

## World Bank

What is the name of your organization

World Bank

Does your organization have any field presence?

Yes

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

Gender and Development, Poverty Reduction and Economic Management Conflict Prevention and Reconstruction, Social Development Department Multi-Country Demobilization and Reintegration Program, Africa Region Low-Income Countries Under Stress, Operations Policy and Country Services

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

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Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

A3. Integrating gender into the Conflict Analysis Framework: This activity was completed. See the completed paper attached to this questionnaire, "Mainstreaming Gender in Conflict Analysis: Issues and Options" by Sanam Naraghi Anderlini, Social Development Papers, Conflict Prevention & Reconstruction, No. 33, Feb. 2006.

Progress and results In the Field

Lessons learned and good practices At Headquarters

The findings from the paper are as follows: The CAF itself can benefit from more systematic integration of gender variables into its current structure. Certainly the collation of more gender disaggregated data and analysis of this information would have enormous benefit. The greater challenge, however, is ensuring that analysts using the tool are themselves aware of and recognize the significance of gender issues to conflict and programming for poverty reduction across all issues. This can be done through, first, a combination of short term training/workshop sessions as they prepare to use the framework, as well as through exposure to sample

studies/examples of where/how gender matters to governance, security, economic development and social issues. Second, awareness needs to be matched with the ability to reflect on, analyze and link gender indicators into the broader picture being developed. Too often, there is ad hoc mention of violence against women, or youth unemployment, but insufficient attention is given to understanding the impacts. Third, beyond awareness and analysis, teams need exposure to possible opportunities for alleviating the situation, in part by identifying existing efforts at mitigating conflict and poverty in their specific case, or perhaps by drawing on experiences elsewhere.

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

E1. The Operational Policy (2001) on Development Cooperation and Conflict (OP 2.30) remains in force and continues to guide the Bank's activities to address the needs of

males and females in post-conflict countries that are undergoing economic and social recovery. E7. Incorporate gender into the UNDG/WB Post-Conflict Needs Assessment (PCNA). The ongoing joint UN-Bank review of experience with PCNAs is showing that gender has been consistently explicitly identified as a cross-cutting theme in the last five PCNAs, and that this focus has been explicitly supported by having a gender specialist (and in one case 2 specialists) working on the PCNA. The role taken by these specialists has varied from one case to another, including from providing guidance and inputs to the cluster teams, to reviewing cluster team draft reports to ensure they address key issues, and sometimes also providing a stand-alone section of text that appears in the synthesis report, in addition to whatever comes out of the cluster team work. The current "Practical Manual" has some guidance on incorporating gender concerns, and this manual is expected to be updated as a part of the review to be conducted this year. As the World Bank's ongoing review with the UN is also going to involve interviews with past PCNA participants about what they would do differently, the expected outcome this year will be: revised tools and revised guidance to ensure that the actions that relate to cross-cutting themes like gender are even more proactive and explicit about how they will bring key issues to the forefront of the discussion, and embed key actions in the final PCNA product.

#### Progress and results In the Field

E2. Post-Conflict Trust Fund. 1. IRAQ: The objective of the Micro-Credit to Iraqi Widows grant was to assist poor female headed households in recovering their economic capacities. The main achievements of the grant were: 120 widows were granted a micro-credit loan, of which 116 were successful, allowing the widows to provide for their families. 534 women were trained, of which 75% markedly improved their skills to compete in the job market and 75% were subsequently able to find a job. Good rate of repayments of micro credits (90%) into a revolving fund allowed for an additional 12 new micro-credits to be granted every month (a total of 108 granted during the grant period). 2. TAJIKISTAN: The objective of the Empowering Women: Socioeconomic Development grant was to empower and support women heads-of-households in Dushanbe, Tajikistan. The main achievements of the grant were: Developed a community project model with active participation of women and community groups. Established a women's member organization with 213 participants, of which 52 were under the age of 17 years of age. Provided business training and micro credit loans to women and, as a result, 85 women increased their incomes or gained access to jobs. Established a local bakery, run by women, that generated employment and increased the incomes of 12 women. Transferred fund-raising skills to women who were able to apply for grants on their own. Collectively identified a community water problem and formed water user groups and a water association. 3. KOSOVO: The objective of the Regional Program for Early Child Care and Development grant was to improve access of deprived children to Early Childhood Care and Development (ECCD) activities in Northern Albania and rural Kosovo and to support social cohesion and conflict prevention through the community dynamics generated by ECCD activities. The main achievements of the grant were: 20 community based early childhood centers were established in rural Kosovo, of which 13 were fully financially sustainable. 30 early childhood education

and development facilitators were trained. 700 children from 3-6 years of age in 6 municipalities have access to early childhood programs. The Women's Literacy Project reached 2,300 women in 130 literacy centers in 19 municipalities all over Kosovo.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

E2. Post-Conflict Trust Fund 1. IRAQ: Proved it possible to implement a pilot project of this nature in a conflict situation and therefore able to monitor the project by remote. Small local NGO with little skills or experience was able to develop and implement the project successfully. The project could be replicated and/or scaled-up throughout the country, possibly under a larger umbrella organization/structure. 2. TAJIKISTAN: Proved it possible to implement such a project successfully in Tajikistan. Women empowerment projects work best through economic empowerment. The pilot project was successful but scaling-up would require commitment of the community and policy makers, both of which can not be assumed. 3. KOSOVO The long term sustainability of the early childhood development centers and the women's literacy program depends largely on the availability of a solid legal framework and on the engagement of the government at the central and local levels.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

The Gender and Development Group, PREM and the Conflict Prevention and Reconstruction Unit, Social Development Department commissioned a study, "Gender, Justice and Truth Commissions" in June 2006 to analyze how including a gender-sensitive approach to the work of truth commissions that follow periods of conflict can differentiate between the causes and consequences of human rights violations for men and women and design a gender-sensitive program of reparations for each of them. A gender perspective in a truth commission can help bring about changes in existing laws and patterns of behavior that have contributed to inequality and discrimination. This study reviewed three country examples of TCs that have incorporated a gender perspective in their work: South Africa, Peru, and Sierra Leone. The study examined the implications of these TCs' work for development organizations, and highlighted good practices and lessons from the work of donor agencies in addressing gender issues in post-conflict countries and transitional societies. This is a new field, and the World Bank has started to incorporate this type of analysis in its work. For example, the Peruvian Truth Commission report had a chapter on gender analysis, and the recommendations from this report were integrated into the Progress Report for the World Bank's Country Assistance Strategy (CAS) for Peru. A seminar was held to present the report in April 2006, and was

sponsored by the Legal Department, the Gender and Law Thematic Group, the Latin America and the Caribbean region and the Conflict Prevention and Reconstruction Unit.

#### Area of Action F. Disarmament, Demobilization and Reintegration

##### Progress and results At Headquarters

F1. Multi-Country Demobilization and Reintegration Program (MDRP): program-wide desk review of gender integration in MDRP designs: Desk review on gender and disarmament, demobilization and reintegration (DDR) completed and now available on the on the web: [http://www.mdrp.org/PDFs/Study\\_GenderDesk\\_En.pdf](http://www.mdrp.org/PDFs/Study_GenderDesk_En.pdf) (see attached aswell); it was a key input into the Kigali workshop on gender and DRR.

##### Progress and results In the Field

F2. MDRP workshop held with UNIFEM to examine the gender elements of the demobilization and reintegration support operations: MDRP workshop on gender and DDR held in Kigali, Rwanda on October 31 to November 2, 2005. Report "Taking a Gender-Perspective to Strengthen the Multi-Country Demobilization and Reintegration Program (MDRP) in the greater Great Lakes Region" completed and being distributed.

##### Lessons learned and good practices At Headquarters

##### Lessons learned and good practices In the Field

##### Gaps and challenges At Headquarters

F1 and F2. MDRP program and the workshop held with UNIFEM to examine the gender elements of the demobilization and reintegration support operations: Realistically, although lamentably, addressing the needs/rights of "the vulnerable" – often women and children – will always lie downstream (i.e. take second place, or not be included in the planning stage and be left to the implementation stage) from concerns to address those at-risk of re-engaging in violence, who are mostly male.

##### Gaps and challenges In the Field

F1 and F2. MDRP program and the workshop held with UNIFEM to examine the gender elements of the demobilization and reintegration support operations: The lack of command and control (on the part of the military/police) in conflict affected areas and the failure of security arrangements means that women and girls are excluded from support programs, in spite of the fact that they 'perfectly' meet the eligibility criteria

Please describe any activities not included in the Action Plan

An in-depth research study on young men, gender and conflict in post-conflict Rwanda and Burundi was initiated (analysis of ex-combatants and non-ex-

combatants is included). To be completed in 2007. A dissemination note on gender and DDR was conceptualized; to be completed in 2006.

#### Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

##### Progress and results At Headquarters

G2. Follow-up activities to the workshop the "Development Implications of Gender-Based Violence", held at World Bank Headquarters in November 2004: a) Research commissioned in preparation for the workshop was disseminated, and is available on the web. The papers were (i) "Preventing and responding to gender-based violence in middle and low-income countries: a global review and analysis," (2005) by Sarah Bott, Andrew Morrison and Mary Ellsberg, World Bank Policy Research Working Paper, No. WPS 3618, World Bank, Washington, D.C. and (ii) "The Costs and Impacts of Gender-Based Violence in Developing Countries: Methodological Considerations and New Evidence" (2004) by Andrew Morrison and Maria Beatriz Orlando (see attached file). b) The four sectoral operational guides on how to address violence against women (VAW) within health, education, justice and multi-sector projects were completed and put on the web in early 2006. These guides were written to provide World Bank operational staff and other development practitioners with examples of projects that have successfully integrated approaches to preventing and responding to VAW into their design.

##### Progress and results In the Field

##### Lessons learned and good practices At Headquarters

##### Lessons learned and good practices In the Field

##### Gaps and challenges At Headquarters

##### Gaps and challenges In the Field

##### Please describe any activities not included in the Action Plan

Workshop participants also identified the need to conduct systematic evaluations of gender-based violence projects in order to determine their effectiveness in reducing gender-based violence. The product is the joint World Bank/ UNIFEM Methodological Guide for Conducting Impact Evaluation for Gender Based Violence Projects. The guide was developed so that UNIFEM can use it to conduct impact evaluations of its existing and future portfolios of projects in its Trust Fund to Eliminate Violence Against Women. It is based on a representative sample of fifteen projects, drawn randomly from the list of Trust Fund projects funded and completed to date. This is

now available on the web but is also attached:

<http://siteresources.worldbank.org/INTGENDER/Resources/UNIFEMEvaluationGuidelinesFinal.pdf> Another product from the workshop was a review of the coverage of gender-based violence issues in a sample of Country Gender Assessments. This review of the GBV content of CGAs is intended to stimulate discussion on this topic among Bank staff, contribute to the creation of tools, learning resources, and information sources to facilitate further analytical work on GBV at the Bank, and to consolidate the recommendations proposed in these pieces of analytical work on how to prevent and reduce GBV in client countries.

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

Yes

If yes, please describe:

The 2001 Operational Policy on Development Cooperation and Conflict (OP 2.30) states that the Bank's policy is to support states that are transitioning from war to enable them to achieve economic and social recovery and sustainable development "with particular attention to the needs of war-affected groups who are especially vulnerable by reasons of gender, age, or disability."



If not, please explain:

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Yes

If yes, please describe:

To the extent that the 2001 Operational Policy on Development Cooperation and Conflict sets the policy framework for the Bank to assist countries transitioning from war "with particular attention to the needs of war-affected groups who are especially vulnerable by reasons of gender, age, or disability" implementation of SCR 1325 is reflected in the Bank's work.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

UNIFEM: to develop the methodological guide on conducting impact evaluations of UNIFEM's grants under its Trust Fund to Eliminate Violence Against Women. Multi-Country Demobilization and Reintegration Program: The World Bank hosts the secretariat of the MDRP, in which about 40 partners participate, including DPKO, UNDP, UNICEF, UNIFEM, and other UN agencies. Post-Conflict Needs Assessment: The World Bank works with the UN (UN Development Group) to achieve gender integration in the PCNA

Have any specific challenges been encountered?

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

To the extent that Bank-sponsored policy dialogue, analytical work, or operations in specific countries address post-conflict issues in a multi-donor context.

Have any specific challenges been encountered?

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Yes

If yes, please describe:

Through the activities of the Post-Conflict Fund, the World Bank country offices work with local NGOs, women's associations, and civil society to implement the projects.

Have any specific challenges been encountered?

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

Don't know

If yes, please describe:

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

No

If yes, please describe:

The Bank does not have accountability mechanisms specific to individual policies at this level of specificity.

Have any specific challenges been encountered?

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

Don't know

If yes, please describe:

If not, please explain:

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

Don't know

If yes, please describe what indicators:

### Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Don't know

If yes, please describe:

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Yes

If yes, please describe:

We have GenderStats on the web that summarizes gender-disaggregated data by region and country.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Don't know

If yes, please describe:

If not, please explain:

### Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

The Bank conducts several informal trainings on all the subject covered under its development interventions, and it is very likely that topics emanating from or relating to SCR 1325 would have been addressed, but we cannot say with certainty that there is a special course focusing directly on 1325.

If not, please explain:

What categories of staff are being trained? [Senior Management]

No

What categories of staff are being trained? [Professional Staff]

No

What categories of staff are being trained? [Technical Staff]

No

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Yes

What categories of staff? [Senior Management]

Yes

What categories of staff? [Professional Staff]

Yes

What categories of staff? [Technical Staff]

Yes

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

The gender-sensitized Conflict Analysis Framework shows staff and managers involved in conflict and post-conflict operations how to identify and analyze the conflict triggers and outcomes related to gender relations. The gender-sensitized Post-conflict Needs Assessment developed by UNDG/World Bank also identifies the specific post-conflict needs for reintegration and rehabilitation for men and women.

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Don't know

If yes, please describe how information technology is used in that process.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Yes

If yes, please describe [differentiate between RB and XB]:

The World Bank's work on SCR 1325 is financed by World Bank budget and a number of trust funds financed by bilateral donors that complement and enhance the regular Bank budget for conflict issues. These trust funds execute a number of small grant projects in-country, mostly under the the Post-Conflict Trust Fund and the GENFUND (Trust Fund for Gender Mainstreaming).

If not, please explain:

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Don't know

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Don't know

If yes, please describe and specify level/s of staff:

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Yes

If yes, please describe:

Yes, the Bank has an Office of Diversity Program that is responsible for promoting diversity in the work place.

Have any specific challenges been encountered?

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Not applicable

If yes, please describe:

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007? You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender Balance

Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

Are there any other comments you would like to make?

Do you have any suggestions for improving this questionnaire for use in subsequent years?

We had lots of problems with saving this questionnaire: 1. with having multiple people access and save their information under one password 2. with it not saving 3. with the questions being too specific and too general at the same time.