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Folder ID: 1203478

Series: Communications

Dates: 07/13/1993 - 07/13/1993

Fonds: Records of the Human Resources Development and Operations Policy Vice Presidency

ISAD Reference Code: WB IBRD/IDA WB_IBRD/IDA_91-02

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OFFICE MEMORANDUM

DATE: July 13, 1993

TO: Mr. Attila Karaosmanoglu, EXC

FROM: Armeane M. Choksi, HRO *Amc*

EXTENSION: 31811

SUBJECT: WID Board Seminar Agenda

1. Please find attached the agenda for the July 21 Board Seminar on Gender and Development. We have sent this to Secretary's for circulation to the Board. This is the first of several briefings/papers which we will be presenting to the Board in the coming months at the request of the Executive Directors. A Progress Report on Women in Development will be distributed to the Board in August. An Approach Paper for the planned Policy Statement on Gender and Development will be circulated to the Board in October, following the two-stage approach for the preparation of policy papers recommended by the Naim commission. The Policy Statement itself is scheduled for Board discussion in March 1994.

2. The agenda for the Board Seminar was prepared jointly by ESP and the regions, OED, Legal, EDI and ESD. Each of the five speakers will have about 5 minutes, using a combination of talking points and overhead projections. Our intention is to follow the first two presentations (agenda items #2 and #3) with a discussion, and then, after presentations #4 and #5, to have a further discussion before concluding with the sixth speaker.

3. As Mr. Amoako mentioned to you the other day, I would like you to chair the seminar.

CC: Messrs. Jaycox (AFR), Kaji (EAP), Wood (SAS), Thalwitz (ECA), Koch-Weser (MNA), Husain (LAC), Shihata (LEG), Serageldin (ESD) Picciotto (DGO), Golan (EDI), Adams (OPR), Nguyen (ESP)

GENDER ISSUES IN DEVELOPMENT

WORLD BANK BOARD SEMINAR

July 21, 1993

Agenda

1. Opening Remarks

2. From Women to Gender: A Conceptual Framework

This presentation will explain the evolution of the conceptual framework for integrating women in the development process. The Women in Development approach which was first coined in the early 1970's, focuses mainly on women's issues as a special category. In contrast, the Gender in Development approach, which was initiated in the 1980's, recognizes the need to look at women's needs and roles in relation to those of men, both embedded in a particular social, cultural, political and economic context. This distinction is essential for the development of a policy framework in which women are not treated as a special interest group, but rather an integral part of the development strategy.

Speaker: Caroline Moser, Senior Urban Social Policy Specialist, Urban Development Division, Transportation, Water, and Urban Development Department, Environmentally Sustainable Development

3. Incorporating Gender Into the Bank's Agenda: Issues and Challenges

This presentation will explain why attention to gender issues is central to the Bank's efforts to achieve its main goal of poverty reduction and to improve portfolio quality and performance. Gender is one of the range of emerging issues including resettlement, indigenous people, participation and even the social dimensions of poverty, which have been increasingly problematic for the Bank. The common element that runs through this set of issues is that they are more socio-culturally embedded than many of the development problems that the Bank faced in its several decades of work. This suggests that in addition to the Bank's usual process of technical and economic analysis and appraisal, a complementary process of social analysis and appraisal needs to be in place, with gender analysis as an integral part of this. The goal here is for gender to become a mainstream concern of the Bank; doing so, however, will help to reorient the nature of the mainstream.

Speaker: Lynn Bennett, Senior Anthropologist/Micro-enterprise Specialist, Asia Technical Department, Asia Region

4. **Staff Sensibility to Gender Issues**

This presentation will discuss various approaches used in incorporating gender issues into Bank operations. While significant progress has been made to date in raising staff awareness, sensibility to gender issues is still far from complete. While progress has been made in identifying women as project beneficiaries and ensuring their contribution and access to project components, integration of gender issues into overall country dialogue is limited. The presentation will explain the difficulties in making gender issues an integral part of Bank operations and steps being taken to overcome these.

Speaker: Katherine Marshall, Director, Sahelian Department, Africa Region

5. **Implementation Experience in Integrating Gender Issues in Bank Work**

The translation of the Bank's commitment into "on-the-ground" actions continues to be a challenge. The presentation will discuss major issues in operational work, including insufficient focus on gender in economic and sector work (ESW) even when it is appropriate, inconsistency between ESW recommendations and project design, and inadequate attention to supervision of gender related activities during project implementation. The presentation will highlight some of the challenges for successful implementation.

Speaker: Dominique Lallement, Division Chief, Infrastructure, Country Department IV, Europe and Central Asia Region

6. **A Look to the Future: The Bank's Vision and Strategy**

Real progress on gender equity necessarily involves fundamental socio/political/cultural changes. Meaningful results will take a long time to achieve. It is essential that the Bank take a long-term view and that proactive approaches be designed to accelerate the process of change. The objective is to ensure that in the medium term, say five years from now, we can look back at our efforts and be able to say that "there is a difference". The presentation will discuss areas of intervention in which the Bank knows "what works and how to do it". It will also discuss emerging gender issues in the international arena, and the proposed agenda for future Bank research and analytical work.

Speaker: Minh Chau Nguyen, Manager, Women in Development, Education and Social Policy Department, Human Resources Development and Operations Policy