



## AFGHANISTAN RECONSTRUCTION TRUST FUND (ARTF)

### Gender Working Group Meeting

Tuesday, February 4, 2020

#### Summary of Discussions

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The ARTF Gender Working Group (GWG) held its monthly meeting on 4 February 2020. The ARTF Administrator (the World Bank, or Bank) and the European Union co-chaired the meeting. Participants included representatives of nine donors<sup>1</sup> and the Ministry of Finance (MOF).

GWG members discussed the outcomes and next steps of the recent WB GBV mission focused on the Ministry of Education, continued an ongoing discussion of gender reporting resources in the ARTF Scorecard and other World Bank and collective products, and agreed on forward agenda items for the next six months. The GWG also thanked the European Union for co-chairing the group over the last eight months, and for its readiness to continue as co-chair given the unavailability of the previous volunteer for the next six month period. Australia announced its readiness to take on the co-chairmanship, and the GWG endorsed this proposal.

#### 1. Update from the WB GBV Mission focused on MoE.

The World Bank team provided a brief of the recent GBV mission focused on the Ministry of Education (MoE). The technical mission involved education, health, social development, and country teams from across the Bank. The mission reviewed the existing GBV response and prevention mechanisms (policies and procedures) at MOE and held discussions with MOE and a range of stakeholders, including donor partners, to identify gaps and consider actions moving forward. Investigation/follow-up of previously reported allegations is now being led by the authorities, and the mission had no role in this process, although it did analyse the case and consider lessons learned as it worked to develop recommendations. MOE convened two meetings of the recently established Inter-agency Technical Working Group (IATWG) during the mission. At the second of those, MOE presented a draft action plan that had been developed during the mission. The Bank and MOE teams will continue to refine the draft plan through consultations over the next month.

As an immediate step, the action plan calls for MOE to communicate a policy reform to all ministry staff through a *Maktob* (directive) that details the consequences of misconduct. In the medium term, MOE plans to revise its existing code of conduct for teachers and students to include disciplinary actions and will prepare training on the revised code of conduct for staff and students at the provincial and district level. The longer-term elements of the action plan call for amending the education law to incorporate clauses to address GBV, SEA/SH and enforcement nationwide and to reflect the revised code of conduct. There are also plans to assign/establish a specific unit to address cases of SEA/SH and GBV and handle related tasks. The GBV mission's aide memoire and a report will be shared with the development partners.

GWG members discussed the implementation timeline and potential resource requirements, including needed technical resources, for the draft action plan. The Bank explained that the draft plan does include a tentative timeline but emphasizes achievement and validation of outcomes

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<sup>1</sup> Australia, Canada, EU, Sweden, Switzerland, US, Norway, Denmark, and UK.

over timelines. Planned work over the next month will refine the timeline and cost-estimates. In terms of technical resources that may be required, the MoE is cataloguing its current procedures. Once it has completed this task, the Bank will assist the Ministry in identifying stakeholders with the technical resources needed to support the revision process. The government has committed to provide technical resources and needed staff; discussion of whether there are additional financing needs will follow. The IATWG will be invited to monitor progress of the action plan with support from external expertise.

In response to a question about the scope of the action plan's coverage, the Bank team explained that the short-term Maktob and medium-term code of conduct updates will apply only to public schools. Once incorporated in the education law, however, the revisions will apply to private schools as well. GBV related work is ongoing elsewhere in the education sector, as well. The Bank team noted that in response to findings by the ARTF third-party monitor, the Technical and Vocational Education Training Authority has undertaken an assessment of the four lead TVET institutes, developed its own GBV Action Plan, and initiated some reform recommendations covering the TVET sector. Similar exercises are being considered for the higher education sector.

## **2. Continued Discussion on Gender in Scorecard 2018.**

The GWG continued the ARTF Scorecard discussion begun in December. In the interim, the Bank had provided written responses to the comments provided by donor partners, and disseminated these to the GWG this follow up discussion took place.

In advance of the meeting, the Bank had asked GWG members to come prepared to discuss their own gender reporting needs, which would assist the Bank in ensuring that the Scorecard remains useful to donor partners. GWG members noted that they appreciated changes to the 2018 edition of the Scorecard based on inputs provided the previous year; the GWG co-chair highlighted in particular the enhanced narrative content. A priority for donors' own reporting is to disaggregate gender data wherever possible. The 2018 edition of the Scorecard expanded the gender-disaggregated data reported, and the Bank team assured donors that they will continue working to expand this information, though noted not all project data are available in this form, and in some cases presenting such data could be either prohibitively time-intensive and/or difficult to validate with accuracy. A related question asked if the issue of female staffing for ARTF-financed projects, especially at the managerial and field level, had been addressed in the Scorecard. This topic was not specifically reported in the 2018 Scorecard, though project teams have been asked to report on gender staffing in the Country Portfolio Performance Review, which could potentially inform the 2019 edition of the Scorecard. The Bank team also noted that it has developed a checklist for closing gender gaps in project staffing, which could be disseminated to the GWG after the meeting.

The Scorecard is one element in a large suite of reporting products, and GWG members discussed other sources of information that may be useful for donors' reporting needs. In-depth gender analyses conducted during the preparation of new projects are mandatory for preparation of some donors' own projects, and can be useful sources of contextual data and narrative. While the Bank's project preparation process does not mandate a separate/stand-alone gender analysis, the Bank's gender tagging process involves gender analysis and requires project appraisal documents to reflect that analysis, along with project actions and indicators. At the global level, the World Bank aims for 55 percent of projects to be gender-tagged. In the South Asia Region, including Afghanistan, the target is 100 percent. This target applies to both IDA and ARTF funded projects. Another source useful for donor partners had been the 2018 gender portfolio review. 2018 data from that review had been included in the Scorecard. Earlier comments had remarked on the relatively more positive reporting in the Scorecard as compared to the

gender portfolio review; the Bank explained that the portfolio review had covered multiple years, during which the portfolio as a whole marked regular progress in gender attention. The 2018 Scorecard reported only on the final year of that period, accounting for the distinction. Beyond Bank-only reporting, USAID remarked that employs sector-based gender indicators, which it could share with GWG members by email. The GWG also discussed past efforts by donor partners to develop or finance joint in-depth analyses. Following the meeting the Bank shared a copy of the 2015 Afghanistan Gender Equality Report Card developed by Equality for Peace and Democracy with support from the Netherlands Embassy in 2015 as an example of a past successful initiative which might be repeated.

The Bank thanked GWG members for their strong engagement in the Scorecard process and noted that dialogue would continue; GWG members are also encouraged to participate in CPPR meetings or to share notes and questions with colleagues who will attend, to ensure project teams understand gender priorities and concerns from the donor perspective.

### **3. GWG Discussion Topics for the months March-June 2020:**

The GWG discussed the list of possible agenda topics that had been shared with the group ahead of the meeting and added several suggestions. Suggested topics included an update on the status of the WEE-NPP transition; an update by the IARCSC on their recently published five-year strategic plan and its implications female civil servants as well as the status of the effort to increase the numbers of female civil servants; status of the Gender Units; preparations of the ARTF Partnership Framework and Financing Plan (PFFP) 2020, and gender considerations in post-peace planning. The final selection is appended to the meeting summary.

### **4. GWG Co-chair:**

The GWG thanked the European Union for co-chairing the group over the last eight months, and for its readiness to continue as co-chair given the unavailability of the previous volunteer. Australia announced its readiness to take on the co-chairmanship, and the GWG endorsed this proposal.

### **5. Agreed Actions:**

- WB to share the final list of topics selected for the March-June 2020 ARTF GWG meetings. [Attached.]
- World Bank to provide an update on the status of the GWG's comments in regards with the policy reforms of the IP DPG 2020 in the March meeting.
- World Bank to share two documents with the GWG ASAP: The Bank's Checklist to closing gender gap in staffing at the Project Implementation Units (PIUs), and the Afghanistan Gender Equality Report Card – A Study by the Netherlands (conducted by the Equality for Peace and Democracy EPD Organization) in 2015. [Completed.]
- ARTF GWG participants to share any comments they may have on the Bank's internal Checklist to closing gender gap in staffing at the project level.
- USAID to share the list of corporate level gender indicators applied to all projects.



**AFGHANISTAN RECONSTRUCTION TRUST FUND (ARTF)**  
**Gender Working Group Meeting Schedule**  
**January to June 2020**

*Note that co-chairs will aim to ensure all topics are covered.  
Timings are, however, tentative and subject to speaker availability, which can shift.*

Tentative Timing	Topic	Format
<b>January 2020</b> <b>[COMPLETED]</b>	<ul style="list-style-type: none"> <li>• Incentive Program Development Policy Grant Indicators</li> <li>• Update on GBV Work (Logar Case)</li> </ul>	2-hour meeting
<b>February 2020</b> <b>[COMPLETED]</b>	<ul style="list-style-type: none"> <li>• Update from WB GBV mission focused on MoE</li> <li>• Continued discussion on gender in ARTF Scorecard</li> <li>• Forward agenda for GWG meeting topics</li> <li>• Formalizing GWG co-chair for the next six months.</li> </ul>	2-hour meeting
<b>March 2020</b>	<ul style="list-style-type: none"> <li>• Gender Policy Note discussion</li> <li>• Gender Issues in CPPR</li> <li>• WEE-RDP update</li> </ul>	2-hour meeting
<b>April 2020</b>	<ul style="list-style-type: none"> <li>• Afghanistan Water Supply and Sanitation Services and Institutional Support Project design</li> <li>• Discussion with Civil Service Reform Commission on the gender aspects of the 5-year strategic Plan (TBC)</li> <li>• Update from TAGHIR project (TBC)</li> </ul>	2-hour meeting
<b>May 2020</b>	<ul style="list-style-type: none"> <li>• Update on WEE-NPP</li> <li>• Discussion on the PFFP reparation and role of GWG</li> </ul>	2-hour meeting
<b>June 2020</b>	<ul style="list-style-type: none"> <li>• Update on Education sector (EQRA and HEDP)</li> <li>• Design of Agro-Water and Climate Resilience Project</li> </ul>	2-hour meeting