

**PROGRESS REPORT ON THE IMPLEMENTATION OF THE GENDER POLICY
AND
GENDER ACTION PLAN FOR OPERATIONS, 2011-2013**

March, 2014

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CONTENT

I.	OBJECTIVE OF THE REPORT	1 -
II.	APPROACH OF GAP 2011-2013 AND GENDER POLICY	1 -
III.	PROGRESS ON GENDER MAINSTREAMING, DIRECT INVESTMENTS IN GENDER EQUALITY, GENDER SAFEGUARDS, AND ANALYTICAL WORK	2 -
A.	Gender Mainstreaming in the Design and Execution of Bank Operations	3 -
B.	Gender Mainstreaming in Country Strategies	7 -
C.	Direct Investment in Gender Equality and Women's Empowerment	8 -
D.	Impact Evaluations and Analytical Work on Gender Equality	9 -
E.	Gender Safeguards	11 -
IV.	DELIVERING VALUE TO OUR CLIENTS	11 -
V.	MONITORING, REPORTING, AND CORPORATE INCENTIVES	12 -
A.	Monitoring and Reporting	12 -
B.	Gender in Performance and Human Capital Management	13 -
VI.	CHALLENGES FOR 2014-2016	13 -
A.	Gender Mainstreaming in Country Strategies	14 -
B.	Gender Mainstreaming in Operations	14 -
C.	Direct Investment	15 -
D.	Analytical Work and Impact Evaluations	15 -
E.	Gender Safeguards	16 -
F.	Delivering Value to Our Clients	16 -
G.	Monitoring, Reporting, and Corporate Incentives	16 -

ANNEXES	
ANNEX I	Summary of Main Recommendations
ANNEX II	Percent of VPS Loans Approved 2007-2012 with Gender-Related Results by Division
ANNEX III	Sex Disaggregated Indicators Vs. Results Indicators Contributing Towards Gender Equality
ANNEX IV	GDI Rating Criteria for Gender Mainstreaming Classification in IDB Loans and Country Strategies
ANNEX V	Gender Sector Specific Technical Notes/Guides
ANNEX VI	2011-2013 GAP Knowledge Sharing and Learning Events
ANNEX VII	Gender Mainstreaming in 2011-2013 Country Strategies
ANNEX VIII	GCI-9 Bank Output Contribution to Regional Development Goals, Indicators Requiring Disaggregation
ANNEX IX	2011 - 2013 IDB Loan Operations Including Gender-Related Results (Classified with a Gender Mainstreaming Rating of Partial, Significant, or Best Practice).
ANNEX X	2011 - 2013 IDB NSG Loan Operations with Sex-Disaggregated Indicators
ANNEX XI	Technical Cooperation, MIF Projects and Investment Grants Directly Investing in Gender Specific Issues Approved 2011-2013
ANNEX XII	2011-2013 Gender Analytical Work and Impact Evaluations

ABBREVIATIONS

CBH		Country Office of the Bahamas
CCH		Country Office of Chile
CES		Country Office of El Salvador
CIP		Corporate Input Products
CJA		Country Office of Jamaica
CPE		Country Office of Peru
CPR		Country Office of Paraguay
CTT		Country Office of Trinidad & Tobago
CUR		Country Office of Uruguay
CVE		Country Office of Venezuela
DEM		Development Effectiveness Matrix
DEO		Development Effectiveness Overview
ESW		Economic Sector Work
GAP		Gender Action Plan
GCI-9		Ninth General Capital Increase
GRR		Gender Related Results
HRD		Human Resources Department
ICRW		International Center for Research on Women
IFD/CMF	CMF	Capital Markets and Financial Institutions Division
IFD/CTI	CTI	Competitiveness and Innovation Division
IFD/FMM	FMM	Financial & Municipal Management Division
IFD/ICS	ICS	Institution Capacity of the State Division
IFD/IFD	IFD	Institutions for Development
INE/CCS	CCS	Climate Change and Sustainability Division
INE/ENE	ENE	Energy Division
INE/INE	INE	Infrastructure & Environment Sector
INE/RND	RND	Environment, Rural Development & Disaster Risk Division
INE/TSP	TSP	Transport Division
INE/WSA	WSA	Water and Sanitation Division
INT/INT	INT	Integration and Trade Sector
INT/TIU		Integration and Investment Unit
IPWG		Inter-Departmental Gender Policy Working Group
MIF		Multilateral Investment Fund
NSG		Non-Sovereign Guarantee
OMJ/OMJ	OMJ	Opportunities for the Majority Sector
OPUS		Operation Update System
ORP		Office of Outreach and Partnership
OVE		Office of Evaluation and Oversight
PCR		Project Completion Reports

PMR		Project Monitoring Reports
QED		Quality for Effectiveness in Development
RES		Department of Research and Chief Economist
SCF		Structured and Corporate Finance Department
SCF/PMU		Portfolio Management Unit
SCL/EDU	EDU	Education Division
SCL/GDI	GDI	Gender and Diversity Division
SCL/LMK	LMK	Labor Markets Unit
SCL/SCL	SCL	Social Sector
SCL/SPH	SPH	Social Protection and Health Division
SG		Sovereign Guarantee
SPD/SPD	SPD	Office of Strategic Planning and Development Effectiveness
SPD/SMO	SMO	Strategy Monitoring Division
SPD/SDV	SDV	Strategy Development Division
TC		Technical Cooperation
VPC/VPC	VPC	Vice Presidency for Countries
VPP/VPP	VPP	Vice Presidency for Private Sector and Non-Sovereign Guaranteed Operations
VPS/VPS	VPS	Vice Presidency for Sectors and Knowledge
VSP/ESG	ESG	Environmental Safeguards Unit
weB		Women Entrepreneurship Banking

I. OBJECTIVE OF THE REPORT

- 1.1 The main objective of this report is to outline the progress made in the first three years of the implementation of the IDB's [Operational Policy on Gender Equality in Development](#) ("The Gender Policy") and its corresponding [Gender Action Plan for Operations, 2011-2013](#) (GAP).¹
- 1.2 The principal audience of the report is the IDB's Board of Executive Directors and senior Bank Management. Other audiences include the Bank's Inter-Departmental Gender Policy Working Group (IPWG) and other staff contributing to GAP implementation.
- 1.3 The IDB's Gender and Diversity Division (SCL/GDI), tasked with facilitating the implementation of the Gender Policy and GAP, drafted this report in consultation with members of the IPWG. In preparing this report, SCL/GDI contracted an external qualitative evaluation ("the external evaluation") of the Gender Policy and the GAP 2011-2013 to serve as a principal input for the recommendations included in this report.² A summary of the main recommendations from the evaluation report, based on 49 interviews with IDB staff and consultants, can be found in Annex I. Additionally, SCL/GDI took note of the issues and recommendations raised in one of Office of Evaluation and Oversight (OVE)'s background papers for its Mid-Term Evaluation of the Implementation of the IDB-9 Commitments, [Environmental and Social Safeguards, Including the Gender Policy](#), published in December 2012. SCL/GDI's analysis and recommendations inherent in this report strongly align with those of both the external evaluation and the OVE background paper.

II. APPROACH OF GAP 2011-2013 AND GENDER POLICY

- 2.1 The Gender Policy commits the Bank to:
 - a. Promoting attention to gender equality in Bank projects and analytical work (i.e., gender mainstreaming);
 - b. Seeking opportunities for investments and analytical work that directly encourage gender equality or women's empowerment (i.e., direct investment); and
 - c. Avoiding unintended negative consequences for gender equality in its operations (i.e., gender safeguards).
- 2.2 The GAP's principal objective was to ensure the successful implementation of the Bank's Gender Policy in all three of these areas. The principal source of funding for the GAP was Bank administrative budget in the form of Corporate Input Products (CIP); over 2011-2013, US\$1.58m in CIPs were approved to support the GAP. Additional resources for the GAP were provided by Technical Cooperation (TC) funds, particularly through the TC: *Enhancing IDB Operational Support for Gender Equality*, and the TC: *Mainstreaming Gender Themes into MIF and SEP*

¹ The Operational Policy on Gender Equality in Development Policy, OP-761 (GN-2531-10) became effective in May 2011; anticipating this date, the Gender Action Plan for Operations, 2011-2012 (GN-2531-12) was approved by Bank Management in March 2011.

² SCL/GDI hired [Caren Grown](#) for the [Evaluation Report of the Implementation of the Gender Policy and Gender Action Plan for Operations, 2011-2013 \(GAP\)](#), a widely respected economist and gender expert, to lead the evaluation team. The team behind the external evaluation interviewed 49 staff and consultants (including 2 vice-presidents, 4 managers, 13 division/unit chiefs, and 26 specialists and consultants).

Projects for MIF gender activities. Significant funds were also provided by individual Bank divisions (in VPS, VPP, and VPC) to complement these resources, especially in the case of retainer consultants (¶ 2.3), where VPS divisions were asked to co-finance the costs of these consultants and respective mission trips starting in 2012. Finally, in 2009, the Bank established the Gender and Diversity Fund through two funding mechanisms (a Special Program from the Ordinary Capital of the Bank and a Multi-donor Gender and Diversity Fund) which provided over US\$7.5m for direct investment gender equality projects during 2011-2013.

- 2.3 In the area of *gender mainstreaming*, the principal approach from 2011-2013 was to: i) produce gender policy and sector notes which have been used as inputs to country strategies;³ ii) set division-specific targets in the Vice Presidency for Sectors and Knowledge (VPS) for the inclusion of gender-related results⁴ in the results matrices of loan operations approved in a given year, with Bank-wide targets set at 25% in 2012 and 30% in 2013;⁵ and iii) provide sector-specific gender expertise, in the form of GDI staff and retainer consultants, to integrate a gender perspective in sector lending operations.⁶ Frequently, these consultants have also developed sector-specific notes for the incorporation of gender into projects and have trained sector staff in the use of these guidelines.
- 2.4 Direct investment in gender equality and women's empowerment has taken three principal forms: i) loan operations to promote gender equality and women's empowerment; ii) investment grant-financed projects; and iii) technical cooperation grants to test innovative ideas and/or help bring them to scale.
- 2.5 The new *gender safeguards* were integrated into Environmental Safeguards Unit (ESG)'s safeguard screening process on a pilot basis during 2011-2013 with the support of a gender safeguards consultant.
- 2.6 While the GAP was originally envisioned for the 2011-2012 period, it was extended through 2013 in order to ensure that gender mainstreaming in operational sectors takes firm root; and to coincide with the three-year reporting cycle to the Board of Executive Directors, as mandated by the Gender Policy. A subsequent GAP is being prepared for the 2014-2016 period and will build on the recommendations outlined in this report.

III. PROGRESS ON GENDER MAINSTREAMING, DIRECT INVESTMENTS IN GENDER EQUALITY, GENDER SAFEGUARDS, AND ANALYTICAL WORK

- 3.1 From 2011-2013, there was widespread participation in the GAP across Bank divisions and country offices, which led to significant progress in the implementation of the Gender Policy.

³ Gender policy/sector notes seek to both mainstream gender across sectors and promote direct investment operations.

⁴ A gender-related result is defined as an output, outcome, or impact that contributes towards gender equality or women's empowerment. For more information, please see the [Implementation Guidelines for the Operational Policy on Gender Equality](#).

⁵ SCL/GDI met with VPS operational division chiefs at the beginning of each year starting in 2012 to set targets.

⁶ Support provided by retainer consultants and GDI staff has been an important catalyst for the incorporation of gender issues into projects; 43% of the loans that had gender-related results in 2011-2013 were supported by retainer consultants or GDI staff.

A. Gender Mainstreaming in the Design and Execution of Bank Operations

Figure 1

Gender Policy Indicators	2007-2010	2011	2012	2013
Sovereign Guarantee (SG) Loan Operations that include gender-related results in their results matrix	8%	12%	31%	37%
TCs that include gender-related results in their results matrix ⁷	3%	2%	5%	4%

Source: SCL/GDI review

- 3.2 Divisional targets for gender-related results and gender mainstreaming support led to a significant improvement in gender mainstreaming performance. The percentage of Sovereign Guarantee (SG) loans with gender-related results in results matrices rose from 12% in 2011 to 31% in 2012, to 37% in 2013 (see Annex IX, for a full list of SG projects). Hence, the Bank exceeded its targets of 25% in 2012, and 30% in 2013 (Bank-wide targets were set starting in 2012). The 4% of approved TC between 2011- 2013 included gender- related results —a slight increase from 3% in the 2007-2010 baseline period.
- 3.3 Even though the increase in the number of loans with gender-related results is a positive trend, the quality and depth of gender mainstreaming in general, and of gender results indicators in particular, varies greatly.⁸ For instance, only 51% of SG loans approved in 2012 which included gender-related results had a partial or significant integration of gender issues throughout their design, according to GDI's internal gender mainstreaming classification.⁹ This means that half of these projects' loan proposals had a gender-related result in the results matrix but did not necessarily have a clear vertical logic for achieving these results (e.g. identify gender gaps; have activities to bridge those gaps, and indicators to measure the results of the activities).
- 3.4 Another indication of the wide variance in the quality of gender-related indicators is that—of the 37% of Bank SG loans with gender-related results—about one-quarter were included in this category only by virtue of disaggregating project beneficiaries by sex.¹⁰
- 3.5 Going forward, the Bank will employ a more stringent definition of gender-related results indicators so that they measure changes in gender equality and go beyond a mere sex-disaggregation of indicators.¹¹ In particular, indicator baselines and targets should specify

⁷ Only 2010 was used as a baseline year since the inclusion of results frameworks in TCs has only recently become standard practice at the IDB (even in 2011 and 2012 not all TCs included results matrices).

⁸ This assertion is consistent with the findings of the GAP external evaluation and the OVE background paper published in December 2012, *Environmental and Social Safeguards, Including Gender Policy*.

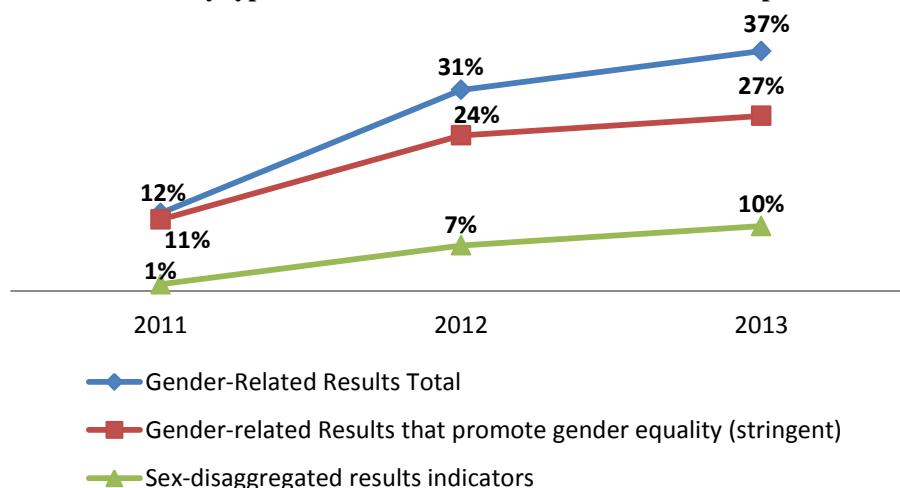
⁹ This classification exercise, used by GDI since 2002, assesses gender mainstreaming across the entire loan proposal document (from problem analysis to monitoring and evaluation), and assigns a gender mainstreaming rating of: None, Minimal, Partial, Significant, or Best Practice. Loans and country strategies with a partial, significant, or best practice rating are considered to “include gender.” Loans may include gender-related results in the results matrix but score “none” or “minimal” on the classification (for more information on methodology, see Annex VI).

¹⁰ This is a less-than-ideal indicator of a gender-related result because it does not indicate whether there was any activity undertaken in the project to address a gender inequality or empower women (for examples, see Annex III).

¹¹ In order to develop these gender-related results, indicators usually require data to be sex-disaggregated. While sex disaggregation of indicators is important and mandated by the Gender Policy, a sex-disaggregated indicator does not by itself measure changes towards gender equality or women's empowerment. For more information, on developing quality gender-related results please see the [Implementation Guidelines for the Operational Policy on Gender Equality](#).

separate results for men and women that capture progress in reducing gender inequalities or promoting gender equality and women's empowerment (see Annex III for examples). If this more stringent definition of gender-related results is applied, there is still a positive trend for the percentage of loans with gender-related results but the percentages drop to 11% for 2011, 24% for 2012, and 27% for 2013. The figure below reports gender-related results over time for both definitions, as well as the percentage of loans which only report sex-disaggregated indicators (which is the arithmetic difference between the two indicators).

Figure 2
Breakdown by type of VPS Gender-Related Results in Loan Operations



Source: SCL/GDI review

- 3.6 A majority of VPS divisions (77% or 10 out of 13) met or exceeded their gender-related results targets for 2013. While the Social Sector (SCL), led largely by the Social Protection and Health Division (SPH), showed the highest levels of inclusion of gender-related results (35% in 2011, 52% in 2012, and 71% in 2013), there was significant progress across all departments. The Infrastructure and Environment Sector (INE) made significant progress by increasing more than six fold from 5% in 2011 to 33% in 2013. Institutions for Development (IFD) increased the percentage of loans with gender-related results from 10% in 2011 to 29% in 2013. And at least a third of loans approved between 2011-2013 in the Integration and Trade Sector (INT) had gender-related results, albeit among a small total number of projects.
- 3.7 It is also important to note that several divisions in which gender equality issues are harder to incorporate (due to a lack of knowledge, expertise, and/or evidence on what the gender equality impacts of sector interventions) made significant efforts to build capacity amongst their staff. Examples include a rural energy and gender seminar in Bolivia for the Energy Division (ENE) staff and counterparts, a workshop on gendered impacts of fiscal policies for staff of the Financial and Municipal Management Division (FMM), and workshops for investment officers in the Structured and Corporate Finance Department's (SCF) Infrastructure Division (INF).
- 3.8 Private sector departments, particularly SCF and MIF, made a strong push to mainstream gender during the 2011-2013 period by, among other things, training most of their staff on relevant gender issues and developing a series of "Engaging Clients on Gender" notes for SCF investment officers (See Annex V). SCF and the Opportunities for the Majority Department (OMJ) also committed to sex-disaggregate indicators in loan operations starting in 2012, raising the

percentage of approved Non-Sovereign Guarantee (NSG) loans with sex-disaggregated indicators to 85% in 2013 (see Annex X for a full list of projects).¹² While this increase is a notable achievement, in most cases these indicators referred to sex-disaggregated indicators that lacked baselines and/or targets and were not linked to specific gender-related activities, with the notable exception of loans linked to the *Women Entrepreneurship Banking* (weB) initiative (see below). Moving forward, SCF and OMJ will seek to improve the quality of gender-related activities and indicators in line with the recommendations for SG operations.

- 3.9 The weB initiative, launched jointly by the MIF and SCF in 2012, constitutes an important development in the way the private sector promotes women's economic empowerment because it supports financial institutions with both technical assistance and loans to develop lending models that support women's small and medium-sized businesses. Since late 2011, eight new operations have been approved under this program where the weB components targeting women entrepreneurs have totaled US\$142m out of a total loan amount of US\$412m. In addition, S\$5m has been assigned for capacity building support in the form of MIF technical assistance.
- 3.10 The IDB's capacity to mainstream gender increased substantially during 2011-2013. Activities to increase capacity during 2011-2013 included:
- a. Direct technical support for over 60 loan operations and 19 TC and investment grants, provided mainly through eight retainer consultants and GDI staff (consultants were assigned to SPH, INT, FMM, Environment, Rural Development & Disaster Risk Division (RND), CCS, TSP for the majority of the three years, and ENE in 2013 and the Uruguay COF in 2012).
 - b. 22 sector-specific guidelines to facilitate the incorporation of gender issues¹³ and the [Implementation Guidelines for the Operational Policy on Gender Equality in Development](#) (for a full list of technical notes and guidelines developed see Annex V).
 - c. 59 gender workshops and learning events for 1,380 IDB staff and 1,927 members of executing agencies and counterparts to develop sector-specific gender expertise. One of the most significant efforts in staff training was made by the MIF: i) contracted an external gender assessment that was conducted by the International Center for Research on Women; ii) offered gender mainstreaming training for its entire MIF HQ (100 people) and country office staff (90 people); iii) created a strategy to integrate gender issues in all of MIF's work; and iv) organized 16 out of the 59 workshops mentioned.

¹² There is an important difference in the methodology for evaluating the inclusion of gender-related results in SG and NSG loans because NSG loans do not have results matrices. For SG loan operations, the results matrix of the loan proposal is reviewed for the inclusion of these results. For NSG loans, the M&E plan attached to the loan proposal at the approval stage is assessed for sex-disaggregation since NSG loans may not have baselines or targets for relevant indicators. The 85% figure is calculated as the number of NSG loans with sex disaggregated indicators divided by the number of loans monitoring beneficiary-level impacts.

¹³ The external evaluation found strong appreciation for the sector-specific guidelines that GDI has developed and is developing with other VPS divisions. Since many of these guidelines are relatively new, there is a great need to disseminate them and offer opportunities for operational staff to apply them ("learn by doing") in their work on projects. In the private sector, SCF/SCF has undertaken a similar effort to develop shorter sector-specific notes for engaging clients on gender issues.

- d. 13 dissemination and awareness raising events, including several meetings with high-level policymakers like *Power: Women as Drivers of Growth and Social Inclusion*¹⁴, were held on gender equality issues (for a list of all events held please see Annex VI).
- 3.11 Despite positive trends in gender mainstreaming and increased Bank capacity to support mainstreaming, the external evaluation identified various challenges regarding the IDB's capacity to address gender issues in Bank projects. First, according to interviews undertaken by the external evaluation team, there is a lack of understanding of what gender mainstreaming means among many team leaders (e.g. some interpreted it to be a component directed at women in a loan, while others thought it might be the inclusion of an indicator).¹⁵ Second, some team leaders had trouble thinking of how gender issues were relevant in projects that did not have direct beneficiaries. And finally, the external evaluation found that while many project team leaders and division chiefs were open to the idea of addressing gender issues in Bank projects, their capacity to mainstream gender was constrained by time, resources, lack of technical support/expertise, and relevant data.
- 3.12 Another challenge to incorporating gender issues into Bank projects is ensuring that gender mainstreaming in design translates into results in execution. In order to ensure the integration of gender components and results throughout the project cycle, the Gender Policy calls for the measurement of gender-related results in Project Monitoring Reports (PMRs) and Project Completion Reports (PCRs). During the baseline period in 2010, only 32% of loan operations which had gender-related results in their results matrices were reporting on these indicators in the PMRs.¹⁶ A review of the PMR cycle ending in September 2012 showed that this number had fallen to 20%. Performance on reporting gender-related results in PCRs was similarly poor but rose from 14% (2 out of 13) in 2010 to 29% (4 out of 19) in 2011. For 2012, the result slightly increased to 38% (5 out of 13 projects).¹⁷
- 3.13 Finally, it is also important to note that all seven Sector Framework Documents (SFD),¹⁸ which outline institutional priorities for the IDB in different sectors, approved in 2013 included a gender analysis in the diagnostic/lessons learned and to a lesser extent in the dimensions/lines of action. The Labor SFD and Health and Nutrition SFD are particularly strong in this regard.

¹⁴ The event featured the participation of Peruvian President Ollanta Humala, Michelle Bachelet and Hillary Clinton was organized by the IDB (GDI, MIF, ORP and CPE), in conjunction with the Ministry of Development and Social Inclusion of Peru (MIDIS) and the U.S. State Department.

¹⁵ As noted in the Implementation Guidelines for the Gender Policy, gender mainstreaming in fact is the process that seeks to have gender equality and the needs of women and men be identified, heard, and addressed in the design, implementation, monitoring, and evaluation of the Bank's interventions.

¹⁶ Of the 76 projects with gender-related results in the active portfolio (as of September 2010), 24 included the results in the PMRs during the preceding six-month reporting period. These projects were approved between 2002 and 2010.

¹⁷ Figures for projects closing in 2013 are not available since the PCRs for these projects are not completed until half way through the year.

¹⁸ Labor SFD, Health and Nutrition SFD, Urban Development and Housing SFD, Integration and Trade SFD, Agriculture and Natural Resources Management SFD, Education and Early Childhood Development SFD, Transportation SFD (in process to be approved).

Figure 3
Gender Mainstreaming in Loan Operations: Examples

Ensuring women's participation in rural water and sanitation projects in Bolivia

The WSA division is committed to ensuring women's participation in decision-making processes associated with rural water and sanitation. This is the case of the Water and Sanitation Program for Small Towns and Rural Communities in Bolivia (BO-L1065), through which—as part of the program's institutional strengthening and community development activities—over 22,000 men and women are receiving training on gender equality and the importance of women's participation. The program has specific targets for women's participation in decision-making bodies and processes (such as selection of technical solutions, service levels, and the structure of water committees). Additionally, 350 women are being trained on environmental and hygiene topics so that they can have a multiplier effect in their communities.

Promoting women's participation in the Science, Technology, and Engineering in Costa Rica

This project (CR-L1043) in Costa Rica aims to build human capital in the Science, Technology and Engineering (STEM) sectors. The team preparing the project identified a number of gender gaps in these sectors: women made up only 30% of employees in STEM sectors, and the average scholarship amount for women was 30% lower than for men. To address these disparities, the project includes measures to ensure equal opportunities for scholarships to both men and women. The program promotes women's candidacies for scholarships through measures such as raising the age limit for female applicants and providing stipends for childcare along with the scholarships. Most importantly, the project includes gender-related results (with targets). Specific targets include: at least 35% of recipients of postgraduate scholarships will be women; 30% of entrepreneurs receiving capacity building will be women; and 33% of professionals receiving training and certification will be women.

Promoting women's employment in the transport sector in Haiti

Women have historically had difficulty finding employment in the construction sector in Haiti. In order to promote women's employment in the road and infrastructure construction projects in Haiti, a pilot project supported Rehabilitation of Road Infrastructure for the Integration of the Territory (HA-L1027) and the Program for Rehabilitation of Basic Economic Infrastructure (HA0093) financing a series of trainings (maintenance and operation of heavy machinery, road maintenance) and apprenticeships which specifically sought a high rate of women's participation. The project, financed by grant resources, gave hands on training, apprenticeship opportunities, and road maintenance jobs to 303 women and 112 men and linked them to the different construction companies associated with the projects. Through projects like this, the IDB can challenge assumptions about women's abilities and promote gender equality in male-dominated sectors.

Source: SCL/GDI review

B. Gender Mainstreaming in Country Strategies

Figure 4

Gender Policy Indicators	2006-2010	2011-2013	2014-2016
Country strategies that include gender-related results in their results matrix ¹⁹	29%	47%	60%

Source: SCL/GDI review

- 3.14 Overall, the percentage of approved country strategies including gender-related results increased from 29% in the 2006-2010 Gender Policy baseline years to 47% (9 of 19) in 2011-2013 (See Annex VII). The external evaluation notes that there is widespread agreement among IDB staff that raising key gender disparities and challenges during the dialogue with the government can be important not only for incorporating specific gender equality objectives in a country strategy, but also in terms of cultivating demand for gender-informed lending operations. In order to support the inclusion of gender issues in country strategies, 12 country-level gender

¹⁹ The content of country strategy documents, including the presence of a results matrix, is currently under review. While the GAP monitors the Gender Policy indicator on the inclusion of gender-related results in the results matrices of country strategies, this may change if the structure of country strategy documents is modified.

policy or sector notes were finalized over 2011-2013, and six notes were begun (to be finalized in 2014).²⁰ While the bulk of efforts to mainstream gender in country strategies have been on developing stand-alone notes, SCL/GDI staff and retainer consultants have also revised the policy and sector notes of other operational divisions to incorporate gender issues where relevant.

- 3.15 While the trend for incorporation of gender issues in country strategies is moving in the right direction, the external evaluation noted that “a brief overview of 24 country strategies developed revealed significant variation...in terms of attention to gender inequality, women’s empowerment and related issues.” There seems to be no simple solution to this issue. First, preparing gender policy notes does not seem to be the panacea; as noted by the OVE *Progress Report on the Gender Policy and GAP 2011-2012*, there is only a weak correlation between analytical work developed for country strategies (in the form of gender policy notes) and the inclusion of gender in these strategies.²¹ Second, given country ownership of the strategies, it probably would not be realistic to set a goal of universal inclusion of gender issues in country strategies.
- 3.16 Special efforts should be made by country strategy teams to proactively promote gender equality issues in country dialogue, at the very least as a cross-cutting issue. Gender equality, like climate change, is an issue that should be raised even if there is no country demand for direct investment in gender because it should be incorporated within the priority areas of Bank support to increase development effectiveness.

C. Direct Investment in Gender Equality and Women’s Empowerment

Figure 5

Gender Policy Indicators	2006-2010	2011	2012	2013
Number of Financial Operations that invest directly in gender equality	1	1	1	0
% of TCs directly investing in gender equality or women’s empowerment ²²	6%	2%	3%	4%
Amount of TC’s and MIF grants investing directly in gender equality and women’s empowerment	US\$7.3m	US\$10.6m	US\$11.8m	US\$19.4m

Source: SCL/GDI review

- 3.17 The total dollar amount approved in IDB grants and loans for direct investment in gender equality and women’s empowerment over 2011-2013 was US\$126m of Bank resources. This includes US\$19.4m in technical cooperation and MIF grants (US\$7.1m in 17 TCs and US\$12.3m in 14 MIF grants) for 2013 up from US\$10.6m in 2011 (US\$3.7m in 7 TCs and US\$6.9m in 4 MIF grants)²³. These amounts significantly exceed the yearly average of US\$7.3m over the 2006-2010

²⁰ During 2011-2013 country-level gender policy or sector notes were finalized for Guatemala (2), Peru, Colombia, Chile (2), Nicaragua, Dominican Republic, Mexico, Paraguay and a background paper on gender issues in Suriname. Additionally, the following gender notes developed in 2013 will be finalized in 2014 for Barbados, Costa Rica, El Salvador, Honduras, and Panama.

²¹ For example, in the case of Guatemala and Nicaragua (where notes was prepared in 2011), gender policy notes led to the integration of gender issues throughout the country strategy documents approved in 2012 and are both highlighted in the external evaluation as good practices. However, the notes prepared in 2011 for Colombia and Peru only resulted in minimal attention to gender issues in these country strategies.

²² This number does not include the MIF.

²³ In order to qualify as a “direct investment in gender equality” operation, the project’s main objective must be to promote gender equality or empower women (projects with gender components and activities will be classified as gender mainstreaming).

baseline period for the Gender Policy. Beyond TCs and MIF grants, SPH approved eight projects under the signature *Mesoamerica Health Initiative*, which aims to improve the health of women and children under five living in extreme poverty in eight Mesoamerican countries; the Mesoamerica projects totaled US\$34.1m for the 2011-2013 period (see Annex XI for a list of 2011-2013 grant projects).

- 3.18 Financial support in the form of non-reimbursable technical cooperation has been critical to move Bank's gender equality agenda forward, especially in the area of direct investment. There were three important trends in terms of non-reimbursable financing for gender projects during 2011-2013. First, more than half of financing (58%) for TCs promoting gender equality or women's empowerment came from sources other than the Gender and Diversity Fund; this suggests that demand for financing for gender projects is coming from a wide range of Bank sectors. Second, with regards to the Gender and Diversity Fund (comprised of the IDB Ordinary Capital Special Program (OC) Fund and the Multi-donor Gender and Diversity (MGD) Fund, the Bank contributed far more in ordinary capital than was received from donors over the period. Third and finally, demand for direct investment TCs is growing at a fast pace; the OC Fund and MGD Fund were both depleted by the end of 2013, and the OC Funds available for 2014 will be almost fully committed as of April 2014.

Ciudad Mujer - Quality Integrated Services for Women

The US\$20m Ciudad Mujer project delivers integrated services to address women's multiple needs in a one-stop shop model that reduces the time costs of accessing different services, provides a safe environment, and improves the quality of services. Each of the six Ciudad Mujer centers in El Salvador offers reproductive health, vocational and business skills training, services to survivors of violence and child care services—all under the same roof. During 2011-2013, the centers have received over 360,000 visits and over 900,000 services have been delivered. The integrated services empower at-risk women and survivors of violence to interrupt the cycle of violence. For more information and a virtual tour, please visit the website: www.ciudadmujer.org.

Source: SCL/GDI review

- 3.19 During 2011-2013, the IDB approved two direct investment loans: the *Ciudad Mujer* Project (ES-L1056, US US\$20m), in El Salvador and the *Mother and Child Hospital Network Strengthening Program* loan in Honduras (HO-L1072, US US\$30m) to strengthen the capacity to treat obstetrical and neonatal cases in a network of three hospitals.
- 3.20 As noted above, a large portion of direct investment projects belonged to the MIF projects which focused on women's entrepreneurship. One such project is *Mas Emprendedoras* (UR-M104: Program to Support Women Entrepreneurs in Uruguay, US\$750k).

D. Impact Evaluations and Analytical Work on Gender Equality

- 3.21 Analytical work and impact evaluations will be targeted to making the business case for gender equality and to filling knowledge gaps to enable better policy-making. Three lines of work have been and will be pursued: i) including gender analysis in the impact evaluations of specific IDB loans and some projects not financed by IDB that offer potentially important lessons for the Bank's work; ii) analytical work to fill knowledge gaps in the following areas: women's labor force participation, including both wage labor and entrepreneurship; violence against women;

sexual and reproductive health; and women's participation in decision-making;²⁴ and iii) dissemination of results/knowledge through a Regional Policy Dialogue on gender and through other dissemination channels.

- 3.22 In terms of impact evaluations of IDB loans, WSA, ENE, FMM, in collaboration with GDI and SPD, are including gender in the impact evaluations for two infrastructure projects in Bolivia and Ecuador.²⁵ These evaluations will answer two key questions: i) what are the impacts of gender-specific program components on project effectiveness; ii) what are the impacts on gender equality of infrastructure projects. Additionally, GDI, in partnership with SPD, is implementing an impact evaluation of the *Ciudad Mujer* project in El Salvador. This is the first rigorous evaluation in Latin America of an integrated services program for the social and economic empowerment of women. Other impact evaluations of IDB projects finalized or ongoing during 2011-2013 focused on the impacts of training, mentoring, and technical assistance on women-owned business in Peru (PE-L1073 *MiBanco – Crecer Mi Negocio*) and the impact of incorporating socio-emotional skill training into job training curriculums in the Dominican Republic (DR-L1036 *Youth and Employment Program*). In the latter case, the IDB found that the training program reduces the probability of teenage pregnancy by 6 percentage points (about 48 percent), with a stronger effect on young and single women and those who are already mothers. See Annex XII for a full list of impact evaluations of IDB projects and analytical work.
- 3.23 The IDB is generating evidence on what works to prevent violence against women by evaluating the impact of different interventions throughout the region.²⁶ For example, the IDB is replicating in Peru the methodology of the strikingly successful IMAGE program, which reduced the incidence of intimate partner violence (physical or sexual) by 55% in South Africa. The intervention added participatory educational workshops to a traditional group-based microfinance initiative in a rural area of the country, targeting the poorest women. Additionally, two successful programs from Brazil that work with young men and young women to challenge traditional gender norms (Program H and Program M) are being adapted in El Salvador and will be implemented and evaluated in schools to promote measurable and sustained changes in the use and acceptance of violence.
- 3.24 Analytical work on women's economic participation and opportunities focused on identifying interventions which promoted women's labor force participation or help grow women-owned businesses. A notable example is the impact evaluation of the Program 4 to 7, developed by the National Women's Service in Chile, which provides after-school care for children aged 6 to 13, thus allowing mothers to work for longer hours.
- 3.25 A series of studies and impact evaluations analyzed the challenges faced by teenage mothers and the impact of different interventions such as CCTs, information about loans and scholarships for tertiary education, and online sexual health education on reducing adolescent pregnancy. One example is "The Miseducation of Latin American Girls," a qualitative study to identify factors

²⁴ This list may not be comprehensive, since research areas will be evolving over time in different Bank departments and divisions.

²⁵ The projects are: Water and Sanitation Program for Small Localities (BO-L1065), Water & Sanitation Periurban Areas and Rural Communities (BO-X1004), and Electrification Program for Rural and Marginal Urban Areas of Ecuador (EC-L1087).

²⁶ In some cases the IDB is financing both the pilot intervention and the impact evaluations with TC grants while in others the IDB is financing the impact evaluations of existing innovative programs in the region.

that increase the risk of early pregnancy; it found that girls who already face obstacles to educational attainment are more likely to become pregnant at an early age.

- 3.26 The IDB developed evidence on what works (and what does not) to improve the participation of women in local decision-making and elections through impact evaluations of women-targeted civic information campaigns in Guatemala and Paraguay.
- 3.27 While there are various sources of Bank funding for impact evaluations and analytical work, during 2011-2013 many of these projects were financed through nine Economic Sector Work (ESW) projects totaling just over US\$1m for nine ESWs to bridge knowledge gaps on gender issues (for a full list of ESWs please see Annex XII). While a majority of the ESWs has been conducted by the Social Sector Department and the Research Department (RES), increasingly other Bank divisions are incorporating gender issues into their work. A notable example is FMM, which will have two gender ESWs in 2014: gender in housing and urban development projects in Brazil, Ecuador and Honduras, and the gendered impacts of taxation policies.

E. Gender Safeguards

- 3.28 The GAP 2011-2013 period was a pilot phase for the implementation of the *gender safeguards* by the Environmental and Social Safeguards Unit (ESG). During this period 368 loan and grant operations were screened for gender-based risks of which 22 loans that were identified to have the potential for negative gender-based impacts included gender risk mitigation activities. Building on the lessons learnt from the pilot phase, there will be Bank-wide trainings for staff so that they have the tools and relevant questions about potential negative impacts of projects on gender equality. With regard to this last issue, ESG is currently revising the gender-related questions included in the Mr. Blue system (safeguards screening tool) so project teams can more easily identify gender-based risks and impacts. In addition to the project screening, ESG prepared three Social and Gender Impact Assessments over 2011-2013.
- 3.29 In 2013, three technical notes on gender safeguards were prepared to be used in the training of ESG staff and project team leaders on key gender issues regarding property and economic rights, as well as gender-based violence and sexual health. These technical notes will be completed in early 2014 and training will be conducted. Also, starting in 2014, ESG will have a total of two gender safeguards consultants (compared to one during 2011-2013) to effectively implement the safeguard provisions in the Gender Policy.

IV. DELIVERING VALUE TO OUR CLIENTS

- 4.1 The central argument for the GAP is development effectiveness: by promoting gender equality in project design and execution, Bank projects will have more positive developmental impacts. By integrating gender equality throughout the institution and in our operations, the IDB is delivering better products and assistance to member countries and clients through each of the areas mentioned above.
- 4.2 Gender mainstreaming support, for example, has improved the ability of member country programs to: i) ensure women have equal access to project benefits (e.g., the *Housing and Comprehensive Habitat Improvement Program* (NI-L1053) in Nicaragua, which seeks to upgrade and provide new homes to low-income families, set a target to ensure that at least 50% of housing grants and property titles are given to female-headed households; ii) include women in project decision-making (e.g., the *Rural Water and Sanitation Program* (ES-L1046) in El Salvador has a

50% quota for the inclusion of women in water management boards, which are tasked with the supervision and maintenance of program-financed systems); iii) include the promotion of gender equality in institutional strengthening activities (e.g. the *Program to Modernize the Justice Administration System* (PE-L1031) in Peru includes training of judges and legal professionals on gender and indigenous issues and improves the efficiency of the system in addressing critical legal concerns for women); iv) change gender norms and cultural stereotypes (e.g. the *Social Safety Net Support Program* (HO-L1071) in Honduras is developing health education trainings for female conditional cash transfer recipients and their partners which seek to promote prevent intra-family violence, as well as shared responsibilities in maternal and child health). Similarly, private sector clients linked to the Women entrepreneurshipBanking (weB) initiative are receiving added value in the form of MIF technical assistance to develop quality trainings and financial products to better meet the needs of their female clients.

- 4.3 Through direct investment operations like *Ciudad Mujer* in El Salvador, clients are meeting a wide range of women's needs through quality, integrated services. Member countries throughout the region have seen the value in this approach, and the IDB is now developing quality, integrated service projects in four different countries.
- 4.4 Finally, the IDB is identifying regional and country-level gender equality gaps through analytical work while at the same time developing impact evaluations so that member countries can choose from a range of evidence-based policy options to promote gender equality. These activities are important because the Bank's ability to promote progress on gender equality also depends on member country demand and priorities. Although there are still significant gender equality challenges in the region the Bank – as an institution committed to providing value-added to its clients – stands ready to support country demand for innovative projects and evidence-based solutions.

V. MONITORING, REPORTING, AND CORPORATE INCENTIVES

A. Monitoring and Reporting

- 5.1 As part of the Ninth General Capital Increase (GCI-9) in 2010, the Bank committed itself to disaggregating 11 regional output contribution indicators by sex, race, and/or ethnicity. The 2013 numbers for the GCI-9 regional output disaggregated indicators, as reported on in the DEO 2013, can be found in Annex VIII). The baseline results for the indicators disaggregated by sex in 2013 demonstrate that there are very slight gender gaps (favoring men) in the education and civil registry outputs, a large gender gap (favoring women) in programs to promote higher labor productivity (70% women beneficiaries vs 30% men).
- 5.2 Starting in 2012, the Bank incorporated a Gender Additionality section in the Development Effectiveness Matrix (DEM) to monitor SG projects' contribution toward gender equality or incorporated measures to prevent or mitigate gender-based risks.²⁷ The 23% of SG loan operations were classified as having gender additionality, but there is confusion among Bank staff

²⁷ Project teams should mark the project as offering gender additionality when the project, while not including gender-related results in its results matrix: i) has included concrete actions to promote gender equality and the needs of women and men in the design, implementation, monitoring or evaluation of the interventions; ii) has incorporated measures to prevent, avoid or mitigate any adverse gender impacts or risks of gender-based exclusion identified in the project risk analysis

over how to fill out the additionality fields in the DEM, including the gender field.²⁸ In 2013 the Bank also introduced new gender field in OPUS and introduced a gender flag and sex-disaggregation functionality in the new PMR system (to be launched in 2014). In 2014, GDI will work with SPD in order to disseminate the methodology for filling out the gender additionality section in the DEM, the newly updated gender field in OPUS, and the new PMR functionality.²⁹

- 5.3 Starting in 2012, the MIF incorporated a gender category into its Quality for Effectiveness in Development (QED) tool so that projects have to answer a series of questions on gender equality and be rated in one of three categories: women-specific projects, women's benefits in a project that does not target women, and no specific benefits to women. In 2014, the MIF will revise this methodology so that it focuses on gender equality more broadly and not just women.

B. Gender in Performance and Human Capital Management

- 5.4 In 2012, Bank Management approved the institution's first Diversity and Inclusion Framework (D&I Framework, GN-2684), which defines a set of responsibilities and code of conduct for promoting an inclusive work environment at the Bank. The D&I Framework and The Gender Action Plan have important synergies.

"The game changer is the commitment of upper management to do something about it [gender], such as the commitment of the Executive Vice President. This flows down to other staff."

Source: IDB Division Chief

- 5.5 One important synergy has been the inclusion in the Bank's performance management system (CareerPoint) of a goal and leadership competency to capture division chiefs' and departmental managers' contributions to diversity and inclusion (including gender equality) in the Bank's operational work and in its human resource management. The entry of operational targets for gender and diversity in Career Point has been instrumental in showing senior management's commitment on these issues and ensuring that this commitment permeates the organization. A second synergy is provided by the Diversity and Inclusion country action plans developed under the D&I Framework. These action plans are designed to "promote diversity and inclusion in all we do," including operational work.

VI. CHALLENGES FOR 2014-2016

- 6.1 As noted in Section III, 2011-2013 saw a significant improvement in levels of gender mainstreaming at the IDB, as measured by a marked increase in the inclusion of gender-related results in loan operations. Several factors contributed to this result, including increased gender mainstreaming capacity through retainer consultants, technical guides and notes, and capacity building of IDB staff, as well as new institutional incentives such as divisional targets for the inclusion of gender-related results in results matrices and the inclusion of gender in performance

²⁸ Only 12% of teams correctly filled out the additionality box for gender.

²⁹ The new OPUS Gender Equality field allows teams to identify projects that promote gender equality through project actions but do not have gender-related results. The ability to make this distinction will provide a better measure of the quality or depth of gender mainstreaming. The new PMR system will also allow for disaggregation by race and ethnicity.

management. Progress was also achieved in the number and amounts of technical cooperation projects directly investing in gender equality and women's empowerment.

- 6.2 Clearly, challenges remain. Among the most important are: 1) increasing the quality of gender mainstreaming and gender-related results in Country Strategies and operations; 2) increasing the number of loan projects that directly invest in gender equality and women's empowerment (direct investment);³⁰ 3) closing knowledge gaps on "what works" to promote gender equality and disseminating best practices among policymakers; 4) institutionalizing gender safeguards review and incorporation of mitigation measures into operations; and 5) ensuring the ownership, sustainability, and achievement of gender mainstreaming and results over time.
- 6.3 As noted above, a new Gender Action Plan for 2014-2016 is under preparation that will provide a detailed description of how the Bank proposes to respond to these challenges. This section will describe some initial thoughts on how these challenges might be met, drawing on the analysis in this report, the external evaluation and the OVE background paper on safeguards and the Gender Policy.

A. Gender Mainstreaming in Country Strategies

- 6.4 Given the limited impact of stand-alone gender policy notes on the content of Country Strategies, the Bank should work to ensure gender analysis and actions to address gender inequalities are included not only in stand-alone gender notes for Country Strategies, but also in other VPS sector notes with the support of gender retainer consultants.

B. Gender Mainstreaming in Operations

- 6.5 Given the impact to-date of sector-specific targets during 2012-2013, the Bank should continue to use divisional targets for gender-related results in loan operations to consolidate gains registered over 2011-2013 (A target of 35% has been set for SG loans in 2014). The external evaluation recommends that the "divisions, in conjunction with GDI, should continue to propose targets for gender-related results, with different expectations for both the quantity and quality of gender integration into projects in various sectors."
- 6.6 Going forward, the *quality* of gender mainstreaming and of gender-related results in operations could be improved by employing a more stringent definition of gender-related results (see Section III). Complementary activities could include enlisting SPD's support to improve the quality of gender mainstreaming and gender-related results through its quality review of operations,³¹ enlisting VPC regional managers and staff to include gender issues in their review of loan operations particularly at the ERM stage,³² and continuing to provide sector-specific technical assistance through retainer consultants.

³⁰ If the number of direct investment operation is to rise, the Bank must offer attractive policies and interventions in this area to its member countries, and this theme must be discussed in country programming dialogues.

³¹ The external evaluation noted that: "...some interviewees claimed that they are wary of attempting to include indicators related to reducing gender gaps in projects for fear that they would not be approved by SPD. In several cases, this was driven by worries about the availability of data to establish a baseline from which progress in closing a gender gap, for example, could be measured." Thus, enlisting SPD in this process is critical.

³² A good example is the CAN department, which included a review of project contributions to gender and diversity during all ERM meetings starting in 2012.

- 6.7 As noted in the external review, it would be beneficial to continue sector-specific capacity building efforts, but increase the use of a “learning-by doing” approach. In addition, it would be particularly important to clarify the definition of what is meant by quality gender mainstreaming and results and to move away from the jargon of “gender” to more substantial language that conveys the gaps and issues that are relevant to sectors and uses sector and division-specific examples.
- 6.8 The new GAP 2014-2016 should ensure ownership and sustainability of gender mainstreaming, particularly regarding retainer consultants. A step toward sustainability was taken in 2012 and 2013, when operational divisions employing retainer consultants agreed to co-finance their contracts. However, the Gender Policy CIP is still subsidizing these contracts, and divisions may be unwilling or unable to finance 100% in 2014 and beyond. A sustained commitment of administrative budget to co-finance consultants in those divisions and country offices willing to cost-share should be considered. Keeping retainer consultants will not only continue to improve gender mainstreaming in project design, but also will allow them to follow projects in the execution phase.³³
- 6.9 Developing gender mainstreaming capacity at the country-level through training and direct technical support is important. In particular, capacity-building activities on sector-specific gender issues can benefit both IDB country staff and executing agencies, which can be invited to sector-specific trainings to build the capacity of our implementing partners along with our staff.
- 6.10 Finally, gender mainstreaming would be advanced by incorporating gender issues in Sector Framework Documents.

C. Direct Investment

- 6.11 A key challenge is to improve coordination among VPS, VPC, and VPP so that the Bank continues to increase the number of innovative projects which directly invest in gender equality and women’s empowerment to meet client needs.

D. Analytical Work and Impact Evaluations

- 6.12 Since impact evaluations and other types of analytical work are essential in identifying good practice approaches to promote gender equality, the IDB should develop concrete analytical work programs for important gender issues facing the region such as violence against women and women’s economic empowerment. These work programs should identify knowledge gaps, develop analytical work to close these gaps, and disseminate the results amongst key policymakers in the region. The dissemination of results should receive special emphasis, particularly in the Regional Policy Dialogue on gender equality issues in LAC, since it will both improve the quality and demand for the Bank’s gender equality work and ensure the issue is prominent in the development agenda of LAC policymakers and governments. In this regard, the IDB should continue to partner with MDBs and international development agencies to share best practices and innovative solutions to promote gender equality.

³³ This may help increase the percentage of PMRs which adequately track gender-related indicators in the execution phase of projects.

E. Gender Safeguards

- 6.13 While the pilot phase of implementation of the gender safeguards has been successfully implemented, the new GAP should ensure that the Bank moves beyond the pilot phase so that loan operations include prevention or mitigation measures in their design when necessary. In order to increase the expertise of ESG staff and consultants in identifying gender-related risks in 2014, the ESG gender consultants will conduct training of other ESG staff in 2014.

F. Delivering Value to Our Clients

- 6.14 In order to galvanize support for the promotion of gender inequality in the region, the Bank should provide both evidence on the development costs of gender inequalities and evidence-based solutions that respond to concrete demands from our clients.

G. Monitoring, Reporting, and Corporate Incentives

- 6.15 Following the example of the GCI-9 regional output contributions, any new output or results targets should be disaggregated by sex, since the results yield important information about gender gaps related to the IDB's interventions.
- 6.16 As noted by the external review, the monitoring of division chiefs' and department managers' performance on gender and diversity targets yielded important dividends. Senior management should consider extending this monitoring through CareerPoint for the 2014-2016 period to ensure that this becomes part of the organization's DNA. Additionally, the external evaluation recommends that "leadership at all levels of the bank should share their goals with staff regarding next steps for implementation of the gender policy and where they would like to see their sector, division, and country office in the next few years."
- 6.17 Finally, the external report recommends developing soft-incentives for gender mainstreaming and recognizing good practices. "Bank management should create an award for projects that consider gender dimensions in the most meaningful way", and this award should be well-publicized throughout the institution. "Divisions and/or sectors should also feel encouraged to create their own, internal awards for outstanding and creative work in this area." This approach can be applied for country teams as well. And, as recommended by the external evaluation, the IDB can market its comparative advantage in gender mainstreaming "as a way to improve development results in countries and sectors."

**SUMMARY OF MAIN RECOMMENDATIONS FROM THE EVALUATION REPORT OF THE
IMPLEMENTATION OF THE IDB GENDER POLICY AND GENDER ACTION PLAN FOR OPERATIONS,
2011-2013 (GAP)¹**

A. Introduction and Methodology

- 1.1 In preparing this report, SCL/GDI contracted an external qualitative evaluation (“the external evaluation”) of the implementation of the Gender Policy and the GAP 2011-2013 to serve as a principal input for the recommendations included in this report.
- 1.2 The external evaluation was conducted by Caren Grown, Leanne Roncolato, and Nick Reksten, who interviewed 49 staff and consultants (including 2 vice presidents, 4 managers, 13 division/unit chiefs, and 26 specialists and consultants) during January and February 2014. Interviews generally lasted between 45 minutes and one hour. Questions focused on the major areas of the Gender Action Plan and how they fit into a staff member’s work. Because of the variation in duties and seniority of the subjects, the same questions were not asked of every subject. However, similar questions were asked of subjects at the same staff level to better understand areas of agreement and divergence. Subjects were informed that the objective of the evaluation was to improve the implementation of the Bank’s gender policy and that they should feel free to express what was and was not working for them. They were told that no individual attributions would be made in any quoted material. Most subjects were interviewed alone, although in a few cases, interviews were conducted with multiple staff members if a manager strongly preferred to have a specialist or two present. The list below outlines a summary of the main recommendations included in the main document, which can be accessed by clicking on the following link: [*Evaluation Report of the Implementation of the Operational Policy on Gender Equality in Development \(Gender Policy\) and Gender Action Plan for Operations, 2011-2013 \(GAP\)*](#).

B. Overarching Recommendations

- 2.1 Bank staff at all levels are open and willing to promote and adhere to the Operational Policy on Gender Equality in Development. The question that exists among many is how to do this.
- 2.2 The GDI has made strides in educating divisions and sectors with regard to the question of “how” but there is still much work to be done. The responsibility moving forward for educating, training and promotion should not fall solely on GDI, but rather on the leadership at the bank, specifically manager, division chiefs and country representatives.
- 2.3 The parts of the IDB that seem to have made substantial progress are the MIF, as well as certain divisions such as FMM, in part because of senior leadership commitment. These success stories should be both celebrated and shared throughout the bank.
- 2.4 In moving forward the focus should be on a ‘learning-by doing’ model of education. The Bank should move away from the jargon of “gender” to more substantial language that conveys the gaps and issues that are relevant to sectors and uses sector and division-specific examples. For instance, in the transport sector an emphasis on safety and security can be considered progress in “gender mainstreaming” even if the word “gender” is not used.

¹ This annex reflects a summary of the recommendations included in the Evaluation Report of the Implementation of the Operational Policy on Gender Equality in Development (Gender Policy) and Gender Action Plan for Operations, 2011-2012 (GAP) and does not necessarily reflect the views of IDB management.

- 2.5 Effort should be placed on moving away from an “opt-in” approach to an “opt-out” approach (based on the ideas in *Nudge*) in all institutional requirements. For instance, all computerized templates or requirements across the project design and reporting cycle should include prompts or questions relevant to the gender gaps in a sector or country, sex-disaggregated indicators and so forth. Particular focus should be placed on a template for managers to ask critical questions during the ERM and QRRs in the project cycle.
- 2.6 Work being done to spread technical knowledge and awareness regarding quality efforts to promote gender equality and women’s empowerment should not be limited to headquarters but extended to country offices. Currently there are many missed opportunities in Country Strategies and significant variation in the commitment at the country office level.
- 2.7 The Bank should consider how to shift the balance between proactive action to promote gender equality and women’s empowerment and mitigation of risks, with the balance being tilted toward the former. For instance, getting staff to consider upfront in project design issues of safety/security, ownership/control of assets, time use and other issues will hopefully result in loans that by their very design reduce gender gaps and biases and minimize the issues that would trigger the gender safeguard.
- 2.8 GDI should give more thought to the deployment of its human and financial resources and to consider more explicitly the trade-offs involved in playing various roles – as a catalyst for action, technical support to sectors and project teams, enhancing learning throughout the Bank and leading learning communities, and so forth. One issue to tackle for the next GAP is the trade-offs between breadth (extending the reach of technical support) and depth (developing best practice loans in a sector). There are no easy answers, but having the conversation and making the decisions transparent to all Bank divisions will help to ensure the result will be successful.

C. Mainstreaming

3.1 Project Design

- a. Gender analysis should be a mandatory requirement for all project designs.
- b. GDI, with Division Chiefs and other senior management, should improve understanding of what it means to “mainstream gender” in projects. In addition to having sector-specific knowledge products, we encourage the sectors to adopt a ‘learning-by-doing’ approach.
- c. The MIF has changed the defaults in the project cycle of its grants by incorporating gender analysis questions into their computerized design tool that must be filled out when initiating a grant. While other divisions do not have such a project design tool, ways of incorporating the results of gender analysis into documents or other requirements for project design should be considered. Current efforts to do this through making adjustments in the OPUS and working with SPD should be continued.
- d. The MIF has also developed a scoring system which rates the level and quality of gender analysis in the grant proposal. If a grant proposal comes to an eligibility review meeting with a score of zero, a closer look is taken at the design of the project before it proceeds. Ways of emulating this process in other divisions should be explored.
- e. All projects should be required by SPD to disaggregate people-level indicators by sex and should not be forwarded for board approval unless they have a compelling reason why that cannot be done. Projects that collect sex-disaggregated data should not be seen as “engendered” unless they make a further contribution towards reducing identified gender

disparities, empowering women, and taking significant steps to mitigate risks (such as increasing unpaid work, increasing the risk of gender-based violence, etc.)

3.2 Project Monitoring

- a. SPD staff, with support from GDI, should make team leaders aware of SPD's flexibility regarding indicators for which there is not baseline sex-disaggregated data.
- b. One way to increase IDB staff's ability to include quality gender indicators are through loans that help countries increase the collection of sex-disaggregated and gender data.
- c. The Implementation Guidelines for the Operational Policy on Gender Equality in Development states "all project indicators that list direct beneficiaries should be disaggregated by sex." GDI should consider changing this language to '*must*' be disaggregated by sex to reflect the policy.
- d. Moving beyond the current system of including only whether or not there are gender-related indicators in the corporate results matrix, the Bank should adopt a broader system of measurement to reflect: 1) gender analysis in project design, 2) whether projects have engendered design features, and 3) gender equality or women's empowerment results at exit/conclusion of the project. In addition to quantity, it would be a contribution to the field to develop metrics on quality.

3.3 Country Strategies

- a. Country representatives should encourage their staff, with GDI support, to identify relevant gender gaps in the Country Strategy and develop plans for addressing those in the next generation Country Strategies.
- b. In relevant publications (newsletters, web, etc.) and events, GDI and Bank Management can showcase which countries have made progress in mainstreaming gender into their strategies and operations and how they have done so. One approach is for the IDB to market to countries its comparative advantage in gender mainstreaming as a way to improve development results in countries and sectors.
- c. The consideration of goals related to gender equality or women's empowerment as *optional* in the development of the Country Strategies should be reevaluated and made mandatory by the Board as part of its review of Country Strategy development in 2014.

D. Direct Investment

- 4.1 Sector managers, with GDI support, should disseminate clear guidelines as to what constitutes direct investments in gender equality.
- 4.2 GDI should continue to work with the Sectors to identify opportunities for direct investment beyond *Ciudad Mujer* and financial inclusion, and provide the necessary expertise and support that the division requires, for instance, projects that address equality in the labor market, gaps in education, caring for persons, social security reform, participation of women in decision-making, promotion of reproductive health, at-risk youth, and prevention of gender-based violence, as called for in the Bank's Operational Policy on Gender Equality in Development.

- 4.3 GDI should only originate loans for projects that span multiple sectors and such loans should contain mechanisms to become the responsibility of one or more of the sectors involved.

E. Safeguards

- 5.1 More education on the purpose and procedures of the gender safeguards policy is needed, with training and knowledge projects targeted to both managers and project team leaders.
- 5.2 GDI should work with ESG and others to develop and incorporate methods for project designs to take into account gender risks from the beginning of project design. This will allow the safeguards to function as a final check for gender risks, allowing the Bank to enforce the policy with the commitment of only minimal additional resources.
- 5.3 ESG should improve the gender safeguard screening template. A number of specific suggestions are made in the main report.
- 5.4 The Bank should clearly establish and enforce penalties for attempts to avoid triggering safeguards through small changes in project design or resisting efforts of ESG to mitigate risks that a project may pose.

F. Institutionalizing the Policy in the DNA of the IDB

- 6.1 GDI should develop dedicated opportunities for skill-building, especially on gender mainstreaming in project design. There should be different knowledge products targeted to different staff levels in the Bank, such as project leaders and specialists; and division chiefs, country representatives, and managers.
- 6.2 The MIF can be seen as an exemplary division in terms of the process of educating all members of the division and transforming their portfolio. The MIF brought in outside consultants to do an extensive training with the staff and provide an analytical framework for gender mainstreaming in private sector finance. The MIF has also devoted resources to developing a toolkit for “walking staff through the process” of adopting this new framework.
- 6.3 Managers should develop incentives for knowledge-building of their staff in projects, which would involve rewards for innovative designs that seek to reduce gender disparities and mitigate penalties when including novel indicators and missing project targets.
- 6.4 GDI should continue to work with sector staff to produce sector-specific guidance for conducting gender analysis, using the findings in the design of operations, and not just as a specific component that focuses on women, including questions about reductions of gender gaps in project monitoring plans, and the development of empowerment and gap indicators as part of impact evaluations. Additionally, multiple subjects suggested that GDI disseminate information on global best practices that the Bank has to date in various sectors.
- 6.5 Questions that should be asked of projects in the context of mainstreaming (along the lines of those in the *Implementation Guidelines*) are very useful, and GDI should ensure that these appear as an easily-accessible resource for country representatives, managers, and division chiefs. It should become standard practice for managers to use/ask these questions during a project’s ERM and QRR.

- 6.6 Current management plans to bring staff members who are considered “champions” of gender issues together should be a priority for implementation this year. GDI, with management, might explore different groupings of gender champions with a focus explicitly on increasing knowledge-sharing and recognition of both practices that work well and those that are tried and found to be ineffective.
- 6.7 GDI may consider developing brown-bag seminars with presentations by those championing gender inside the Bank, and, perhaps, guests from other multilateral development banks that can share their success stories.
- 6.8 GDI may also consider ways of recruiting new staff members to become engaged in promoting the Gender Action Plan within their divisions. One idea is for GDI to host a welcome event (i.e. a coffee or cocktail hour) for new staff members bi-annually in which the primary goal is for new staff members to get to know the GDI staff and GDI resources available.
- 6.9 The GDI internal website should be improved to make knowledge products more accessible, and the division should continue to educate staff on the material available through the site.
- 6.10 Success begets success, and finding and touting a few examples of success should be priority for the next two years. As more people at the bank become aware of the success associated with gender mainstreaming and direct investment, it is likely that there will be an increase in the number of staff at all levels interested in doing quality gender mainstreaming and direct investment work.
- 6.11 In particular, increasing awareness of the work being done by MIF and other divisions, where GDI believes progress has been made, would be useful as an educational tool for the rest of the bank to the extent that it is applicable to public sector operations.
- 6.12 Leadership at all levels of the bank should share their goals with staff regarding next steps for implementation of the gender policy and where they would like to see their sector, division, and country office in the next few years.
- 6.13 GDI should continue to propose targets for gender inclusion in projects to divisions, with different expectations for both the quantity and quality of gender integration into projects in various sectors. In the cases where “hard” sectors and sectors that have traditionally had difficulty considering gender issues are able to meet or exceed their goals, GDI should be especially encouraging. In sectors where gender inclusion is more routine, GDI should propose relatively aggressive targets.
- 6.14 Bank management should create an award for projects that consider gender dimensions in the most meaningful way that is well-publicized throughout the institution. Divisions and/or sectors should also feel encouraged to create their own, internal awards for outstanding and creative work in this area. For instance the MIF has put energy into positive reinforcement, recognizing and celebrating the projects that have done well. Staff that are doing good work on moving forward with MIF’s goals of making gender equality and women’s empowerment core to their work have also gotten increased access to management.

PERCENT OF VPS LOANS APPROVED 2007-2012 WITH GENDER-RELATED RESULTS, BY DIVISION

Department/Division	2007-2010 Baseline	2011	2012	2013
VPS	8%	12%	31%	37%
INT	0%	33%	67%	33%
IFD	2%	10%	35%	29%
Fiscal and Municipal Management	0%	13%	40%	33%
Institutional Capacity of State	11%	8%	43%	20%
Capital Markets and Fin. Institutions	0%	9%	10%	14%
Competitiveness and Innovation	0%	0%	50%	67%
SCL	30%	35%	52%	71%
Education	8%	0%	38%	50%
Labor Markets	20%	33%	25%	0%
Social Protection and Health	44%	38%	65%	91%
Gender and Diversity	NA*	100%	NA*	NA*
INE	4%	5%	12%	33%
Energy	0%	0%	0%	0%
Environment, Rural Development & Disaster Risk	7%	6%	25%	53%
Transport	2%	0%	0%	25%
Water and Sanitation	5%	13%	29%	43%
Sustainable Energy and Climate Change	0%	0%	0%	0%

*No loans approved this year.

SEX-DISAGGREGATED INDICATORS VS. RESULTS INDICATORS CONTRIBUTING TOWARDS GENDER EQUALITY

Expected Outcome	Outcome Indicator	Baseline	Target	Does it contribute to gender equality?
Increased share of engineers with advanced human capital	Percentage of engineers with masters degrees or doctorates out of all engineers devoted to R&D	25%	35%	No, it does not list separate results for women and men.
Increased share of female and male engineers with advanced human capital	Percentage of engineers with masters degrees or doctorates out of all engineers devoted to R&D	M: 20% F: 10%	M: 30% F: 15%	No, this is sex disaggregated, but does not close the gender gap. ¹
Increased share of female and male engineers with advanced human capital while decreasing the gender gap among degree holders	Percentage of engineers with masters degrees or doctorates out of all engineers devoted to R&D	M: 20% F: 5%	M: 22% F: 10%	Yes, since the target seeks a reduction in the gender gap and lists results for men and women separately. ²
Increased participation of smallholders in sustainable agroforestry value chains	Number of smallholders participating in value chains	200	2000	No, it does not list separate results for women and men.
Increased participation of female & male smallholders in sustainable agroforestry value chains	Number of female and male smallholders participating in value chains	M: 150 F: 50	M: 1500 F: 500	No. The indicator is sex disaggregated, but does not close the gender gap.
Increased participation of female and male smallholders in sustainable agroforestry value chains while decreasing the gender gap in participation	Number of female and male smallholders participating in value chains	M: 150 F: 50	M: 300 F: 250	Yes, since the target seeks a reduction in the gender gap and lists results for men and women separately

M = male, F = female. For more information, on developing quality gender-related results please see the [Implementation Guidelines for the Operational Policy on Gender Equality](#).

¹ Note that the gap is not reduced whether it is measured as a ratio or as an absolute number of percentage points.

² In this case, the gap is reduced whether measured as a ratio or as an absolute number of percentage points (either measure would be an acceptable indicator.)

GDI RATING CRITERIA FOR GENDER MAINSTREAMING CLASSIFICATION IN IDB LOANS AND COUNTRY STRATEGIES

I. Rating Criteria for Loan Documents (Design): All loan proposals approved in a given year will be classified according to the following methodology.

A. Rating Matrix

	N/A*	0	1	2	3	Score
Gender Focus in:						
Problem Identification/Social Assessment						(Maximize possible total, 3)
Program Objectives/ Components						X 2 (Maximum total, 6)
Measures for Project Execution						(Maximum total, 3)
Monitoring and Evaluation						(Maximum total, 3)
Total Score						<u> </u> /15

B. Rating Categories:

None = 0-1; Minimal = 2-5; Partial = 6-9; Significant = 10-13; *Best practice* = 14-15

C. Guiding Questions:

1. Problem Identification/Social Assessment

- a. Were gender issues identified/assessed? Was a gender analysis conducted and relevant gender issues identified as part of project preparation? (e.g. differential roles, needs, constraints or opportunities of women/girls as compared to men/boys, and/or between women from different social, ethnic, economic and age groups as they relate to the problem or sector under analysis.
- b. Are relevant data disaggregated by sex?
- c. Are anticipated benefits/impacts of the proposed operation for both women and men (girls and boys, when relevant) referenced?

2. Project Objectives/Components

- a. Do project objectives/components contribute to promoting greater gender equality and to addressing women or men's priority needs?
 - i. Will expected project outcomes contribute to greater equality between women and men?
 - ii. Will expected project outputs contribute to women's empowerment, including strengthening opportunities, capabilities and/or security? (Note: If specific gender issues are identified for men or boys, also consider if expected project outputs will contribute to increasing boys' or men's opportunities, capabilities and/or security).
 - iii. Are specific measures included to promote the active participation of women and men in decision-making processes?
- b. Examples of positive outcomes or outputs:
 - i. Increased access to quality services (responsive to women's and men's needs).

- ii. Increased and greater equality of access to information.
- iii. Increased and greater equality of access to resources or assets (including credit, technical inputs, and property).
- iv. Increased and greater equality of access to employment or other income-generating opportunities, with equal wages, benefits, etc.
- v. Increased participation and greater equality in decision-making processes and leadership.
- vi. Reduced gender-based biases in public policies, laws, institutions, or programs.
- vii. Reduced gender gaps identified for boys or men.

3. Measures for Project Execution

- a. Have institutional mechanisms and/or capacity building activities been incorporated into project design to facilitate quality execution of gender elements. Examples:
 - i. Hiring gender experts or assigning responsibility for gender-specific actions within the executing agency.
 - ii. Gender training, technical assistance, or studies for the counterpart or other agencies involved in execution.
 - iii. Involvement of ministries/institutes of women's and/or NGOs, CBOs representing local women.
- b. Are gender-specific actions considered in program promotion, communication or social marketing strategies? Have gender dimensions of the design been incorporated into the operations manual (e.g. gender-specific eligibility or selection criteria for subcomponents or beneficiaries, etc.).
- c. Has budget been assigned to ensure the implementation of gender-specific components/actions?

4. Monitoring and Evaluation:

- a. Are gender-specific output and/or outcome indicators included in the results framework? (Note: If both output and outcome indicators are included, give the highest rating).
- b. Have targets been established for women versus men's benefits and participation?
- c. Is the collection of sex-disaggregated data required in the monitoring and evaluation of the project?
- d. Have baseline data been collected to enable the measurement of project outcomes/outputs for women versus men?

II. Rating Criteria for Country Strategy Documents

- A None** = no reference to gender or women.
- B Minimal** = a) brief mention of gender or women in the diagnostic/development challenges; and/or b) general reference to incorporating a "gender perspective" or "gender equality."
- C Partial** = 1) gender issues identified in the diagnostic/development challenges; and 2) specific actions/interventions proposed in at least one strategic focus areas.
- D Significant** = 1) multiple gender issues identified in diagnostic/development challenges; and 2) specific actions incorporated into two or more strategic focus areas and the lending program.

- E Best Practice** = 1) multiple gender issues identified in the diagnostic/development challenges; 2) specific actions incorporated into two or more strategic focus areas; 3) proposals for addressing
- a. gender issues in the lending program; and 4) gender-specific indicators.

III. Criteria and methodology for selection for Technical Cooperation Projects (TCs) Directly Investing in Gender Equality and Women's Empowerment

This exercise counts Technical Cooperation Projects that are IDB grants and can be identified by a “T” in front of the approval number and MIF grants that can be identified with an “M” in front of the approval number. A TC is considered to directly invest in gender equality and women's empowerment when one or more of the following conditions are met:

1. The operation directly addresses gender equality strategic issues such as reproductive health, maternal health, human trafficking or violence against women;
2. The operation identifies women as the principal beneficiary group of the project, such as in projects aimed at improving livelihoods, micro and SMEs, and others;
3. The operation mentions gender or women issues in the title and main objective.

An operation TC operation that includes a component that includes one or more of the above criteria are not considered direct investments, unless the component influences the entire operation to create equal opportunities or combat gender discrimination.

GENDER SECTOR-SPECIFIC TECHNICAL NOTES/GUIDES

Title	Division
Published 2011-2013	
Neighborhood upgrading: technical note for the incorporation of a Gender Equality Perspective	FMM, GDI
Citizen Security and Violence Against Women: Technical note for the incorporation of a Gender Equality Perspective	ICS, GDI
VAW and Justice Systems: Technical note for the incorporation of a Gender Equality Perspective	ICS, GDI
Guide for the inclusion of a Gender Perspective in Bus Rapid Transit Systems	TSP, GDI
Guide on Incorporating Gender into Sexual, Reproductive and Maternal health initiatives	SPH
Trade and Gender: Advances in the Process of Gender Mainstreaming in Trade Operations	INT, GDI
Gender in MIF projects Technical Note	MIF
Implementation Guidelines for the Operational Policy on Gender Equality in Development	GDI
The Business Case for Gender Inclusion in Latin America and The Caribbean	SCF
Engaging Clients on Gender and Diversity: Industry and Services	SCF
Engaging Clients on Gender and Diversity: Agribusiness	SCF
Engaging Clients on Gender and Diversity: Infrastructure	SCF
Mainstreaming Gender in Compete Caribbean Projects	CTI
Unpublished but forthcoming in first quarter 2014	
Technical Brief: Gender and Wind Energy	CCS
Technical Guide on gender in rural water projects	WSA, GDI
Integrating Gender in Trade Policy and Trade Promotion Operations: Gender Mainstreaming Handbook	INT
Thought piece: Gender and Financial regulation	CMF
Gender and Economic Rights Safeguards Report	GDI, ESG
Gender Property and Land Rights Safeguards Report	GDI, ESG
Gender, GBV, and HIV Safeguards Report	GDI, ESG
Engaging Clients on Gender and Diversity: Financial Services	SCF
Engaging Clients on Gender and Diversity: Health and Education.	SCF
Women in Science and Technology: What Does the Literature Say?	CTI

2011-2013 GAP KNOWLEDGE SHARING AND LEARNING EVENTS

Events	Division	Year	External Attendees	Internal Attendees	Total Attendees
Learning Events					
Paving the Way for the World Cup and Olympic Games (Brazil) – Gender and Sports	SCL	2011	44	11	55
Early Childbearing in Paraguay	EDU	2011	16	6	22
Young Single Mothers and the Challenges of Motherhood and the Workplace	CBH	2011	18	12	30
BBL: Emerging Lessons on Working with Men and Boys	GDI, SPH	2012	0	57	57
CIF Partner Forum - Gender Panel	CCS	2012	150	0	150
Energy and Gender mainstreaming presentation	ENE	2012	0	30	30
Presentation on "Civil registries, and identity management with a gender focus" during IX ENCUESTRO CLARCIEV.	ICS	2012	121	4	125
FOROMIC: Cutting-Edge Banking and Access to Finance for Women-Owned SMEs and Panel 4B: Innovative Uses of Media for Financial Literacy, Learning and Behavioral Change	MIF	2012	75	25	100
CSRAmericas 2012: Women in Companies and in Value Chains: Businesses with Impact (Panel)	MIF	2012	15	60	75
Launch of Program P: Engaging Men in Fatherhood, Caregiving, and Maternal and Child Health	SPH, GDI	2013	5	30	35
Barbara Magnoni presents her Results on the Study of Pure Perseverance: A Study of Women's Small Business in Colombia	MIF	2013		40	40
IDB Annual Meeting - Challenges and Benefits of Increasing Women's Participation in Business Start-ups and Growth	MIF	2013	50	250	300
Presentation of the program Canales de Empresaria from Ciudad del Saber - Breakfast during the Annual Meeting with Ciudad del Saber	MIF	2013	15	15	30
WeVentureScope Launching Event	MIF	2013	25	125	150
FOROMIC 2013 WEVS Launch	MIF	2013	80	20	100

Events	Division	Year	External Attendees	Internal Attendees	Total Attendees
WeVentureScope Launching Event in Chile	MIF	2013	65	15	80
WeVentureScope Launching Event in Peru	MIF	2013	65	15	80
Roundtable discussion VAW and Entrepreneurship	MIF, GDI	2013		15	15
Roadmap for Women Entrepreneurs -- Mayra Buvonic	MIF, GDI	2013		40	40
WeVentureScope Launching Event in Nicaragua	MIF	2013	65	15	80
FELABAN Panel on Women's Market (partnership with GBA)	MIF	2013		90	90
BBL: Las empresas tampoco están a salvo – costos empresariales de la violencia contra las mujeres en el Perú	GDI	2013		16	16
Seminar in Lima, Peru: Using standardized simulated patients to measure ethnic disparities in family planning services in Peru: A study protocol of a crossover randomized trial	GDI	2013	70	10	80
EDU and GDI's brown bag lunch seminar: Diana Krueger- "Time in school and female labor force participation in Chile"	GDI, EDU	2013	5	15	20
BBL: "Barking up the wrong tree? Measuring gender gaps in firm's access to finance"	CMF, GDI	2013		12	12
HBL: Evaluación del Programa de Salud Materno Infantil Bono Juana Azurduy	SPD	2013		12	12
HBL: Evaluación de Impacto del Proyecto Ciudad Mujer en el Salvador	SPD, GDI	2013		20	20
Seminar in Lima Perú: Pueblos Indígenas y Programas de Transferencias Condicionadas. Estudio etnográfico sobre la implementación y los efectos socio-culturales del programa Juntos en seis comunidades andinas y amazónicas de Perú	GDI	2013	83	7	90
Trade in Action	INT	2013	60	3	63
Workshops and Trainings					
Indigenous Maternal Health Workshop	SPH, GDI	2011	0	25	25
Regional Conference on Women of African Descent: Power and Participation	GDI	2011	83	3	86
Rural Energy and Gender Seminar in Bolivia	ENE, GDI	2011	13	7	20
Gender and urban public transport event in Colombia	TSP, GDI	2011	159	2	161

Events	Division	Year	External Attendees	Internal Attendees	Total Attendees
Uruguay Workshop on Gender	CUR, GDI	2011	16	40	56
Trinidad and Tobago Country Office Gender Training	CTT	2011	0	14	14
Bahamas Gender Equity Workshop	CBH	2011	2	12	14
Constructing a Social Fabric: Women's Leadership in the process of eradicating encampments in Chile	CCH	2011	16	16	32
Paraguay Country Office Gender Training Session	GDI, CPR	2011	0	15	15
Gender Safeguards Workshop	ESG	2012	0	25	25
Workshop on Gender Integration in FMM	FMM	2012	0	35	35
BBL: What determines partner violence and what works to prevent it? Implications for Social Protection and Health Interventions	GDI, SPH	2012		40	40
BBL: Gender Integration in Bus Rapid Transit Projects	TSP	2012	1	19	20
Workshop on gender mainstreaming in rural water and sanitation projects, Cartagena, Colombia	WSA	2012	30	20	50
INE Week Presentation	GDI	2012		200	200
Round table with Export Promotion Agencies in LAC Flavors 2012	INT	2012	10	2	12
Jamaica Country Office Gender Training	CJA, GDI	2012		42	42
ICRW Gender Integration training for HQ, COF staff, MIF management	MIF	2012		100	100
Gender and Ports	SCF	2013		20	20
Gender and SRH Projects	SCL, SPH	2013		20	20
The Business Case for Gender in SCF	SCF	2013		8	8
SCF: Gender and Infrastructure Workshop	SCF	2013		26	26
SCF: The Business Case for Gender Equity in Industry and Services	SCF	2013		24	24
US Treasury Secretary Lago visit to Ciudad del Saber Panamá	MIF	2013	11	4	15
Gender in operations. Honduras	GDI	2013		40	40

Events	Division	Year	External Attendees	Internal Attendees	Total Attendees
Gender Integration in the MIF Project Cycle: Training for Headquarters Staff and Country Office Staff	MIF	2013		90	90
WeXchange 2013 at Miami (partnership with MIF Early Stage Equity team)	MIF	2013	130	10	140
Mejorando Proyectos y Logrando Resultados	MIF	2013		30	30
Mainstreaming Gender in Urban Development and Housing projects	FMM	2013		40	40
Presentation. Social Vulnerability in Urban Development and Housing Programs	FMM	2013		15	15
Dissemination and Awareness Raising					
FOROMIC	MIF	2011			
Gender Action Plan End of Year Learning Event	GDI	2011	17	24	41
Gender Policy Launch	GDI	2011			
Discussion on the Inclusion of Women in Venezuela's Development	CVE	2012	0	12	12
Dissemination events in Peru and Colombia in partnership with North south Institute of Canada	INT	2012	102	2	104
Power: Women as Drivers of Growth and Development	MIF, GDI	2012			
Regional Dialogue on Violence Against Women	GDI	2012			
Conversatorio. ¿Cómo mejorar la seguridad de las mujeres y prevenir la transmisión intergeneracional de la violencia? TED Speaker: Jackson Katz	ICS, GDI	2013		110	110
Movie Presentation: Real Women have Curves	GDI	2013	15	45	60
GAP Event	GDI	2013	20	60	80
Speaker Series: "Promoting Women Leaders in the Private Sector"	VPP	2013			
Central America Donors Forum (partnership with GDI)	MIF	2013			
Mujer Afrolatinoamericana, Afrocaribeña y de la Diáspora: Colombia, August 5, 2013	GDI	2013	63	8	71
Total Attendees			1715	2175	3890

GENDER MAINSTREAMING IN 2011-2013 COUNTRY STRATEGIES

Country	Years	Gender Mainstreaming Rating	Gender-Related Results in Results Matrix	Gender Thematic Issues	Approval Year
Bahamas	2013-2017	Minimal	Number of individuals (all, men, women, youth) benefited from programs to promote higher labor market productivity (DOS)	None	2013
Belize	2013-2017	Minimal	None	Crosscutting	2013
Dominican Republic	2013-2016	Minimal	Unmet demand for family planning among adolescents (15- 19 years).	Crosscutting	2013
Jamaica	2013-2014	Minimal	None	Social Protection and Safety and SME	2013
Mexico	2013-2018	Minimal	None	Crosscutting	2013
Argentina	2012-2015	Minimal	None	None	2012
Brazil	2012-2014	Minimal	Increase % of live births to mothers with seven or more antenatal visits in the North and Northeast from 40.42 to% to 42.46%	Reproductive and maternal health	2012
Colombia	2012-2014	Minimal	None	None	2012
Ecuador	2012-2017	Partial	Reduce maternal mortality (per 1,000) women from 62 to 40; Reduce percentage of pregnant teens from 17 to 13.8%	Reproductive health, teen pregnancy	2012
Guatemala	2012-2016	Significant	Reduce percentage of women have suffered violence at the hands of their partner or ex-partner from 23.4% to 20%; Raise percentage of institutional deliveries in rural areas at a health care facility from 36.4% to 46.4%; Raise percentage of institutional deliveries by indigenous women in rural areas at a health care facility from 29.2% to 37.5%	Reproductive health, violence against women, women-headed households.	2012

Guyana	2012-2016	Minimal	None	Crosscutting	2012
Nicaragua	2012-2017	Partial	Raise the percentage of births in units that offer Emergency Obstetric Care in the 10 SILAIS with the highest maternal mortality rates in 2010 from 60 to 75%; Reduce unsatisfied demand for family planning services in adolescents from 19% to 10%.	Reproductive health, adolescent pregnancy	2012
Peru	2012-2016	Minimal	None	Areas of dialogue	2012
Venezuela	2011-2014	Partial	None	Reproductive health, teen pregnancy	2011
Haiti	2011-2015	Partial	None	Technical and vocational training, fertility rates in low income women	2011
Costa Rica	2011-2014	Partial	Increase from 25% in 2009 to 29% in 2014 in the employment rate among women ages 18 to 45 with children under 6 in quintiles 1 and 2	Women employment via childcare initiatives	2011
Bolivia	2011-2014	Minimal	Decrease the maternal mortality rate per 100,000 live births from 311 in 2008 to 280 within the strategy period	Maternal health and mortality	2011
Suriname	2011-2015	Minimal	Percentage of pregnant women making 4 or more prenatal care visits	Reproductive health	2011
Uruguay	2010-2015	None	None	None	2011

GCI-9 BANK OUTPUT CONTRIBUTION TO REGIONAL DEVELOPMENT GOALS, INDICATORS REQUIRING DISAGGREGATION¹

GCI-9 Indicator	Disaggregation By:	Number of beneficiaries	%
Students benefited by education projects	Gender	3,900,933	Girls 49% Boys 51%
Individuals benefited from programs to promote higher labor productivity	Gender	235,449	Women 70% Men 30%
Persons incorporated into a civil or identification registry	Gender	3,018,100	Women 48% Men 52%
Public trade officials and private entrepreneurs trained in trade and investment	Gender	14,008	Women 23% Men 77%
Farmers given access to improved agricultural services and investments	Gender	TBD (Requires DEO 2013 Update)	TBD

¹ Source: DEO 2013. The data will be updated along with the final draft of the DEO 2013, currently under review.

**2011 - 2013 IDB SG LOAN OPERATIONS INCLUDING GENDER-RELATED RESULTS
(CLASSIFIED WITH A GENDER MAINSTREAMING RATING OF
PARTIAL, SIGNIFICANT, OR BEST PRACTICE)**

2011

Number	Operation Name	Dept.	Div.	Rating	Gender Related Result	Total Approved (US Dollars)
EC-L1073	Global Credit Program for Microfinance Support in Ecuador	ICF	CMF	Significant	Yes	50,000,000
ME-L1098	Comprehensive Program to Address Urban Poverty	ICF	FMM	Minimal	Yes	280,000,000
PE-L1031	Modernization of the Justice Administration System to Enhance Services Peruvian Citizens	ICF	ICS	Partial	Yes	26,000,000
ME-L1098	Comprehensive Program to Address Urban Poverty	IFD	FMM	Minimal	Yes	280,000,000
DR-L1048	Agrifood Health and Safety Program	INE	RND	Minimal	Yes	10,000,000
UR-L1064	Rural Production Development Program	INE	RND	Minimal	Yes	28,400,000
BR-L1297	Social and Environmental Program for the Igarapes in Manaus - PROSAMIM III	INE	WSA	Partial	Yes	280,000,000
BO-L1065	Water and Sanitation Program for Small Localities and Rural Communities	INE	WSA	Partial	Yes	20,000,000
UR-L1060	Program to Support Global Export Services	INT	INT	Partial	Yes	10,000,000
BR-L1313	PUPA: Innovative Financing for Early Childhood Development	OMJ	OMJ	Partial	Yes	3,000,000
ES-L1056	Ciudad Mujer	SCL	GDI	Best Practice	Yes	20,000,000
PR-L1066	Program to Support Job Placement	SCL	LMK	Significant	Yes	5,000,000
DR-L1036	Program to Support the National Employment System	SCL	LMK	Partial	No	20,000,000
NI-L1054	Improving Family and Community Health in Highly Vulnerable Municipalities	SCL	SPH	Significant	Yes	20,000,000
NI-L1051	Improvement of Social Protection and Health Spending and Management	SCL	SPH	Significant	Yes	45,000,000
BO-L1067	Strengthening of Integrated Health Networks in the Department of Potosi	SCL	SPH	Significant	Yes	35,000,000
SU-L1013	Social Protection Support Program	SCL	SPH	Partial	Yes	15,000,000
DR-L1047	Support to the Social Protection Program - Third Phase	SCL	SPH	Partial	Yes	80,000,000
BO-L1070	Master Registry of Beneficiaries Program	SCL	SPH	Partial	No	5,000,000
TOTAL						1,232,400,000

2012

Number	Operation Name	Dept.	Div.	Rating	Gender-Related Result	Total Approved (US Dollars)
ME-L1120	Financing Low Carbon Strategies in Forest Landscapes	IFD	CMF	Minimal	Yes	10,000,000
UR-L1071	Program to Support Future Entrepreneurs	IFD	CTI	Minimal	Yes	8,000,000
ES-L1058	Innovation for Competitiveness Program	IFD	CTI	Partial	Yes	30,000,000
CR-L1043	Innovation and Human Capital for Competitiveness Program	IFD	CTI	Partial	Yes	35,000,000
BR-L1187	PROCIDADES - Novo Hamburgo	IFD	FMM	Minimal	Yes	23,910,000
HA-L1076	Productive Infrastructure Program	IFD	FMM	Partial	Yes	50,000,000
ME-L1115	Management and Investment Strengthening Project 3x1 for Migrants, Phase II	IFD	FMM	Minimal	Yes	21,000,000
EC-L1113	Social Housing National Program - Stage 2	IFD	FMM	Partial	Yes	100,000,000
BR-L1361	Fiscal Consolidation Program for Rio Grande del Sur	IFD	FMM	Minimal	Yes	200,000,000
AR-L1149	Multisectoral preinvestment Program IV (CCLIP)	IFD	FMM	None	Yes	20,000,000
SU-L1028	Strengthening of Public Expenditure Management	IFD	FMM	Minimal	Yes	20,000,000
HO-L1088	Program for integration and urban coexistence	IFD	FMM	Minimal	Yes	17,200,000
ES-L1025	Violence Prevention Strategy Comprehensive Support Program	IFD	ICS	Minimal	Yes	45,000,000
HO-L1063	Program of Support for the Implementation of the Comprehensive Civic Coexistence	IFD	ICS	Partial	Yes	59,800,000
UR-L1062	Local Public Safety Integrated Management Program	IFD	ICS	Partial	Yes	5,000,000
NI-L1067	Sustainable Agricultural Productivity Development Program	INE	RND	Partial	Yes	40,000,000
AR-L1068	Program for Rural Development and Family Agriculture, PRODAF	INE	RND	Partial	Yes	56,200,000
BR-L1314	Maues Integrated Sanitation Program - PROSAIMAUES	INE	WSA	Minimal	Yes	24,500,000
DR-L1057	Santiago Water Supply Service Improvement Programme	INE	WSA	None	Yes	25,000,000
BO-L1073	Program for Comprehensive Solid Waste Management Implementation in Bolivia	INE	WSA	Minimal	Yes	20,000,000
TT-L1026	Multi-Phase Wastewater Rehabilitation Programme - Phase 1	INE	WSA	None	Yes	246,500,000

Number	Operation Name	Dept.	Div.	Rating	Gender-Related Result	Total Approved (US Dollars)
BH-L1016	Trade Sector Support Programme	INT	INT	None	Yes	16,500,000
CO-L1094	Program to Promote Outsourced Services	INT	INT	None	Yes	12,000,000
CR-L1053	Building and Equipping Education Infrastructure	SCL	EDU	None	Yes	167,000,000
BO-L1071	Productive Communitarian Secondary Education	SCL	EDU	Minimal	Yes	40,000,000
HA-L1077	Increasing Access to Quality Education for All	SCL	EDU	Minimal	Yes	50,000,000
ES-L1063	Overall support to the effectiveness of labor and social security policies	SCL	LMK	Partial	Yes	20,000,000
NI-L1059	Program to accompany the implementation of the National Policy for children in P	SCL	SPH	Partial	Yes	20,000,000
DR-L1053	Support for Consolidation of the Social Protection System	SCL	SPH	Partial	Yes	130,000,000
BO-L1064	Grow Well to Live Well Early Childhood Development Program	SCL	SPH	Partial	Yes	20,000,000
HO-L1072	Mother and Child Hospital Network Strengthening Program	SCL	SPH	Partial	Yes	30,000,000
HO-L1071	Support to the Social Protection Network Program	SCL	SPH	Significant	Yes	75,000,000
BR-L1287	Social Inclusion and Opportunities for Youth in Rio de Janeiro	SCL	SPH	Partial	Yes	60,000,000
JA-L1037	Integrated Social Protection and Labor Program	SCL	SPH	Minimal	Yes	30,000,000
EC-L1107	Program to Support Integrated Early Childhood Development	SCL	SPH	Significant	Yes	40,000,000
NI-L1068	Integrated Healthcare Networks	SCL	SPH	Significant	Yes	56,200,000
NI-L1064	Improving Expenditures on Health and Social Protection	SCL	SPH	Significant	Yes	45,000,000
BO-L1078	Improved Access to Health Services in Bolivia	SCL	SPH	Partial	Yes	35,000,000
TOTAL						1,903,810,000

2013

Number	Operation Name	Dept.	Div.	Rating	Gender-Related Result	Total Approved (US Dollars)
AR-L1145	MSME Competitiveness Support Program	IFD	CTI	Significant	Yes	80,000,000
AR-L1152	Program to Support the Policy on Improving Equity in Education - PROMEDU III	SCL	EDU	None	Yes	311,110,000
AR-L1156	Science and Technology Scholarships - Program BEC.AR	IFD	CTI	Partial	Yes	26,600,000
BO-L1076	Airport Infrastructure Program. Phase I	INE	TSP	Minimal	Yes	79,900,000
BO-L1079	Urban rearrangement program La Ceja	IFD	FMM	Partial	Yes	49,000,000
BO-L1084	Irrigation Program with a Watersheds Approach II	INE	RND	Minimal	Yes	77,000,000
BO-L1087	Water and Sewerage Program in Peri Urban Areas Phase II	INE	WSA	None	Yes	84,000,000
BO-L1093	La Paz - El Alto Highway Rehabilitation	INE	TSP	Minimal	Yes	35,000,000
BR-L1256	Tourism Development Program of Sergipe	INE	RND	Minimal	Yes	100,000,000
BR-L1289	The Acre Sustainable Development Program (PDSA-II)	INE	RND	Minimal	Yes	120,000,000
BR-L1319	PROFISCO Bahia State Fiscal Modernization and Strengthening Program	IFD	FMM	Minimal	Yes	50,300,000
BR-L1327	Program to improve the quality and expand coverage of basic education in the sta	SCL	EDU	Minimal	Yes	351,460,000
BR-L1349	PROFISCO PMIMF - Integrated Modernization Program of the Finance Ministry	IFD	FMM	Minimal	Yes	22,000,000
BR-L1372	Integrated Prog for Social Inclusion and Urban Requalification: Fam Paranaense	SCL	SPH	Partial	Yes	100,000,000
BR-L1376	Strengthening health management in the State of São Paulo	SCL	SPH	Minimal	Yes	380,000,000
CO-L1111	Support National Road Safety Policy	INE	TSP	Minimal	Yes	10,000,000
CO-L1125	Program for Support of Sustainable Development in the Departament of the Archipi	IFD	FMM	Partial	Yes	70,000,000
CO-L1127	Support the reform to the Health Social Security System	SCL	SPH	None	Yes	250,000,000
CR-L1032	Infrastructure Transport Program (PIT)	INE	TSP	None	Yes	450,000,000
DR-L1059	Support for the program "progressing with Solidarity"	SCL	SPH	Partial	Yes	100,000,000
DR-L1067	Strengthening of the Management for Results of the Sector Health in Dominican Re	SCL	SPH	Significant	Yes	146,000,000
EC-L1118	Program to improve Citizen Service Management	IFD	ICS	Partial	Yes	273,500,000
EC-L1121	Chimborazo Rural Development Investment Program	INE	RND	Minimal	Yes	18,800,000
ES-L1066	Touristic Development of the Coastal Zone	INE	RND	Partial	Yes	25,000,000
HA-L1079	Support for Haiti's Transportation Sector III	INE	TSP	Minimal	Yes	50,000,000
HA-L1081	Productive Infrastructure Program II	IFD	FMM	Minimal	Yes	40,500,000

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2011 - 2013 IDB NSG LOAN OPERATIONS WITH SEX-DISAGGREGATED INDICATORS

2011

Project Number	Project Name	Country	Division	Amount (US Dollars)
RG-L1029	FOPEPRO (Fondo para los Pequeños Productores en América Latina)	Regional	OMJ/OMJ	3,550,000
BR-L1298	Banorte Todo Dia (Banco Gerador S.A.)	Brazil	OMJ/OMJ	10,000,000
BO-L1066	LATCO (Alimentos Naturales LATCO International SA)	Bolivia	OMJ/OMJ	2,100,000
RG-L1035	HEFF - Higher Education Financing for Low Income Students	Regional	OMJ/OMJ	10,000,000
CO-L1100	Credifamilia (Credifamilia Compania de Financiamiento S.A)	Colombia	OMJ/OMJ	5,239,211
BR-L1313	PUPA (PUPA Empreendimentos Educacionais e Representação LTDA)	Brazil	OMJ/OMJ	3,000,000
TOTAL				33,889,211

2012

Project Number	Project Name	Country	Division	Amount (US Dollars)
UR-L1077	El Libertador Wind Project	Uruguay	SCF/INF	66,000,000
UR-L1080	Palmatir Wind Project	Uruguay	SCF/INF	41,700,000
CR-L1056	Reventazon Hydroelectric Power Project	Costa Rica	SCF/INF	673,000,000
ME-L1127	Salud Digna Expansion Project	Mexico	SCF/SMU	16,976,428
RG-L1050	Isolux Corporate Loan	Regional	SCF/INF	100,000,000
ME-L1125	BNS2 Wind Power Corporate Loan	Mexico	SCF/INF	76,000,000
BA-L1027	Four Seasons Barbados	Bahamas	SCF/CFI	55,000,000
HA-L1072	AIC - Developing Insurance Solutions for Haiti	Haiti	OMJ/OMJ	2,000,000
TOTAL				1,030,676,428

2013

Project Number	Project Name	Country	Division	Amount (US Dollars)
GU-L1079*	Banco Industrial SMEs Financing Partnership	Guatemala	SCF/FMK	150,000,000
ES-L1084*	Banco Agrícola SME Financing Partnership	El Salvador	SCF/FMK	100,000,000
GU-L1081	BAC SME Internationalization Financing Partnership - Guatemala	Guatemala	SCF/FMK	20,000,000
CR-L1061	Scotiabank Costa Rica Downscaling Finance Line	Costa Rica	SCF/FMK	97,500,000
CR-L1068	Bancredito SME Financing Partnership	Costa Rica	SCF/FMK	10,000,000
HO-L1097	BAC SME Internationalization Financing Partnership - Honduras	Honduras	SCF/FMK	30,000,000
ME-L1136	Balam Fund I, L.P.	Mexico	SCF/FMK	50,000,000
NI-L1085	BAC SME Internationalization Financing Partnership - Nicaragua	Nicaragua	SCF/FMK	30,000,000
RG-L1049	Hidrovias Transport	Regional	SCF/INF	125,000,000
ES-L1087	BAC SME Internationalization Financing Partnership - El Salvador	El Salvador	SCF/FMK	20,000,000
BO-L1094*	Banco Economico MSME Financing Partnership	Bolivia	SCF/FMK	18,000,000
PN-L1099	BAC SME Internationalization Financing Partnership - Panama	Panama	SCF/FMK	20,000,000
PR-L1076*	Banco Regional SME Financing Partnership	Paraguay	SCF/FMK	22,000,000
NI-L1075*	Lafise - Bancentro SME Financing Partnership	Nicaragua	SCF/FMK	15,000,000
CR-L1069*	Banco Nacional de Costa Rica MSME Financing Partnership	Costa Rica	SCF/FMK	100,000,000
UR-L1086	Carape I & II Wind Power Project	Uruguay	SCF/INF	132,600,000
PR-L1078	Sudameris Bank SME Financing Partnership	Paraguay	SCF/FMK	26,248,593
PR-L1071	Promoting Soybean Industrialization in Paraguay (CAIASA)	Paraguay	SCF/CFI	92,000,000
CH-L1069	Pozo Almonte and Calama Solar Photovoltaic Power Project	Chile	SCF/INF	41,400,000
ES-L1074*	Banco G&T Continental El Salvador SME Financing Partnership	El Salvador	SCF/FMK	5,000,000
CR-L1064	Banco General Costa Rica SME Financing Partnership	Costa Rica	SCF/FMK	20,000,000
HA-L1069	Increasing Employment Opportunities through Willbes	Haiti	SCF/CFI	4,000,000

*Denotes loans which are part of the Women Entrepreneurship Banking (web) initiative.

Project Number	Project Name	Country	Division	Amount (US Dollars)
RG-L1051	Central American Mezzanine Infrastructure Fund II	Regional	SCF/FMK	100,000,000
PE-L1141	Universidad San Ignacio de Loyola - Expansion	Peru	SCF/SMU	25,000,000
CH-L1067	Alto Maipo Hydroelectric Power Project	Chile	SCF/INF	270,000,000
CR-L1063	Banco BCT SME Financing Partnership	Costa Rica	SCF/FMK	12,500,000
PN-L1092	BCT Bank International SME Financing Partnership	Panama	SCF/FMK	12,500,000
PR-L1074	Banco Familiar- Financial Inclusion of the Base of the Pyramid	Paraguay	OMJ/OMJ	10,000,000
CO-L1107	Comfama: Social Leasing for the Base of Pyramid in Antioquia	Colombia	OMJ/OMJ	6,000,000
ES-L1069	Financing Access for BOP Shop Owners	El Salvador	OMJ/OMJ	5,000,000
BR-L1366	BDMG: Innovation in Access to Finance for the Base of the Pyramid Microentrepreneurs	Brazil	OMJ/OMJ	9,231,987
PR-L1073	Electroban SAECA: Productive financing for BoP microentrepreneurs	Paraguay	OMJ/OMJ	6,000,000
PE-L1142	Access of the BOP in Peru to Financing and Advisory Services for Incremental Housing	Peru	OMJ/OMJ	50,000,000
ME-L1137	Laudex - Expanding Availability of Student Loans in Mexico	Mexico	OMJ/OMJ	20,000,000
TOTAL				1,604,980,580
Total 2011-2012				2,669,546,219

**TECHNICAL COOPERATION, MIF PROJECTS AND INVESTMENT GRANTS DIRECTLY INVESTING IN GENDER SPECIFIC ISSUES APPROVED
2011-2013**

Number	TC Project Name	Country	Year	Division	(IDB (US Dollars)	Counterpart (US Dollars)
CH-T1112	Strengthening Economic Opportunities of Women in Chile	Chile	2011	SCL/GDI	404,000	-
DR-T1077	Support to the Social Protection Program Phase III	Dominican Republic	2011	SCL/SPH	300,000	-
PE-T1248	Export Development of Cuzco Region: KAMAQ women artisans	Peru	2011	INT/TIU	300,000	28,000
VE-T1022	Promoting Sustainable Business Models for Clean Cookstoves Dissemination	Venezuela	2011	SCL/SPH	993,396	484,985
RG-T1908	Building Capacity of State and Local Actors to Respond to Violence Against Women	Regional	2011	SCL/GDI	1,474,000	-
PE-T1247	The effects of ICT on maternal and neonatal health	Peru	2011	IFD/CTI	40,000	-
PN-T1077	Supporting Indigenous Tourism Initiatives in Panama	Panama	2011	SCL/GDI	200,000	20,000
ES-T1158	Women City Project - Impact Evaluation	El Salvador	2012	SCL/GDI	660,000	-
ES-T1166	Community Outreach Model for the Prevention of Gender Violence	El Salvador	2012	SCL/GDI	675,000	169,000
ES-T1182	Improving Access to Financial Services for Women Users of Women City	El Salvador	2012	CID/CES	200,000	30,000
PE-T1270	Women Village Program Design Support	Peru	2012	GDI	850,000	-
PR-T1138	Community Based System for Pregnant Women and New Born Healthcare	Paraguay	2012	SCL/SPH	1,477,952	170,000
RG-T2071	Incorporating Women Businesses in International Global Chains	Regional	2012	INT/INT	900,000	-
RG-T2180	Operational Innovation in Trade and Gender	Regional	2012	INT/TIU	220,000	-
RG-T2161	The Provision of Childcare Services and Female Labor Force Participation	Regional	2012	VPS/VPS	150,000	-
RG-T2171	Tracking Improvement in Maternal and Child Health Care in Mesoamerica	Regional	2012	SCL/SPH	1,000,000	-
RG-T2189	Best Practices in Social Inclusion and Gender	Regional	2012	SCL/GDI	60,000	-
RG-T2200	Shared Value Appraisals: Defining the Business Case for Development Partnerships	Regional	2012	SCF/SMU	750,000	300,000
RG-T2222	Best Practices in Social Inclusion and Gender	Regional	2012	SCL/GDI	40,000	-

Number	TC Project Name	Country	Year	Division	(IDB (US Dollars)	Counterpart (US Dollars)
RG-X1150	Best Practices in Social Inclusion and Gender	Regional	2012	SCL/GDI	160,000	-
RG-T2079	Institutionalization of Indigenous Women Leadership	Regional	2012	SCL/GDI	140,000	20,000
BO-T1193	Support a System of Prevention of Violence against Women	Bolivia	2013	SCL/GDI	937,000	25,000
CH-T1140	Impact Evaluation of the Program Ethical Income for Families	Chile	2013	SCL/LMK	200,000	-
CO-T1323	Support the Creation of Women's Equity Centers in Medellin and Quibdo	Colombia	2013	SCL/GDI	510,000	45,000
CO-T1355	Tolima Maternal and Child Unit S.A. - UMIT	Colombia	2013	SCF	400,000	120,000
ME-T1256	Experience and knowledge of Centros Ciudad Mujer in El Salvador	Mexico	2013	SCL/GDI	13,700	-
RG-T1979	Community-based responses to Violence Against Women	Regional	2013	SCL/GDI	721,000	-
RG-T2179	BRIDGE in Sustainable Energy and Information and Communication Technologies	Regional	2013	INE/ENE	200,000	-
RG-T2206	Prevention of Violence against Women through Microfinance	Regional	2013	SCL/GDI	677,000	78,000
RG-T2207	Young Women and Gangs in Central America	Regional	2013	SCL/GDI	100,000	-
RG-T2273	Gender Perspective in the Evaluation of Housing and Urban Development Programs	Regional	2013	IFD/FMM	396,500	-
RG-T2277	Participation of Women in the Public Sector in Latin America	Regional	2013	SCL/GDI	300,000	-
RG-T2299	Young Women and Gangs in Central America	Regional	2013	SCL/GDI	170,000	-
RG-T2373	BRIDGE in Sustainable Energy and Information and Communication Technologies	Regional	2013	INE/ENE	600,000	-
RG-T2374	BRIDGE in Sustainable Energy and Information and Communication Technologies	Regional	2013	INE/ENE	100,000	-
RG-T2378	Participation of the Private Sector in the Economic Insertion of Youth and Women	Regional	2013	IFD/ICS	750,000	-
TT-T1047	Support to the Design and Implementation of a T&T Women's City Centre	Trinidad & Tobago	2013	SCL/GDI	450,400	-
UR-T1101	Support to Policy and Strategic Planning for the Childhood 2015-2020	Uruguay	2013	SCL/SPH	600,000	398,000
Total TCs Projects 2011-2013					18,119,948	1,887,985

MIF PROJECTS

Project Number	Project Name	Country	Year	MIF	Counterpart
RG-M1192	Development of Rural Credit products with a Gender-Sensitive Approach	Regional	2011	993,000	854,000
RG-M1202	ISIS Fund: Support for the Growth of Businesses of Women Entrepreneurs	Regional	2011	4,160,000	29,410,000
CO-M1079	Income Generation and Rural Finance Through Community Groups	Colombia	2011	1,000,000	-
PR-T1127	Microfranchise development for low-income women microentrepreneurs	Paraguay	2011	720,000	880,000
BR-M1116	Accompanying the Business Evolution of the Women-owned SMEs	Brazil	2012	550,000	682,500
CO-M1083	Savings Products for Low Income Women	Colombia	2012	29,000	-
CO-T1295	Savings Products for Low Income Women	Colombia	2012	200,000	-
HO-M1038	Promoting Sustainable Business Models for Clean Cookstoves Dissemination	Dominican Republic	2012	269,501	195,409
ES-M1042	Health Microinsurance in El Salvador	El Salvador	2012	712,000	-
ES-M1043	Training for Entrepreneur Women within the Program Women City	El Salvador	2012	480,900	398,000
ES-T1215	Development of a Model for Women's Entrepreneurship	El Salvador	2012	452,000	-
RG-M1207	Improved Access to Health Services for Low-income Women	Regional	2012	1,099,110	-
UR-M1045	Promoting Sustainable Business Models for Clean Cookstoves Dissemination	Uruguay	2012	742,280	-
BO-M1061	Expansion of Financial Services for Women Entrepreneurs in Bolivia	Bolivia	2013	385,950	339,000
DR-M1043	Strengthening the role of women-led SMEs in public procurement	Dominican Republic	2013	250,000	107,143
EC-M1070	Expansion of financial services for women entrepreneurs in Ecuador	Ecuador	2013	550,000	500,000
ES-M1044	Community Savings Groups and Economic Empowerment of Rural Women	El Salvador	2013	999,820	440,448
ES-M1046	Increasing financing for women-led SMEs in El Salvador	El Salvador	2013	450,250	405,000
GU-M1042	Promoting Community Savings Groups among Rural Women in Guatemala	Guatemala	2013	994,000	658,410
GU-M1043	Improving Child Nutrition through Social Franchising in the Western Highlands	Guatemala	2013	1,295,457	504,582
GU-M1046	Wakami Enterprises: Creating Prosperity for Women in Rural Guatemala	Guatemala	2013	1,490,000	630,607
NI-M1029	Environmental Leadership and Entrepreneurship for Geotourism	Nicaragua	2013	883,816	496,945
PE-M1094	Preventing Violence Against Women through Microfinance	Peru	2013	765,598	754,947
PN-M1022	Prevention of Childhood Malnutrition in Indigenous Populations in Panama	Panama	2013	516,310	320,000
PN-M1024	Promotion of an Ecosystem Supportive of Women's Entrepreneurship and Businesses	Panama	2013	1,694,000	735,700
PR-M1027	Expansion of Financial Services for Women Entrepreneurs in Paraguay	Paraguay	2013	547,650	493,100
RG-M1247	Canadian Facility for Women Entrepreneurs in Latin America and the Caribbean	Regional	2013	1,500,000	15,000,000
Total				23,730,642.00	53,805,791

INVESTMENT GRANTS

Number	TC Project Name	Country	Year	Division	IDB (US Dollars)	Counterpart (US Dollars)
GU-G1001	Mesoamerican Health Initiative 2015 - Guatemala	Guatemala	2011	SCL/SPH	7,773,333	-
PN-G1001	Mesoamerican Health Initiative 2015 - Panama	Panama	2011	SCL/SPH	2,000,000	1,714,286
BL-G1001	Mesoamerican Health Initiative 2015 - Belize	Belize	2011	SCL/SPH	750,000	500,000
ES-G1001	Mesoamerican Health Initiative 2015 – El Salvador	El Salvador	2011	SCL/SPH	6,500,000	-
NI-G1001	Mesoamerica Health Initiative 2015 - Nicaragua	Nicaragua	2011	SCL/SPH	4,622,599	-
ME-G1001	Mesoamerica Mexico	México	2012	SCL/SPH	4,525,334	3,878,857
HO-G1001	Mesoamerica Honduras	Honduras	2012	SCL/SPH	6,000,000	4,000,000
CR-G1001	Mesoamerica Costa Rica	Costa Rica	2012	SCL/SPH	2,000,000	1,714,286
Total Other Investment Grants 2011-2013					34,171,266	11,807,429

TOTAL

Total Grants Directly Investing in Gender Equality and Women's Empowerment 2011-2013	76,021,856	67,501,205
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2011-2013 GENDER ANALYTICAL WORK AND IMPACT EVALUATIONS
Gender Impact Evaluations 2011-2013

Title	Status	Division
IDB Loan Impact Evaluations including analysis on gender issues		
Mi Banco Crecer Mi negocio - Peru	Finalized (2013)	OMJ, MIF
Program to Support the National Employment System – Dominican Republic	Finalized (2013)	LMK
<i>Ciudad Mujer</i> – El Salvador	Ongoing	GDI
Water and Sanitation Program for Small Localities and Rural Communities – Bolivia	Ongoing	WSA
Electrification Program for Rural and Marginal Urban Areas in Ecuador	Ongoing	ENE
National Social Housing Program - Ecuador	Ongoing	FMM
Support to the Social Protection Network Program - Honduras	Ongoing	SPH
Program to support the implementation of the National Early Childhood Policy in Targeted Communities – Nicaragua	Ongoing	SPH
Women’s City Centers Programme - Trinidad and Tobago	Ongoing	GDI
Impact evaluations of regional interventions seeking to promote gender equality or women’s empowerment		
Teenage Pregnancy and Educational Expectations in Chile	Finalized (2011)	GDI
Políticas para reducir los riesgos que corren los jóvenes: el efecto de las Transferencias Condicionales en Dinero	Finalized (2011)	GDI
Effectiveness and Spillovers of Online Sex Education	Finalized (2012)	GDI
Effects of ethnicity on the quality of family planning services in Lima-Peru: A randomized crossover trial	Finalized (2013)	GDI
Using standardized simulated patients to measure ethnic disparities in family planning services in Peru: A study protocol and pre-trial procedures of a crossover randomized trial	Finalized (2013)	GDI
Opening Gates: Women in Political Parties and Parliament - Women’s Voting Campaign in Guatemala	Finalized (2013)	GDI
Effectiveness and Spillovers of Online Sex Education: Evidence from a Field Experiment in Colombia	Finalized (2012)	GDI
Policies to reduce the risks to young people: the impact of Conditional Cash Transfers in Colombia	Finalized (2011)	GDI
4 to 7 Program	Finalized (2013)	GDI
Promoting women's participation in local elections - Paraguay	Ongoing	GDI
Support a System of Prevention of Violence against Women	Ongoing	GDI
Music and Life: Music Schools for at Risk Youth	Ongoing	GDI

Title	Status	Division
Community Outreach Model for the Prevention of Gender Violence	Ongoing	GDI
Community-based Responses to Violence Against Women: Consolidating Best Practices for Youth Programs in Central America	Ongoing	GDI
Gender, the Missing Link in Youth Development	Ongoing	GDI
Opening Gates: Women in Political Parties and Parliament-Peru	Ongoing	GDI
Prevention of Violence against Women through Microfinance	Ongoing	GDI
Women's City Centers Programme Trinidad and Tobago	Ongoing	GDI
Support a System of Prevention of Violence against Women	Ongoing	GDI

Economic Sector Work Approved 2011-2013

Project Number	Title	Amount (US Dollars)	Division	Year
RG-K1056	Women's insertion and productivity in the labor market--the role of caring services	95,000	SCL/GDI	2011
RG-K1207	Youth-at-Risk Advisory Committee	75,000	SCL/GDI	2011
RG-K1057	Adolescent pregnancy	60,000	SCL/GDI	2011
RG-K1232	Childcare services and female labor force participation	155,000	VPS	2012
RG-K1261	The costs of crime and violence in Latin America	220,000	IFD/ICS	2012
RG-K1321	Leveling the field: Gender, Inequality and Social Policies	100,000	RES	2013
RG-K1241	Access to and Quality of Health Care for Indigenous Populations in Peru.	210,000	SCL/GDI	2012
RG-K1295	Maternal Labor Outcomes and Alternative Provision Schemes of Childcare Services	100,000	VPS	2013
RG-K1243	Improving the strategies for labor mediation in firms and youth	115,000	SCL/LMK	2013
Total		1,030,000		

Working Papers, Discussion Papers, Books. 2011-2013

Title	Date	Author(s)	Division
Re-estimating the Gender Gap in Colombian Academic Performance	2013	Muñoz, Juan Sebastián	RES
Gender Gaps in Education and Labor Market Outcomes in the United States: The Impact of Employers' Prejudice	2012	Flabbi, Luca; Tejada, Mauricio	RES
Causal Estimates of the Intangible Costs of Violence against Women in Latin America and the Caribbean	2013	Agüero, Jorge M.	RES,IFD
Cash Transfers and Anemia Among Women of Reproductive Age	2012	Schady, Norbert	SCL
Conditional Cash Transfers, Female Bargaining Power and Parental Labor Supply	2012	Novella, Rafael; Ripani, Laura; Cruces, Guillermo; Alzuá, Maria Laura	SCL/LMK
Travelling the Distance: A GPS-Based Study of the Access to Birth Registration Services in Latin America and the Caribbean	2012	Corbacho, Ana; Osorio Rivas, Rene	IFD
Life Skills, Employability and Training for Disadvantage Youth: Evidence from a Randomized Evaluation Design	2012	Ibarrarán, Pablo; Ripani, Laura; Taboada, Bibiana; Villa, Juan Miguel; García, Brígida	SCL
Pure Perseverance: A Study of Women's Small Businesses in Colombia: Understanding Success Factors of Women's and Men's Small Businesses in Bucaramanga, Colombia	2013	Powers, Jennifer; Magnoni, Barbara	MIF
New Century, Old Disparities: Gender and Ethnic Earnings Gaps in Latin America and the Caribbean	2012	Ñopo, Hugo	EDU