

Office of the President


June 9, 1989

Mrs. Charlotte Conable

Mrs. Conable:

I thought you might be interested  
in some initiatives on women.

Marianne Haug



THE WORLD BANK  
Washington, D.C. 20433  
U.S.A.

B. CONABLE

April 12, 1989

Mr. Moeen A. Qureshi

Re: Women in Development

Moeen:

As I mentioned to you last week, I have been concerned for some time about the depth and strength of our commitment to the Women in Development initiative. Women account for 50% of the world's productive human potential. No country can afford to neglect such a high share of its human resources.

My review of major economic reports and country strategy papers leads me to the conclusion that the role of women in the development process has rarely been integrated into the strategic thinking underlying country assistance programs. There are, of course, exceptions to this pattern. But we must raise our sights and work on a broader front in order to be effective -- and we must act soon.

As you know, we have undertaken to report on WID to the Board by the Fall. The report will be put together by PPR, based on the activities of PPR and on the work programs in place in Operations. The Development Committee has also asked for a special report on Women in Development for the Spring meeting in 1990. Finally, the World Development Report for 1990 will deal with poverty and it will reflect the fact that many more women than men live in poverty.

In this context, a more systematic approach is needed. As a first step, each Country Department should prepare, for one or several of its client countries, an assessment of women's potential role in development, the policy framework affecting their welfare and productivity, the institutional bottlenecks standing in the way of progress, the action programs which should be put in place, as well as the future involvement of the Bank. An outline of the type of documentation I have in mind is attached.

I decided to allocate to the specific effort US\$35,000 per Country Department, i.e. US\$700,000 out of the FY89 Presidential contingency. PBD advised me that Operations may not be able to use more than \$350,000 on this work during FY89. Accordingly, I have allocated \$50,000 for the WID activities described in this memorandum and \$350,000 for other FY89 operational purposes. I will request that you earmark another \$350,000 out of the base allocation I will be making to Operations in FY90 in order to complete the task.

It is essential that Country Department Directors take direct charge of WID activities and that they assign sufficiently senior CD managers and staff members to provide leadership for the country dialogue, cross-divisional coordination, economic and sector work oversight and follow-up monitoring of WID action plans.

I plan to review the resulting country reviews with you and your Regional Vice Presidents before the Annual Meeting in September. This time frame (5 months) should allow for a substantial data collection effort and at least one visit to the field, including discussion with country officials.

I realize that some CDs have already undertaken detailed assessments and have operational action plans well in hand. Little work may be required to update these reports for our overall review. In these departments, the \$35,000 allocation should, in the first instance, be used for assessment studies in the remaining countries handled by the CD or in the case of single country departments, for funding of specific follow-up activities identified in the action program.

  
Barber B. Conable

Attachment

cc: Messrs. Hopper, Rajagopalan  
Regional Vice Presidents

## Country Assessment of Women's Role in Development

### Proposed Bank Approach and Plan of Action

#### Objective

1. The objective is to prepare a concise assessment of the Bank's current and proposed approach to support for women's role in development in the country concerned. This assessment should address specifically how the Bank's operational strategy for the country takes into account this topic of special emphasis, and how the country strategy could be modified to enhance understanding of and direct support for the development role of women. It would, in most countries, represent a first systematic effort to articulate the Bank's definition of issues specifically pertaining to women, and should thus be seen as a first step. In those countries where systematic work has been undertaken, the review would represent a summary and assessment of experience to date, some additional analysis on major issues, and setting out of priorities and directions for future activities. The primary purpose of the assessments will be to enrich the country strategy and assist future work planning. They will also provide the basis for a report to the Executive Directors on Women in Development activities in FY90.

#### Scope of Work

2. The scope of each memorandum should thus be focused on assessment of available information and analysis, with additional research work in limited areas. Discussion of issues with Government officials is needed. However, the intent is to develop an assessment and internal strategy document, so formal discussion of the document with Government representatives at this stage is not required. Since it is likely that the memoranda will recommend additional work and discussion with Government officials and entities, a strategy for handling such dialogue should be proposed. Likewise, the exercise should not entail a full scale analytic effort, but should identify areas where analysis is needed, establish priorities among them, and propose a work program for the future. The work involved would therefore depend on advancement of work to date and complexity of country issues, and should in all cases reflect a joint effort of experienced country staff, with support from consultants and PHRWD, if available. An allocation of US\$35,000 per Country Department has been made available for the preparation of these country assessments.

#### Topics

3. The suggested topics for a country assessment may include the following:

- (a) Statement of objectives and context; relate to other strategic exercises (CSP, PFP) etc. and, in relevant cases, aid coordination efforts underway. Brief outline of main lines of country strategy.

- (b) Previous and ongoing work on issues related to the role of women in the country's development, through country economic and sector work, Bank research, and in the context of adjustment lending and investment projects. Comment on country dialogue, status and issues, as these pertain to the role of women in the country's development strategy.
- (c) Summary status and data on women's economic and social role; focus on pattern and trends specific to country. Information on women's economic role and other contributions, key constraints facing women (e.g., access to information and resources; special impact of poverty problems), education system policy or actual access; and status of health services and indicators, and family planning); generally promising approaches for improving opportunities for women should be summarized and assessed. Comments on legal issues, government policy, and political aspects of women's organizations, NGO activities, and other relevant issues affecting an understanding of the issues and approach on strategy should be included. Analysis should comment on adequacy and accuracy of information available, and any plans for improvement (e.g. household surveys). Data on families should also be covered as an integral part of this discussion; a separate, related issue is the role of women as heads of families. Where appropriate analysis is available, a brief discussion of the economic role of women in key economic sectors should be included.
- (d) Assessment of status of analysis and information on these issues, based both on direct Bank work and analysis and experience of other institutions.
- (e) Government strategy on issues relevant for women's role in economic development and poverty alleviation. Summary of policy statements and actual practice.
- (f) Current Bank strategy: how has the matter of women's role in economic development been handled in country strategy, work program? Review (quantitative and qualitative) or work undertaken to date and assessment of experience.
- (g) Issues: Focus on 4-5 issues for development which emerge from analysis of economic and social role of women; might include (for example) education policy and its implementation, focus on women and families in specific poverty programs, delivery of social services, special problems linked to economic adjustment programs, focus of

agricultural research and extension systems, credit access, and special issues for population and family planning policy. Comments on issues should be country specific and linked to overall country objectives and strategy.

- (h) Proposed policy stance on issues affecting women in economic development vis-a-vis Government and additional analysis required to pursue this stance. Comment on strategy for dialogue with Government on policy ramifications of issues for women. The discussion should suggest an overall approach for effective handling of this issue in medium term (can include both direct and indirect approaches). The discussion should link overall proposed policy approach to the major issues defined for women's role in development, and relate explicitly to the broader country development and Bank operational strategy;
- (i) Information gaps and requirements for analytic work, by Bank, other agencies. Relevant proposals for CESW program, research, and project-financed analytic work.
- (j) Possible investment activities and technical assistance, under ongoing and proposed operations. Note any specific links to lending in support of policy reform.
- (k) Plan of action and resource implications for next steps for the next two-three years. This plan should include both short-term measures (by the Government and the Bank) and longer term approaches and programs. Explicit discussion of costs and tradeoffs should be included.

April 14, 1989

# OFFICE MEMORANDUM

DATE: June 1, 1989

TO: Regional Vice Presidents

FROM: Moeen A. Qureshi, OPNSV *MAQ*

EXTENSION: 73665

SUBJECT: Country Assessments on Women in Development (WID)

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1. This is further to my memorandum of April 13 on the allocation of the President's FY 89 contingency budget in connection with WID for which Mr. Conable has allotted special funds to the Country Departments to pursue the country assessments (see Mr. Conable's memorandum attached). To facilitate this work program in accordance with Mr. Conable's timetable, we are preparing this note for your guidance. It is our understanding that the Regions have already proceeded in their respective efforts.
2. Choice of Countries. The Country Departments choose the countries for which country assessments are to be prepared in time for the fall Board meeting as required by Mr. Conable. The Departments may consult with PHRWD (Women in Development Division at PPR) in working out their strategy and work plans. While the WID assessment may be undertaken in connection with other ongoing ESW, it is expected that a freestanding assessment paper can be developed out of the task.
3. Coordinators. It will be helpful if each Region will assign a staff member in the office of the RVP who will facilitate cross-departmental exchange of views in preparing these studies, arrange peer reviews, and who may serve as liaison with OPNSV, through EAS, and with PHRWD.
4. Budget. The Departments will keep track of the use of the special funds by providing task numbers for the country assessment in accordance with the MIS.
5. Timetable

June 15	Departments submit to the RVP's Office with a copy to EAS and PHRWD, work plans for the assessments, briefly stating for the country(ies) selected what the department hopes to achieve, approach to be used, expected outcome(s) and planned staff and budget inputs (including the name of the Task Manager).
August 31	RVPs submit draft assessments to EAS with a copy to PHRWD.

September 15 RVP transmits to EAS assessments for transmittal to Mr. Conable's office.

6. PHRWD's Draft Board Report. PHRWD is preparing a draft Board Report for Mr. Conable on this issue, which will depend to a large extent on timely delivery of the WID country assessments. An outline of this Board report will be circulated shortly through them.

7. Questions regarding this subject may be addressed to Mr. Sicat of EAS, X78054.

Attachments: Mr. Conable's letter to Mr. Qureshi  
WID Plan of Action

cc: Messrs./Mmes Rajagopalan, Hamilton, Herz; Vergin, Lee, Baudon; Haug  
Regional Administrative Officers

GS  
GSicat:sb