

SOCIAL INCLUSION: GENDER AND INDIGENOUS & TRIBAL PEOPLES ISSUES
DECEMBER 3-5, 2001, NEW DELHI, INDIA

**SUMMARY OF COMMENTS AND SUGGESTIONS FROM THE WORKSHOP PARTICIPANTS
TO BANK MANAGEMENT
ON THE RELEVANCE AND IMPLEMENTATION OF THE GENDER STRATEGY¹**

A. GENERAL COMMENTS

1. Overall appropriate, although still too general. Welcome as a good advocacy tool, but an effective gender strategy would need to be integrated into the overall Bank's development strategy. It is also important to link micro and macro levels, particularly macro economic development missing the links with human development and poverty. The need for consistency between macro-level strategies and policies and micro-level is also necessary for effective poverty reduction.
2. Greater emphasis is needed on empowerment, particularly in training women for leadership. This should lead women to a greater share of power.
3. There is conceptual confusion still persisting between Women in Development (WID) and Gender and Development (GAD) approaches. In implementing the policy should recognize that there is still need for a WID approach in many country context.
4. In drafting the policy, the Bank should keep in mind that what is proposed should be specific, measurable, applicable, relevant, and traceable (SMART theory).
5. Many participants point out that country contexts differ widely. Participants welcomed the strategy support for country led and country specific approaches, and suggested that national policies and strategies should constitute the basis for action.
6. The strategy or other guidelines should provide guidance on gender aware participatory methods. In addition, care must be taken to ensure that all project appraisals are undertaken in a gender aware manner.
7. The Bank should take into account potential impact of Structural Adjustment on poor women and men.
8. Commitment of the Client to address gender issues (or even preparation of a gender action plan) should be a condition for loan approval.
9. There should be more donor coordination. More synergy and cohesion needed in this area. Working together and sharing information among donors will help, avoid overburdening grassroots organizations and have more time to focus on substantive activities.
10. There is need to provide support for clients in terms of training and technical assistance on gender issues. The Bank must try to strengthen the sustainability of such training: (i) training should be flexible, continuous and updated as learning is built in the country; (ii) in addition to training staff of implementing agencies, sustainability would be enhanced by training trainers of trainers, (for example integrate gender awareness or module into training institutes that train civil servants in a country.)

¹ Bank Staff pointed out that many of these suggestions are being implemented by the Bank in many countries (as indicated in the OED reports available with the Participants).

11. Where the Bank pursues decentralization, it is important to ensure that capacity building opportunities are available for local institutions and staff.
12. The Bank must focus on strengthening the availability of data in client countries and provide technical assistance to analyze such data.
13. The strategy should translate into improved economic situation, empowerment, and peace.

B. COUNTRY GENDER ASSESSMENTS (CGAS)

14. Analysis should be holistic and comprehensive covering all sectors.
15. After the analysis is undertaken, the Bank should prioritize where it wants to support given its comparative advantage.
16. Care must be taken to avoid that CGAs become the basis for additional conditionality. One way to do this is to prepare CGAs for all countries (including developed countries).
17. The CGAs must be updated periodically.
18. The role of NGO's and women's groups in the design and preparation of Bank assistance should be examined as part of the analysis.
19. CGAs should be utilized to ensure that relevant data available is gathered, presented and analyzed carefully.
20. Accountability measures should be identified in the CGA. Programs should be designed so that they help to generate demand for accountability.
21. The Bank should use civil society to triangulate some of the findings from government and Bank sources. The role of the media should be maximized. There could be external project evaluations.
22. In conflict or post-conflict situations, the Bank should identify and address any adverse impact on men and women.
23. The CGA should adopt an approach that examines women's and men's life cycle issues in order to identify multiple vulnerabilities faced by women and men at different stages of their lives.
24. The CGA needs to specifically identify any differentiated impact on disadvantaged poor women (such as indigenous or scheduled caste groups) in diagnosing and addressing gender issues in any country.
25. The East Asian Group pointed out that generally there are fairly progressive institutional and regulatory frameworks in countries in the region and CGAs should explore how to ensure that these institutions are strengthened and how Bank assistance can support the implementation of these laws.

C. MONITORING AND EVALUATION (M & E)

26. Need for commitment and creation of demand for monitoring and evaluation because it will improve accountability of all involved.
27. Country level development of M&E indicators should be the responsibility of national and local institutions. Indicators should be determined bottom-up and developed through participatory mechanisms - not imposed top-down – that include both women and men. However, the Bank was cautioned that they must not recent the M&E indicators but adopt relevant ones already in use. Development and need for qualitative indicators was stressed. In addition, each country should make efforts to integrate greater consideration into measuring its GDP.

28. The Bank's responsibility should be particularly focused on how resources are allocated.
29. Every project should (i) have a gender budget clearly specified --how much funds are being allocated for gender related activities; (ii) clearly identify gender specific activities for the different components; and (iii) Gender balance in terms of the jobs or employment that is generated by the project.
30. As feedback mechanism, the Bank undertake longitudinal impact analysis and an analysis of the processes, say five years after the closing of the project.
31. The Bank should assist in strengthening M&E capacity in the client countries.
32. There should be increased monitoring by beneficiaries and civil society and both women and men should participate in such efforts.
33. Given the global commitment to the Development Assistance Committee (DAC) development indicators – the Bank may want to develop a subset of gender related indicators in each country, possibly within the CGA.
34. There should be upfront planning on how the information gathered through M&E will be used, and by whom, to improve management systems, learning and accountability.