



The Gender Dimensions of Post-Conflict Reconstruction: The World Bank Track Record

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With Marcia E. Greenberg
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About Gender Action

Gender Action was established in 2002. It is the only organization dedicated to promoting gender equality and women's rights in all International Financial Institution (IFI) investments such as those of the World Bank — the largest public source of development financing in the world.

Gender Action's goal is to ensure that women and men equally participate in and benefit from all IFI investments.

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Acronyms

AFR	Africa
AIDS	Acquired Immunodeficiency Syndrome
CBO	Community-Based Organization
DDR	Demilitarization, Demobilization, and Reintegration
EAP	East Asia & Pacific
ECA	Europe & Central Asia
GAD	Gender and Development
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit
HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
IDP	Internally Displaced People
IFRC	International Federation of Red Cross and Red Crescent Societies
ILO	International Labour Organization
IOM	International Organization for Migration
LAC	Latin America & the Caribbean
MENA	Middle East & North Africa
MOE	Ministry of Education
MPV	Mandela Peace Village
NDCF	Niger Delta Community Foundation
NGO	Non-Governmental Organization
OED	Operations Evaluation Department of the World Bank
PAD	Project Appraisal Document
PCF	Post-Conflict Fund
PCR	Post-Conflict Reconstruction
PID	Project Implementation Document
PIU	Project Implementation Unit
PMT	Project Management Team
PRSC	Poverty Reduction Support Credit
PRSP	Poverty Reduction Strategy Paper
SAR	South Asia
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNOPS	United Nations Office of Project Services
UNU	United Nations University
WB	World Bank
WID	Women in Development
WIDER	World Institute for Development Economics Research

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1. Introduction

This paper is the latest in a Gender Action series underlining the continuing disconnect between World Bank rhetoric on the need for gender equality to reduce poverty, and scarce gender considerations in large Bank investments.¹ Through evaluating World Bank investments in Post-Conflict Reconstruction (PCR) situations including a sample of its large PCR development loans and its small Post-Conflict Fund (PCF) grants, we demonstrate the limited extent to which the world's largest public development institution meets its own promised objective to "mainstream gender" into all its investments.

This paper belongs to Gender Action's tradition of holding the World Bank accountable on its unmet gender equality and broader social commitments.² Gender Action's analysis of gender issues in World Bank PCR programs reinforces the findings of our other work demonstrating that Bank loans exacerbate gender discrimination through poverty reduction strategies, policy reforms also known as Structural Adjustment Programs, environment and infrastructure investments. If this pattern does not end, not only will poverty expand but it will continue to feminize in a world where many claim that women already constitute over 70 percent of the poor.

Our paper is structured as follows: Section 2 outlines a conceptual framework to analyze and evaluate the gender dimensions of post conflict work. It suggests three interrelated dimensions for addressing gender within post-conflict reconstruction: (1) women-focused activities; (2) gender aware programming; and (3) social transformation through the promotion of gender equality. Section 3 is the centerpiece of this paper through which we apply the conceptual framework to the Bank's investments and interventions. It first explains our methodology, and then raises examples. Section 4 reviews the extent to which the World Bank has integrated women-focused activities, gender aware programming and social transformation into important elements of post-conflict reconstruction. Throughout the paper, we recommend gender-focused approaches for building peaceful and equitable post-conflict societies based on examples of World Bank and other donor projects. In Section 5 we conclude with practical recommendations for World Bank PCR to improve its track record on gender both for women and for the families, communities and nations of which they are such an integral part.

¹ Reflecting the Bank's gap between its statements and investments on gender considerations, Robert Picciotto, Former World Bank Director General, Operations Evaluation Department (OED), aptly entitled a speech he delivered, "Gender: Rhetoric and Reality" (Picciotto 2000).

² Gender Action partners with other civil society groups around the world, many of them based in the south, to end International Financial Institution-imposed debt and loan conditions that choke social spending and undermine achieving gender equality.

2. Three Gender Dimensions of PCR: Women-Focused Activities, Gender-Aware Programming and the Transformative Possibilities of Promoting Gender Equality

This paper assesses the World Bank's attention to gender in post-conflict countries by applying a three-part analytical framework. Taking a "Gender and Development" (GAD) approach to social and economic development requires resisting the habit and temptation to slip back into a "Women in Development" (WID) paradigm. Certainly women's participation is an integral part of the picture and a GAD approach calls for women-focused programs – often to recognize and remedy gender disparities. At the same time, the PCR environment requires careful attention to boys and men – including those who have experienced violence and disengagement from society. Their experience requires understanding gender roles, meaning men's as well as women's. Conflict often causes men and boys to leave homes and communities to fight for long periods. In their absence, it is not unusual for women to take on new roles in the home, in agriculture and in community leadership. A new generation may grow up with different expectations regarding gender-based roles. Addressing how men relate to women post-conflict, and how women maintain some of their positive new roles generated by the conflict situation while working in partnership with men, are fundamental PCR challenges requiring a multi-faceted gender approach.

The first gender dimension of PCR is *women-focused activities* that both compensate for gender disparities in rights, education, resources and power, and invest in women's capabilities. While women-focused efforts cannot exclude men, the challenge is to engage all stakeholders, including elder male leaders and younger men, to appreciate and promote gender equality. Some women-focused activities are essential to recognize and address women's deficits. This dimension highlights opportunities to set new norms, draft new rules, identify and empower new leaders, and build new institutions (McMillan and Greenberg 1998). For example, the World Bank supported a project in Peshawar to train exiled Afghan women to teach girls in Afghanistan who, because of previous injunctions preventing female education, lacked schooling. Such activities both target deficits and promote gender equality.

It is equally important in the post-conflict environment that program design pay attention to how gender roles, responsibilities, relations and power affect and are affected by the achievement of mainstream program results. The second dimension, *gender aware programming*, requires systematic identification of gender issues that may obstruct or improve reconstruction efforts. Institutions that allocate resources—ranging from local to national, to international financial institutions and donors agencies such as the World Bank—must continuously consider who makes decisions, whose input would make a difference, who participates, who loses and who benefits. Strategic inclusion of women's and men's perspectives and strengths may enhance program results, and disregard for women's needs may undermine social goals.³

The third dimension is *promoting gender equality to build more peaceful societies*. It involves programs purposefully designed to help transform cultures characterized by gender inequality and violence into peaceful societies of respect, cooperation and gender equality. The Beijing Platform for Action states that peace is inextricably linked with equality between men

³ We emphasize women's needs and perspectives because so-called 'gender blind' PCR programs often target men and boys.

and women and development. In post-conflict settings, notions of masculinity are often linked to violence and domination over women, and research demonstrates that gender inequality breeds conflict (Caprioli 2003). In suggesting dimension three, we recognize the importance of transforming gender roles in order to heal conflict's trauma, build social capital and further the goal of gender equality. By focusing on mediation, non-violent conflict resolution, trust and partnerships within PCR programming, growing respect for others who are different may both increase the sustainability of peace and promote gender equality.

Sovereign governments and civil society in World Bank borrower countries have the primary role *and responsibility* to build a more peaceful, equitable society during PCR. The World Bank's involvement in gender dimension three should be limited to supporting initiatives originating in the country or community in which it is operating, and not undermining existing initiatives to foster gender equality.

Each dimension is rights-based, recognizing women's right to: participate meaningfully in policy-making and resource allocation; benefit substantially from public and private resources and services; and enjoy equal status with men in constructing the new peace and prosperity. Under civil society pressure, the World Bank has incorporated rhetoric and policies that recognize human rights, including those of women. Most World Bank investments, in contrast, reinforce existing patriarchal societies and fail to recognize women's and broader human rights or promote gender equality.⁴ For the World Bank to meet its commitments to gender equality and achieve post-conflict results that are equitable and sustainable, this needs to change. Bank staff should integrate the three gender dimensions of post conflict reconstruction when they award Post Conflict Fund grants and loans to PCR countries.

3. The World Bank Track Record

World Bank and others' research underscores the need to integrate attention to gender roles, responsibilities and decision-making power into PCR (Caprioli 2003; Strickland and Duvvury 2003). From the Women and Armed Conflict plank in the Beijing Platform for Action (United Nations 1996) through government commitments in the June 2000 five-year Beijing Platform review, to Security Council Resolution 1325 which commits to women's participation in peace negotiations, preventing and managing conflict and peacekeeping operations (United Nations 2000), the world has acknowledged the impacts of conflict on women – and of women on conflict.

Since the World Bank is one of the world's largest public lenders for PCR in developing and transitional countries, engendering World Bank investments is essential to engendering PCR. The Bank has a long history of PCR beginning with the reconstruction of Europe after World War II. It has repeatedly pledged to promote women's empowerment and gender equality through its investments (World Bank 2002; World Bank 2003A; Zuckerman & Wu 2005), but our analysis below shows that the Bank has failed to fulfill its commitments.

This section reviews World Bank attention to gender in post conflict settings by focusing on two areas: the post conflict *grants*, channeled through a Post Conflict Fund, and *loans* to countries

⁴ At a discussion of gender and PCR in September of 2004 the World Bank Post-Conflict Fund manager reminded us that the World Bank does not have a mandate to promote human rights (in Quinones 2004).

engaged in post-conflict reconstruction. The following analysis indicates that only a fraction of Bank PCR grants address the first gender dimension, targeting the needs of women in post-conflict dislocation, poverty and opportunity. It also suggests a failure to integrate a gendered approach systematically—the second gender dimension—into the Bank’s large PCR loans. The third dimension, that of promoting gender equality – either for the sake of women or for the sake of transforming violent societies into peaceful ones – does not seem to have gained any programmatic traction in the Bank. The remainder of this section analyzes data contained in the Annexes. We present examples from these annexes throughout the text.

3.1 Gender Analysis of PCF Grants

In 1997 the World Bank established a Post Conflict Fund (the PCF) to disburse grants intended to help communities move toward peace and economic development. PCF grants are administered by a range of actors including non-governmental organizations (NGOs), United Nations agencies, transitional authorities, governments, and the Bank itself. Through the middle of 2006, the PCF had awarded 336 grants totaling US\$82 million.

Methodology

Gender Action conducted a cursory gender review of all 336 grants and an in-depth gender assessment of fourteen. The cursory review looked at project titles. Given the particular needs of women in post-conflict environments, the need sometimes to provide support to women in separate spaces or activities, and the opportunity to support and engage women’s contributions to rebuilding and peacemaking, we expected to find projects explicitly dedicated to women or to gender equality.

Admittedly, this analysis did not enable us to investigate gender sensitivity in implementation and attention to how gender roles or power might influence the program design. It would not reveal an implementation approach that perhaps encouraged gender equality through some attention to effective participation by women within a mainstream activity. Screening project names did reveal, however, whether projects purposefully targeted women, men, and/or gender equality.

Following that overview, we selected 14 PCF grants for deep gender analysis of project documents to assess the extent to which they achieve the World Bank goal of integrating gender by targeting women or men in project identification, design, analysis and intended impact. We assessed whether or not projects incorporated all three dimensions—women-focused activities, gender-awareness, or transforming unequal gender relations—into their design. We selected the fourteen projects with an eye to covering a broad cross-section that: (1) represent five of the six World Bank regions: Africa, East Asia & Pacific, Latin America, Middle East and North Africa, and South Asia; (2) were executed within fiscal years 1998-2006 with emphasis on more recent years within this time frame in the hope that targeting gender issues is improving over time, and; (3) balance themes & executing agencies with about half the themes in areas such as health and education that tend to incorporate gender issues.

Findings

Our cursory assessment revealed that only a limited number of grants supported projects dedicated to women or identifying and addressing gender issues. As Annex 1 demonstrates, only 10 of 336 grants explicitly target women in the project title (these grants are highlighted in grey). None of these project titles mention men or gender. Therefore 97 percent of World

Bank PCF grants neglect to identify women as a target population in the title. Those focused on women constitute a mere 3 percent of total projects and \$3,127,383 or just under 4 percent of total funds. While PCF grant amounts range from \$13,000 to \$4.6 million with an average grant amount of \$491,000, those that targeted women averaged only \$312,700. This amount is \$178,300 less than the average PCF grant amount.

Though this first step of our analysis admittedly does not focus on the substance of projects, and we acknowledge that a mainstream grant could incorporate some component for women-only, this cursory analysis usefully underlined the dearth of women-focused grants.

Furthermore, since the inception of PCF grants in 1997, the proportion that explicitly targets women has decreased. Our analysis of all PCF grants in early 2002 indicated that 3.6 percent of grants comprising 5.4 percent of funds targeted women as a specific group. Analysis of the 2004 grants indicates that 3.3 percent of PCF projects comprising 4.7 percent of funds targeted women as a specific group. Analysis of 2006 grants indicated that a mere 3 percent of these projects comprising 3.8 percent of funds target women specifically.

We recognize the possibility that improved gender integration, i.e. further attention to gender dimensions two and three in post conflict programming, *might* account for the decrease in funding for women-specific activities. While it is unlikely, we would welcome World Bank evidence establishing that gender integration policies and more gender-focused implementation counterbalances the apparent decrease in women-focused programs.

With regard to our deeper analysis of fourteen PCF grants, Annex 2 demonstrates that 4 or 28 percent of the 14 PCF grants selected target women explicitly. These four projects represent women-focused activities. For example, the \$100,000 grant to *Fondation pour l'Unite, la Paix et la Democratie* in Burundi for reintegrating refugees and displaced men and women supports a strategy to address the specific needs of returning women refugees.⁵

Of the 14 PCF projects analyzed, 10 — or 71 percent — do not address gender or women's issues. Although these projects do not make specific statements about a female or male target population, men are frequently the de facto beneficiaries, such as through a focus on demobilized soldiers. For example, a \$1 million grant to the International Organization for Migration's Disarmament, Demobilization and Reintegration (DDR) process in East Timor promoting education, job training, and income-generating capacity building does not explicitly target women and girls who are ex-combatants or otherwise affected by the conflict.⁶ Nor do any PCF documents reviewed indicate concern for dimensions two and three, such as: how male ex-combatants relate to the women in their families or communities (and visa versa), and how that may complicate the success of the DDR for the men, potentially increase gender-based violence, or miss an opportunity to promote a new paradigm of gender equality within social institutions. For example, a grant for The Rehabilitation of Basic Infrastructures in Kisangani, Democratic Republic of Congo, does not indicate recognition and incorporation of the

⁵ PCF Grant to support to the reintegration of returning refugees and displaced people in Burundi
<http://wbln0018.worldbank.org/essd/sdv/pcf.nsf/271c54cabf61ffff85256c910070ba18/9e1c00c3d4987bcf85256e3800517f41?OpenDocument>

⁶ East Timor - IOM's Immediate and Longer Term Support to the FALINTIL Transition Process
<http://wbln0018.worldbank.org/essd/sdv/pcf.nsf/271c54cabf61ffff85256c910070ba18/201e8e331228b66685256913004eea32?OpenDocument>

different priorities of women and men.⁷ This is a serious omission given Kisangani women's desperate need for medical facilities due to years of systematic rape and torture. In that context, the World Bank's program ought to have looked at the roles of men and women, for example gender-specific healthcare needs and services. Bank projects need to promote gender equality throughout the course of project activities as required by Bank guidelines (World Bank 2003A).

Overall, our examination of 14 PCF grants reveals a very limited traditional "Women in Development" approach of women-focused activities. Such interventions tended to lie within sectors traditionally associated with women, but broader projects did not integrate women's needs into their design. Further, while women-focused activities are important, the WID approach alone is insufficient because it fails to address the underlying causes of the marginalization and poverty of women, particularly the differentiated roles of men and boys versus women and girls in the post-conflict context. PCF programming needs to become 'gender aware' by identifying and incorporating the sex-differentiated roles of males and females into design and implementation. It should also recognize and track the impacts of conflict and subsequent World Bank PCR assistance on women and men, boys and girls. Lastly, the PCF grants missed the opportunity through purposeful promotion of gender equality to try to positively transform how societies or people allocate and exercise power, resolve disputes, and make the best use of all individuals irrespective of their sex.

3.2 Gender Analysis of Lending to PCR Countries

Large World Bank loans to PCR countries similarly fail to reflect systematic attention to gender in project design. World Bank loans to PCR countries are much larger than Bank grants. While PCF grants discussed in the foregoing section averaged US\$491,000 and the largest was US\$4.6 million, loans analyzed in this section averaged \$65 million and the largest was \$250 million.

Methodology

We selected six countries representing five World Bank regions—Angola, Cambodia, Colombia, Iraq, Rwanda and Sri Lanka—and analyzed in depth three to four recent World Bank PCR project loans in each country to assess their gender sensitivity (see Annex 3). We deliberately biased our selection toward sectors that customarily address gender issues such as health and education. Our analysis deemed a project to be "gender sensitive" if it explicitly identified and integrated the interests and concerns of women and/or men in its identification, goals, design and analysis.

Although this sample of countries and projects is not necessarily representative of all Bank PCR lending, our findings that Bank loans to PCR countries inadequately integrate gender considerations meaningfully illustrates the widespread neglect of gender sensitivity in Bank PCR investments. As we noted in the previous section, our analysis does not assess gender sensitivity in project implementation. We would welcome World Bank evidence that their projects which fail to incorporate gender into project design are actually implemented in a gender sensitive manner.

⁷ PCF grant for Rehabilitation of Basic Infrastructures in Kisangani
<http://wbln0018.worldbank.org/essd/sdv/pcf.nsf/271c54cabf61ffff85256c910070ba18/e4f9f9bd2823fc2a85256ffc004a3203?OpenDocument>

Findings

	Total # of Projects Analyzed	# of Projects with No Mention of Gender	Total # of Gender Sensitive Projects	Percent Gender Inclusive
Angola	3	2	1	33%
Cambodia	4	2	2	50%
Colombia	4	4	0	0%
Iraq	3	3	0	0%
Rwanda	4	3	1	25%
Sri Lanka	4	0	4	100%
Total:	22	14	8	36%
Percent of Total:	100%	64%	36%	

Almost two thirds of the selected World Bank loans to PCR countries totally ignore gender. For a more detailed analysis, see Annex 3.

Despite our sample biased toward gender-friendly sectors, 60 percent of the projects fail to identify or address gender issues. As Table 1 illustrates, only 8 projects (or 36 percent) consider gender issues at all, and only 7 of these projects systematically address gender issues or target women. Two projects in Rwanda look at gender concerns minimally and neglect gender considerations in central project areas, and the other two ignore gender completely.⁸ For example, Rwanda's Poverty Reduction Support Credit (PRSC) and Grant Project aims to increase gender equality but fails to

assess women's particular needs or target women in key social areas such as education, health care and HIV/AIDS prevention. All the analyzed projects in Iraq and Colombia entirely neglect gender concerns. When the World Bank launched PCR in Iraq, it stated publicly that its Iraq portfolio would be especially gender sensitive.⁹ Astonishingly, not one of our sample World Bank Iraq projects, even in the health sector, considers gender issues in its project documents.

Our sample analysis indicates that Bank PCR loans to countries in South and East Asia tend to be more gender sensitive than those in any other region. All the projects in Sri Lanka and half of the projects in Cambodia are gender sensitive. In Sri Lanka, the gender sensitive projects are in housing reconstruction, agriculture, transportation, and information and communication technology (ICT) development. In Cambodia, the gender sensitive projects are in rural infrastructure and health. Notably and commendably, most of these projects are not in areas which traditionally target women. The project design teams—particularly in Sri Lanka—regularly integrate gender considerations into their approach. This is to be lauded.

Globally the situation is less promising. If we remove the Asian countries from our PCR loan sample, only one project, in Angola, or seven percent of the projects integrate gender concerns at all.

The project in Angola, notable as the only adequately gender sensitive project that we analyzed outside the Asian region, aims to reverse the spread of HIV/AIDS, Malaria and Tuberculosis. It recognizes women's inequality as a factor in spreading HIV/AIDS, explicitly identifies women and men as agents of change, and provides a wealth of gender-disaggregated data. It might

⁸ For the calculations in Table 1, we counted the two projects in Rwanda that partially include gender concerns as one project that ignores gender and one that includes gender.

⁹ "Listening to Iraqi Women" (World Bank 2003B) includes the following statement from a senior advisor and gender coordinator in the World Bank's Middle East and North Africa Region, "The women so far have been marginally included in the reconstruction process. As we move forward, it's important for them to be more involved. Gender equality is an integral part of good governance, which means respecting everybody's rights and taking everyone's needs into account."

be strengthened, however, by addressing gender disparities in hiring and capacity building. Overall, this gender-sensitive project is commendably designed.

Because of the short timeframe of most of these loans, project descriptions promising sustainable results are often misleading. The average life cycle of these projects is four years and two months. For example, Rwanda's Institutional Reform Credit Project to improve public administration and privatize and reform the financial sector was approved and closed within two years. Leaving issues with the project substance aside, this timeframe is too short to produce long-term results.

4. Analysis of World Bank Programming

World Bank and other research persuasively demonstrate that greater gender equality correlates with peaceful societies, less poverty and faster economic growth. Therefore, to achieve poverty-reduction and reconstruction goals, and those of borrowing countries, the World Bank must consistently address gender in all PCR development activities. In this section we use our three gender dimensions of PCR—women-focused activities, gender-aware programming, and initiatives that promote gender equality—to assess where the Bank falls short or misses critical opportunities in key PCR interventions. We evaluate World Bank involvement in: (1) Political Rights; (2) Property Rights; (3) Employment Rights; (4) the Right to Live and Work free from Violence; (5) Macroeconomic Issues; (6) Access to Credit; (7) Agricultural Development; (8) Demilitarization, Demobilization, and Reintegration (DDR); (9) Demography and Health; (10) Human Capacity and Life Skills; (11) Rebuilding Physical Infrastructure; (12) Addressing Trauma; and (13) Rebuilding Social Capital. These interventions are not presented in priority order.

4.1 Political Rights

Ensuring gender equality in political participation is fundamental to protecting women's rights. As the Beijing Platform for Action underlines, women have the right to draft constitutions and elect representatives (United Nations 1996). But ensuring that women's political rights are fully exercised requires attention to the number of women in decision-making (elected and appointed positions), their capability in such positions, and their commitment to supporting gender equality (Greenberg 1998; Greenberg 2000a). Equal access alone or gender neutral opportunities do not necessarily result in full and effective women's participation. It is often necessary, therefore, to program activities that enable women to seize and benefit from such opportunities. Such programming opportunities are presented by post-conflict demographics (a high ratio of women to men) and moves to draft new laws and create new institutions. These dynamics present *opportunities* for women to fill positions previously held by men and collaborate with men to promote gender equality. The World Bank investments analyzed in Section 3 did little to promote women's leadership in PCR countries.

4.2 Property Rights

World Bank loans to PCR countries often support new laws that address property rights, inheritance and privatization of state owned enterprises. The systems that are being replaced often have institutionalized sex discrimination. The reform process presents historic opportunities to remedy institutionalized discrimination and ensure legal protection of women's property and inheritance rights, ownership and control.

World Bank financed PCR privatization of state assets usually benefits a small group of men with international contacts and access to substantial capital. While the systems do not explicitly or intentionally exclude women, women rarely become owners of privatized economic facilities (Dokmanovic 2002). This may result from educational or economic disparities, or from systems predicated on male contacts and culture. For example, Mozambique's poorest families, particularly female-headed households, had the greatest difficulty obtaining and holding on to the privatized land that the government distributed after the war. Women often lacked the capacity to navigate the official bureaucracy and the resources to purchase inputs and hire labor. More prosperous male farmers benefited from donor-supported land privatization schemes (Wuyts 2003). This reinforced gender inequality.

World Bank projects often neglect gender considerations in PCR property issues, despite the impediments that the poorest populations, especially female-headed households, face in accessing property. For example, a World Bank PCR project in Angola that focuses on resettlement and land acquisition does not consider the particular constraints affecting female-headed households.¹⁰ Another World Bank PCR project in Colombia that includes land titling for the poor does not consider women's particular circumstances or needs.¹¹ However, a 2004 World Bank project in Sri Lanka that reconstructs houses and regularizes titles for war-displaced people gives preference to female-headed households.¹² The World Bank's 1999 Economic Recovery Credit required the Rwandan Parliament to pass legislation giving women equal rights to property and inheritance (Zuckerman 2000b). The Sri Lankan and Rwandan cases provide good examples for World Bank staff in other countries.

But more is needed than laws alone, because of two levels of discrimination: whether women have the right to own property and assets, *de jure*, and whether those rights are really enjoyed, *de facto*. Once legislatures enact new gender-equal property laws (as they have achieved in post-conflict countries like Eritrea, Namibia, Rwanda, South Africa and Uganda), gender-biased practices often continue to prevail. Women in many low income developing countries lack information about their legal rights and lack the capacity and resources to pursue them (such as literacy, money, and power within their families). Absent mechanisms to change common practices or ensure compliance, the laws may be insufficient to ensure that women can enjoy their newly established statutory rights (Greenberg 2001b; Greenberg 1998; Kibreab 2003). The World Bank should invest more in legal literacy and other empowerment programs for women and men to ensure that women enjoy equal property rights with men. World Bank PCR activities also need to support greater women's access to justice through the courts and legal professionals.

4.3 Employment Rights

Reducing high unemployment is a top priority for constructing a viable, functional and sustainable post-conflict economy. World Bank PCR employment training programs mainly target male ex-combatants. Concern to prevent men whose social connections, sense of

¹⁰ World Bank Angola Emergency Multisector Recovery Credit. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/30/000104615_20041202102917/Rendered/PDF/Project01Inform10Stage01Nov103010041.pdf

¹¹ World Bank Bogota Urban Services Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/03/11/000094946_03022604021461/Rendered/PDF/multi0page.pdf

¹² Sri Lanka: North East Housing Reconstruction Program http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/23/000090341_20041123131608/Rendered/PDF/304360LK.pdf

purpose, and activities are militarily derived from becoming “loose cannons” is understandable. Iraq demonstrates how demobilizing armies without giving them alternatives can be explosive.

But while it is a short-term strategy to focus on employing men, missing the opportunity to also engage women in formal economic activities is a long-term strategic oversight. Women who filled “men’s jobs” through replacing fighting men have acquired skills that contribute to productivity and growth. Employed women increase household and national income. Women’s entrepreneurship generates jobs as does men’s. Nevertheless, World Bank PCR programs often exclusively focus training and employment on demobilized men while laying off and disempowering women. For example, the World Bank West Bank and Gaza Industrial Estate Project promoting employment makes no effort to employ women.¹³ These measures restore stereotyped divisions of labor and institutionalize gender inequality (Greenberg et al 1997; Greenberg 2001b).

In her noteworthy World Bank study of gender and DDR, Nathalie de Watteville cites key examples of PCR preferences for men: In Bosnia, women were glad for employment programs that targeted their husbands because they relieved both economic and psychological strain on their families (de Watteville 2002). In Burundi, the World Bank funded Support to the Reintegration of Returning Refugees and Displaced People failed to develop a strategy to reintegrate returning women refugees and displaced women. In Nicaragua, an estimated 16,000 women lost their jobs because of men returning from war.

While post-conflict countries often pass new laws forbidding gender discrimination, employers frequently ignore them. New governments, often spending World Bank-borrowed funds, staff government and agency offices. Continual oversight to spot sex discrimination and prevent negative impacts on women – as performed by South Africa’s Commission for Gender Equality and Office on the Status of Women – is critical for long-term enforcement of women’s employment rights (Greenberg 1998).

Transitions from socialism to market economies frequently undermine women’s previously achieved right to employment without discrimination. For example, following wars of liberation, the Chinese and Vietnamese governments passed laws forbidding employment discrimination. These laws were better adhered to during these countries’ socialist era than during their current market-driven regimes (Zuckerman 2000a). Gender Action’s analysis of World Bank structural adjustment loans in Serbia and Montenegro illustrates a post-socialist anti-female bias that seems to develop in virtually all transition economies (Vladislavjevic and Zuckerman 2004).

World Bank PCR programs often fail to recognize and value women’s skills and contributions in the “informal” and “invisible” sectors where most economic activity takes place in conflict and non-conflict settings. The neglect of these economies illustrates how many female productive activities which contribute to economic growth lack financial and technical support. Of course informal sector employment can only succeed in the context of a healthy macro economy where there is demand for informal sector outputs. If demand is absent, women’s and men’s informal sector jobs might not be sustainable.

¹³ World Bank West Bank and Gaza Industrial Estate Project.
<http://web.worldbank.org/external/projects/main?pagePK=104231&piPK=73230&theSitePK=40941&menuPK=228424&Projectid=P040503>

In order to prevent gender based employment discrimination and provide equal opportunities to men and women, it is critical to perform gender analysis of job loss. In PCR countries shifting from old to new industries to construct a modern, global economy, women are usually the first to be laid-off and the last to be rehired because of the traditional view that men are the main breadwinners despite increasing numbers of female-headed households and constitutionally-enshrined equal rights (Ashwari 2005). Many women also face job discrimination during pregnancy and breast feeding. World Bank financed Serbian and Montenegrin enterprise privatization provides such examples (Vladislavljevic and Zuckerman 2004). In Kosovo, women who were pushed out of the workforce back into their homes by Milosevic's policies lost their skills and returned to home-based roles in what many contend was a purposeful policy of sex discrimination aimed at returning women to their traditional family roles.¹⁴

4.4 Right to Live and Work Free from Violence

The Beijing Platform for Action describes violence against women as “an obstacle to the achievement of the objectives of equality, development and peace” (United Nations 1996). In a PCR setting, violence against women is rampant for several reasons. First, men who return home from the front or the bush come from cultures of violence – accustomed to wielding weapons and using force and are therefore more prone to use violence. Second, returning male tensions are high because of uncertainty about their role in society, which is exacerbated by the pains of post-conflict economic adjustment and related unemployment. These tensions often result in increased male alcohol consumption that precipitates violence against women and raises HIV/AIDS rates. This tragic cycle has developed in Angola, Mozambique, Namibia and many other post-conflict countries. Third, after either sexual apartheid during war-time (with men away and women tending to homes and family) or extremely patriarchal relations “in the bush” typified by girls in “forced marriages” and otherwise “enslaved” to men, many returnees lack experience with respectful, equitable gender relations.

Gender-based violence is not only physically and emotionally destructive, but it also affects women's ability to participate in the economy. Women who have been raped in the course of war must struggle on a day-to-day basis to maintain effective income-generating activities. Their ability to contribute to family income, to support community initiatives and to compete in the formal workforce may suffer as a result of conflict-related trauma. In addition, there may be violence-related issues at home, with men who have returned from conflict, that undermine women's ability to appear regularly and perform effectively in the workforce. And violence may continue around them as, for example, when Angolan women in the informal sector are often robbed of their earnings at the end of a workday, and South African women are frequently threatened as they travel to and from work (Greenberg 1998). Donors such as the World Bank must take violence against women very seriously – and see it not as something ancillary, but requiring attention in building sustainable, peaceful societies.¹⁵

A number of women-focused activities would address this nexus between violence and employment. First, health programs – both physical and psycho-social – are needed to help women manage the legacies of violence. Second, there is a need for programs that target men who are violent in their homes or in the streets – which then benefits women who suffer from

¹⁴ Co-author Marcia Greenberg's interview with Sevdie Ahmeti, founder and Executive Director of the Center for Protection of Women and Families, 2004.

¹⁵ World Bank research, rhetoric and gender experts take violence against women very seriously but the vast majority of investments do not.

violence. There might also be a need for community-level attention to how women and men are negotiating differences, focused on nonviolent dispute resolution.

Some World Bank PCR programs have been able to enact laudable women-focused approaches. In late 2003, Serbia's first World Bank-approved Poverty Reduction Strategy Paper allocated €7 million to develop women's rights programs (Vladisavljevic and Zuckerman 2004). Other international initiatives also funded major women's initiatives. For example, Rwandan genocide survivors, with UNESCO support, developed the Mandela Peace Village (MPV) that houses and provides shelter and literacy programs to displaced widow- and orphan-headed households. But its conditions are still very poor. For example, many of the impoverished MPV women still walk several hours daily to fetch contaminated water and fuel.¹⁶

Lastly, gender equality supports peace. In a 2003 World Bank Working Paper, Mary Caprioli examined the impact of gender inequality on the likelihood of intrastate violence through a regression analysis. Caprioli explored the role of gender inequality and discrimination in intrastate conflicts from 1960-1997, and did an analysis of structural violence. She concluded that gender equality is more than a social justice issue. Gender inequality hurts women's status and livelihoods and *increases the likelihood that a state will experience internal conflict* (Caprioli 2003).

4.5 Macroeconomic Issues

PCR and World Bank macroeconomic reform agendas sometimes conflict, usually because PCR requires heavy socio-economic financing that World Bank-imposed public expenditure management constrains. This macroeconomic constraint restricts funding for gender-based PCR socio-economic development.

On the PCR side, program design and implementation must do better in recognizing and addressing gender-related obstacles and opportunities. In some cases, increased participation by women may contribute to macroeconomic success – but only *if* gender-related impediments are recognized, understood and removed. Women and men may have different perspectives on setting priorities and resource allocations to benefit a recovering nation. But if roles and relations are such that women cannot be heard, or their views are not taken seriously, everyone suffers.

There are also important issues related to impacts. In the last decade attention has begun focusing on the intersection of macroeconomic policies and gender because the gendered impacts of macroeconomic interventions frequently affect development outcomes (Cagatay et al. 1995, 2000; Zuckerman 2000b; Dennis and Zuckerman 2006). World Bank-supported PCR macroeconomic reforms with gendered impacts include spending reallocations, state owned enterprise privatization, price and trade liberalization, civil service streamlining, and governance decentralization (Greenberg 2001a; Greenberg 2001d; Vladisavljevic and Zuckerman 2004; Zuckerman 2000b).

Studies demonstrate that women bear the brunt of painful World Bank imposed policy reforms integral to many PCR frameworks (Vladisavljevic and Zuckerman 2004). Serbia and Montenegro's Structural Adjustment Program, which is standard for countries undergoing PCR, requires: State owned enterprise closure, restructuring and/or privatizing; public expenditure

¹⁶ Co-author Elaine Zuckerman interviewed MPV residents in 2001.

and civil service cutbacks including in social programs; and financial sector liberalization, commercialization and downsizing. Although these measures affect women and men differently, their design and implementation neglected gendered impacts. In Serbia & Montenegro, World Bank-supported health spending cutbacks expanded women's homecare responsibilities for sick household members reducing time for paid work. Women lost formal sector jobs first and were rehired last because they were assumed to be secondary breadwinners, although increasing numbers of households were female headed. Men caught in persistent unemployment often become drunk and violent, another gender impact needing attention (Greenberg 2000b).

Macroeconomic program expenditure cutbacks during PCR usually deprive single mothers and widows of public support. For example a World Bank public sector reform project for Rwanda approved in 2004 never considered gender needs. However, the allocation of funds away from social services will deprive former recipients, many of whom were widows and single mothers, of much needed social services.¹⁷

Privatization, a popular condition of World Bank macroeconomic loans, often demonstrates how class factors outweigh gender differences when the poor are not genuinely targeted. Elite females as well as males often benefit from privatization while poor women and men are likely to lose.¹⁸ It is problematic, for example, that neither a 2004 World Bank PRSC for Rwanda that promotes private sector development activities¹⁹ nor a World Bank Cambodia electricity privatization program considered gender impacts.²⁰ Donor-imposed privatization activities often bypass and harm poor groups, such as female-headed households, and then benefit the better-off (Zuckerman 1989, 1991).

Systematically integrating women's involvement and empowerment into macroeconomic programs may enhance gender equality, accountability, and transparency. An example is governance, an increasingly popular World Bank macroeconomic reform focus. Governance programs may enhance women's status, participation and influence *as constituents and as civil society*. With women usually more active in civil society and men in government, traditional gender or power relations may impede effective citizen-government relations and accountability.

One programmatic way to recognize such gendered roles and impediments is through gender budget analyses monitoring public expenditures. The World Bank should support gender budget analyses and follow-up advocacy to ensure budget line items target men and women as needed in all PCR programs, and encourage collaboration between men and women based on respect and equal status.

World Bank funded trade liberalization is another PCR macroeconomic issue with neglected gendered impacts (Women's EDGE 2002; Zuckerman 2000b). World Bank PCR loans, like regular Bank investments, promote free trade as an engine for economic growth. PCR free

¹⁷ World Bank Public Sector Capacity Building Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/21/000090341_20040621101209/Rendered/PDF/27857.pdf

¹⁸ Tony Addison, Deputy Director of the World Institute for Development Economics Research, thoughtfully pointed out this nuance.

¹⁹ World Bank Poverty Reduction Support Credit and Grant Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/09/30/000090341_20040930101314/Rendered/PDF/29467.pdf

²⁰ World Bank Cambodia Rural Electrification and Transmission Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/11/26/000012009_20031126114127/Rendered/PDF/270150KH.pdf

trade programs range from modern industrial economies recovering from conflict such as those in the Balkans, to less-developed countries' such as in Sierra Leone, Guinea and Cote d'Ivoire. The gendered trade impacts of PCR need addressing in all types of trade arrangements. For example, women who have been traders in West Africa for generations developed mobility and networks pre-conflict. Conflict undermined or destroyed their trade patterns and livelihoods. During PCR, women must re-build their trade networks. Doing so requires overcoming almost insurmountable hurdles to credit access in most countries (see the next subsection) necessary for income generation needed to pay for basic needs and contribute to economic growth.

4.6 Access to Credit

Credit, one of the most popular World Bank PCR programs, raises issues within all three gender dimensions of PCR.

Both women and men need access to credit, sometimes micro, sometimes larger. Women often need credit with which to begin or strengthen income generating activities. Considering women within the first dimension, women in post-conflict environments who head households, are responsible for agriculture or suffer from landmine injuries may have particular needs for credit. In addition, they may need literacy or numeracy training accompanying receipt of credit. Or, lacking collateral that some men have, they may need a savings circle or other mechanism with which to qualify for credit.

Both men and women who spent years in the bush or displaced may lack credit and the skills to start or maintain a business. Many Eritrean and Angolan fighters who lived in the bush lacked any experience with a market economy. Some Eritrean ex-combatant women who lived their entire lives in the bush had never even handled money. Many single mothers among them who borrowed micro-credit failed in their enterprises because of insufficient training and guidance. They ended up in *abject* poverty (Greenberg 2001c). On the positive side, while men were away fighting, many women who stayed home worked in agriculture or urban enterprises such as those in Angola's informal market. In some cases, these women developed business experience, became better investors and more credit-worthy than men who were busy fighting (Greenberg et al 1997).

In many countries, such as Eritrea and Mozambique, rural women need access to micro-credit to be able generate their first beyond-subsistence livelihoods (de Sousa 2003). Most of the repatriated Eritrean refugees who fled during the country's three-year liberation war preferred developing micro-enterprises in urban areas to taking government or village allotted land (Kibreab 2003).

While the first dimension may call for women-only activities, mainstream credit-oriented programs must also take account of gender. Many World Bank PCR credit programs do not purposefully target or incorporate women. For example, the World Bank Sierra Leone Economic Rehabilitation and Recovery Credit Project III does not ensure that women will be borrowers.²¹ But beyond whether it *ensures* that women will be borrowers, such programs raise the question of whether women *are* borrowers? The key to answering this question is collection of sex-disaggregated data. A program that does not target women may still include them – or not.

²¹ World Bank Sierra Leone Economic Rehabilitation and Recovery Credit Project (III).
<http://web.worldbank.org/external/projects/main?pagePK=104231&piPK=73230&theSitePK=40941&menuPK=228424&Projectid=P074642>

Sex-disaggregated data would enable lenders like the World Bank to better address gendered impediments.

In other cases, some aspects of program design may inadvertently exclude women. For example, in some PCR countries, such as those in the Balkans, women who are ready for larger loans often lack equal access to them. As in non-PCR contexts, programs tend to slot women into micro-credit while men gain access to larger credit, even when women require more than micro-credit for small- and medium-sized enterprises, particularly urban educated women.²² In some cases, a broader program may include some targeted assistance for women. For example, a World Bank agriculture project for Sri Lankan war-affected households targeted women with village-level revolving fund credit.²³ As is revealed in Section 3, Sri Lankan projects tend to be more gender aware than those in other countries.

Credit programs may have unintended gendered impacts. In some cases, a woman's receipt of credit and her economic success may stir male resistance. Manifestations include threatened and angry returned men, who engage in violence because of difficulty coping with changing household gender roles. PCR credit programs should incorporate monitoring systems to detect gender-role problems. Based on this monitoring, credit programs could train and require lending officers to speak with husbands and wives to ensure that each understands the commitment required to build successful new businesses.

Lastly, within the third dimension of transformative programming, gender sensitive World Bank PCR credit and business development strategies could play a role in promoting gender equality within households. Such an opportunity, within the PCR context, can be win-win – improving household management of limited finances, supporting household understanding of the time and energy needed to launch a new business, and building new approaches for handling stress and disputes. Working with households on gender relations – including communication, respect and cooperation – may benefit women, men, children, and communities. This contributes to transforming a culture accustomed to solving problems through violence to using negotiation.

4.7 Agriculture Development

Agricultural programs in PCR also engage all three gender dimensions. Worldwide agriculture has been feminizing as more rural men than women in developing countries migrate to cities for employment. Conflict accelerates this trend. While men were at war, for example in Angola, women often deepened their knowledge, skills and experience as farmers. Female-headed farms multiply while rural men die fighting. World Bank PCR investments must account for women's increasing agricultural responsibilities. Consistent with the women-focused activities of the first gender dimension of PCR, there are women-specific needs and rights that require particular attention.

World Bank funded post-conflict agriculture programs tend to target male ex-combatants. Such PCR programs, disseminating seeds, tools, technology, and other agricultural inputs, often bypass women farmers' strategic roles in subsistence and market agriculture. PCR rural growth strategies should target female farmers and ex-combatants, not just demobilized male soldiers

²² Across Africa, women compose about 80 percent of the farmers but access less than 10 percent of micro rural credit and less than 1 percent of total agricultural credit (Blackden and Bhanu 1999).

²³ World Bank Sri Lanka Second North-East Irrigated Agriculture Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/04/000090341_20040604131552/Rendered/PDF/285420LK.pdf

(Greenberg et al 1997; Greenberg 2001b). Exceptional projects that do so include: (1) the 2004 World Bank agriculture project for Sri Lanka that supports village community based organizations including Rural Women Development Societies²⁴ and; (2) the 1999 Rwanda Economic Recovery Credit which supported women's inheritance and property rights (Zuckerman 2000b).

In addition, agriculture is often a household enterprise. It can involve women spending much of their own income on household food or children's education (including girls' education). In the Balkans, farms are often household businesses where women may exercise some power over financial accounts. Agricultural assistance programs for such household-run farms ought to consider men's and women's respective roles, and be attentive to how failure to recognize these roles may impede achievement of agricultural objectives. These programs may also offer opportunities to promote gender equality and encourage transformative development – leading individuals to resolve disputes without resorting to violence. On the policy level, World Bank loan conditionalities mandating the removal of trade tariffs and subsidies may have negative impacts on women's agricultural activities and incomes.

4.8 Demilitarization, Demobilization and Reintegration

In the immediate aftermath of conflict, substantial donor attention focuses on DDR. Although DDR is particular to PCR countries, it typically involves development activities like providing skills, agricultural inputs, and access to capital.²⁵ Like PCR agricultural programs, DDR programs also define "target populations" narrowly -- primarily as male ex-combatants. In the bush, women have both voluntarily and forcibly played support roles – cooking, provisioning, spying, carrying messages, etc. Sometimes roles are traditional, but sometimes more collaborative. As a consequence, there are girls and women who require attention from DDR programming.

Most World Bank and other donor DDR projects ignore gender needs. A 2002 World Bank project entitled, "Protection of Patrimonial Assets of Colombia's Internally Displaced Population," that emphasizes stakeholder participation to address the many effects of forced population displacement especially in protecting property, does not reflect attention to women's inputs, gender analysis, gender strategies or general efforts to integrate gender (World Bank 2004a). A World Bank DDR project for Angola approved in 2003 mentions female ex-combatants but does not acknowledge that conflict affects females and males differently, for example through sexual violence, and includes no programs to assist women.²⁶ In East Timor, two independent Commissions identified ex-combatants and veterans and elaborated programs to assist them. More than 10,000 men registered. However, women ex-combatants who carried arms and occasionally fought battles were excluded. Instead they were classified as political cadres (UNIFEM 2004).

²⁴ World Bank Sri Lanka Second North-East Irrigated Agriculture Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/04/000090341_20040604131552/Rendered/PDF/285420LK.pdf

²⁵ Ian Bannon, head of the World Bank Post-Conflict Unit suggested to co-author Elaine Zuckerman that it might be more efficient to focus on "DD" on the one hand and "R" on the other in separate projects, with DD focusing on taking the guns away and R on socio-economic reconstruction.

²⁶ World Bank Emergency Demobilization and Reintegration Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/01/11/000094946_0301090403297/Rendered/PDF/multi0page.pdf

The failure to include women in these programs may partly result from sex discrimination, or from ignorance regarding women's roles among fighters. A rare exception was the ACORD "Barefoot Bankers" credit program in Eritrea that targeted women ex-combatants who played a substantial role in the war (de Watteville 2002). Policymakers often find it tactically imperative to demobilize and reintegrate gun-toting males. Yet such programs, to be effective, ought also to consider gender roles and responsibilities in the households and communities to which the demobilized soldiers return. DDR programs, for example in Angola, might have achieved more equitable and sustainable results if they targeted women who followed soldiers into the bush to perform "nonmilitary" service as carriers, cooks, forced sexual partners and combatants (Greenberg et al 1997).

The World Bank and other donors DDR focus on men is problematic in at least two respects: First, it perpetuates unequal gender stereotyping, unfairly bypassing women ex-combatants and others who supported war activities. Second, it shortchanges economic potential by missing opportunities to involve productive women in reconstruction. Demobilized soldiers in Eritrea included female ex-fighters trained as bricklayers, mechanics and electricians during the war who, on returning home, faced discrimination in the job market because their skills were considered to be exclusively men's, a traditional gender bias (Kibreab 2003).

World Bank DDR programs miss the opportunity to help prepare men better for respectful household and community relations and non-violent behavior. Building more peaceful societies requires addressing such gender issues resulting from war. As de Watteville states, "social integration, in other words, is not simply about coming home, but about defining new guiding social values and establishing corresponding relationships and institutions" (de Watteville 2002). DDR needs to integrate ex-combatants by dispelling gender stereotypes, building respect for all, and breaking destructive cycles. DDR also must build the capacity of receiving households and communities to welcome and reintegrate the returnees. PCR sometimes provides an opportunity for "new starts" that develop more equal gender roles and overcome gender barriers to development.

4.9 Demography and Health

Conflicts cause demographic changes, including men lost in combat, rural to urban and out-migration, and multiplying orphans and elderly survivors. Gender ramifications include increased female-male ratios, female-headed households, and young women alone in cities. PCR female-headed households are typically poorer than male-headed households. This often results both from war and World Bank-imposed macroeconomic liberalization policies (see Macroeconomics Issues section) compounded by cultural biases. This interplay is described well in Clara de Sousa's analysis of PCR in Mozambique (de Sousa 2003).

In PCR societies, as the Beijing Platform for Action notes, "women often become caregivers for injured combatants and find themselves, as a result of conflict, unexpectedly cast as sole manager of a household, sole parent, and caretaker of elderly relatives" (United Nations 1996).

PCR demographic shifts have a dramatic impact on women's lives. In PCR Timor Leste some 45 percent of adult women are widowed (UNIFEM 2004), and in PCR Rwanda, women and girls comprise over 60 percent of the population. The majority of households are female-or child-headed. Rwandan women are increasingly playing significant roles in many PCR walks of life. In PCR Eritrea, where some 45 percent of post-conflict households are female headed, women

returning home from nontraditional sexual relationships in the bush, were spurned by conservative village and family members. Abandoned and rejected, many single mothers settled in Asmara needing homes, jobs and community support. Without jobs and in a state of desperation, some women and girls turned to prostitution – often catering to PCR peacekeepers (Greenberg 2001c).

World Bank reproductive health projects target female needs by definition. However, mainstream health projects in the PCR context often neglect women (Zuckerman and Wu 2003), which raises the first dimension issues of women's needs requiring focused attention. Such is the case in a World Bank PCR emergency health project for Iraq approved in 2004. It neither analyzes nor addresses any gender issues whatsoever except for obstetric care that is by definition a female issue.²⁷ Thus it neglects to address whether girls and women working in the fields are at particular risk of injury from landmines, and their possible need to access prostheses. One example of a better approach is the World Bank Health Sector Support Project for PCR Cambodia that particularly promotes women's health.²⁸

HIV/AIDS often increases dramatically in post-conflict environments when infected combatants return home. Additional factors spreading HIV/AIDS in post-war situations include prostitution and destruction of health and information-dissemination infrastructure. According to Stephen Lewis, the UN Special Envoy for HIV/AIDS in Africa, "Gender inequality is what sustains and nurtures the virus, causing women to be infected in ever greater, disproportionate numbers." About 60 percent of HIV/AIDS infections in Africa affect women and the proportion is rising to 75 percent of females between the ages of 15 and 24 (Lewis 2004). Prevention of HIV/AIDS depends on both men and women receiving information and having power in their relations. World Bank PCR programs must systematically address gender inequality to prevent the escalating toll of AIDS (Greenberg 2001b). This only happens occasionally. For example, a World Bank PCR project focusing on HIV/AIDS in Angola distinctly recognizes and addresses the disease's gendered face.²⁹

World Bank-promoted user fees undermine access to health services in PCR countries. User fees and other cost-recovery mechanisms limit access of goods and services such as health care to those who can afford to pay. User fees can contribute to the spread of HIV and prevent people living with HIV/AIDS from accessing treatment. Because of the harmful impacts of health and education user fees on poor men and women, as a result of civil society pressure over many years, in the 1990s the World Bank claimed it abolished user fees. But it never did so consistently. The new World Bank HNP Strategy includes language endorsing user fees (World Bank 2007:50).

4.10 Human Capacity and Life Skills

World Bank PCR programs must take a gendered approach to address human capacity shortages caused by interrupted schooling, fewer teachers due to HIV/AIDS attrition, and destroyed school infrastructure. Women and girls often have fewer educational opportunities.

²⁷ World Bank Iraq Emergency Health Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/22/000104615_20041123100849/Rendered/PDF/PID010Appraisal0Stage0Nov019102004.pdf

²⁸ World Bank Cambodia Health Sector Support Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2002/12/21/000094946_02120504013689/Rendered/PDF/multi0page.pdf

²⁹ World Bank Angola HIV/AIDS, Malaria and TB Control Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/12/07/000012009_20041207092002/Rendered/PDF/289940init.pdf

In Angola, more elderly women had access to education before decades of conflict or in bush schools than did younger women who were raised in a PCR environment lacking educational infrastructure (Greenberg 2001b).

PCR education programs open the possibility to promote gender-sensitive curricula in schools. Too often donors such as the World Bank restore pre-PCR curricula including their old gender biases. PCR societies should be able to benefit from developing skills without gender stereotypes or inadvertent negative gender impacts. New opportunities, such as information technology training, should be available to women and men alike.

Many PCR programs launch training quickly, with little regard for who can participate and why some do not. For example the World Bank West Bank and Gaza Palestinian NGO II Project identifies women as the most marginalized group but does not explicitly allocate funds to train them.³⁰ Again, the exceptional World Bank project was found in Sri Lanka: It targets women with information and communication technologies training and skills to enhance employment opportunities.³¹

Deliberate measures can avoid reinforcing gender biases. For example, childcare, family responsibilities and conservative traditions may prevent women from traveling. When the family of a Kosovo female lawyer selected for training in Pristine forbade her to travel and stay alone in a hotel, thoughtful organizers moved the whole training to the woman's town (Balsis et al 2004).

World Bank PCR programs have the opportunity to support country initiatives to transform society to be more gender equal. Besides developing male and female vocational skills to increase opportunities to earn income, PCR programs may also teach men and women life skills in how to get along, get to work on time and work professionally, and social and civic skills and values that are essential for building a nonviolent society. This includes training women and men to work collaboratively and respectfully together.

4.11 Physical Infrastructure

Much of World Bank PCR lending focuses on rebuilding destroyed infrastructure. Gender perspectives differ in infrastructure selection. While men often prioritize highways, women utilize rural roads to access markets, water, fuel, schools, health facilities, and other essential services. In most of Sub-Saharan Africa, men fetch water or firewood only when there is no woman to do it for them (de Sousa 2003). Female time spent fetching water and fuel squeezes time available to earn income and hinders reconstruction of war-torn communities (de Sousa 2003).

In the post-conflict environment, the gender-determined roles relating to the water, firewood, trading in markets and working in the fields increase the likelihood that women and young girls will be tragically killed or injured by land mines in the course of their travels. This has been a problem in Mozambique where paths to water and fuel sources were mined. While landmine projects may target girls and women with warnings, mainstream infrastructure ought also to

³⁰ World Bank West Bank Palestinian NGO II Project. <http://web.worldbank.org/external/projects/main?pagePK=104231&piPK=73230&theSitePK=40941&menuPK=228424&Projectid=P071040>

³¹ World Bank Sri Lanka E-Lanka Development. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/09/10/000009486_20040910112659/Rendered/PDF/28979a.pdf

incorporate these factors into their plans and allocation of resources. World Bank financed public sector projects would do well to prioritize investing in removing land mines and constructing rural roads.

Infrastructure project design done strategically in consultation with women can result in rehabilitation of basic water, transportation, health and educational services that help reduce women's unpaid labor time (Greenberg et al 1997). However, the billions of dollars the World Bank has spent on transportation, water and sanitation services have not relieved women and girls of their onerous daily water and fuel carrying burden that steals time from paid jobs and schooling. For example, the World Bank West Bank and Gaza Southern Area Water and Sanitation Improvement Project acknowledges but does not allocate funds to relieve women's water burden.³²

Gender analyses reveal special infrastructure needs. In Afghanistan, women require private, safe road rest areas for their needs and the needs of their children. Road security is critical for women who are especially vulnerable to sex-based crimes. In post-conflict environments, security is a major problem amidst armed, unemployed ex-soldiers. In post-conflict countries like Cote d'Ivoire, Guinea, and Sierra Leone where women historically have been traders, insecurity impedes work travel. Security is also essential for girls traveling to school. A World Bank emergency school construction project in Iraq approved in 2004 does not recognize or address any such gendered needs.³³ Two World Bank transport projects in Colombia fail to recognize gendered safety concerns.³⁴

Women generally face discrimination in obtaining PCR food-for-work infrastructure jobs that provide short-term work, income, food, and skills. While such jobs could enable women to develop "nontraditional skills", World Bank PCR projects rarely offer women this opportunity although men often benefit. For example, the World Bank Guatemala Rural and Main Roads Project does not employ women.³⁵ Similarly, the World Bank Iraq Emergency Infrastructure Reconstruction Project that generates employment does not target women at all.³⁶ There are positive examples. In Angola CARE involved women in making bricks and providing labor to build their own houses in one project and in another project women provided stones and labor to construct a road, a hospital and a school (Greenberg et al 1997). A 2003 World Bank Cambodia PCR infrastructure project targeted unskilled women laborers in its road rehabilitation program and promoted equal pay for equal work.³⁷

³² World Bank West Bank and Gaza Southern Area Water and Sanitation Improvement Project. <http://web.worldbank.org/external/projects/main?pagePK=104231&piPK=73230&theSitePK=40941&menuPK=228424&Projectid=P051564>

³³ World Bank Iraq Emergency School Construction and Rehabilitation Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/22/000104615_20041123100849/Rendered/PDF/PID010Appraisal0Stage0Nov019102004.pdf

³⁴ World Bank Colombia Integrated Mass Transit Systems. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/05/24/000012009_20040524125105/Rendered/PDF/28926.pdf; World Bank Colombia Bogota Urban Services Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/03/11/000094946_03022604021461/Rendered/PDF/multi0page.pdf

³⁵ World Bank Guatemala Rural and Main Roads Project. <http://web.worldbank.org/external/default/main?pagePK=64027221&piPK=64027220&theSitePK=328117&menuPK=328152&Projectid=P035737>

³⁶ World Bank Iraq - Emergency Infrastructure Reconstruction Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/04/22/000160016_20040422173641/Rendered/PDF/AB7271Iraq0Rehab0PID010PUBLIC.pdf

³⁷ World Bank Cambodia Provincial and Rural Infrastructure Project. http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/08/25/000090341_20030825102529/Rendered/PDF/25594.pdf

Power is another infrastructure sector that rarely considers gendered impacts. For example, the World Bank Tajikistan Pamir Private Power Project does not identify gender issues although women, the majority of the poor, will be hardest hit by World Bank-required tariff increases.³⁸ Similarly, international advice urging governments to remove subsidies and increase electricity rates in Armenia, Kosovo and Montenegro may have devastating impacts on poor and female-headed households (Balsis et al 2004; Vladislavljjevic and Zuckerman 2004). In Eastern Europe construction of the Baku-Tbilisi-Ceyhan oil pipeline, funded by the World Bank's International Finance Corporation and the European Bank for Reconstruction and Development, has increased trafficking in women and prostitution (Bacheva, Kochladze and Dennis 2006).

Gender equality should be an integral issue in selecting companies for public works contracts. Contracting often involves corruption and generates low-quality infrastructure. Although studies demonstrate that women's involvement reduces the likelihood of corruption, female beneficiaries and entrepreneurs rarely participate in procurement decisions (World Bank 2001). Experience from inside the World Bank indicates that most contracted companies are owned, managed and staffed by men.

Project consultations should incorporate women's inputs and integrate gender analysis into feasibility studies. A positive example is gender equality training in the Swedish-supported Kosovo railways management reform. Usually, however, donors push rapid rebuilding, ignoring opportunities for gender equality and with it enhanced sustainability. Women must participate in identifying and designing infrastructure to reflect their gendered needs, such as day-care centers and water systems that free up their time and permit them to work and their daughters to attend school.

4.12 Addressing the Trauma

To break violent cycles, World Bank PCR programs should support measures to heal the trauma. According to a Timor Leste survey of 750,000 people, 40 percent of respondents experienced psychological torture, 33 percent beatings or mauling, 26 percent head injuries, and 22 percent witnessed a friend killing a family member (UNIFEM 2004). Reports abound from the Balkans and Rwanda of family members watching relatives get killed or mothers and sisters being raped.

Gender-focused trauma work can assist distressed family members, child soldiers, survivors of sexual violence, and returnees unaccustomed to families or communities, who harbor anger, yearn for vengeance, lack purpose, and/or suffer depression, boredom and frustration.

Nearly every war-affected demographic group needs healing. Fighting men and boys must learn to function in a nonviolent culture, resolve differences without force, and handle their detachment and fears. Female victims of gender-based violence and witnesses of violence must heal and move on. They must overcome their trauma to avoid transmitting their hate or vengeance to their children.

³⁸ World Bank Tajikistan Pamir Private Power Project.
<http://web.worldbank.org/external/projects/main?pagePK=104231&piPK=73230&theSitePK=40941&menuPK=228424&Projectid=P075256>

4.13 Rebuilding Social Capital

Along with physical destruction, conflict destroys trust throughout society – thereby undermining and breaking the bonds of positive social capital (McMillan and Greenberg 1997/98). In fact, conflict can breed negative social capital.³⁹ World Bank PCR programs must help rebuild positive social capital -- social networks that contribute to successful development.

Social capital can begin within the family. Conflict saddles households and individuals with uncertainty and mistrust. Moreover, the loss of family members through conflict and related HIV/AIDS often redefines roles among survivors. Widows or orphans may become household heads. Returning combatants are “newcomers” to their own families and communities. A gender aware approach to defining evolving roles and responsibilities has the potential to enhance respect and collaboration, and thereby strengthen new household structures.

Comparable needs can be found at the community level. In Croatia and Rwanda, formerly co-existing groups experienced violence by family members and neighbours. Disintegration of groups and networks that previously knit communities resulted in losing social capital that bound society. The Eritrean diaspora that returned home at liberation created new social networks that transcended old kinship and ethnic affiliations, contributing to building a peaceful society (Kibreab 2003).

Some World Bank PCR efforts to re-build social capital focus on women (therefore combining the first gender dimension of women-focused activities with a third dimension of strategic transformation). For example, Bank grants support the Bosnian “Knitting Together Nations” project that tries to create employment opportunities for displaced women in the knitwear business and revive and sustain traditional multiethnic cultural ties among designers and producers. Another World Bank project, “Empowering Women: Socioeconomic Development in Post-Conflict Tajikistan”, aims to empower women, nurture social cohesion and reduce potential conflict (World Bank 2004a). But as section three underlines, such World Bank projects are the exception to the rule. Only a small minority of World Bank PCR projects focus on women.

Beyond social capital among women, there are vast needs for social capital between women and men. World Bank PCR should support social capital within local institutions such as planning boards, community committees and local governments. Building that social capital effectively requires attention to gender equality, the respective roles of men and women, and respect between them. To achieve PCR, the World Bank sometimes invests in such programs, such as in the *Fondo Apoio Social* in Angola and the Sri Lankan E-Lanka Development Project. Again, these are exceptional projects. Too often the Bank misses opportunities to build social capital, and to model gender equitable relations and nonviolent ways of resolving disputes.

³⁹ Ian Bannon pointed out that there is also negative social capital, exemplified in the Rwanda genocide and in Central American and Caribbean gangs.

5. Concluding Remarks and Recommendations

This paper examines World Bank PCR investments for gender considerations and suggests ways the Bank can improve its poor performance. We do so recognizing that Bank loans indebt countries, enrich their elites and further impoverish their poor despite Bank rhetoric promising poverty reduction. While calling for an end to Bank “conditionalities,” at the same time we propose measures to ensure Bank investments empower poor men and women, uphold their rights, and promote gender equality. Our analysis is framed in three necessary, interrelated gender dimensions that the World Bank must integrate into PCR: attention to women-specific needs and rights, gender aware programming in mainstream programming, and transforming violent environments into peaceful and equitable societies.

Many PCR activities are typical development activities. Recognizing and addressing gender roles and promoting women's rights and gender equality are critical for the success of all development programs, including PCR activities (Zuckerman and Wu 2005; World Bank 2001). Given the correlation between gender inequality and the likelihood of conflict (Caprioli 2003), promoting gender equality is an essential contribution to lasting peace.

We conclude that many World Bank investments in PCR countries—including loans requiring risky policy reforms—overlook gendered impacts despite widely-available knowledge of how they may harm women and the poor (World Bank 2001; Correia & Bannon 2006). Our analysis encompasses large World Bank PCR development loans and smaller PCF grants. We found that a few large Bank PCR projects integrate gender considerations, notably those in Sri Lanka. Other countries have a more mixed track record. Most Bank projects fail to identify or address socially prescribed gender roles and responsibilities, disparities in power and decision-making authority, and relations between men and women. Our research illustrates that the Bank misses huge opportunities to promote gender equality through its vast financial and technical investments in human resources and public and private infrastructure in PCR countries.

To improve its poor record the World Bank must end the harmful policy conditions it attaches to loans. The Bank should put into practice the gender-related lessons already established by its own research that recognizes the centrality of gender equality for successful development (World Bank 2001). Each Bank post-conflict loan and PCF grant must incorporate the inputs of affected women and men including gender equality advocates. The central gender unit and regional gender coordinators should ensure PCR and PCF investments systematically address gender thereby implementing the Bank mandate to do so. This might be possible when the ranks of Bank gender experts increase, a recommendation Gender Action has made repeatedly (Zuckerman and Wu 2003; Zuckerman and Wu 2005).

The World Bank must move beyond rhetoric into practice. Recognizing the three gender dimensions of PCR, we recommend the following:

- No Bank investment should impose conditionalities on sovereign countries. Bank PCR loan conditionalities we identified such as resettlement and electricity privatization and fee increases have harmful impacts on poor women and men. Bank conditionalities must end.

- Bank loans aggravating poor country debt and deepening poverty despite Bank promises to reduce it, including those for PCR, must end. The multilateral government-supported World Bank should no longer be permitted to make loans to poor countries for PCR or other sectors that increase national debt which in turn squeezes public spending on health, education, water and other basic needs.
- The Bank should not dictate macroeconomic policies and investment choices on post-conflict and other borrower countries. National governments and citizens—women and men—are the only parties entitled to make decisions about the resource allocation of sovereign countries.
- Bank supported PCR projects should ensure that critical numbers of women are equal partners with men in Bank-supported PCR investments. This should include efforts to integrate men who support gender equality and funding for activities that promote gender equality (Correia & Bannon 2006).
- All Bank loans and grants including post-conflict investments should include a “gender impact assessment” that anticipates negative impacts on girls and women – followed by clear recommendations of how to alter plans, design or implementation to eliminate or mitigate those impacts. The recommendations must not only be made but must be undertaken.
- All Bank projects should support more gender training for women and men alike including PCR staff, other implementing agencies, government partners, and post-conflict country citizens. Training should include the need for women’s rights and gender equality in program design, economic analyses, implementation, monitoring, and hiring and firing staff.
- The Bank should study and learn from its own rare positive examples of gender-sensitive programming in post-conflict settings. Sri Lanka is such an example.

Annex 1. List of World Bank Post-Conflict Fund Grants FY98-FY06⁴⁰

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Afghanistan	Bank-executed	Afghanistan Priority Sectors Support Program, and Launch Package for Community Empowerment Program	4-Apr-02	\$ 1,845,000
Afghanistan	Bank-executed/NGO	Launch package for Community Empowerment Program	4-Apr-02	\$ 255,000
Afghanistan	Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)-BEFARe	Teacher Training Programs for Afghan refugees	10-May-01	\$ 930,000
Afghanistan	Save the Children	Balochistan Refugee Teacher Training Project	10-May-01	\$ 270,000
Afghanistan	Swedish Committee for Afghanistan	Afghan Female Teacher In-service Training in Peshwar (Pakistan)	10-May-01	\$ 300,000
Afghanistan	United Nations Development Program (UNDP)	Watching Brief	18-Dec-97	\$ 350,000
Afghanistan	UNDP	Enhancing Knowledge and Partnerships	19-Nov-01	\$ 365,000
Afghanistan	World Bank-executed	Reconstruction Strategy for Afghanistan with Afghan and Other Stakeholder participation	19-Nov-01	\$ 860,000
Africa	Arias Foundation for Peace & Human Progress	Conference: Leadership Challenges of Demilitarization in Africa	18-Dec-97	\$ 50,000
Africa	Safer Africa	Support to the Post-Conflict Recovery and Economic Development Dimensions of the Africa Peace and Security Agenda led by the African Union.	23-Jan-06	\$ 2,022,500
Albania	Comunita' di Sant' Egidio	Support program to Areas Hosting Kosovo Refugees	28-Jul-98	\$ 1,000,000
Albania	Ministry of Education	Support Program to Areas Hosting Kosovo Refugees	6-Apr-99	\$ 500,000
Albania/Kosovo	United Nations Children's Fund (UNICEF)	Regional Program for Early Child Care and Development	12-Dec-01	\$ 1,200,000
Balkans	Humanitarian Affairs Review	Role of Businesses in the Balkan Reconstruction: <i>Conference</i>	31-Aug-00	\$ 25,000
Bosnia	Commission for Real Property Claims of IDPs & Refugees	Policy Study on Private Property in Bosnia & Herzegovina	30-Aug-99	\$ 170,000
Bosnia	Friends of Bosnia	Strengthening local level institutions and building social	7/23/2002	\$ 135,375

⁴⁰ This table is reproduced from a table provided by the World Bank. We have made minor changes to the presentation only.

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
		capital in B&H		
Bosnia	Harvard Program for Refugee Trauma	Community-based Mental Health Program (Travnik)	9-Sep-99	\$ 379,210
Bosnia	Harvard Program for Refugee Trauma	Community-based Mental Health Program (Travnik)	3-Jan-01	\$ 328,589
Bosnia	Harvard Program for Refugee Trauma	Community-based Mental Health Program (Travnik)	19-Feb-02	\$ 275,000
Bosnia	New Bosnian Design	Employment for Displaced Women	17-Nov-98	\$ 230,000
Bosnia	New Bosnian Design	Employment for Displaced Women	4-May-00	\$ 95,000
Brazzaville-Congo	Ministry of National Reconstruction/ European Union/ AFD	Transitional Support Strategy	16-Apr-98	\$ 915,000
Brazzaville-Congo	UNDP	Community Action for Reintegration and Recovery of Youth and Women	17-Jan-01	\$ 1,000,000
Burundi	Canadian Centre for International Studies & Cooperation	(PREVCONB) Program for Prevention of Conflict in Burundi	11-Oct-00	\$ 102,245
Burundi	Fondation pour l'Unite, la Paix et la Democratie	Burundi: Support to the Reintegration of Returning Refugees and Displaced People	3-Apr-04	\$ 100,000
Burundi	MoF	Ex-combatants Assistance Program	21-Mar-00	\$ 798,000
Burundi	United Nations High Commissioner for Refugees	Community Rehabilitation Project: Provinces Affected by Return & Resettlement of Refugees	6-Apr-99	\$ 2,000,000
Burundi	Woodrow Wilson Center	Planning for Burundi's Future: Building Leadership Capacity	28-Aug-02	\$ 993,279
Cambodia	Cambodia Development Resource Institute	Cambodian Centre for Conflict Resolution - Capacity Development Program	27-Jul-99	\$ 225,000
Cambodia	Executive Secretariat for Demobilization & Reintegration	Implementation of the Cambodia Veterans Assistance Program	13-Jan-99	\$ 491,850
Cambodia	UNDP/Ministry of Finance	CARERE SEILA: Reconciliation Program	13-Jan-99	\$ 564,367
Central Africa	Synergies Africa	Conference: "Towards a Stable and Prosperous Africa"	4-Aug-98	\$ 55,000
Central African Republic	GTZ	Transitional Support Strategy	16-Apr-98	\$ 600,000
Central African Republic	UNICEF, United Nations Population Fund	Transitional Support Strategy - phase 2	23-Oct-01	\$ 400,000
Central Asia	Counterpart International	Identifying Conflict Prevention Strategies in Central Asia	7-Apr-03	\$ 99,990

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Central Asia	Counterpart Intl	Regional Attitudinal Study of Conflict Prevention and Cooperation in Central Asia	16-Jun-04	\$ 99,700
Colombia	Alianza Education Para La Paz (Partnership for Peace Education)	Colombia: Strengthening Education for Peace in Conflict Environments through Community-Based Initiatives	1-Sep-04	\$ 250,000
Colombia	Red de Solidaridad Social/ National Partners	Protection of patrimonial assets of Colombia's internally displaced population	25-Jul-02	\$ 809,658
Colombia	Solidarity Social Network	Colombia Protection of Patrimonial Assets	8-Oct-05	\$ 990,000
Comoros	CARE	Reintegration of young militias in Anjouan	10-May-01	\$ 788,000
Comoros	UNDP	Transitional Support to Comoros Economic Management	13-Feb-04	\$ 250,000
Comoros	UNDP-Comoros	Comoros: Anjouan Professional integration of militia	2-Jul-03	\$ 50,000
Congo/Rwanda	European Parliamentarians for Africa	Economic Parliamentary Conference on the Great Lakes Region	11-Sep-98	\$ 50,000
Congo-Brazzaville	United Nations Food and Agriculture Organization	Emergency Support for Integration of Ex-Combatants and Unemployed Youth into Agricultural Sector	15-Sep-03	\$ 500,000
Congo-Brazzaville	UNDP	Congo Brazza: Community Action for Reintegration and Recovery of Youth and Women	15-Sep-03	\$ 500,000
Cote d'Ivoire	CARE USA	Community Reintegration Pilot Project II in Côte d'Ivoire	6-Jan-05	\$ 738,503
Cote d'Ivoire	Cote d'Ivoire- Search for Common Ground	Communication to Strengthen Community Social Cohesion	6-Jan-05	\$ 269,800
Cote d'Ivoire	Cote d'Ivoire - Institut de Recherche du Developpement	Ivory Coast Rapid Social Assessment	6-Jan-05	\$ 162,000
Cote d'Ivoire	CARE USA	Community Reintegration Pilot Project in Côte d'Ivoire	15-Sep-03	\$ 538,690
Cote d'Ivoire	MinFin/ Commission Nationale pour le DDR	Support to establishing National Program for DDR	25-Aug-03	\$ 100,000
Cote d'Ivoire	UNICEF	Reintegration of children associated with the armed groups	5-Dec-03	\$ 247,850
Croatia	Catholic relief Services	Refugees Return & Regional Development Project	25-Jul-02	\$ 809,988
Croatia	International NGOs Consortium	Refugees Return & Regional Development Project	10-Jul-00	\$ 1,090,000
Democratic Republic of Congo	International Labour Organization (ILO)	Demobilization & Rehabilitation Program: Preparatory Phase	18-Dec-97	\$ 700,000
Democratic Republic of Congo	ILO	Demobilization & Rehabilitation Program: Preparatory Phase	5-Dec-01	\$ 500,000

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Democratic Republic of Congo	ILO	Demobilization & Rehabilitation Program: Preparatory Phase	15-Jul-02	\$ 150,000
Democratic Republic of Congo	ILO	Demobilization & Rehabilitation Program: Preparatory Phase	15-Jan-03	\$ 150,000
Democratic Republic of Congo	ILO	DDR Progress Evaluation	2-Apr-03	\$ 55,000
DR Congo	Atlas Logistique	Improving food security in Kinsangani: rehabilitation of rural communication links	17-Apr-02	\$ 1,000,000
DR Congo	GRET	Pilot Post-Conflict Rapid Assessment of Living Conditions and Infrastructure	17-Apr-02	\$ 300,000
DR Congo	Ministry of Social Affairs	Reintegration of Vulnerable Street Children in Urban Areas	10-May-01	\$ 1,000,000
DR Congo	MONUC	Extension of Sr. Liaison Officer Position Within MONUC DRRR Division	28-March-05	\$ 221,000
DR Congo	UNDPKO	DDR program/ MONUC liaison position support	5-Dec-01	\$ 300,000
DR Congo	UNOPS	Rehabilitation of Basic Infrastructures in Kisangani	17-Apr-02	\$ 500,000
East Timor	Australian Volunteers International	Post Conflict Reconstruction and Reintegration Program	9-Sep-99	\$ 119,480
East Timor	Australian Volunteers International	Post Conflict Reconstruction and Reintegration Program	11-Sep-99	\$ 394,460
East Timor	Bank-executed	Support to Poor Widows: Widows, War and Welfare	1-Mar-00	\$ 30,000
East Timor	Bank-executed	Social Assessment of Post-Conflict Rural Communities	10-May-01	\$ 49,895
East Timor	ET Transitional Administration	Administrative Services Capacity Building Project	5-Dec-01	\$ 249,500
East Timor	International Organization for Migration (IOM)	FALINTIL Reinsertion Assistance Program	29-Nov-00	\$ 1,000,000
East Timor	Timor-Leste-Office of the President	Registration of the Veterans of the Civilian Resistance in Timor-Leste	8-Feb-05	\$ 500,000
East Timor	World Bank-executed	Reconstruction and Reintegration Program	10-Sep-99	\$ 486,060
East Timor	World Bank-executed	Capacity Building Assistance & development project	12-Jan-01	\$ 250,000
Eritrea	Ministry of Finance	Institutional Strengthening for Demobilization & Reintegration	17-Jan-01	\$ 973,000
Georgia	Self Reliance Fund for Internally Displaced Persons /Government of Georgia	Self Reliance Fund for Internally Displaced Persons	10-Jul-00	\$ 1,186,554
Global	Collaborative for Development Action	Corporate Options: Constructive Engagement in Conflict Zones	15-Feb-01	\$ 50,000
Global	Global Development	Moving Out of Poverty:	6-Jan-05	\$ 944,220

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
	Network	Understanding Growth and Freedom from the Bottom Up		
Global	Harvard Program in Refugee Trauma	Mental Health Recovery of Conflict/Post-Conflict Societies	14-Jun-04	\$ 250,000
Global	Paltrade	Facilitating Trade Flows Between WBG and Israel	16-May-06	\$ 216,312
Global	Post-Conflict Transitions Project, DEC-RG	Policy Research and Dissemination Funding, Post-Conflict Transitions Project	30-May-06	\$ 100,000
Great lakes region	Global Coalition for Africa	Stock taking Study on Conflicts in the Great Lakes Region	17-Apr-02	\$ 160,000
Guatemala	Arch Diocese of Las Verapaces	Peace and Development in Las Verapaces	4-Feb-04	\$ 60,000
Guatemala	Latin American Faculty of Social Sciences /UNOPS	Conference on "Military function and Democratic Control"	21-Jun-00	\$ 17,000
Haiti	National School Feeding Program/Ministry of Education of Haiti	School Feeding Program	25-May-06	\$ 250,000
Haiti	Pan American Development Foundation	Community Driven Development Pilot	27-Mar-03	\$ 1,025,000
Haiti	Pan-American Health Organization	Vaccination Campaign to Control Polio Outbreak	20-Jul-01	\$ 250,000
Haiti	Pan-American Health Organization	Emergency Public Health Program	27-Mar-03	\$ 2,450,000
Indonesia	Aceh LSM Forum	Traditional Leadership and Peacebuilding in Aceh	25-Oct-00	\$ 20,000
Indonesia	BAPPENAS (National Devel. Planning Agency Govt of Indonesia)	Support for Conflict Ridden Areas	29-Jul-02	\$ 100,000
Indonesia	Natl Commission on Violence Against Women	Support to Poor Widows: Widows, War and Welfare	1-Mar-00	\$ 180,000
Iraq	Iraqi Widows Organization	Micro Credit to Iraqi Widows	10-May-04	\$ 50,000
Iraq	Première Urgence	Emergency Health Assistance Program to the Burn Unit in Karama Hospital in Baghdad Iraq	14-Sep-05	\$ 707,242
Iraq	The Stimson Center	Policy Research and Dissemination Fund, Post Conflict Transitions	31-May-06	\$ 96,054
Iraq	United Nations Economic and Social Commission for Western Asia	Workshop: Iraq & the Region after the War: Issues of Econ. & Social Reconstruction	20-Jun-03	\$ 29,880
Iraq	UNDP	Watching Briefs: Human Development (health, education and social protection), Water and Power	1-May-03	\$ 80,000

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Iraq	UNDP	Watching Briefs: Macroeconomic Data Collection	20-Jun-03	\$ 160,000
Iraq	UNICEF	Watching Briefs: Human Development (health, education and social protection), Water and Power	1-May-03	\$ 60,480
Kosovo	?	Supporting Conflict Prevention and Social Cohesion through Early Childhood Development	9-Jan-06	\$ 284,581
Kosovo	Bank- executed	Kosovo Community Development Fund	30-Jun-99	\$ 100,000
Kosovo	BHB Assist. Foundation (Soros' Kosovo Foundation for Open Society)	Kosovo Community Development Fund	30-Jun-99	\$ 900,000
Kosovo	BHB Assist. Foundation (Soros' Kosovo Foundation for Open Society)	Kosovo Community Development Fund		\$ 1,232,587
Kosovo	BHB Assist. Foundation (Soros' Kosovo Foundation for Open Society)	Kosovo Community Development Fund	19-Sep-00	\$ 2,000,000
Kosovo	Kosovo-GTZ	KosovoYouth Development Grant	6-Jan-05	\$ 1,901,415
Kosovo	UN Interim Administration in Kosovo	Budget (Social Expenditure) Support Project	30-Sep-99	\$ 1,000,000
Liberia	European Television, B.V.	Documentary on Liberia: the conflict, its impact and social consequences	18-Dec-97	\$ 25,000
Liberia	Ministry of Finance/ Ministry of Planning/NGOs	Economic Recovery & Reintegration: Institutional Capacity Building Program	23-Feb-98	\$ 1,000,000
Macedonia	Govt/ Project Implementation Unit	Program for Socioeconomic Reintegration for Conflict- Connected Communities	17-Apr-02	\$ 500,000
Macedonia	UNICEF	Promoting Inter-Ethnic Dialogue and Supporting Learning Environment of Children	27-Apr-99	\$ 1,995,881
MENA	Global	Operational study on water scarcity and role of traditional & modern conflict mitigation and resolution mechanisms in MENA	4-Apr-05	\$ 80,000
MENA	Yale University (Center for International and Area Studies)	Development Assistance and Conflict Vulnerability in the MNA region: A Policy Research and Study Proposal	18-Aug-05	\$ 50,000
Mindanao/ Philippines	Bank-executed	Mindanao Reconstruction and Development Fund (MRDF)	9-Dec-03	\$ 650,000
Mozambique	African Women's Alliance for Mobilizing	Women & Reconstruction in South Africa: Capacity Building	30-Sep-98	\$ 50,000

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
	Action	Program		
Multi-country	Bank-executed	Research Project: Economics of Political and Criminal Violence	10-May-01	\$ 595,628
Multi-country	BICC/National Academy of Science	Transforming Military Assets - <i>Inception Study</i>	25-Nov-98	\$ 36,400
Multi-country	Council on Foreign Relations - Brookings	WB/UN Partnering in Confronting the Challenges of Interstate Warfare	21-Jul-98	\$ 90,000
Multi-country	Government of Canada/ Oxford University	Conference: Economic Agendas in Civil Wars	13-Jul-99	\$ 13,250
Multi-country	Media Action International	Strengthening Lifeline Media in Conflict Regions: <i>Policy Study</i>	17-Jun-99	\$ 26,280
Multi-country	NYU Center for International Cooperation	Study: Institutional & Funding Arrangements - Issues, Lessons, and Options	5-Apr-99	\$ 74,650
Multi-country	Transcultural Psychosocial Organization, the Netherlands	Effect, content and the cost-outcome of psychosocial and mental health interventions in post conflict areas: <i>Policy Study</i>	9-Sep-99	\$ 420,866
Multi-country	UNDP	Land Mine Study	11-May-00	\$ 90,000
Multi-country	UNICEF	Prevention of Recruitment, Demobilization and Social Reintegration of Children Involved in Armed Conflict - <i>Policy Study</i>	25-Aug-98	\$ 75,036
Multi-country	VARIOUS	Economics of Political and Criminal Violence - <i>Research</i>	9-Sep-99	\$ 399,233
Multi-country (Asia)	Asian Development Bank	Consultations on Social Cohesion and Conflict Prevention	29-Dec-99	\$ 212,000
Multi-country (Latin America)	Centro de Estudios Intl	Supporting Civic Education for Ex-combatants in Central America	27-Jul-98	\$ 70,000
Nigeria	Niger Delta Community Foundations / World Bank	Niger Delta Community Foundations Initiative	20-Sep-05	\$ 1,800,000
Nigeria	Panos Institute, et.al.	Media and National Identity Formation in NIGERIA	7-May-01	\$ 68,000
Nigeria	UNDP	Conflict Analysis	19-Aug-02	\$ 210,000
Peru / Ecuador	Bi-national Commission for Development of Frontier	Participatory Assessment of the Peru-Ecuador Border to Determine Reconstruction Needs	9-Mar-99	\$ 75,000
Philippines	NEDA & World Bank	Promoting the Transition from Conflict to Peace in Mindanao	1/2/2001, 6/26/02	\$ 1,275,000
Philippines	Notre Dame University	Client Survey for the SZOPAD Social Fund	1-Apr-99	\$ 48,200
Philippines	Philippines	Mindanao Reconstruction and Development Fund	24-Aug-05	\$ 1,405,000
Russia/ N.	Ministry of Youth,	North Caucasus Youth	14-Sep-05	

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Caucasus	Sport and Tourism Republic of Ingushetia, Russian Federation	Empowerment and Security Grant		\$ 2,126,850
Rwanda	World Links Organization	Conflict prevention through use of IT & communication technologies for improved education	5-Oct-01	\$ 510,000
Sierra Leone	ACTION AID / UNICEF	Youth in Crisis Consultative Process	22-Jul-98	\$ 250,000
Sierra Leone	Curriculum Corporation	Sierra Leone: School-based peace building Program	3-Jun-03	\$ 230,000
Sierra Leone	National Committee for DDR	Independent Evaluation of DDR Program	14-Nov-03	\$ 75,000
Somalia	International Federation of Red Cross and Red Crescent Societies (IFRC)	Post Conflict Rehabilitation of the Health Sector	11-Feb-00	\$ 444,519
Somalia	IFRC	Post Conflict Rehabilitation of the Health Sector, 2nd phase	6-Feb-02	\$ 545,367
Somalia	IFRC	Post Conflict Rehabilitation of the Health Sector, 3rd phase	13-Nov-02	\$ 477,270
Somalia	UNDP	Watching Brief: Macroeconomic, Socioeconomic Data Collection	6-Feb-02	\$ 515,000
Somalia	UNDP	UNDP/Bank LICUS Strategy for Somalia	24-Apr-03	\$ 4,625,000
South Africa	Center for Conflict Resolution	Demilitarization and Peace- Building: <i>Research Project</i>	16-Mar-99	\$ 63,158
South Africa	Centre for Conflict Resolution	Demobilization and Reintegration of Ex- Combatants: Preparatory Program	1-Mar-00	\$ 216,000
South Africa	Ministry of Public Works	Military Base Closure and Re- Use Project	28-Jul-98	\$ 1,030,000
Sri Lanka	Action Contre La Faim	Eastern Province Inland Fishery Project	17-Jun-99	\$ 185,000
Sri Lanka	Sri Lanka	Institutional Partnership Model for Govt, Private Sector & Village Communities for Leveraging Social Capital for Economic Empowerment of Village Companies	19-Jul-05	\$ 244,250
Sri Lanka	UNDP	Landmine Action Project	12-Dec-01	\$ 1,000,000
Sri Lanka	The Consortium of Humanitarian Agencies	Promotion of Peace and Development with Local Capacities in Sri Lanka	29-Mar-05	\$ 218,120
Sudan	Darfur-SUDIA	Rapid Social Assessment	5-May-05	\$ 420,154
Sudan	UNDP	Sudan: Nuba mountains project	9-Dec-03	\$ 1,505,160
Sudan	UNDP, UNICEF	Expanded Watching Brief	10-Jan-03	\$ 1,500,000
Sudan	UNDP/UNICEF	Watching Brief	1-Mar-00	\$ 393,000

Country/ Region	Recipient Organization	Purpose/ Project Title	Date Approved	Total Approved
Tajikistan	Commission of National Reconciliation	Implementation of the Protocol on Military Issues of the General Agreement on the Establishment of Peace and National Accord in Tajikistan	23-Feb-98	\$ 165,000
Tajikistan	Counterpart International	Empowering Women: Socioeconomic Development in Post Conflict Tajikistan	27-Feb-02	\$ 692,383
Timor Leste	Office of the President	Veterans Policy Preparation	10-Jan-03	\$ 500,000
Timor Leste	TBD	Leadership Capacity Building for Economic Development	17-Jul-03	\$ 250,000
West Bank - Gaza	Brookdale Institute	Health Care System Study: Disengagement of an Independent Palestinian Health Care System	30-Sep-98	\$ 18,000
West Bank/ Gaza	Economic Cooperation Foundation	Economics of Permanent Status: <i>Policy Study</i>	30-Sep-99	\$ 96,000
Yugoslavia	Center for Liberal-Democratic Studies	Reform and Public Support - Consensus Building for the Reform	17-Jul-01	\$ 96,000
Yugoslavia	GoY/UNDP	SOUTHERN SERBIA - Municipal Improvement and Recovery Program	1-Jun-01	\$ 1,000,000
Yugoslavia	ICRC/ Republican Health Insurance Fund	Piloting a Health Insurance Fund Model	12-Nov-01	\$ 97,900
		Unused funds returned	26-Feb-02	\$ (876,828)
		Unused funds returned		\$ (50,191)
		Unused funds returned		\$ (101,677)
		Unused funds returned		\$ (129,862)
		Unused funds returned		\$ (49,342)
		Unused funds returned		\$ (3,474)
		Grant Cancelled	20-Feb-02	\$ (30,000)
		Unused funds returned		\$ (23,912)
		refund of unused funds	21-Jan-04	\$ (10,481)
		Unused funds returned		\$ (3,849)
				\$ 82,239,723

Annex 2. Gender Analysis of Select World Bank Post-Conflict Fund Grants

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
Watching Brief	Socio-economic	1998	Afghanistan South Asia Region (SAR)	\$350,000	UNDP-Afghanistan	<p>Project components include:</p> <ul style="list-style-type: none"> -Facilitating networking and communications among Afghan women's NGOs; -Promoting national and international networking w/ NGOs; --Integrating conflict resolution aspects in Afghani women NGOs; -Small pilot projects training Afghani women in refugee camps. <p>Targets women clearly.</p>
East Timor - IOM's Immediate and Longer Term Support to the FALINTIL Transition Process	Security/ Governance	2000	Timor Leste East Asia & Pacific (EAP)	\$1,000,000	IOM	<p>The project supports the reintegration of ex-combatants and provides reintegration assistance to communities including education, job training, income-generation and capacity building.</p> <p>No clear gender integration or representation of women's, men's or gender issues.</p>
Promoting Social Cohesion and Conflict Prevention and Improving Early Childhood Development in Northern Albania	Social Sectors	2001	Albania Europe & Central Asia (ECA)	\$650,000	UNICEF	<p>The project aims to build human capacity, empower women and develop trust in communities.</p> <p>Specifically, it:</p> <ul style="list-style-type: none"> -Enhances the role of women as mediators and agents of non-violent conflict resolution; -Promotes/strengthens trust and networks outside the family;

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
						-Improves household and community involvement in early childhood care and development. Targets women clearly.
Rehabilitation of Basic Infrastructures in Kisangani	Social	2002	Democratic Republic of the Congo Africa (AFR)	\$500,000	UNOPS -DRC	The program targets rehabilitation of some key infrastructure in Kisangani: bridges, school buildings, clinics and/or health centers. No attempt to address distinct infrastructure needs of women and men.
Haiti Community Driven Development (CDD) Pilot Project	Social	2003	Haiti Latin America & Caribbean (LAC)	FY03: \$500,000 FY04: \$525,000	Pan American Development Foundation	The main purpose of this grant is to help prevent a further deterioration in living conditions in impoverished rural areas. It aims to strengthen the community social capital and encourage citizen participation to improve local governance. No clear representation of gender issues in community development nor in initiatives designed to encourage women's participation in local governance.
Support for the Reintegration of Returning Refugees and Displaced People	Internally Displaced People (IDP) / Refugee Support / Resettlement	2004	Burundi (AFR)	\$100,000	<i>Fondation pour l'Unite, la Paix et la Democratie</i>	The project's objective is to pilot integrated activities (study – training -community-based projects) for returning refugees and displaced people. No specific strategy to incorporate

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
						returning women refugees and displaced women. Does not identify males or females as targets.
Kosovo Youth Development Grant	Conflict Prevention / Mitigation, Social Sectors	2005	Kosovo (ECA)	\$1,901,415	Kosovo - GTZ	The objective of the grant is to increase the social cohesion and inter-ethnic interaction and cooperation among young people with different ethnic backgrounds especially Albanians and Serbs. No specific strategy is developed to incorporate young women. Does not identify males or females as targets.
An Institutional Partnership Model Among Government, Private Sector and Village Communities for Leveraging Social Capital for Economic Empowerment of Village Companies in Sri Lanka	Social Sectors, Economic Recovery/ Private Sector	2005	Sri Lanka (SAR)	\$244,250	Sri Lankan Public and Private Entities	The main objective of the proposal is to test a model of institutional partnership among the organizations of the poor, the non-governmental sector, the private and the public sector to help community organizations. It involves technical assistance to community organizations on business opportunities, exposure to viable community led enterprises, and provision of necessary resources and market Does not mention economic and social empowerment of women or a gender specific assessment of project.
Darfur: From Emergency	Generic / Research /	2005	Sudan (AFR)	\$420,154	Darfur - SUDIA	The project has the following

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
Relief To Conflict Transformation: Changing Livelihoods, Assets and Institutions in Darfur	Policy study					<p>components/objectives:</p> <ul style="list-style-type: none"> - Research and knowledge dissemination on institutions and key aspects of the political economy of Darfur, to inform policy making and program design for peace building and post-conflict reconstruction; - Encouraging dialogue between different parties to the conflict and between people and institutions; - Building the capacity of local partners, particularly nongovernmental and community based organizations. <p>No clear integration or representation of women's or men's gender issues.</p>
Colombia Protection of Patrimonial Assets	IDP / Refugee Support / Resettlement	2005	Colombia (LAC)	\$990,000	Solidarity Social Network	<p>The specific objectives are the following:</p> <ul style="list-style-type: none"> - Scale-up the protection of the patrimonial assets of IDPs; - Strengthen institutional and community capacity to protect patrimonial assets at the national, regional and local levels; - Strengthen institutional information system on IDPs' properties; - Develop tools, procedures, and instruments to protect the assets of the most vulnerable populations, such as ethnic minorities and women;

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
						<p>- Define alternatives to protect movable assets, relieve tax and financial debts;</p> <p>- Strengthen the monitoring and evaluation system at the local level.</p> <p>Identifies and targets women specifically.</p>
Niger Delta Community Foundations Initiative	Conflict Prevention/ Mitigation, Social Sectors, Economic Recovery/ Private sector	2005	Nigeria (AFR)	\$1,800,000	Niger Delta Community Foundations/ World Bank	<p>The program has the following specific objectives:</p> <p>-Create two parent Niger Delta Community Foundations (NDCFs), governed by communities and stakeholders, to serve as grant making bodies to smaller community-based development foundations;</p> <p>-Recruit and provide financial support for secretariats to oversee the two NDCFs;</p> <p>-Support the continued creation of local community development foundations in suitable areas of the Delta based on previous successful models.</p> <p>The program fails to ensure that grant making bodies are equipped with leaders trained to recognize women's priorities and to the differential impact of potential projects on men and women.</p>
North Caucasus Youth Empowerment and Security	At-Risk Youth	2005	Russia (ECA)	\$2,126,850	Ministry of Youth, Sport and Tourism Republic of	This grant's main objective is to enhance the security of at-risk youth of different

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
Grant					Ingushetia, Russian Federation	<p>backgrounds. The project targets adolescents from 14 to 18 years and youth 19 to 25 years old, with gender-sensitive modules for each age sub-group. Programming for young women will be especially crucial in several republics given that opportunities for young women to take part in social activities outside of school and family are often very limited – particularly in more traditional rural areas, where the average age of marriage and childbearing is low.</p> <p>Gender sensitive. Targets women clearly.</p>
Iraq Country Social Analysis Launch of Iraqi Social Development Knowledge Network	Knowledge	2006	Iraq Middle East And North Africa (MENA)	\$96,054	The Stimson Center	<p>The objective of this grant is to:</p> <ul style="list-style-type: none"> -Identify, select and train additional knowledge network candidates; -Research and make recommendations for Iraqi organizations to manage the knowledge network independently. <p>No clear integration or representation of women's, men's, or gender issues.</p>
Facilitating Trade Flows Between West Bank and Gaza and Israel	Social Sectors, Economic Recovery/ Private sector	2006	Palestine and Israel (MENA)	FY06: \$120,000 FY07: \$195,000 FY08: \$195,000	Paltrade	<p>This project is designed to expand Paltrade's capacity to monitor and report on trade activity between Gaza and Israel.</p> <p>No apparent assessment of the</p>

Grant Title	Sector/s	Approval Year	Country (Region)	Total Approved (US\$)	Executing Agency	Project Focus and Extent to Which Gender Issues Have Been Incorporated
						different impacts of trade on men and women.

The projects analyzed are selected based on the following criteria intended to encourage a broad cross-section of projects:

1. Regions: The projects represent five of the six World Bank regions: Africa, East Asia & Pacific, Latin America, Middle East and North Africa, and South Asia.
2. Timeframe: FY98-FY06 with emphasis on more recent years in the hope that PCF would improve targeting gender issues over time.
3. Theme and Executing Agency Balance: Selected projects are balanced by themes & executing agencies such that about half have a likely tendency to incorporate gender issues and about half do not.

Annex 3. Gender Analysis of World Bank Loans in Post-Conflict Countries

A **√** or **X** in the far left column following the country listing indicates whether or not the project identifies and addresses gender issues.

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
1) Angola X	Angola - Emergency Multisector Recovery	17 Feb 2005 31 Dec 2007 50.7 Ministry of Planning Government of Angola Multisector	<p>The overall project goal is to help to build the foundation for long-term reconstruction, economic rehabilitation, and the reestablishment of state administration throughout the country.</p> <p>The specific objectives of the project are to assist the government to: (a) Improve rural incomes and enhance food security; (b) Improve access to essential education and health services; (c) Reconstruct and rehabilitate critical infrastructure; and (d) Strengthen capacity of government at all levels to formulate, prepare, implement, and manage medium and long-term development programs.</p> <p>The proposed project will support operations in six of Angola's most war-affected provinces: Bié, Moxico, Kwanza Norte, Luanda, Uige and Malanje.</p> <p>World Bank: Report No. AB1256 (Document type: Project Implementation Document (PID)) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/30/000104615_20041202102917/Rendered/PDF/Project0Inform10Stage01Nov103010041.pdf</p>	<p>None of the four project objectives consider gender issues.</p> <p>The project document does not provide any gender recommendations.</p> <p>Women and girls are not mentioned as beneficiaries or part of the target population.</p> <p>The discussion of involuntary resettlement—important because of potential for land acquisition and/or loss of livelihoods--does not address sensitive gender issues that might emerge, particularly for female-headed households.</p> <p>The project should incorporate gender issues in all programs.</p>
2) Angola √	HIV/AIDS, Malaria and TB Control Project	21 Dec 2004 30 Jun 2010 21 Government of Angola Health and Other Social Services	The Project aims to reduce the spread of HIV/AIDS in the Angolan population through strengthening institutional capacity and increasing access to quality health services for prevention, diagnosis, treatment, and care and support.	<p>The project recognizes that gender disparities are a major factor in the spread of HIV/AIDS.</p> <p>It includes women and widowers in prevention and impact mitigation efforts.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>The project has four components: (1) Public Sector Response; (2) Health Sector Response; (3) Community Response; and (4) Project Coordination.</p> <p>Component 1 includes three subcomponents: (a) capacity building of participating line ministries and local government agencies; (b) support to line ministries to reduce the impact of HIV/AIDS, malaria and TB on their staff and dependents; and (c) support to line ministries to reduce the impact of the same three diseases on external clients of line ministries.</p> <p>Component 2 helps: (a) strengthen the Ministry of Health capacity to implement the national AIDS strategy; (b) improve the information and epidemiological surveillance system; (c) slow the expansion of the HIV/AIDS epidemic; and (d) mitigate the impact of HIV/AIDS on people, families and society.</p> <p>Component 3 finances community-based initiatives.</p> <p>World Bank: Report No. 28994-ANG (Document Type: Project Appraisal Document (PAD)) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/12/07/000012009_20041207092002/Rendered/PDF/289940init.pdf</p>	<p>It promotes gender-equal participation by specifically including women as agents of change.</p> <p>A project goal is to raise women's awareness of HIV/AIDS including that of teenage girls.</p> <p>The project document provides gender-disaggregated data on sex-differentiated health status including early sexual life, contraceptive prevalence, HIV infection in pregnant women, broader HIV prevalence, women attending antenatal services, and prevalence of malaria in women.</p> <p>Although the report addresses gender policies and programs affecting populations served, it fails to include gender considerations in hiring and training. The project should ensure gender sensitive hiring and training capacity-building targets under Components 1 and 2.</p>
3) Angola X	Emergency Demobilization and Reintegration Project	27 Mar 2003 31 Dec 2006 33 Government of Angola (GoA) Health and Other Social Services	<p>The overall project goal is to help foster reconciliation in Angola and consolidate peace in the Great Lakes region. The three principle objectives are:</p> <p>(1) The demobilization and reintegration into civilian life of some 85,000 National Union for the</p>	<p>The project mentions that female, child, and disabled ex-combatants often require "customized" economic, social, and medical support to establish sustainable livelihoods but it does not detail what 'customized' support means or include programs to help these vulnerable groups. Nor does the</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>Total Independence of Angola and 33,000 Angolan Armed Forces ex-combatants;</p> <p>(2) The provision of reintegration assistance to new-caseload ex-combatants to be demobilized; and</p> <p>(3) The reallocation of GoA expenditures from military to social and economic purposes.</p> <p>The Project is expected to reduce poverty in Angola by:</p> <ul style="list-style-type: none"> -Helping ex-combatants to re-establish civilian livelihoods, thereby contributing to more secure conditions in the rural areas and encouraging internally displaced people (IDPs) to resume productive lives in the rural economy; -Freeing up national resources for investment in social and economic sectors; -Investing in the human capital of ex-combatants; and -Enhancing the implementation capacity of community-based development organizations. <p>World Bank: Report No. PID11534 (Document type: PID) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/01/11/000094946_0301090403297/Rendel/PDF/multi0page.pdf</p>	<p>project document contain any gender analysis in the demobilization and reintegration program.</p> <p>It does not recognize that conflict affects females and males differently (eg through sexual violence), and does not address female ex-combatants left out of the reintegration process.</p> <p>In order to reach the goal of reducing poverty, the report should include gender analysis and targets in the social and economic sectors, human capital dimensions and community-based development.</p> <p>In order to successfully implement the peace process, there must be efforts to reintegrate female ex-combatants.</p>
4) Cambodia X	Cambodia Trade Facilitation and Competitiveness	2 June 2005 1 Dec 2009 10.33 Ministry of Commerce Kingdom of Cambodia Industry and trade	<p>The Project aims to support Cambodia's strategy to promote economic growth by reducing transaction costs associated with trade and investment, introducing transparency in investment processes, and facilitating enterprises' access to export markets. The project consists of the following four components:</p> <p>(1) The application of appropriate information technology (IT) to border management activities;</p>	<p>The project does not provide any gender recommendations.</p> <p>There is little discussion of the impact of trade facilitation reforms on the mostly female labor force in the garment industry.</p> <p>No social safety nets are provided for garment workers.</p> <p>Lacks any assessment of the potential negative impact of trade facilitation on women, especially as streamlined trade routes may lead</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>(2) (a) Technical support to the Ministry of Commerce's Department of Export Promotion to establish the exporter technical assistance window, and (b) A technical assistance matching grant facility that would cover 50 percent of the cost of achieving market standards;</p> <p>(3) A Private Participation in Infrastructure and Investment to finance capacity building to implement the Law on Concessions and the Amended Law on Investment.</p> <p>(4) (a) Establishment and maintenance of a Khmer language website to make readily available to the public the final judgment of all cases in the Supreme Court and in the Court of Appeal; (b) Establishment and maintenance of a website to ensure the electronic publication of all Cambodian laws, related regulations and draft legislation in the commercial law field; and (c) Training to utilize the established systems.</p> <p>World Bank: Report No. 32050-KH (Document type: PAD) http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2005/05/20/000090341_200505200917/07/Rendered/PDF/32050.pdf</p>	<p>to increased incidence of trafficking in women and girls. No plan is put forth to prevent and investigate such an adverse result.</p>
5) Cambodia √	Provincial and Rural Infrastructure Project	11 Sep 2003 30 Sep 2007 20 Ministry of Public Works and Transport Kingdom of Cambodia Roads and Highways	The project aims to assist the Kingdom of Cambodia to enhance the livelihood of people in the provinces of Kampong Thom, Oddar Meanchey, Preah Vihear and Siem Reap by providing sustainable access to markets and essential services through: (i) Road rehabilitation and maintenance; (ii) Capacity building and training; and (iii) Improved public policies and strategies. The project also includes community awareness	<p>This project contains recommendations to target unskilled female laborers and equally remunerate men and women for equal work.</p> <p>It also includes gender-disaggregated data for key performance indicators in education, literacy, nutritional status, income, employment, and increased participation in civil society.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>programs.</p> <p>World Bank: Report No. AB25 (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/08/25/000090341_20030825102529/Rendred/PDF/25594.pdf</p>	<p>The project should also target women in the capacity building, policy and strategy development, and community awareness programs.</p>
6) Cambodia X	Rural Electrification and Transmission Project	16 Dec 2003 30 Jun 2009 40 Ministry of Industry, Mines and Energy (MIME) Kingdom of Cambodia Energy and Mining	<p>The main objectives of the Project are to: (a) Improve power sector efficiency and reliability and reduce electricity supply costs; (b) Expand rural electricity supplies to improve standards of living and foster economic growth in rural areas; and (c) Strengthen electricity institutions, the regulatory framework and the “enabling environment” for sector commercialization and privatization.</p> <p>To achieve these objectives, the Project’s transmission line component would establish the first stage of a 220kV link between Cambodia and Vietnam, furnishing low cost reliable power to industrial users currently employing costly diesel-based self-generation. The rural electrification component would bring affordable and reliable grid-based electricity within the reach of rural consumers, while continuing to promote a “uniquely Cambodian” private-sector-led, Government-enabled rural and renewable electricity market. The technical assistance component would strengthen capacity of the sector institutions and provide operational support and training to implementing agencies in land compensation, resettlement and environmental management.</p> <p>World Bank: Report No. 27015-KH (Document Type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/11/26/</p>	<p>The project failed to incorporate information the social assessment for the rural electrification gathered on women.</p> <p>The project does not consider gender differences in improving living standards and fostering economic growth, land compensation, resettlement and environmental management.</p> <p>No gender recommendations are made, and women are not mentioned as participants or beneficiaries.</p> <p>The project should include analysis of the gendered impacts of electricity privatization, land acquisition, resettlement and environmental management.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			000012009_20031126114127/Rendered/PDF/270150KH.pdf	
7) Cambodia √	Health Sector Support Project	19 Dec 2002 31 Dec 07 27 Ministry of Health Kingdom of Cambodia Health and Other Social Services	<p>The Project aims to 1) Develop affordable quality health services with an emphasis on primary health care and first referral services in rural areas; 2) Increase the utilization of health services by the poor; 3) Mitigate the effects of infectious diseases and malnutrition; and 4) Improve the health sector's capacity and performance.</p> <p>There are three project components:</p> <p>(1) The first component aims to improve poor people's access to quality health services by rehabilitating and constructing civil works and financing equipment and maintenance, as well as improving service quality by funding training for a minimum package of activities. It also provides funding to improve current problems with drug quality, utilization, and availability.</p> <p>(2) The second component is intended to benefit the poor through: i) Developing primary health care (preventative and curative) services; ii) Financing health facilities in the rural areas; iii) Strengthening the infectious diseases control programs; iv) Increasing nutrition activities; and v) Improving procurement and distribution of drugs. It will also support programs for tuberculosis, malaria, dengue and sexually transmitted infections and HIV/AIDS.</p> <p>(3) The third component funds oversight of the policy, legislative, and regulatory frameworks.</p> <p>World Bank: Report No. 24220-KH (Document type: PAD)</p>	<p>This project provides indicators on women's health including the percent of women in school, HIV prevalence, attending antenatal care, nutritional status, pregnancies with anemia and night-blindness, maternal mortality rates, and other data.</p> <p>It promotes women's health and nutrition, particularly for pregnant women.</p> <p>It promises to provide adequate and affordable health care services to women, and to include gender participation in management training.</p>

Country Gender Sensitivity (✓ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2002/12/21/000094946_02120504013689/Rendered/PDF/multi0page.pdf	
8) Colombia X	Colombian National Protected Areas Conservation Trust Fund	29 March 2006 N/A 42.4 <i>Fondo para la Conservación de Áreas Protegidas</i> – National Natural Parks Unit Agriculture, Fishing, and Forestry; Water, Sanitation and Flood Protection (Water Supply); Education (Vocational training)	<p>The Project aims to catalyze sustainability of protected areas by:</p> <p>(a) Establishing a long-term financing mechanism for key protected areas in Colombia, and</p> <p>(b) Consolidating fourteen conservation mosaics, to encompass national parks, buffer zones and surrounding landscapes.</p> <p>The project consists of the following components:</p> <p>(1) Fund the endowment, design and implementation of a financial capitalization strategy, including diverse financial mechanisms.</p> <p>(2) Support the consolidation of fourteen conservation areas, including national parks, other protected areas, buffer zones and surrounding landscapes.</p> <p>(3) Improve institutional capabilities of Fundación Fondo de Apoyo a la Biodiversidad y las Áreas Protegidas, and project management.</p> <p>World Bank: Report No. 35125-CO (Document type: PAD) http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2006/03/14/000090341_20060314085427/Rendered/PDF/35125.pdf</p>	<p>The project document does not provide any gender recommendations.</p> <p>Although participation of local stakeholders is stated as an important element contributing to successful project execution, there are no policies to ensure that women are included in leadership and decision-making positions that will allocate resources.</p>
9) Colombia X	Higher Education – Improving Access	23 Dec 2002 31 Dec 2008 200 Instituto Colombiano de Credito Educativo - ICETEX Government of Colombia	<p>The Project aims to increase the equity and improve the quality of Colombia's tertiary education system, enhance the legal and technical framework and quality assurance system.</p> <p>Through its components, the</p>	<p>Although this project aims to increase equity and quality, the report neglects gender analysis and recommendations.</p> <p>The only sex-disaggregated data are for the male/female gross primary enrollment ratio.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
		Education (Tertiary)	<p>project aims to improve equity in access to tertiary education by investments in student-aid (loans and grants), and introducing monitoring and evaluation criteria. The support to doctoral programs aims to improve the quality of post-graduate programs, and encourage youth to pursue advanced degrees. The goal of the institutional strengthening component is to ensure a labor market monitoring program, and enhance capacity to formulate, and implement new policies. The project will also improve and strengthen higher education information management and support administrative, managerial, and financial activities.</p> <p>World Bank: Report No. 23993 (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2002/12/21/000094946_02120504013688/Rendered/PDF/multi0page.pdf</p>	<p>The only mention of gender is under the Student Aid Program Sub-component. It states that higher education institutions will "measure" gender and income level of beneficiaries.</p> <p>The project should look at ways to improve men's and women's education, access, and training for professional jobs.</p>
10) Colombia X	Integrated Mass Transit Systems	10 Jun 2004 31 Mar 2009 250 National Planning Department & Ministry of Finance Republic of Colombia Transportation	<p>The Project will develop the urban Bus Rapid Transit Systems to improve mobility along strategic mass transit corridors, improve accessibility for the poor through feeder services and fare integration, build greater institutional capacity to formulate integrated urban transport policies, and improve urban transport planning and traffic management.</p> <p>The capacity building component will provide technical assistance and policy advice to national and municipal governments for strengthening and formulating national urban transport programs and strategies, including a transport sector policy and urban operational, regulatory, institutional, environmental, social, and road safety strategies.</p>	<p>The project does not differentiate between men and women in persons affected by project, for example in resettlement and environmental management.</p> <p>It contains no gender recommendations even for the resettlement component.</p> <p>It does not recognize the importance of women's participation, and women are not mentioned as beneficiaries or part of the target population of the project despite special female needs such as safety in using public transportation like buses and driving on urban feeder roads.</p> <p>The project should address the needs of women. It should include gender specific recommendations for resettlement. It should</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>Another component entails constructing 57 kilometers of segregated transportation corridors, bus ways, bus stations and terminals; paving feeder roads; and repaving mixed-traffic lanes. It includes the definition of a new regulatory framework for the implementation of the project, resettlement of persons the project affects, and design of an environmental management plan.</p> <p>World Bank: Report No. 28926-CO (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/05/24/000012009_20040524125105/Rendered/PDF/28926.pdf</p>	explicitly target both women and men.
11) Colombia X	Bogotá Urban Services Project	31 Mar 2003 31 Oct 2007 100 Municipality of Bogotá Republic of Colombia Multisector	<p>The Project will assist Bogotá to implement a strategic portion of its three-year Development Plan. Through its components, the project will:</p> <ul style="list-style-type: none"> -Improve mobility through continued expansion of the Transmilenio System of public transport. To this end, the project will construct bus-lanes, upgrade and rehabilitate feeder roads, construct bicycle paths and sidewalks to facilitate non-motorized transportation, and improve public transport, road safety, and traffic administration; -Support infrastructure works that comprise planning and legalizing marginal neighborhoods, providing technical assistance for land titling and home improvements; -Fund construction of storm water drainage systems, and water supply and sewerage systems; rehabilitation of access roads, to allow for the construction of public spaces and community services; and, -Strengthen institutional capacity for urban services delivery, through activities that guarantee social, 	<p>The project neglects to consider gendered needs and impacts in analyses of the proposed improved transport, water and sanitation, and basic services systems.</p> <p>Does not provide gender analysis or recommendations for upgrading the marginal neighborhoods or gender targeting in technical assistance for land titling and home improvements.</p> <p>Does not specify gender in strengthening social sustainability, although it broadly endorses the Millennium Development Goals (MDGs).</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>environmental, and financial sustainability.</p> <p>World Bank: Report No. 24941-CO (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2003/03/11/000094946_03022604021461/Rendered/PDF/multi0page.pdf</p>	
12) Iraq X	Iraq-Emergency Infrastructure Reconstruction Project	03 Dec 2004 31 Aug 2007 90 Ministry of Municipalities and Public Works Republic of Iraq Water, Sanitation and Flood Protection	<p>The principal objective is to restore essential infrastructure and services by addressing urgent reconstruction needs highlighted in a Needs Assessment. The project will also generate employment; and it will help build Iraq's capacity to manage large-scale reconstruction.</p> <p>The infrastructure rehabilitation program could potentially cover five sub-sectors: water supply and sanitation, electricity, urban rehabilitation, transport, and telecommunications.</p> <p>Components are structured along specific ministries/entities. A specific component is proposed for the Municipality of Baghdad, given the municipality's independent status, its historical responsibility for most infrastructure services within its boundary, and the severity of the physical and environmental damages to its facilities during the conflict. A separate module is proposed for urban areas outside of Baghdad. Countrywide sector modules are proposed for electricity, transport, and telecommunications.</p> <p>World Bank: Report No. 29605 (Document type: PID) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/30/000012009_20040630144024/Rendered/PDF/29605.pdf</p>	<p>The project makes no mention of gender..</p> <p>Although a section in the document covers an environmental assessment, there is no mention of gender.</p> <p>The project aims to create employment, but does not provide gender-disaggregated data on unemployment or gendered employment targets.</p> <p>The report should analyze how women including female-headed households are likely to be impacted by and how they contribute to the rehabilitation programs covered in the five sub-sectors.</p> <p>The project should incorporate women participants in the technical assistance and capacity building activities included in each of the five components and should ensure that women as well as men benefit from jobs created.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
13) Iraq X	Emergency Health Project	30 Nov 2004 31 Dec 2006 25 Ministry of Health Republic of Iraq Health and Other Social Services	<p>The principal objective is to improve access to quality emergency services in selected health facilities to serve the needs of the Iraqi population. This objective would be achieved through: (i) Rehabilitation of priority emergency services, including emergency obstetric care in 12 selected hospitals, and the urgent provision of basic medical and laboratory equipment to the selected rehabilitated hospitals; (ii) The provision of a 3 to 6 month supply of up to 37 essential emergency drugs to be used at emergency facilities rehabilitated through this project; (iii) Continued support to strengthen government health administration; and (iv) Support to project management.</p> <p>By the end of this project, it is expected that:</p> <ul style="list-style-type: none"> • Twelve carefully selected hospitals will have functioning emergency medical services defined by adequate physical infrastructure, essential equipment and drugs, adequate staffing and well-trained emergency teams. • The Ministry of Health will have strengthened its planning and management capacity. <p>World Bank: Report No. AB1235 (Document type: PID) http://www-wds.worldbank.org/servlet/WDSContentServer?WDSPath=/IB/2004/11/22/000104615_20041123100849/Rendered/PDF/PID010Appraisal0Stage0Nov019102004.pdf</p>	<p>The document neglects to provide analysis of gendered health needs or recommendations. Nowhere does it mention gender.</p> <p>It should provide sex-disaggregated data on health status and access to health facilities.</p> <p>It should include women in planning, and promote inclusion of women as workers in hospitals. Perhaps the project planners take women's inclusion for granted but women usually lose out when they are not specifically targeted.</p>
14) Iraq X	Emergency School Construction and Rehabilitation Project	08 Oct 2004 30 Jun 2007 60 Iraq Ministry of Education (MOE) Republic of Iraq Education (Primary and Secondary)	<p>The principal objective of this project is to improve conditions of learning in primary and secondary schools through the rehabilitation of schools in urgent need of major repair.</p> <p>Component 1: Repair and</p>	<p>Although the project focuses on improving conditions in primary and secondary schools, there is no mention of gender.</p> <p>The project neither provides data on percentage of girls or boys in primary and secondary schools nor</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>rehabilitation of primary and secondary schools (<i>estimated cost: US\$59 million</i>): The selection of schools for repair and rehabilitation will be undertaken by the MOE on the basis of criteria agreed mutually between MOE and WB, based on surveys undertaken by MOE, UNESCO, UNICEF and Coalition Provisional Authority, and will focus on schools that do not meet minimum safety standards.</p> <p>Component 2: Project Management (<i>US\$1 million</i>): This will cover the operating costs of the Project Management Team (PMT) including the provision of furniture, equipment, technical assistance and training necessary for the management of the project. Salary costs of PMT staff, except consultants, will be covered by the MOE recurrent budget.</p> <p>World Bank: Report No. AB727 (Document type: PID) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/04/22/000160016_20040422173641/Rendered/PDF/AB7271Iraq0Rehab0PID010PUBLIC.pdf</p>	<p>discusses gendered school needs. Component 1 should identify and address gender needs in schools. Component 2 should promise to include women in the PMT, technical assistance and training.</p>
15) Rwanda X	Urban Infrastructure and City Management Project	10 Nov 2005 31 March 2009 27.3 Ministry of Infrastructure Government of Rwanda Public administration, law, and justice; Transportation; Health and other social services; Water, sanitation and flood protection	<p>This project aims to increase access to urban infrastructure and services in Kigali, Butare and Ruhengeri. This will be achieved through two types of interventions: (1) Implementation of physical investment and upgrading programs, identified through a participatory process in the targeted cities; and, (2) The introduction of management tools to improve the programming, financing, and implementation mechanisms of service delivery, improve local resource mobilization, set up simple urban planning tools, and, rationalize municipal management and</p>	<p>The document states that youth and women are expected to be beneficiaries of the local private construction sector, but does not elaborate on how this will be achieved.</p> <p>The document does not consider gender differences in priorities around urban infrastructure improvement, urban upgrading, and capacity building.</p> <p>No gender recommendations are made.</p> <p>The participatory process, which is a key feature of physical</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>maintenance.</p> <p>World Bank: Report No. AB1086 (Document type: PID) http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2005/11/28/000104615_20051129102040/Rendered/PDF/PIDAppraisalStage.pdf</p>	<p>investment and upgrading programs, must include efforts to involve women who may otherwise be excluded from leadership and decision-making positions.</p>
<p>16) Rwanda √, X</p>	<p>Institutional Reform Credit Project</p>	<p>03 Dec 2002 31 Dec 2004 85 N/A The Republic of Rwanda Law and Justice, Public Administration, Education, Health and Other Social Services, Industry and Trade</p>	<p>The Credit supports the Government of Rwanda's reform effort in the implementation of its Poverty Reduction Strategy Paper. It focuses on:</p> <p>(1) Improving public expenditure management through an ongoing public expenditure management review, and a financial accountability review and action plan; (2) Developing the private sector including privatizing and reforming the financial sector; (3) Addressing gender and budget related institutional issues in the area of human development; and (4) Monitoring reforms in agriculture, rural development and institutional reforms in the social sectors.</p> <p>World Bank: Report No.29913 http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/09/03/000012009_20040903092936/Rendered/PDF/29913.pdf</p>	<p>The project includes:</p> <p>Proposals for the Government to subsidize private schools to promote girls' education and plans to implement gender sensitive reforms in the Constitution and in the land and the anti-discrimination laws.</p> <p>However, the project's major efforts are on public administration improvement and private sector development. In these two crucial areas, there are no specific plans or actions mentioned to improve or secure women's participation, for example in politics and management, and opportunities for women in expanding employment creation.</p>
<p>17) Rwanda X</p>	<p>Public Sector Capacity Building Project</p>	<p>08 June 2004 31 Dec 2009 20 Ministry of Finance & Economic Planning Government of Rwanda Law and Justice, Public Administration, Education, Information and</p>	<p>The Project seeks to reduce the acute skill gap resulting from war and genocide by strengthening capacities at the central and local government levels, and in the private sector and civil society organizations. It has five components:</p> <p>(1) Coordination of the Multi Sector Capacity Building Program that will</p>	<p>No specifics on gender are mentioned in the 106 pages of Public Sector Capacity Building Project. None of the five components of the Project tries to integrate gender or consider women's distinctive needs.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
		Communication	<p>fund the establishment of the Human Resource and Capacity Building Agency and equip it to coordinate, guide, support, implement, monitor and evaluate capacity building interventions;</p> <p>(2) Strategic Human Resource Development to attract and retain talent in high priority skill areas;</p> <p>(3) Cross-Cutting Public Sector Reforms that target public expenditure management and procurement, public service reform, and strengthening a national monitoring and evaluating system;</p> <p>(4) Agency Performance that supports six ministries to: (i) improve strategic planning and (ii) implement and monitor resulting work plans;</p> <p>(5) Information and Communication Technologies (ICT) to equip the public sector with policies, skills, ideas, hardware, and maintenance systems necessary to use ICT effectively.</p> <p>World Bank: Report No.27857 http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/21/000090341_20040621101209/Rended/PDF/27857.pdf</p>	
18) Rwanda √, X	Poverty Reduction Support Credit and Grant Project	21 Oct 2004 31 Oct 2005 65 Government of Rwanda Education, Water, Sanitation, Flood Protection, Energy and Mining, Health and Other Social Services	<p>The operation seeks to help the government of Rwanda implement the following key policies in the Poverty Reduction Strategy Paper (PRSP):</p> <ul style="list-style-type: none"> -Creating a favorable private sector investment climate that would promote macroeconomic stability and sustained economic growth; -Enhancing quality, coverage and equity of basic service delivery through improved expenditure efficiency; and -Supporting overall improvement of public expenditure management and governance, with an emphasis on transparency and accountability 	<p>The proposal's main focus on private sector development and governance capacity building does not discuss gender.</p> <p>Key social areas, such as education, health care, and HIV/AIDS prevention, in which women's roles are critical, do not target women.</p> <p>Gender is addressed in discussing the government's commitment to ensuring that traditionally marginalized groups, such as women, are represented in the government; and the need to enforce the 2003 Gender Policy and</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>to citizens' voice and participation.</p> <p>The PRSP outlines six priority action areas:</p> <ol style="list-style-type: none"> 1. rural development and agricultural transformation; 2. human development; 3. economic infrastructure; 4. good governance; 5. private sector development; 6. institutional capacity building <p>Document of the World Bank: Report No.29467-RW http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/09/30/000090341_20040930101314/Rendered/PDF/29467.pdf</p>	<p>Strategic Plan of the Ministry of Gender and Women in Development which includes a comprehensive Legal Action Plan to eliminate legal gender disparities.</p>
19) Sri Lanka √	SL- Road Sector Assistance Project	15 Dec 2005 30 Sep 2011 144.12 Road Development Authority & Various Ministries The Government of Sri Lanka Transportation; Public Administration, Law, and Justice	<p>The Project aims to lower transportation costs through sustainable delivery of an efficient national road system that serves the needs of road users and the Sri Lankan public at large.</p> <p>There are three project components:</p> <ol style="list-style-type: none"> (1) Maintenance and Rehabilitation of National Roads; (2) Maintenance and Rehabilitation of Rural Roads Pilot; (3) Institutional Strengthening and Policy Support. <p>World Bank: Report No. 1225 (Document type: Environmental Assessment) http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2006/03/02/000090341_20060302151412/Rendered/PDF/E1225VOL1051PAPER.pdf</p>	<p>The project emphasizes social impact assessment through community participation and focus group interviews to minimize negative impacts on communities living in close proximity to the road project. Women are identified as potential stakeholders whose views pertaining to the project must be considered.</p> <p>The project calls for social screening of disadvantaged groups such as female headed households to pinpoint potential harm as a consequence of the project and, when necessary, to deliver adequate compensation.</p> <p>In order to produce a comprehensive analysis of project impact on local communities, the document states that data disaggregated by gender and income is needed.</p>

Country Gender Sensitivity (✓ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
20) Sri Lanka ✓	Sri Lanka: North East Housing Reconstruction Program	14 Dec 2004 30 Jun 2009 75 North East Provincial Council Government of Sri Lanka Industry and Trade (Housing Construction)	<p>The program will facilitate the reconstruction of houses in the North East over a four-year period through the provision of housing support cash grants. In doing so, it will support the return of displaced populations in the North East and the regularization of land title to targeted beneficiaries. The project has the following components:</p> <p>(1) Reconstruction of 46,000 houses including 36,800 fully damaged houses and 9,200 partly damaged houses in the North East over a four-year period;</p> <p>(2) Capacity Building and Monitoring technical assistance program to upgrade implementation capacity.</p> <p>(3) Effective program management and monitoring system to ensure smooth and successful implementation.</p> <p>World Bank: Report No. 30436-LK (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/11/23/000090341_20041123131608/Rended/PDF/304360LK.pdf</p>	<p>According to the document, Sri Lanka was one of the first developing countries to promote gender equality and social mobilization.</p> <p>The project pays special attention to female-headed households. The project facilitated the establishment of 300 women-led rural development societies in order to better plan and manage activities, and provide aftercare of assets.</p> <p>Women-headed households will be given first preference.</p> <p>There is a special provision to ensure gender equity. Women will be represented in a number of surveys including Housing Damage Assessment and District Housing Coordination.</p> <p>In addition, project promises gender equity in establishing bank accounts.</p> <p>The social impact assessment considers gender equity.</p> <p>The WB should closely monitor the project implementation to ensure it meets its gender equity objectives such as securing land property rights for women. It looks very promising!</p>
21) Sri Lanka ✓	Second North-East Irrigated Agriculture Project	22 Jun 2004 31 Mar 2011 64.7 North East Provincial Council Democratic Socialist Republic of Sri Lanka Agriculture, Fishing, and Forestry (Irrigation and Drainage)	<p>The Project aims to help conflict-affected communities in the North East Province and adjoining areas to restore livelihoods, enhance agricultural and other production and incomes, and build capacity for sustainable, social and economic reintegration. The project has the following components:</p> <p>(1) Revive, form, and strengthen community-based organizations (CBOs); community-level subprojects for rehabilitation and</p>	<p>The project recognizes needs of women, women-headed households, and widows. Under Village rehabilitation and development in Component 1, the project will target women, widows, and internally displaced people. In addition, this Component includes as a result indicator the loan recovery ratio of women rural development societies.</p> <p>The project will focus on village communities and operate through</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>improvements to essential village-level social and economic infrastructure and facilities; livelihood support activities for vulnerable groups and people; and pilot programs to test innovative community development and empowerment approaches.</p> <p>(2) Essential rehabilitation and improvements to selected major irrigation schemes largely neglected over the last 20 years due to the prolonged conflict. Major dams, feeder canals, drainage canals and other canal structures are heavily dilapidated.</p> <p>(3) Develop ability and capacity of farmer organizations and farmer federations of the northeast to improve productivity, sustainability and competitiveness of agriculture.</p> <p>(4) Capacity building of national, provincial and local government agencies; and project management, implementation support and oversight.</p> <p>World Bank: Report No. 28542-LK (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/06/04/000090341_20040604131552/Rendered/PDF/285420LK.pdf</p>	<p>traditional CBOs at the village level including Rural Women Development Societies.</p> <p>Women were part of the consultations and the project promises to empower women as stakeholders.</p> <p>The project also promises to provide women with village-level revolving funds for their management.</p> <p>The project clearly targets women but should also include capacity building and empowerment for women, and target women farmers in developing sustainable and competitive agriculture production.</p>
22) Sri Lanka √	E-Lanka Development	21 Sep 2004 31 Dec 2009 53 ICT Agency Government of Sri Lanka Information and Communications; Industry and Trade	<p>The objective is to promote: (i) Use of ICT to enhance growth, employment, and equity through affordable access to means of information and communication; (ii) Access to and use of public information and services on-line by citizens and businesses; and (iii) Competitiveness of private sector, particularly of knowledge industries and small & medium sized enterprises.</p> <p>This project aims to establish a</p>	<p>A project objective is to empower "disadvantaged" groups including women.</p> <p>The project aims to improve access and usage of ICT by targeted low-income communities, particularly women and youth.</p> <p>The e-Society Program outputs will include training opportunities for women and youth, and improved communication services for migrant workers who are mostly women.</p>

Country Gender Sensitivity (√ or X)	Project Title	Approval Date Closing Date Total Project Cost (US\$ Millions) Implem. Agency Borrower Sector	Description	Gender Analysis and Recommendations
			<p>citizen-centered, business-friendly government; empower the rural poor, disadvantaged groups, women, and youth through increased and affordable access to ICT; develop leadership and skills in ICT; and create employment in the ICT industry and ICT-enabled services and enhance the competitiveness of user industries and services.</p> <p>The e-Sri Lanka Development Project consists of six key programs: (1) The ICT Policy, Leadership and Institutional Development Program; (2) The ICT Human Resources Development and Industry Promotion Program; (3) The Regional Telecommunications Network; (4) The Tele-center Development Program; (5) The Reengineering Government Program; and (6) The e-Society Program.</p> <p>World Bank: Report No. 28979-LK (Document type: PAD) http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2004/09/10/00009486_20040910112659/Rendered/PDF/28979a.pdf</p>	<p>An e-Society Fund will adopt a bottom-up approach to solicit innovative solutions in ICT use by rural, poor, women and others.</p> <p>The project does not consider illiteracy. According to World Bank GenderStats, the female illiteracy rate in Sri Lanka is 11%; the male illiteracy rate is 6%. Illiterate people are the poorest people in Sri Lanka, and the poor are the target group of this project, but it is unclear if the project is appropriate for illiterate people.</p>

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