. Some that failed to consider women have apparently achieved less than they might have. As for that, though, we have relatively few research results to elucidate the question.

During the Decade for Women (1975-85), culminating in the Nairobi conference, much baseline work was done to assess women's situations and to develop programs, at least on a pilot level. Bilateral donors, notably USAID, the Nordic countries, the Netherlands, and Canada, have established policies to encourage women-in-development and have supported programs, typically on a limited scale. Some United Nations agencies, for example WHO, UNICEF, UNFPA, and UNDP, have supported women-in-development programs, also usually on a small scale. The Bank itself published "Recognizing the Invisible Woman in Development: the World Bank's Experience," provided training for staff on women-in-development, and undertook a number of projects that begin to help women or that could.

The time is ripe now for the Bank to take leadership in more ambitious efforts to help women, especially in agriculture, education, and health and family planning. We could focus on Africa and Asia. We have our basic policies in place. We have many small-scale starts. We are short of large-scale success -- major projects in, say, agriculture and industry that demonstrably help women as well as men and get more done as a result.

Developing countries and other donors would welcome Bank leadership in this as in other basics of development. If the Bank calls for attention to women because effective development requires it, others will listen. If the Bank can identify practical ways to involve women in development, others will adopt them. We have economic analysis and operations for several sectors on which to build. We can make a difference with limited resources.

We propose three practical steps to make our women-in-development efforts more operational: WID country strategies (for two or three countries); selection of 6-10 major Bank projects or sector loans in agriculture, education, and PHN for a "best effort" on WID; and theme initiatives on "safe motherhood," "women and agriculture," and "women and work."

A WID country strategy would examine the situation of women in the country and their relevance for the country's development strategy. It would suggest how best to assist the country's women, to increase their contribution to its development, and would offer focused recommendations for action in key sectors. The strategy would be based on our CPPs and economic and sector work, the country's own plans, and our and others' project experience, plus some special analysis of women's issues. It would influence our future advice and lending -- and hopefully prove useful to the country and other donors. At the request of the Netherlands, which chairs the donor consortium for Indonesia, we prepared such a paper last year -- a pioneering effort well received by the Government of Indonesia and donors. But we need to put in enough resources to be more thorough and analytic.

Other donors have tried or now plan some kinds of WID strategies: a more comprehensive and economic approach would be our innovation. Several donors and developing countries have expressed interest, and some joint efforts may be possible. We would produce a relatively short paper for policy-makers, rather than a longer, more academic piece. But it ought to have a solid analytic base. (One possibility is to do the strategy in conjunction with a Bank public expenditures analysis). We would aim primarily to find action strategies that would make a practical difference to women in the medium term. And we would suggest research and experimentation looking to the longer term. The attached memorandum of October 11 outlines what a country strategy might do. About the same time, as you know, Mr. Stern asked us to explore the idea of country strategies with the regions and other



donors and to report back to him with a possible approach and with possible countries, perhaps including Kenya and Zimbabwe, from which to select. As you know, I am talking informally with the regions.

The rationale for proposing a few large-scale "best effort" projects or sector loans is straightforward. We need to get women more into the mainstream of development programs, past the show-case pilots and the 20-women-weaving-baskets syndrome. A lot of people want to try, but are not sure how. We haven't any magic answers -- and effective approaches will obviously vary. But we can tackle the problem directly, drawing on our smaller scale experience to try things on a larger scale -- at least in agriculture, education, PHN, and water. We suggest selecting a few regular Bank projects (not special "women's projects") to show what a "best effort" to involve women could accomplish. We would identify 6-10 projects or sector loans in all, after talking with programs and projects staff, and provide help primarily through consultants with project design and assessment of impact and cost as the project goes along.

Some promising large-scale projects are now underway or about to start. Beyond that we have just begun talking with programs and projects staff, but some have approached us to ask for help along these lines. We will review their requests and continue systematic discussion with staff so that we get a set of "best effort" projects that makes sense. In a few years, or perhaps sooner, this will provide experience that we and others can draw on -- maybe the most helpful thing we can do.

The "theme initiatives" would begin with analysis of policies and experience that could lead to concrete program proposals. "Safe motherhood" is the furthest along -- because PHN is interested, the professional community is encouraging, I know the territory fairly well, and SIDA has offered to provide \$20,000 to help fund concept papers. This idea has real promise: it would help poor women (and help slow population growth), it is doable (to a considerable degree), and it would be welcome in the donor community and among the public. The attached memorandum outlines the approach we and PHN propose.

On women-in-agriculture, I have just begun exploring possibilities with AGR and regional staff but find very strong support for some effort to assess experience, identify promising approaches, and perhaps highlight some cases.

Women-and-work is still a gleam in the eye -- I have talked a little with research staff and some program economists and will pursue this too, outside as well as inside the Bank.

Several other possible initiatives have come up -- in credit for small and medium industry as well as agriculture, in water, and in forestry. I am considering the possibilities, but think the health, agriculture, and employment work may claim priority.



# Record Removal Notice

<b>File Title</b> Women in Development - Country Strategies - Kenya - Correspondence Cables, Fax		<b>Barcode No.</b>  1101342		
<b>Document Date</b> November 6, 1985	<b>Document Type</b> Memorandum			
<b>Correspondents / Participants</b> To: Mr. V. Rajagopalan, Director, PPD From: Barbara Herz, Advisor on Women in Development, PPD				
<b>Subject / Title</b> Women-in-Development Work Program and Budget				
<b>Exception(s)</b> Corporate Administrative Matters				
<b>Additional Comments</b>		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.		
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*file*

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<p><i>(A large blue arrow points from the 'REMARKS' section down to the 'FROM' field.)</i></p>		
FROM: Gloria L. Scott		ROOM NO.: D-1044
		EXTENSION: 76975

Kenya

WORLD BANK / INTERNATIONAL FINANCE CORPORATION

## OFFICE MEMORANDUM

TO: Vincent Hogg, TWD

DATE: July 22, 1983

FROM: Gloria L. Scott

SUBJECT: Case Study on Kenya Rural Access Roads Programme - Impact on Women

You may recall that last year I cleared with you the submission of the above case study as the Bank's contribution for an analysis of case studies from member agencies being made for the OECD DAC Women in Development Correspondents Group. At its meeting in January, the Group decided that it would be useful to develop the analysis further and publish it, which OECD Development Centre has now agreed to do. It is proposed that in addition to drawing on the individual case studies, the publication will annex them.

I should be glad if you would confirm that there is no objection to this proposal.

GLS/zck

cc: Peter Gyamfi

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435/1

DATE: 12/12/85

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FROM: Barbara K. Herz, Adviser on Women Extension 76957 Dept/Div., No. 321-10  
in Development, PPDPR  
TO: James W. Adams, Resident Representative IPRD NAIROBI

FAX NUMBER/ MACHIN TYPE: 338464 (Group 2/3)

SUBJECT: Proposed Work Program for Women in Development

Comments: Letter dated 12/10/85 and paper attached.

cc: Mr. Amoako at A-1010

Transmission Authorized by: K. Stichenwirth, PPDPR

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FROM: Barbara K. Herz, Advisor on Women  
TO: James W. Adams, Resident Representative  
Extension 76927  
Room No. 321-10

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B. Herz

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INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT  
INTERNATIONAL DEVELOPMENT ASSOCIATION

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Washington, D.C. 20433  
U.S.A.

(202) 477-1234  
Cable Address: INTBAFRAD  
Cable Address: INDEVAS

435/2

December 10, 1985

Mr. James W. Adams  
Resident Representative  
World Bank  
P. O. Box 30577  
Nairobi, Kenya

Dear Jim:

After the UN Conference on women in Nairobi, we decided to make the Bank's approach to women-in-development more operational. We'd like to find more concrete ways to assist women -- particularly ways that increase agricultural productivity, generate jobs, improve family health, build interest in family planning, and otherwise contribute to national development objectives. As the enclosed memorandum explains, we are proposing three practical steps:

- country strategies for women-in-development to help identify promising approaches in particular sectors;
- selection of a few Bank projects particularly in agriculture, education, and health for a "best effort" to assist women, to build experience beyond the pilot level;
- and initiatives to strengthen maternal health and family planning ("safe motherhood") and to assist women in agriculture and to expand employment.

Last year the Bank made a first try at a women-in-development strategy for Indonesia. The Government found it useful, and we are building on it. It is a good start but needs to be more analytic.

I'd like to begin a more analytic effort -- to move toward a strategy in Kenya, for several reasons. The Government of Kenya has shown an interest in assisting women, so that we hope such a strategy could be useful. We would like to produce it in partnership with Government and other organizations that they suggest to ensure that it is in fact useful.

More concretely, assisting women seems a natural part of Kenya's plans and objectives in agriculture, employment, health, and population, as we read them.

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Experience in women-in-development efforts is generally short, as you know. But Kenya has a good deal compared to most other countries, and generally strong data and experienced people who could help us.

Bank staff in both Programs and Projects (Agriculture and Population, Health, and Nutrition) are supportive.

Finally, on a personal note, I've had the luck to work a little in Kenya -- and to find friends and colleagues who could help.

We would like to visit Kenya for perhaps two weeks in February or March, if that is convenient for the government and you, to gather material and think through together what a strategy for women-in-development might look like and how it might best be developed. We would like to begin by discussing Kenya's development plans generally and in key sectors (perhaps particularly agriculture, education, health, and population). We could then look at the situation of women and try to find practical ways to assist them that would in turn contribute to Kenya's overall objectives. (We would like to talk with staff in appropriate ministries and with people in the research community and private sector as the Government suggests. After the mission, we would draft a paper and decide together with other Bank staff and the Government on next steps.)

For instance, we could consider ways to help women gain more access to agricultural credit or technical advice, through government or NGO channels. As another possibility, I have talked with Messrs. Gituma and Shiteme about building interest in and access to family planning and health. (Last year I headed a team that prepared a Bank paper on population issues in Africa. We discussed the draft at an EDI Senior Policy Seminar in Berlin in June, which Messrs. Gituma and Shiteme attended. We did not talk about a women-in-development strategy per se but about the ideas that would constitute part of such a strategy.) At the Conference this summer, when I had learned I would be the Bank's new Adviser on women in Development, I spent a lot of time with Maendeleo ya Wanawake and other Kenyan NGOs talking about their encouraging work in rural areas.

As you know, I've talked with Bank Programs and Projects staff to see their interest and get their thoughts and found them supportive.

We have a chance to try a new tack on women-in-development here that could be useful -- if you will help. Considerable attention could focus on this as one of the first few tries, so I want to do it right. Within my work program, it has the highest priority. I am prepared to put other things aside, to concentrate on this. We'll be putting our eggs in one or two baskets, though, so I want to be prudent and thorough. Do you think the Government will be interested and able to lend a hand?



435/4

I'll be grateful for your thoughts and suggestions.

Best regards to you and your colleagues in the Bank office (who were very helpful last summer).

Sincerely,

Barbara

Barbara Herz  
Adviser on Women in Development

Attachment.

c/w & cc: Mr. Amoako

435/5

THE WORLD BANK

PROPOSED WORK PROGRAM FOR

WOMEN IN DEVELOPMENT

1. Summary

Since the United Nations Conference in Nairobi and the appointment of a new World Bank Adviser on Women in Development in September, the Bank has reassessed its "women-in-development" efforts. It is time to make Bank "women in development" efforts more operational -- to show what can actually be done and how that contributes to economic performance, easing of poverty and other development objectives. Several donors and developing countries would welcome more initiative from the Bank on women.

We propose three practical steps:

- \* WID country strategies for two countries;
- \* Selection of major Bank projects or sector loans in agriculture, education, and population, health, and nutrition, particularly in Asia and Africa, for a "best effort" to help women; and
- \* Theme initiatives on
  - "safe motherhood" (maternal health and family planning services at the local level),
  - "women in agriculture" (agricultural extension services and credit for women), and
  - "women and work" (factfinding and policy analysis on women's labor force participation).

We are working with the Population, Health, and Nutrition Department on maternal health and family planning services, and will work with the Agriculture Department and the Regions on agricultural extension services and credit.

We will continue to track and assist other Bank projects as resources permit and will cooperate with other donors. We will cut back on training for Bank staff and on public information in favor of higher-priority, higher-payoff activities.

2. Program

The Bank aims to expand women's opportunities as part of a sensible approach to development. With today's economic difficulties, the Bank is focussing on policy reform and investment. We want particularly to help sub-Saharan Africa. More generally, we want

preferentially to help the poor. How much priority should attention to women have? What kinds of measures are most promising?

More attention to women could raise the quality of our development assistance, and effective approaches are at hand. It could make development programs more responsive to the poor: women are disproportionately represented among the poor and are often left to raise their children alone. It could make development programs more productive: women do more than half the farming (and in Africa they grow most of the food); they also play a growing role in industry and services. It could promote slower population growth: women with more education and income want fewer children. And it could encourage more efficient use of scarce resources: women find and use most household water and fuelwood.

While women suffer the usual problems of poverty, they are especially disadvantaged by tradition, sometimes codified into law or policy, which limits their ways of earning income or improving living conditions, their access to development programs, and their control over time and resources. Yet with development, tradition can give way -- women may earn more, learn more, get more health care, and so on.

But rapid progress will take deliberate effort. Men (and more traditional women) have been known to oppose change for women. Some women -- especially the poorest, who lack land or training for modern work -- may get left by the wayside, worse off than before.

Some development projects that aimed deliberately to help women have clearly paid off. Some that failed to consider women have apparently achieved less than they might have. As for that, though, we have relatively few research results to elucidate the question.

During the Decade for Women (1975-85), culminating in the Nairobi conference, much baseline work was done to assess women's situations and to develop programs, at least on a pilot level. Many developing countries have established policies and begun some programs to improve women's opportunities. Bilateral donors, notably USAID, the Nordic countries, the Netherlands, and Canada, have established policies to encourage women-in-development and have supported programs, typically on a limited scale. Some United Nations agencies, for example WHO, UNICEF, UNFPA, and UNDP, have supported women-in-development programs, also usually on a small scale. The Bank itself published "Recognizing the Invisible Woman in Development: the World Bank's Experience," provided training for staff on women-in-development, and undertook a number of projects that begin to help women or that could.

The time is ripe now for the Bank to take leadership in more ambitious efforts to help women, especially in agriculture, education, and health and family planning. We could focus on Africa and Asia. We have our basic policies in place. We have many small-scale starts. We are short of large-scale success -- major projects in, say, agriculture

435/7

and industry that demonstrably help women as well as men and get more done as a result.

Developing countries and other donors would welcome Bank leadership in this as in other basics of development. If the Bank calls for attention to women because effective development requires it, others may listen. If the Bank can identify practical ways to involve women in development, others may adopt them. We have economic analysis and operations for several sectors on which to build. We can make a difference with limited resources.

We propose three practical steps to make our women-in-development efforts more operational: WID country strategies (for two or three countries); selection of 6-10 major Bank projects or sector loans in agriculture, education, and PHN for a "best effort" on WID; and theme initiatives on "safe motherhood," "women and agriculture," and "women and work."

A WID country strategy would examine the situation of women in the country and their relevance for the country's development strategy. It would suggest how to assist the country's women, to increase their contribution to its development, and would offer focused recommendations for action in key sectors. The strategy would be prepared in close collaboration with the country concerned. It would be based on our CPPs and economic and sector work, the country's own plans and project experience, plus some special analysis of women's issues. It would influence our future advice and lending -- and hopefully prove useful to the country and other donors. At the request of the Netherlands, which chairs the donor consortium for Indonesia, we prepared such a paper last year -- a pioneering effort well received by the Government of Indonesia and donors. But we need to put in enough resources to be more thorough and analytic.

Other donors have tried or now plan some kinds of WID strategies: a more comprehensive and economic approach would be our innovation. Several donors and developing countries have expressed interest, and some joint efforts may be possible. We would produce a relatively short paper for policy-makers, rather than a longer, more academic piece. But it ought to have a solid analytic base. (One possibility is to do the strategy in conjunction with a Bank public expenditures analysis). We would aim primarily to find action strategies that would make a practical difference to women in the medium term. And we would suggest research and experimentation looking to the longer term. About the same time, the Bank's Senior Vice President for Operations asked us to explore the idea of country strategies with the Regions and other donors and to report back to him with a possible approach and with possible countries from which to select.

The rationale for proposing a few large-scale "best effort" projects or sector loans is straightforward. We need to get women more

435/8

into the mainstream of development programs, past the show-case pilots and the 20-women-weaving-baskets syndrome. A lot of people want to try, but are not sure how. We haven't any magic answers -- and effective approaches will obviously vary. But we can tackle the problem directly, drawing on our smaller scale experience to try things on a larger scale -- at least in agriculture, education, health and family planning, and water. We suggest selecting a few regular Bank projects (not special "women's projects") to show what a "best effort" to involve women could accomplish. We would like to identify 6-10 projects or sector loans in all, after talking with programs and projects staff, and provide help primarily through consultants with project design and assessment of impact and cost as the project goes along.

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Women-and-work is still a gleam in the eye -- I have talked a little with research staff and some program economists and will pursue this too, outside as well as inside the Bank.

Several other possible initiatives have come up -- in credit for small and medium industry as well as agriculture, in water, and in forestry. I am considering the possibilities, but think the health, agriculture, and employment work may claim priority.

As resources permit, we will also continue to screen and assist with CPPs, economic and sector work, and other Bank projects (establishing clearer geographic and substantive priorities and improving our project tracking system to give more "early warning"). We would curtail our involvement in staff training. The Bank's initial WID

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efforts focused on sensitizing staff. Considerable training has occurred, and with limited resources, we want now to spend the marginal dollar to develop WID approaches that can be models. We will cooperate with Economic Development Institute, however, and respond to major training needs if they arise.

We will also limit our work on public information, though we will complete an update of "The Invisible Woman." The Nairobi Conference produced about as much public information as current knowledge can support; the WID country strategies, "best effort" projects, and theme initiatives will produce raw material for a public information effort a few years hence when people will again want more. Perhaps we can then do a World Development Report focussing on women. We will also continue to cooperate with external constituencies and other donors. We have the DAC/WID group, the "Nairobi Group," and our efforts to collaborate on our work program.

Barbara Herz  
Adviser on Women in Development  
Projects Policy Department  
The World Bank  
Washington, D.C.  
December 6, 1985



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ROOM B542. REGARDS (ALBERTS)

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and would appreciate  
your coordination with  
Ruth Finney who also  
wishes meeting. Thanks  
and regards Herz

cc Vincent Riley  
Fred Sai

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