



IDEV

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Evaluation Synthesis of Gender Mainstreaming at the African Development Bank

Benchmarking Study of the AfDB's Country Gender Profiles (2014-2018)

Technical Report

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Acronyms

AfDB	African Development Bank
CGP	Country Gender Profile
CSP	Country Strategy Paper
FAO	UN Food and Agricultural Organization
GEWE	Gender Equality and Women's Empowerment
GM	Gender Mainstreaming
M&E	Monitoring and Evaluation
RISP	Regional Integration Strategy Paper
RMC	Regional Member Country
TYS	Ten-Year Strategy

1 Introduction and Scope of the Benchmarking Study

The [Country Gender Profiles](#)¹ (CGPs) of the African Development Bank Group (AfDB or, the Bank) aim to help the Bank’s operations to better address gender equality by guiding task managers and assisting Regional Member Countries (RMCs) on policy regarding gender. As of March 2019, CGPs had been submitted to the Board and had been published by the Bank for slightly over half of the RMCs (28 countries), including the only two countries (Kenya and Uganda) for which two CGPs were developed with an interval of ten years. A third of the CGPs had been developed prior to the Gender Strategy (2014-2018).

This benchmarking study was part of a broader [Synthesis Evaluation of Gender Mainstreaming at the African Development Bank](#)² which had the following overarching objectives:

- Ascertain the relevance of the Bank’s Gender Mainstreaming (GM) approaches in light of regional and global priorities, and its comparative advantage in addressing Gender Equality and Women’s Empowerment (GEWE), as compared to other development partners.
- Considering the lessons and recommendation from the 2017 Mid-Term Report of the Gender Strategy, identify what aspects (pillars, operational approaches, organizational requirements) of the strategy could be carried forward, strengthened, dropped, or introduced in the in the new strategy; with a focus on early learning on implementation and roll-out, present early lessons from the successes and challenges of Bank’s Gender Marker System (GMS).
- The role of regional gender advisors in the context of the Bank’s decentralization (DBDM³) processes; in light of the Bank’s strategic and programmatic priorities and GM mechanisms.
- Present broad analysis on the current global gender trends and best practices of international stakeholders for GM and reporting, such as Gender Marker, Gender Country profiles, etc.

This study was one source of evidence that, together with additional sources of data, would be used to answer a number of evaluation questions. It consists of three sub-components, each geared to examine a specific focus area:

Table 1: Gender Mainstreaming Study Components

STUDY COMPONENT	KEY QUESTION/S
An analysis of a selection of AfDB CGPs	1. Determine to what extent the CGPs that were developed after 2015 have/ are incorporating guidelines from the 2015 CGP guideline document at the AfDB.
A comparison between a selection of AfDB CGPs and similar CGP-type documents from comparator organisations	2. Assess the quality of the content and information provided in the CGPs in terms of: <ul style="list-style-type: none"> • how the same sectors (agriculture, water sanitation) are covered methodologically (quantitatively and qualitatively), • quality (context, depth of information, use of Monitoring and Evaluation, or M&E evidence), • men’s engagement, • attribution versus contribution. 3. Compare this assessment with assessments of the same dimensions in other institutional equivalent documents. 4. Determine how AfDB could improve or what they are currently doing well, comparatively.
A comparison between a selection of AfDB Country Strategy Papers (CSP) from countries who had developed a preceding CGP and those who had not	For those countries with CSPs and CGPs: 5. Determine if there is any evidence that the CGP was used in the development of the CSP in terms of: <ul style="list-style-type: none"> • Indicators: reference to CGP in CSP; 2014-2018 Gender Strategy Pillars. • Use of gender-sensitive M&E - sex-disaggregated indicators; outcomes. • Gender Checklists. • Involvement of Gender specialists in development of CSPs. • Environmental and Social Safeguards. 6. If so, to what extent (in which sections and in what way)?

¹ <https://www.afdb.org/en/documents/project-operations/country-gender-profiles/>

² <https://idev.afdb.org/en/document/ongoing-evaluation-synthesis-gender-mainstreaming-african-development-bank>

³ DBDM: Development and Business Delivery Model

STUDY COMPONENT	KEY QUESTION/S
	<p>7. Is there a difference to which degree gender is addressed in CSPs where CGP preceded CSP development?</p> <p>8. Are the CSPs that had a CGP preceding it, more gender focused than CSPs with no CGP?</p> <p>For those countries with a CSP but no CGP:</p> <p>9. Is there a difference in how all of the above issues are addressed, if at all?</p> <p>10. Is there a reference to any other type of CGP, like gender analysis by other institutions?</p>

2 Summary of Findings

Component 1: assessment of the alignment of CGPs to the revised CGP Guidance for four countries

This sub-section presents a summary of the analysis and findings from an assessment of the alignment of CGPs to the revised CGP Guidance for four countries: Cape Verde, Côte d'Ivoire, Kenya and Madagascar. From these findings, it appears that:

Adherence to the CGP principles from the 2015 Guidelines

- The four CGPs (Cape Verde, Kenya, Côte d'Ivoire and Madagascar) reveal a good level of adherence to the 2015 CGP principles and guidelines. They all identify constraints, opportunities, policy and operational issues with regard to gender equality promotion.
- All four CGPs were drafted collaboratively by country specialists and experts. The CGPs' drafting also included inputs from a wide range of actors: government actors, private sector, development partners and civil society actors.
- Most of the CGPs would inform the drafting of their CSP.

Citing relevant gender-related data and research. Despite great improvement in terms of including relevant gender-related data in the research of the CGPs, three out of the four documents that were analysed do not cite literature on gender-specific or gender-relevant issues.

Nature of the product and process options followed by each CGP

- All four CGPs comply with the 2015 guidelines as regards the descriptive analysis of socioeconomic roles, the participation of both men and women in the economy, human development outcomes and the participation of both men and women in development decision-making. However, Kenya does not comply in terms of giving a description of the "*gender differences in economic opportunity and in access to, control over, and use of assets and productive resources*".
- All four CGPs comply with the guidelines in terms of discussing the country context in terms of policies, legal and regulatory framework, institutional arrangements, socio-cultural norms leading to discriminative practices and key donor partners' actions.
- Cape Verde and Côte d'Ivoire CGPs do not provide a "*summary of the brief review of the gender dimensions of the AfDB's portfolio of ongoing projects in the country*".
- All CGPs, besides the Côte d'Ivoire CGP, provide a set of suggested gender-responsive priority policy and operational interventions targeting policy dialogue and consultations, policy design, advisory services and partnerships.
- The four CGPs provide an analytical work, sector and regional strategies and studies, and other work to fill identified knowledge gaps, as well as a definition of the project activities to be carried out by the RMC.

A review of previous CGPs was undertaken by the Bank and these were included as a section in the 2015 CGP guideline document. It appears that the following issues were successfully addressed by the CGPs:

- Mention of the informal sector (all four CGPs).
- Mention of family law, marriage regimes, and inheritance issues as well as customary law (Côte d'Ivoire, Kenya and Madagascar).

- Mention of the relationship between determinants of gender inequality and economic growth in RMCs (Cape Verde, Kenya and Madagascar).

Component 2: comparison between AfDB CGPs and CGP-type documents of other development organisations

This subsection presents a summary of the analysis and findings of the comparison between AfDB CGPs and CGP-type documents of other development organisations. CGPs reviewed were from twelve countries, Burundi, Central African Republic, Comoros, Ghana, Côte d'Ivoire, Kenya, Liberia, Madagascar, Mauritania, Sierra Leone, Uganda and Zambia. The comparator organisations were *FAO, WB, USAID, UNDP, AFD* and *JICA*⁴. As a result, it appears that:

Sectoral analysis

The agriculture sector is the most covered sector within the CGPs, and the comparator organisation reports. The other most prevalent sectors across the AfDB CGPs include education, health, infrastructure, gender and water supply and sanitation sectors. Climate change, information and communication technology and industrialisation are the least covered sectors in the reports.

Analysis of data sources provided

Most reports include a description of data collection methodology (either mixed or qualitative methods) and fieldwork activities undertaken. Document review and policy analysis were used to a broader extent, compared to an engagement with various stakeholders (from government and civil society organisations) and in-country research activities. None of the reports, including from comparator organisations, included M&E data from previous project implementation.

Context Analysis

Most of the reports from AfDB and comparator organisations include details on the state of GEWE and an in-depth analysis of the countries. Most of AfDB documents also included a background context analysis (aside from Comoros and Kenya) as well as sex-disaggregated data (mainly in demographic indicators, health indicators and labour force participation indicators). No reference to men's engagement was mentioned and there was no discussion in terms of contribution and attribution of interventions aimed at GEWE (for both AfDB documents and comparator organisation documents).

Report recommendations

Most recommendations were extensive. They target a number of the priority sectors earmarked by the Bank's Gender Strategy (2014-2018) such as land and property rights for women, access to economic opportunities, including women in decision-making processes. Recommendations refer to either the Bank or the relevant country government, and, for the most part, are action focused and refer to regulatory and legal frameworks, economic opportunities for women, and value chains. A specific focus is on the need for sex-disaggregated data and M&E from the Bank.

Burundi, Comoros, Côte d'Ivoire, Madagascar, Mauritania, Uganda and Zambia CGPs all have well laid-out, comprehensive and clear recommendations. The following countries' CGPs would benefit from more detail-oriented and specific recommendations: Central African Republic, Ghana, Kenya, Liberia and Sierra Leone.

From the comparator organisations,

- The AFD does not provide recommendations in its gender notes.
- Recommendations from USAID (except for Burundi's gender profile) and WB organisations are broad and not detail oriented.
- The FAO and UNDP provide comprehensive and clear recommendations.
- JICA provides non-specific details on the recommendations.

Key strengths and weaknesses of reports

Most of the AfDB CGPs provide a well laid-out and broad analysis of the gender issues in the countries.

⁴ UN Food and Agricultural Organisation, World Bank, US Agency for International Aid, United Nations Development Programme, Agence Française du Développement, and Japan International Cooperation Agency respectfully

- Burundi, Liberia and Madagascar's CGPs in particular offer sector-specific and detailed analyses focusing on gender issues in agriculture, education, health, infrastructure, economy and governance. This allows for an extensive and thorough overview of the country's gender profiles.
- Kenya, Uganda and Zambia's CGPs mention comparative socio-economic indicators with African developing and developed countries. This tool appears as quite useful for positioning each country in a broader context in terms of GM.
- Both Côte d'Ivoire and Mauritania CGPs offer a mapping of all stakeholders involved in gender-mainstreaming/gender issues, from both an international and national perspective.
- Liberia CGP includes a transformation agenda.

Reported weaknesses

- The Central African Republic CGP would benefit from a more detailed analysis with regard to its implications for women of each statement.
- Not all CGPs have a defined or explained methodology section or a detailed overview of the gender situation per sector. This is the case for Comoros. Sierra Leone and Ghana CGPs focus on the agricultural and educational sectors. Kenya CGP focuses on the funds available to women.
- The stakeholders' mappings could contain the contact details relative to each stakeholder.

Comparator organisations

- The AFD gender notes present a very brief overview of the gender issues per country. They contain a good mapping of gender stakeholders, however no defined or explained methodology is provided, nor recommendations.
- FAO gender reports include an in-depth exploration and analysis of gender and agricultural sector.
- USAID gender reports provide a detailed analysis of the gender situation in each country, with a special focus on health.
- The WB report provides an in-depth and data-rich analysis.
- UNDP report provides a tabular representation of women and decision making in government.
- JICA report does not outline a clear methodology and the data provided are outdated.

Component 3: comparison between AfDB CSP from countries with and without CGPs

This subsection presents a summary of the analysis and findings from a comparison between AfDB CSP from countries with and without CGPs. Mauritania, Côte d'Ivoire and Uganda represented the countries that had both a CGP and a CSP. Nigeria, Mozambique, Tunisia, Equatorial Guinea represented the countries that had a CSP but did not have a CGP. As a result, it appears that:

Drafting and compliance of CSP

None of the CSPs fully complied with the guidelines nor mentioned and referenced another type of CGP. Mauritania and Côte d'Ivoire both list a gender specialist involved in the development of the CSP. The other CSPs either did not list a gender specialist or did not indicate the list of team members and peer reviewers.

Alignment between CGP and CSP

Both Mauritania and Uganda mention an alignment between the CGP and the CSP. The Mauritania CSP reports that it drew on various strategic documents (including the CGP) and role-players, but there is not much evidence showing the CGP was incorporated in the CSP. There is more evidence that the Ugandan CSP drew on and included key information from various strategic documents (including the CGP and the Gender Strategy).

With regard to the CSP overarching focus and Coverage of Gender

Mauritania, Uganda and Mozambique CSPs thoroughly describe the gender coverage in the key areas of focus of the CSP strategy; Tunisia, Nigeria and Equatorial Guinea only describe it partly. In relation to the description of social context and four cross-cutting themes:

- Mauritania and Uganda thoroughly describe all themes - gender dimension of poverty, adherence to regional/international commitments to ensure gender equity, women representation in parliament/public institutions, degree of gender-mainstreaming into public policies/strategies, government policies/strategies to tackle gender imbalances.
- Equatorial Guinea thoroughly describes three of the four themes - gender dimension of poverty, adherence to regional/international commitments to ensure gender equity and women representation in parliament/public institutions.
- Mozambique thoroughly describes three of the four themes - gender dimension of poverty, women representation in parliament/public institutions, degree of gender-mainstreaming into public policies/strategies, government policies/strategies to tackle gender imbalances.
- Tunisia thoroughly describes only two of the four themes - gender dimension of poverty and women representation in parliament/public institutions.
- Nigeria does not describe any of the four themes.

Reporting. All the CSPs included comparative sex-disaggregated data for socio-economic indicators. Mauritania, Uganda and Nigeria also reported gender sensitive sex-disaggregated indicators speaking to the selected Millennium Development Goals/Sustainable Development Goals such as: youth female literacy rate, female genital mutilation (FGM), maternal mortality ratio, prevalence of HIV in women, etc. However, none of the CSPs represented indicators related to key AfDB areas of interventions or women's status indicators related to women's land's rights or gender norms.

In terms of coverage of gender in the CSP/ Regional Integration Strategy Paper (RISP)-Measurement frameworks:

- Only Nigeria and Uganda CSPs thoroughly include gender-sensitive M&E sex disaggregated outcomes.
- None of the countries' CSPs include or indicate indicators from the CGPs.
- Only Uganda CSP fully includes sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars.

In terms of gender-related outcomes

- Mauritania, Equatorial Guinea and Mozambique focus on supporting agricultural transformation strategies that include gender-related outcomes in sectors such as: irrigation, soil erosion, training and use of new technologies and practices.
- Uganda and Equatorial Guinea focus on supporting capacity-building and skills development strategies that include gender-related outcomes in sectors such as technical, vocational and scientific fields, graduation and training.
- Nigeria focuses on social inclusion strategies that include gender-related outcomes in sectors such as life skills, entrepreneurship and job creation from direct/indirect interventions.
- Uganda focuses on infrastructure development for industrialisation strategies that include gender-related outcomes in sectors such as training, improved access to farm inputs, improved access to agricultural loans.
- Mauritania focuses on power supply and energy strategies that include gender-related outcomes in sectors such as training of mini-networks management.

Component 1: Analysis of AfDB CGPs

The Bank's CGPs, launched in 2004, aimed to help the Bank's operations in better addressing gender equality by guiding task managers and assisting RMCs. Similar to widely accepted gender analysis documents in comparator organizations, CGPs are intended to inform CSP and Regional Integration Strategy Papers (RISPs); therefore, their timing is important. As of March 2019, CGPs had been submitted to the Board and had been published by the Bank for slightly over half of the RMCs (28 countries), including the only two countries (Kenya and Uganda) for which two CGPs were developed with an interval of ten years.

Background

The 2015 proposal to reform the CGPs (finalized in 2017) aimed to better align CGPs with CSPs, the Bank's Gender Strategy, and the Bank's High 5 Agenda. At the same time in October 2017, a Brief Guidance for the preparation of Gender Profiles, was developed. It outlined two work streams for developing a CGP, each corresponding to a specific operational need of the Bank: *CSP Work Stream* to inform the CSP, and *Sector Work Stream* to inform upstream sector analysis and operations, including a Project Appraisal Report (PAR). Underpinning the two work streams, the Bank would prepare, on a regular basis, a Core Gender Data Profile (CGDP). This would involve compiling key sex-disaggregated and gender-relevant data and information specific to the RMC to provide a necessary foundation and context for addressing gender in the areas identified by the Bank's priorities and Gender Strategy. The 2015 CGP Guideline Document⁵ details that the AfDB undertook a rapid survey among country economists and sector staff, along with consultations with key managers and staff within AfDB. The study focused on their experience with the existing Gender Profiles. The review's main findings included:

Existing Gender Profiles are of variable quality and usefulness

- CGPs are "not analytical enough."
- A related point is that Gender Profiles rarely make use of some of the global and topic-specific databases and indices, despite the fact that, with some exceptions, African countries are well covered by such databases.
- There are markedly different views among stakeholders as to what a Gender Profile should or should not do. This arises in part because there is a tension between the needs and interests of different stakeholders, and a disconnect between how Gender Profiles are produced and how they are used.

Existing Gender Profiles are not well aligned with AfDB policy and operational priorities

- Between them, the AfDB's Ten-Year Strategy and Gender Strategy (2014-2018) outline a very wide-ranging agenda of issues and priority action areas for the Bank to address. The links between the Gender Profiles, the CSP, and the operations program, are weak."⁶

As a result, the 2015 CGP guideline document was developed⁷ with the aim to, "... review the experience in the AfDB with CGPs, and to propose ways in which the preparation and use of Gender Profiles can be strengthened so as to improve their quality and operational usefulness. ... [T]he paper proposes a series of options for reforming both the content of Gender Profiles and the internal processes through which they are undertaken. The term *New Gender Profile* is used to designate these options, and to distinguish them from existing Gender Profiles⁸."

The guideline document presents an option for "four distinct products, which could, as needed, be produced at different times or stages of the project or CSP cycle and involve different skill profiles in their preparation"⁹. The product mix options are as follows:

- **Country gender strategy review** - this would provide a brief and succinct analysis of gender issues in the RMC that are specifically related to the three focus areas articulated in the gender strategy and that are aligned with the five operational priorities and areas of special emphasis of the Bank's Ten-Year Strategy.
- **Country gender and growth review** - this would focus on both macroeconomic and sector economy issues from a gender perspective.
- **Sector gender review** - this product would be a set of sector-specific gender reviews in the form of brief issues notes, focused, at least initially, on: (a) the five operational priorities and the two other areas of special emphasis of the Bank's Ten-Year Strategy; and (b) the specific sectors in which the AfDB is operating in the RMC concerned.

⁵ NEW APPROACHES TO COUNTRY GENDER PROFILES: An Options Paper

⁶ NEW APPROACHES TO COUNTRY GENDER PROFILES: An Options Paper, p. v

⁷ Working version

⁸ NEW APPROACHES TO COUNTRY GENDER PROFILES: An Options Paper, p. v

⁹ NEW APPROACHES TO COUNTRY GENDER PROFILES: An Options Paper, p. vi

- **Core CGP** - the Core Gender Profile would compile key sex-disaggregated and gender-relevant data and information specific to the RMC, to provide a necessary foundation and context for addressing gender in the areas identified by the Bank's Ten-Year Strategy and Gender Strategy.

The 2015 CGP guideline document sets out a list of criteria for each of these product mixes. This component, therefore, seeks to determine to what extent the CGPs that were developed after 2015 have incorporated the guidelines from the 2015 CGP guideline document.

Document Selection and Methodology

Table 2 presents the CGP documents representing four countries that were reviewed in Component 1. Based on the year of the CGP document (Appendix 7.1.), the choice of documents was limited to four as the main criteria for selection into the study was based on the year of the CGP document, which eventually trumped the regional representation. It would not therefore have made sense to review documents that were drafted before the 2015 guideline. As a result, Egypt (North Africa), Mauritania (West Africa) and Uganda (East Africa) were not included in the sample as Egypt's 2007 CGP was drafted before the guidelines and the 2019 CGP was being drafted at the time of this exercise. Mauritania and Uganda's CGPs were both drafted in 2015, which rendered them too close to the completion of the guideline document.

Table 2: Document selection summary for Component 1

Country	Region	AfDB CGP		Comments
		Year	Language	
Cape Verde	West Africa	2018	English	French documents were reviewed by IDEV research assistants.
Côte d'Ivoire	West Africa	2015	French	
Kenya ¹⁰	East Africa	2017	English	
Madagascar	Southern Africa	2017	French	

In order to set up the review assessment tool, the following steps were undertaken:

- The 2015 CGP guideline document was reviewed, and all assessment-related criteria were identified.
- An assessment tool was crafted that provided a framework with which to review the CGPs. The tool consisted of the following elements, aligned with the criteria/standards mentioned in the guideline document:
 - CGP principles (see Appendix 7.2) - reviewed the extent to which the CGP met the overarching CGP principles
 - CGP product and process options (see Appendix 7.3) – reviewed the extent to which the CGP drew on the product and process options:
 - i. Country gender strategy review
 - ii. Country gender and growth review
 - iii. Sector gender review (Appendix 7.4)
This included an alignment¹¹ of the actions outlined in the Gender Strategy with the possible tasks for gender analysis (both identified in the guideline document) and mapped the key issues emerging from the review of the 2004 – 2014 CGP (so as to determine whether these issues were emerging again in this review).
 - iv. Core CGP (Appendix 7.5)
- The four CGPs were then reviewed and an assessment for each (using a 'yes', 'no', 'not indicated' response¹²) was captured in a spreadsheet, along with an extract from the CGP as a substantiation for each criterion met, see Table 2.

¹⁰ The document reviewed for Kenya was the "Gender Note". The CGP available was drafted in 2008, therefore prior to the 2015 guideline document.

¹¹ This alignment identified possible gaps between the Gender Strategy and the possible tasks for gender analysis outlined in the guideline document. These possible gaps are indicated in red in Appendix 7.4.

¹² Not indicated is displayed as "NI"

Analysis and Findings

This section presents an analysis of the assessment exercise in terms of i) adherence to the CGP principles from the 2015 Guidelines; ii), citing relevant gender-related data and research; and iii) the nature of the product and process options followed by each CGP.

Adherence to the CGP principles and guidance

Across the four CGPs, there was a satisfactory level of adherence to the CGP principles, with regard to:

- Providing evidence-based analysis
- Potential to serve as a decision-making tool
- Underpinning the CSP (in so far as the CGP speaks to the development of the CSP)
- Process and engagement during document development, i.e. that it was a collaborative effort

Table 3 summarises the three itemised criteria for each of these (the 4th criteria is presented in Table 4):

Table 3: Assessment of the adherence to the CGP principles

CGP Principle	Assessment criteria	Cape Verde	Kenya	Côte d'Ivoire	Madagascar
Evidence-based analysis	Identifies constraints and opportunities that arise in promoting gender equality	Y	Y	Y	Y
A decision-making tool	Identifies policy and operational issues of relevance to decision-makers	Y	Y	Y	Y
Underpins the CSP	Was the development of the CSP mentioned in the CGP?	Y	Y	NI	Y

Overall, all CGPs identified constraints and opportunities that arise in promoting gender equality related to (for example): gender and the economic empowerment, the environment and climate change, employment, poverty, agriculture, tourism, and infrastructure. They also all provide insight into policy and operational issues of relevance, by highlighting:

- Further policy dialogue and consultations, policy design, advisory services and partnerships:
 - *[E]quality in economic and political life lag behind. The pending Parity Law will address political representation among other areas, so the remaining gender policy priority is equality of economic opportunity (Cape Verde 2018 CGP).*
 - *[T]he staffing and funding of both the Department of Gender of the Ministry of Public Service, Youth and Gender Affairs, and the National Gender Equality Commission need to be addressed. The number of technical staff working on gender and the national budget to cover their entire portfolio respectively should be consistently allocated. ... [M]any studies acknowledge that gender sensitive legal reform has not made rights and economic transformation sufficiently real for women and girls. What is missing is effective implementation and enforcement of these gender-positive laws and regulations (Kenya 2017 Gender Note).*
- Further analytical work, sector and regional strategies and studies, and other work to fill identified knowledge gaps:
 - *Launch a study aiming at building an analysis model based on specific and empirical data on the costs of discrimination and inequality between the sexes in Côte d'Ivoire (Côte d'Ivoire 2015 CGP)¹³.*
 - *The findings of this Country Gender Note for Kenya explicitly show that gender inequalities reduction must look beyond the provision of physical infrastructure. (The document includes recommendations in terms of transport, agriculture, energy, oil gas and mining sector, water supply and sanitation sectors, private sector development) (Kenya 2017 Gender Note).*

Cape Verde, Kenya and Madagascar make specific reference to how the CGP was envisaged to inform the development of the country's CSP:

¹³ Initially in French in the document: "Initier une étude visant à construire un modèle d'analyse basé sur des données empiriques spécifiques sur les coûts de la discrimination et de l'inégalité entre les sexes en Côte d'Ivoire (Côte d'Ivoire 2015 CGP)"

- The final Gender Profile will inform the Bank's next CSP for Cabo Verde (Cape Verde 2018 CGP).
- [the Gender Note] complements the CSP 2014-2018 mid-term review report; and gives more up-to-date and accurate information about the gender equity needs in Kenya for operational work (Kenya 2017 CGP).
- This present Gender Profile provides the CSP 2017-2021 of Madagascar with a reference framework for the execution of its activities, gender being amongst its transversal themes, besides governance, decent employment opportunities for the youth, women entrepreneurship and climate change.¹⁴

In terms of CGP ownership and drafting, all countries report that the CGP was a collaborative effort from a team of representatives that usually consisted of a drafting team (team members, a coordination team, and the Director) as well as peer reviewers.

Table 4: Assessment of the adherence to CGP principles – ownership and drafting

CGP Principle	Assessment criteria	Cape Verde	Kenya	Côte d'Ivoire	Madagascar
Responsibility and drafting of the CGP	Responsibility for CGP is shared between ORQR and Country Department (country economist/ key sector staff)	Y	Y	Y	Y
	Drafted collaboratively	Y	Y	Y	Y
	Included wide range of actors	Y	Y	Y	Y

CGPs from Cape Verde, Kenya¹⁵ and Madagascar report how the development of their CGPs drew on input from a wide range of representatives, including key government and donor partners, relevant ministries and agencies as well as representation from civil society organisations and individual women. Cape Verde does not specifically mention these actors, but Kenya (2017: 2) and Madagascar (2017) provide the following detail:

- "... the team ... [met] beneficiaries and the management committees of the following projects funded by the Bank: Small Towns Rural Water Supply and Sanitation Project, and Kimira Oluch Small Holder Farm Improvement Project. The team also worked with the State Department of Gender and Kenya National Bureau of statistics (KNBS) to compile data for the core data profile.
- "[...] the preparation of this Gender Profile was based on a document review, individual interviews and discussion groups with the stakeholders from governmental departments, development partners, universities and civil society organisations."¹⁶

The following designations were represented in the drafting teams for Cape Verde, Kenya¹⁷ and Madagascar:

- macroeconomics specialist (all)
- principal statistician-economist (all)
- gender programme and policy coordinator (all)
- principal gender specialist/ economist (all)
- gender specialists (Madagascar)
- gender equity and communication officer (Cape Verde)
- chief country economist (Cape Verde and Madagascar)
- programme coordinator (Cape Verde)
- junior consultant (Kenya)
- lead social development specialist (Kenya)

Citing relevant gender-related data and research

The CGPs reviewed all referenced gender-specific or gender-relevant data or the need thereof (Table 5).

Table 5: Assessment of inclusion of gender-specific research and data

¹⁴ Initially in French in the document: "Le présent Profil Genre fournit au DSP 2017-2021 de Madagascar, un cadre de référence pour l'exécution de ses opérations, le genre étant parmi ses thèmes transversaux, outre la gouvernance, les emplois décents pour les jeunes, l'entrepreneuriat féminin et le changement climatique"

¹⁵ The AfDB representative indicated a 'yes' for Côte d'Ivoire but did not indicate who was included.

¹⁶ Initially in French in the document « [...] la préparation de ce PGM s'est basée sur une revue des documents disponibles, des entretiens individuels et des groupes de discussion auprès des acteurs relevant de départements gouvernementaux, partenaires au développement, Universités et Organisations de la Société Civile (OSC)»

¹⁷ This was not indicated during the analysis of the French documents for Côte d'Ivoire.

Assessment criteria		Cape Verde	Kenya	Côte d'Ivoire	Madagascar
Research- and data-related ¹⁸	Have literature and research on gender-specific or gender-relevant issues	N	N	N	Y
	Have gender-specific or gender-relevant data	Y	Y	Y	Y
	Have gender-specific or gender-relevant data that is up-to-date	Y	Y	Y	N

- Cape Verde 2018 CGP spoke of a virtual platform for all gender data that was launched by the government in 2016, “[t]he Cabo Verde Observatório is a model for collaboration of a national statistics office with the national gender machinery, and highlights the potential for sex-disaggregated data to aid in government administration and planning for inclusive and equitable development”.
- Kenya noted how the Gender Note (2017: 2) has “provide[d] Kenya and the Bank with reliable sex disaggregated data, which can be processed and integrated at all the levels of Bank interventions as well as other development partners”.
- Madagascar 2017 CGP noted that the gender analysis of the 2017-2022 CSP pillars was limited by “the lack of sex-disaggregated data”, reflecting “the gap in the integration of gender in public policies”¹⁹.

Table 6 presents the gender-related data (presented as sex-disaggregated data and/or gender indicators) that were presented across the country-specific CGPs:

Table 6: Types of Sex-disaggregated data and/or gender indicators contained in the CGPs

Country	Type of gender-related data presented
Cape Verde	Presents data and discussion of current status of: gender and poverty, gender and human capital (education, reproductive health, skills development and training, voice and participation), gender and economy (overview of women's economic empowerment), gender and agriculture, gender and tourism, gender and infrastructure, gender and fishing sector, gender and climate change.
Kenya	Presents data and discussion on systemic issues that are mutually reinforcing, and that have a defining influence on the state of gender equality in Kenya. The following points are covered under this section: i) Kenya has established a largely gender-responsive legal and regulatory framework, but effective implementation is lagging, and important gaps remain; ii) Socio-cultural norms and attitudes continue to disadvantage women; and iii) High levels of sexual and gender-based violence persist in Kenya.
Côte d'Ivoire	Presents specific gender data pertaining to the following areas: gender and employment, gender and agriculture and livestock, gender and education, gender and infrastructure, gender and climate change, gender and HIV.
Madagascar	Presents specific gender data and discussions on systemic issues with regard to the gender situation within the following sectors: education, water and sanitation, health, HIV, food security, employment, credit access, revenues, agriculture, energy, infrastructure and industry, governance and political participation.

No CGPs cited literature or research on gender-specific or gender-relevant issues (despite the Madagascar CGP containing bibliographic reference to literature on “gender and school enrolment”, “Modern slavery of women”, “the myth of women in power, the anti-feminism weapon in Madagascar”, it was not cited). This was identified as an issue in the review of previous CGPs as well, “*although there are notable exceptions, Gender Profiles often do not draw on some of the important literature and research available in the country concerned*”.

The criteria listed alongside emanate from the CGP guideline document, in so far as the document states, “there are important differences within and between countries. Some countries have extensive literature and research on gender-specific or gender-relevant issues, others do not. Some have multiple surveys, censuses, and other sources of data, others have few or none. In some countries, data are recent and up-to-date, in others, they are not” (2015: 9). As such, the review of the CGPs examined the extent to which the CGPs included these elements or not.

¹⁹ Initially in French in the document : “Reflète le gap dans l'intégration du genre dans les politiques publiques, le manque de données désagrégées par sexe dans les secteurs concernés, a limité l'analyse de genre des piliers du DSP 2017-202”

The CGP product and process options. All CGPs appear to have adopted a mainly ‘core CGP’ – the table of contents in all instances broadly match the sections set out in the CGP guideline document for the core country gender profile (see Table 7). Côte d’Ivoire added a number of additional elements that are included in the ‘sector gender review’ guidelines.

Table 7: Summary Analysis of compliance to CGP criteria, 2015

	Assessment criteria	Cape Verde	Kenya	Côte d'Ivoire	Madagascar
Core Country Gender CGP Profile (5-10 pages)	Provides key gender data and information specific to RMC.	Y	Y	Y	Y
	Provides foundation and context for addressing gender in the areas identified by the Bank's Ten-Year Strategy (TYS) and Gender Strategy.	Y	Y	Y	Y
<i>1. profile (descriptive analysis)</i>	Describes the different socioeconomic roles of males and females, including their participation in both the market and household economies.	Y	Y	Y	Y
	Describes gender disparities in human development outcomes and in access to key services.	Y	Y	Y	Y
	Gender differences in economic opportunity and in access to, control over, and use of assets and productive resources.	Y	N	Y	Y
	Describes the participation of males and females in development decision-making, and in the exercise of voice and agency at national, local, and household/community levels.	Y	Y	Y	Y
<i>2. A discussion of the country context</i>	Identifies country's policies and priorities.	Y	Y	Y	Y
	Identifies country's legal and regulatory framework.	Y	Y	Y	Y
	Identifies institutional arrangements for implementing its gender and development goals.	Y	Y	Y	Y
	Examines extent to which customs and socio-cultural norms lead (implicitly or explicitly) to gender discrimination and/or gender inequality.	Y	Y	Y	Y
	Includes a brief summary of the actions of key donor partners that support the implementation of the RMC's gender policies and commitments.	Y	Y	Y	Y
<i>3. Summary of the brief review of the gender dimensions of the AfDB's portfolio of ongoing projects in the country</i>	Covers all relevant sectors, where the substantive work of the review will have been done in the context of the sector-specific gender reviews (SGRs). This could be a discretionary (optional) component of the profile, depending on country and AfDB needs.	N	Y	N	Y
<i>4. A set of suggested gender-responsive priority policy and operational interventions that evidence in preceding sections indicates are important for achieving AfDB's goals in the RMC, in relation both to the over-arching goals of inclusive and green</i>	Further policy dialogue and consultations, policy design, advisory services, and partnerships.	Y	Y	N	Y
	Further analytical work, sector and regional strategies and studies, and other work to fill identified knowledge gaps.	Y	Y	Y	Y
	Project activities to be carried out by the RMC, including measures designed to improve integration of gender issues in specific AfDB-supported operations.	Y	Y	Y	Y

Assessment criteria	Cape Verde	Kenya	Côte d'Ivoire	Madagascar
<i>growth, and the "transformative" goals of the gender strategy</i>				

A few other dimensions appeared to be covered in the Sector Gender Profiles. These include: a focus on legal status and property rights (Côte d'Ivoire and Madagascar); providing data on men's and women's participation in governance structures at national and local levels (all) as well as data on prevalence and incidence of gender-based violence (GBV); and the role of the law in addressing it (Madagascar, Cape Verde and Côte d'Ivoire).

A review of previous CGPs was undertaken by the Bank and these were included as a section in the 2015 CGP guideline document. Table 8 presents some evidence of how the CGPs reviewed as part of this exercise have addressed a few of the issues cited.

Table 8: Examples of issues raised in CGP review and how addressed in the CGPs under review

Issues raised in CGP review	Evidence of how it has been addressed in CGPs
Few pay attention to the informal sector, and, while it is recognised that data are often lacking, very few address non-market work and time use (the "care" economy), as a determining factor in labour availability and use.	<ul style="list-style-type: none"> Cape Verde and Côte d'Ivoire both explicitly mention the unpaid work that women undertake in the informal sector: <i>"Among employed women, close to one-quarter work in retail, 13% are domestic workers in private homes, and 8% work in agriculture where jobs are marked by an informal market without contracts. As in many developing countries, the informal sector is large, possibly as high as 59%, with women as the majority (Côte d'Ivoire 2015 CGP).</i> <i>"Women are also less likely to have paid employment than men and tend to enter the labor market later, and they have greater income vulnerability from informal, low paid, and insecure work. Since almost half (48%) of Cabo Verdean households are headed by women, women's income vulnerability has a negative impact on children's health and education, and in perpetuating inter-generational poverty"</i> (Cape Verde, 2018 CGP). Madagascar explicitly mentions the informal sector and provides sex-disaggregated data according to the sectors: <i>"The informal sector represents a survival area and represents the largest job provider for both sexes, concentrating: i) more than nine out of ten jobs (93%), ii) 94,5% of female employment and 92% of male employment, a bit more than half of the jobs being occupied by women. These latest are exposed in majority to employment conditions that are the less paid and the most precarious [...]"</i>²⁰ (Madagascar, 2017 CGP).
Few address family law, marriage regimes, and inheritance issues, and even fewer Gender Profiles pay any attention to customary law.	<ul style="list-style-type: none"> Kenya and Côte D'Ivoire touch on these aspects. Both CGPs explicitly mention the role of customary law on women's property rights: <i>"...women's access to land and access to property other than land are severely restricted by customary law, which prohibits women from owning or inheriting land and other forms of property"</i> (Kenya Gender Note).

²⁰ Initially in French in the document : *"Le secteur informel représente un refuge de survie et constitue le plus grand pourvoyeur d'emplois pour les deux sexes, concentrant : i) plus de neuf emplois sur dix (93%), ii) 94,5% des emplois féminins et 92% des emplois masculins, un peu plus de la moitié des emplois y étant occupés par les femmes. Mais ces dernières s'exposent majoritairement aux conditions d'emplois les moins rémunérateurs et les plus précaires [...]."*

Issues raised in CGP review	Evidence of how it has been addressed in CGPs
	<p><i>“The limits of the legal framework for gender equality inter alia the existence of legal texts discriminatory against women, the existence of legal gaps relating to violence against women, the practice of customary law often unfavorable to women on various aspects such as rites of widowhood, forced or early marriage, genital mutilation, access to land, etc. Even if significant progress is being made at the level of equality of law, de facto equality is still a challenge. The many legal blockages are at the level of practice in the field” (Côte d’Ivoire, 2015: 10).</i></p> <ul style="list-style-type: none"> • Madagascar also touches on these aspects. The CGP explicitly mentions the role of customary law on marriage regimes and mentions family law and inheritance issues: <i>“Customary law does not set an age for marriage while customary marriages are more frequent, and their registration is not mandatory”;</i> <i>“Discriminatory dispositions towards women remain in the national laws including: i) the Family Law where the husband is the “ head of the family”, ii) the inheritance which gives the possibility to male co-heirs to give money to the female heirs instead of an equal part of real estate figuring in the inheritance (law n°68-012) [...]”²¹ (Madagascar, 2017 CGP).</i>
<p>Tend not to discuss what, if any, relationship there is between determinants of gender inequality and economic growth in RMCs. Consequently, they do not provide a platform from which to engage on the ways in which gender issues are relevant for meeting the AfDB's strategic objective under TYS of "inclusive growth" and "green growth."</p>	<p><i>“to support the Government in its efforts towards laying the foundations for a more inclusive and green growth. ... Cabo Verde has the potential for a new “leap forward” for gender equality through a priority focus on women’s economic empowerment, complemented by provision of training and support at technical levels of Government ministries and agencies on the use of gender analysis and gender-disaggregated data for policy planning and budgeting, as well as for program design, implementation, and evaluation (Cape Verde 2018 CGP).</i></p> <p><i>“The findings of Kenya Country Gender Note explicitly show that gender inequalities reduction must looked/considered beyond/before/in parallel with the provision of physical infrastructure” (Kenya 2017 CGP). (The CGP makes recommendations in terms of transport, agriculture, energy, oil gas and mining sector, water supply and sanitation sectors, private sector development).</i></p> <p>Despite no clear mention of gender inequality and economic growth, the CGP 2017 Madagascar mentions the systematic integration of the transversal theme on gender in the implementation of its two pillars: energy and transport infrastructure development for an inclusive growth and support to the transformation of agriculture and industry development:</p> <p><i>“This resume of the CGP Madagascar focuses on the results/analysis points and recommendations of priority actions from which the 2017-2021 CSP could get inspired to maximise the positive results of its interventions on men and women, with regard to the process of development and inclusive growth”²².</i></p>

²¹ Initially French in the document *“le droit coutumier qui ne fixe pas d’âge pour le mariage alors que les mariages coutumiers sont plus fréquents et leur enregistrement n’étant pas obligatoire” ; “ des dispositions discriminatoires envers les femmes subsistent dans les lois nationales, dont : i) le Code de la famille où le mari reste le « chef de famille », ii) la succession qui donne aux cohéritiers la possibilité d’accorder aux héritières une somme d’argent au lieu d’une part égale des biens immobiliers figurant dans l’héritage (loi n° 68-012) »*

²² Initially in French in the document, *“Ce résumé du PGM se concentre sur les résultats/points d’analyse et recommandations d’actions prioritaires dont le DSP 2017-2021 pourra s’inspirer pour maximiser les retombées positives de ses interventions sur les femmes et les hommes, au regard du processus de développement et de croissance inclusive. “*

Component 2: Comparison of AfDB CGPs and CGP-type documents from Comparator Organisations

Document Selection and Methodology

The AfDB provided an initial list of 17 countries (that had relevant CGPs) from which to select the sample for this component (see Appendix 7.1.). The main criteria for inclusion in the sample was to consider the regional representation of the documents as well as timing of the comparator documents for the prospective countries.

Table 9 below shows the breakdown of the Bank's CGPs per region and the overall regional representation. The French documents were analysed by an internal additional researcher situated at the Bank as well as a French-speaking intern at the consultant's office in South Africa.

Table 9: Regional representation of CGPs documents with comparator document – population and sample

Regions	Regional Totals	Final Sample
East Africa	6	4
Wes Africa	6	4
Southern Africa	2	2
North Africa	2	1
Central Africa	1	1
Total	17	12

Table 10 maps CGP documents and the comparator organisation's document that were used in the benchmarking study²³. The comparator organisations included the FAO, the World Bank Group, USAID, UNDP, AFD and JICA).

Table 10: Document selection summary for Component 2

Country	Region	AfDB CGP		Non-AfDB Comparators			Total # of docs
		Year	Language	Year	Language	Agency	
Burundi	East Africa	2011	French	2017	English	USAID	2
Central African Republic	Central Africa	2011	French	2016	French	AFD	2
Comoros	East Africa	2010	English	2016	French	AFD	2
Ghana	West Africa	2008	English	2016, 2018	English	FAO	2
Côte d'Ivoire	West Africa	2015	French	2013, 2016	English and French	JICA/AFD	3
Kenya	East Africa	2017	English	2016	English, English, French	World Bank; USAID; AFD	4
Liberia	West Africa	2014	English	2018	English	FAO	2
Madagascar	Southern Africa	2017	French	2016	French	AFD	2
Mauritania	North Africa	2015	English	2016	French	AFD	2
Sierra Leone	West Africa	2011	English	2018	English	FAO	2
Uganda	East Africa	2015	English	2017, 2015, 2018	English	USAID; UNDP; FAO	4
Zambia	Southern Africa	2006	English	2018	English	FAO	2
Total			12			17	29

²³ Please consult Appendix 7.6 for the final list of included documents.

In order to answer the study questions (Table 1), the documents were analysed according to the following framework:

- Sectoral analysis: main sectors covered, where are the commonalities and differences, what are the gaps.
- Data sources: methodology used, levels of engagement with stakeholders.
- Contextual analysis: extent to which it provides detailed/ in-depth contextual gendered analysis.
- Gender markers and sex-disaggregated data.
- Types of recommendations emerging.

Analysis and Findings: Component 2

This section presents an analysis of the CGPs and comparator CGP-type documents produced by other development agencies/ banks.

Sectoral Analysis

The fifteen [main sectors that the AfDB²⁴](#) operates in were used to map the AfDB and other CGP documents²⁵. Across the countries, the sector that was included/covered most in AfDB CGP countries was agriculture (apart from Central African Republic). This was also the case for comparator organisations with agriculture included in every document and the FAO focus being exclusively agriculture. Other prevalent sectors across the AfDB CGPs included: education, health, infrastructure, gender, water supply and sanitation. Followed by economic and financial governance, human capital development and private sector. There was a slight overlap with comparator CGP-type documents in the sectors of health and education. Sectors with few data included: Climate change, information and communication technology and industrialisation.

AfDB CGPs also included gender equality and/or women's empowerment in five Profiles, namely Côte d'Ivoire, Kenya, Liberia, Mauritania and Zambia (compared to one comparator Profile, namely the World Bank's profile on Kenya). Comparator organisations' documents did not include the following: energy and power, information and communication technology, industrialisation, water supply and sanitation. Neither sets of documents included explicit references to topics that could be mapped to the following broad priority themes: regional economic integration, fragile States (apart from AfDB's Burundi Profile), Light and Power Africa, Industrialise Africa, Integrate Africa and Knowledge Management and Capacity-building²⁶.

Analysis of Data Sources Provided

Across both the AfDB and comparator organisation profiles, most CGP documents include a description of data collection methodology and details on the types of fieldwork activities undertaken²⁷. Most AfDB CGPs and comparator organisation CGPs followed either mixed methods or qualitative method approaches. In terms of fieldwork, all AfDB CGPs included in the analysis indicated they had conducted some type of in-country research activities (apart from Comoros where it was unclear whether this had taken place). Two comparator organisations indicated not having conducted any in-country research activities (World Bank's Kenya Profile and UNDP's Uganda Profile). For those who indicated having conducted in-country research activities, most included engagements with government representatives as well as civil society representatives. Donor organisation representatives were included to a lesser extent (specifically among comparator organisations). Most AfDB CGPs included "sense making/ stakeholder input/feedback" into the process while this was less widely used by comparator organisations.

Most profile documents reported using different statistics and indices to inform the document. Apart from the AfDB profile for Comoros and the World Bank's profile of Kenya, document review and policy analysis were widely used. The profile documents also refer to other development agencies and donor organisations. M&E data from previous project implementation has not been included by any of the organisations. While it is not clear why, one logical assumption is that these data do not exist.

²⁴ <https://www.afdb.org/en/topics-and-sectors/sectors/gender/>

²⁵ Please refer to Appendix 7.9

²⁶ These are the AfDB key areas of focus/ strategic priorities so it is reasonable to expect that the comparator organisations would not necessarily focus on the same aspects as the AfDB.

²⁷ Please refer to Appendix 7.9

Analysis of Context Provided

Across both the AfDB and comparator organisation CGPs, all country profile documents and AfDB documents include details on the state of GEWE in the country²⁸. Comparator organisations mostly provided this information, apart from the World Bank's Kenya Profile and FAO's Uganda Profile. These two countries had classified data, thus only providing these data to some degree but not comprehensively. With the exception of AfDB's Comoros and FAO's Sierra Leone and Comoros, the country profile documents were found to provide an in-depth analysis of country contexts in most cases.

- Profile documents were also assessed in terms of their analysis of background contexts that highlight root causes of structural gender inequalities. These kinds of analysis did not take place consistently among comparator organisation documents, with only a handful of documents containing some mention of background contexts. AfDB profile documents mostly included background analysis, apart from Comoros and Kenya which provided background information to some degree though not comprehensively.
- Sex-disaggregated data were used in most AfDB Profile documents and to some extent in the comparator documents. The most common areas of indicators used in the CGPs are national demographic indicators as well as women's health indicators (such as life expectancy, antenatal care, etc.) and labour force participation indicators. They also make use of the Core Welfare Indicator Questionnaire. Kenya, for instance, also made use of sex disaggregated indicators in an agricultural development project. In addition, only one profile document, the FAO profile on Liberia, reported the use of gender markers.
- None of the documents referenced men engagement.
- In terms of contribution and attribution of interventions aimed at GEWE, there were no discussions on how these were tracked in such a way as to determine the role that the relevant development organisation played in the achievement of overall outcomes related to GEWE at a country level.

Analysis and Comparison of Recommendations

The recommendations emerging from the Profile documents were analysed according to the type of recommendations made. The level of detail in the recommendations speaks to the level of details included in the analysis and findings of the documents. These recommendations were compared within AfDB documents as well as between AfDB and comparator organisations. Table 11 provides a summary of the recommendations per country and organisation (please see Appendix 7.9 for more details). These have been further synthesised to include: i) an assessment of how extensive the recommendations were; and ii) their main focus areas and learning relevant for AfDB.

The AfDB CGPs generally provide recommendations that target a number of the priority sectors which have been earmarked by the Bank's Gender Strategy (2014-2018) and other focus areas. These include but are not limited to land and property rights for women, access to economic opportunities and including women in decision-making processes. Some of the recommendations also include who the recommendations are aimed at, either the Bank or the relevant country government. The recommendations are action focused, providing guidance on which levels of societies and communities to include, as well as what types of actions should be taken to advance GEWE in these countries. Examples include forming partnerships with women's/ other civil society organisations or strengthening capacity among various role players, such as government ministries or men's/women's groups.

Recommendations aimed at internal Bank processes included strengthening institutional capacity for implementing gendered programming and ensuring the collection and analysis of sex-disaggregated data and M&E, without explicit reference to the use of that data for programming purposes. The recommendations analysed from comparator organisations include a few country profiles from the FAO, focused on agriculture with recommendations skewed towards that sector²⁹. Many of these comparator profiles have included reference to country legal frameworks that underpin certain discriminatory laws regulating access to land and tenure of land, i.e. Kenya, Liberia, Sierra Leone, Uganda and Zambia. Also, mention is made of women's access to economic opportunities specifically in agriculture as well as reference to value chains and including these in gendered work. As with the AfDB, there was a focus on need for sex-disaggregated data and M&E.

²⁸ Please refer to Appendix 7.9

²⁹ The AfDB CGPs that provide some comparative information in agriculture include Liberia and Uganda.

Both sets of gender profile documents largely provide detailed recommendations that speak to the sectoral priorities. (The AFD profiles, however, do not contain any recommendations and included the following countries: Central African Republic, Comoros, Côte d'Ivoire, Madagascar and Mauritania).

Table 11: Key points from the analysis of recommendations from AfDB CGPs and comparator organisation country gender equivalent documents

Country	AfDB Key points from analysis of recommendations	Comparator Organisation	Comparator organisations: Key points from analysis of recommendations
Burundi	Very well laid-out, comprehensive and clear recommendations. (Includes reference to capacity-building for men and women in government organisations, promotion of gender equality in priority/mainstream sectors and policies such as education, health and environment, information campaigns targeting men and women, harmonisation and collection of national statistics.)	USAID	Very well laid-out, comprehensive and clear recommendations. (Includes reference to practical applications of gender-mainstreaming policies in the health sector, in the democracy and governance sector and in the food security, agriculture and economic growth sector such as engaging men and women in maternal and reproductive health and family planning, land inheritance rights, inclusion of key indicators, etc.)
Central African Republic	Broad recommendations that could need to be specified on a practical point of view for implementation. (Includes capacity building for the Ministry in charge of Gender, application of the general principle of the law for the equality between men and women, reinforcement of the focal points in the ministries, program and strategy elaboration for equality between men and women.)	AFD	No recommendations provided.
Comoros	Very well-laid out, comprehensive and clear recommendations. (Includes reference to decentralised gender units and also addressing gender legal frameworks, women's representation in decision-making bodies, promoting gender equality in priority/ mainstream sectors, such as health, education and infrastructure.)	AFD	No recommendations provided.
Ghana	Recommendations are not clear, and include broad, overarching statements. (Includes reference to GM in policy formulation and M&E, improving governance, access to economic opportunities/ women's economic rights as well as Spousal Property Rights and promoting gender equality in priority/ mainstream sectors, such as health, education and infrastructure.)	FAO	Very good, comprehensive and clear recommendations. (Includes focus on GM, entrepreneurship, alternative infrastructure in agriculture that promotes women empowerment, gender sensitive indicators, gender training and analysis, incentives for encouraging use of gender assessment tools, Gendered M&E, capacity building in GM, partnerships at different levels, development partners and gender in agriculture.)
Côte d'Ivoire	Relatively well laid-out, comprehensive and clear recommendations. (Includes reference to the judiciary and legislative system towards GM, gender-sensitisation for the budgeting processes, empirical and sex-disaggregated data collection, monitoring and evaluation, focus on the education sector and decentralised gender units creation in the ministries.)	AFD	No recommendations provided.
		JICA	Provides a broader results discussion and not specific recommendations articulated for different role players
Kenya	Broader recommendations - maybe need more specific recommendations that can be linked more to integrating women in the design of programming	World Bank	Provides a broader results discussion and not specific recommendations articulated for different role players.

Country	AfDB Key points from analysis of recommendations	Comparator Organisation	Comparator organisations: Key points from analysis of recommendations
	(Includes promoting gender equality in priority/ mainstream sectors, such as health, education and infrastructure, and improving governance and access to apprenticeships and training programmes for women from poor backgrounds.)	USAID	Recommendations are very high level and not very detailed. (Includes institutional strengthening around gender, address underlying power imbalances between men and women.)
Liberia	Very broad recommendations - more detailed analysis is required. (Includes a large focus on GBV, access to economic opportunities, programmes for women entrepreneurs and farmers, improving governance, address high drop-out rates among girls.)	FAO	Very good, comprehensive and clear recommendations. (Includes participatory processes, training for gender sensitisation, access for women to financial services, implement GM throughout, formulating policy on gender and gender disaggregated data, provide technical and financial support, development of value chains for men and women, capacity building among NGOs and advocating for GM in agriculture, access to resources and economic opportunities and increase women's role in decision making.)
Madagascar	Very well laid-out, comprehensive and clear recommendations. (Includes specific and target measures regarding legislation on early marriages, violence criminalisation, land redistribution measures and pursuit of the ratification process for the instruments aiming at protecting women.)	AFD	No recommendations provided.
Mauritania	Very laid-out, comprehensive and clear recommendations. (Includes reference to GM in policy formulation and improving governance especially in gender units in ministries, updating legal and regulatory frameworks and associated systems, processes and capacity, ensuring monitoring of government responses to gender for accountability, addressing women's access to higher education and STEM fields, reproductive health and family planning, female leadership, gender indicators.)	AFD	No recommendations provided.
Sierra Leone	Very broad recommendations - more detailed analysis is required. (Includes reference to improving governance, sex disaggregated data, more spending on social services for women and girls.)	FAO	Very good, comprehensive and clear recommendations. (Includes participatory processes, training for gender sensitisation, access for women to financial services, implement GM throughout, formulating policy on gender and gender disaggregated data, provide technical and financial support, development of value chains for men and women, capacity building among NGOs and advocating for GM in agriculture, access to resources and economic opportunities and increase women's role in decision making, financial literacy training, providing incentives to lend money to women, raise awareness on legal rights, such as right to land, food and employment, equitable access to natural resources.)

Country	AfDB Key points from analysis of recommendations	Comparator Organisation	Comparator organisations: Key points from analysis of recommendations
Uganda	<p>Provides good, detailed recommendations.</p> <p>(Includes reference to capacity building to strengthen national capacity for dealing with gender issues, improving women's land access and tenure rights, gender and climate change, strengthen partnerships with private sector and civil society stakeholders, interventions aimed at reducing income poverty and access to markets and exports – technology, agriculture, micro-credit, agro-processing, skills training and increasing awareness on HIV/Aids and its effects on migrating workers and macro-economic considerations in relation to gendered programming.)</p>	FAO	<p>Very good, comprehensive and clear recommendations</p> <p>(Includes integrated and coordinated multi-sectoral approach to women's empowerment and development, land reform and implementation of GM in agricultural sector, women's input on climate change, access to economic opportunities for women, implementing affirmative action policies for women in agriculture.)</p>
		USAID	<p>It acknowledges the importance of understanding potential harmful effects of programming but is very broad and high level recommendations.</p> <p>(Includes support from top leadership, capacity development, gender inclusion programmes, ensure no harm to women, collect data on social inclusion indicators.)</p>
		UNDP	<p>Provides very detailed recommendations and highlights potential fall-out from climate change that could have direct adverse effects on women.</p> <p>(Includes gender equity participation and productivity in energy and agricultural value chains. Having necessary knowledge on gender and food crops, energy and agricultural value chains, policy dialogues, ownership and management of land, public-private relationships, advocacy, strengthening institutional capacity for climate change and mainstreaming gender.)</p>
Zambia	<p>Provides good, detailed recommendations.</p> <p>(Includes references to capacity building for GM and gender sensitisation at different levels and improving participation and planning as well as sector specific interventions focusing on reducing income poverty and increasing marketable production and exports.)</p>	FAO	<p>Very good, comprehensive and clear recommendations.</p> <p>(Includes GM in guidelines, capacity building, sex disaggregated data and M&E, strengthen government capacity of role players to improve women's access to land and tenure rights, technologies that reduce drudgery for women, assist in driving the gender agenda in agriculture, improve women's leadership and participation.)</p>

Key strengths/ weaknesses of CGP documents

Table 12 presents a high-level analysis of the strengths and weaknesses of each CGP document per organisation. It can be seen that most of the AfDB CGPs provide a good overview of the context of each country and also provide a well laid-out and broad analysis of the gender issues in the countries.

However, a few of the AfDB CGPs are lacking in detail related to the following aspects:

- The Central African Republic CGP would benefit from a more detailed analysis with regard to the implications for women.
- The Comoros CGP was found to have no defined or explained methodology.
- It would be helpful if the stakeholders' mappings in the CSPs could contain the precise titles and contact information relative to each stakeholder (as a further level of detail), as indicated for Côte d'Ivoire and Mauritania.

Despite this, it seems that most AfDB CGP documents provided good, comprehensive discussions of the country context and gender issues. In terms of comparator organisations, a key weakness across a number of profile documents included not having a defined or explained methodology section. This is the case for Central African Republic, Comoros, Côte d'Ivoire, Madagascar and Mauritania.

Table 12: Overall key strengths and weaknesses from the CGP and comparator organisation analysis

Country	AfDB Key strengths/ weaknesses	Comparator Organisation	Comparator organisations: Key strengths/ weaknesses
Burundi	<i>Strength:</i> Broad and detailed analysis of the gender issues per sector (e.g. agriculture, education, health, infrastructure, economy, governance) and in the legal framework from the perspective of a poverty reduction strategy.	USAID	<i>Strength:</i> Broad and detailed analysis of the gender situation in Burundi.
Central African Republic	<i>Strength:</i> Broad overview of the gender situation in Central African Republic. <i>Weakness:</i> The analysis could benefit from a more detailed definition of what the statements imply for women.	AFD	<i>Strength:</i> Contains a good mapping of gender stakeholders; Just a brief analysis has been done. <i>Weakness:</i> No defined or explained methodology, no recommendations.
Comoros	<i>Strength:</i> Very brief, broad overview of gender situation in the Comoros per sector. <i>Weakness:</i> No defined or explained methodology.	AFD	<i>Strength:</i> Contains a good mapping of gender stakeholders; Just a brief analysis has been done. <i>Weakness:</i> No defined or explained methodology, no recommendations.
Côte d'Ivoire	<i>Strength:</i> A mapping of all stakeholder involving in Gender (National Actors (Governments, NGOs, etc.), International Actors (International NGOs, Development Cooperation, United Nations, MDBs). <i>Weakness:</i> This mapping could contain their address (emails, physical address, telephone, current gender projects).	AFD	<i>Strength:</i> Contains a good mapping of gender stakeholders; A brief analysis has been done. <i>Weakness:</i> No defined or explained methodology, no recommendations.
		JICA	<i>Strength:</i> Inclusion of gender gap sub-indexes. <i>Weakness:</i> No clear methodology outlined; sex-disaggregated data outdated.
Ghana	<i>Strength:</i> Breakdown of agricultural sector into sub-sectors (e.g. fisheries, livestock, exports etc.) and educational sector (by level of education, teacher education etc.).	FAO	<i>Strength:</i> Well put together and laid out (pictures); inclusion and explanation of different gender indices; very in-depth exploration of gender and agricultural sector.
Kenya	<i>Strength:</i> Focus on the funds available to women; positions Kenya's gender inequality in terms of neighbouring countries.	World Bank	<i>Strength:</i> Focus on gender and poverty - in-depth analysis - data rich.
		USAID	<i>Strength:</i> Each sector nicely broken down with findings and concluding summary. Discussion around importance of including men and gender norms. The analysis is very detailed, but it is specifically focused on gender and poverty and the economic drivers behind that. Hard to compare with the others.
Liberia	<i>Strength:</i> Includes transformation agenda; diagrammatic representation for challenges and initiatives for each sector covered.	FAO	<i>Strength:</i> Inclusion of FAO gender marker; extensive agricultural situational analysis; discussion of M&E framework to be implemented on projects going forward.
Madagascar	<i>Strength:</i> Detailed overview of the gender situation in Madagascar across various sectors, including an adequate sociological and historical analysis as part of the Country Strategy Paper. Description of the tools in place for GM processes.	AFD	<i>Strength:</i> Contains a good mapping of gender stakeholders; A brief analysis has been done. <i>Weakness:</i> No defined or explained methodology, no recommendations.

Country	AfDB Key strengths/ weaknesses	Comparator Organisation	Comparator organisations: Key strengths/ weaknesses
Mauritania	<p><i>Strength:</i> A mapping of all stakeholder involving in Gender (National Actors (Governments, NGOs, etc.), International Actors (International NGOs, Development Cooperation, United Nations, MDBs).</p> <p><i>Weakness:</i> This mapping could contain their address (emails, physical address, telephone, current gender projects).</p>	AFD	<p><i>Strength:</i> Contains a good mapping of gender stakeholders; Just a brief analysis has been done.</p> <p><i>Weakness:</i> No defined or explained methodology, no recommendations.</p>
Sierra Leone	<p><i>Strength:</i> Breakdown of agricultural sector into sub-sectors (e.g. fisheries, livestock, exports etc.) and educational sector (by level of education, teacher education etc.).</p>	FAO	<p><i>Strength:</i> Inclusion of different developmental indices.</p>
Uganda	<p><i>Strength:</i> Provides comparative socio-economic indicators with Africa and developing and developed countries; provides tabular breakdown of gender representation in decision making (government). Breakdown of agricultural sector into sub-sectors (e.g. fisheries, livestock, exports etc.) and educational sector (by level of education, teacher education etc.)</p>	FAO	<p><i>Strength:</i> Extensive methodology including sampling framework; breakdown of the gender framework used to assess these projects; inclusion of human development indices.</p>
		USAID	<p>This focus in on social inclusion.</p>
		UNDP	<p>Tabular representation of women and decision making (in gov)</p>
Zambia	<p><i>Strength:</i> Provides comparative socio-economic indicators with Africa and developing and developed countries; provides tabular breakdown of gender representation in decision making (government). Breakdown of agricultural sector into sub-sectors (e.g. fisheries, livestock, exports etc.) and educational sector (by level of education, teacher education etc.).</p>	FAO	<p><i>Strength:</i> Well put together, pictures etc.</p>

Component 3: Comparison between AfDB Country Strategy Papers from Countries With and Without CGPs

Background

This section presents a comparison between AfDB CSPs from countries with and without a CGP. The review draws on the guideline³⁰ document that focuses on the *structure* and *content* of the annotated formats for CSPs. “As a main principle, the annotations are supposed to provide detailed guidance to CSP/RISP Task Teams on the structure and content of the strategy paper. Detailed guidance is necessary to ensure consistency and the quality of the content of CSP and RISP documents. At the same time, there is flexibility in the sense that data quality and information availability may vary from country to country/region to region, which might make it difficult to cover every aspect of the annotations³¹”.

Box. 1: KEY QUESTIONS

For those countries with CSPs and CGPs

Is there any evidence that the CGP has been used in the development of the CSP in terms of:

- Indicators - reference to CGP in CSP; 2014-2018 Gender Strategy Pillars?
- Use of gender-sensitive M&E - sex-disaggregated indicators, outcomes?
- Gender Checklists?
- Involvement of Gender specialists in development of CSPs?
- Environmental Safeguards:
 - If so, to what extent has this been used (in which sections and in what way)?
 - Is there a difference to which degree gender is addressed in CSPs where CGP preceded CSP development?
 - Are the CSPs that had a CGP preceding it, more gender focused than CSPs with no CGP?

For those countries with a CSP but no CGP:

- Is there a difference in how all of the above issues are addressed, if at all?
- Is there a reference to any other type of CGP, like gender analysis by other institutions?

Document Selection and Methodology

Table 13 presents the countries that were reviewed in this Component (shaded). Mauritania, Côte d'Ivoire and Uganda represent countries that have both a CGP and a CSP.

Table 13: Countries included in Component 3

Country	Region	CGP		CSP		Comments
		Year	Lang.	Year	Lang.	
Côte d'Ivoire	West Africa	2015	French	2017	English	
Mauritania	North Africa	2015	English	2016	English	
Uganda	East Africa	2015	English	2017	English	
Guinea-Bissau	West Africa	2015	English	2015	English	Not included because there was not enough time between CGP and CSP
Madagascar	Southern Africa	2017	French	2017	English	
Nigeria	West Africa	Not applicable		2018	English	
Mozambique	Southern Africa			2018	English	
Tunisia	North Africa			No date	English	
Equatorial Guinea	Central Africa			2018	English	

³⁰ SHORT Annotated Formats CSP RISP 06-may-2019

³¹ SHORT Annotated Formats CSP RISP 06-may-2019, p. 7

In order to answer the questions posed for Component 3, it was first necessary to examine the extent to which the CSPs complied with the criteria set out in the guideline document³². To design the review assessment tool, the following steps were taken:

- The CSP guideline document was reviewed, and all assessment-related criteria were identified. The CSP guidelines were mapped into a sheet to guide the process (see Appendix 7.10).
- An assessment tool was crafted that provided a framework (see Appendix 7.11) with which to review the CSPs (there is scope for those with CGPs as well as those without CGPs). The tool consisted of the following elements, aligned with the criteria/standards mentioned in the guideline document:
 - CSP compliance to the guideline document
 - An assessment that examined the following aspects
 - Drafting and compliance of CSP
 - Alignment of CGP and CSP
 - CSP overarching focus and gender coverage in CSP
 - Reporting - data, indicators, outcomes (there was a separate assessment for Gender Strategy indicators, see Appendix 7.12)

Analysis and Findings

This section presents an analysis of the assessment exercise in terms of the drafting and compliance of the CSP; the alignment of the CSP and the CGP; the overarching focus of the CSP; coverage of gender in the CSP; and reporting in terms of data, indicators and outcomes.

Drafting and compliance of CSP. Table 14 below presents the overarching findings pertaining to drafting and compliance of the CSPs with selected criteria:

Table 14: Overarching findings related to drafting and compliance of CSPs

Criteria	Findings
Were gender specialists involved in development of the CSP?	Mauritania and Côte d'Ivoire list a gender specialist. Nigeria and Equatorial Guinea do not list a gender specialist. For the other CSPs, it is not possible to determine this, as the CSP does not include a list of team members and peer reviewers.
Does the CSP follow the document guideline? If not, what sections differ?	None of the CSPs fully complied with the guideline (see next section).
(if no CGP) Is there a reference to any other type of CGP, like gender analysis by other institutions?	None of the CSPs without CGPs mentioned or referenced another type of CGP. They all mentioned some alignment with the AfDB but not specifically in terms of gender.

A review of the overall compliance of each CSP is contained in Appendix 7.13. There is a varied level of compliance with the main CSP body requirements (excluding the appendices), where Uganda is the most compliant, followed by Côte d'Ivoire. The main areas of non-compliance are listed in Table 15:

Table 15: Summary of non-compliance of CSPs

Section	Sub-section	CSPs
Country/regional context and prospects	Sector Context	All
	Aid Coordination Mechanisms, Bank Positioning and Comparative Advantage	Côte d'Ivoire, Equatorial Guinea, Mozambique
	Strengths and Opportunities, Weaknesses and Challenges	Côte d'Ivoire
Key findings of country/ regional portfolio performance review	Ongoing portfolio	Mauritania, Tunisia, Nigeria
	Portfolio performance	Mauritania, Tunisia, Nigeria
	Strategic and operations challenges	Mauritania, Tunisia, Equatorial Guinea; Mozambique, Nigeria
Lessons learned	N/A	Mauritania, Tunisia
Bank group strategy	Indicative Lending / Non-Lending Program	Côte d'Ivoire, Tunisia, Equatorial Guinea, Mozambique
	Dialogue	Mozambique

³² The guideline document provided to us is dated May 2019. It is not clear whether the CSPs were based on a version before this one.

	Financing the Strategy	Tunisia, Equatorial Guinea, Mozambique, Nigeria
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Alignment between CGP and CSP

Both Mauritania and Uganda mention an alignment between the CGP and the CSP – see Table 16 for more detail:

Table 16: Alignment between CGPs and CSPs

Questions	Findings
(If CGP) Does it describe how the CGP informed the development of the CSP?	The Mauritanian CSP is based on the Bank’s strategic frameworks and operational priorities as well as the conclusions of the analytical work carried out by the Government, the Bank and other Technical Financial Partners (specific mention of the Gender Profile in Mauritania). No mention of this in Uganda.
(If CGP) Does the CGP describe how it is intended to inform the CSP?	The Ugandan CGP aims to facilitate the systematic integration of gender considerations into the formulation of the planned 2017-21 CSP for Uganda, preparation of which began in early 2016. No mention of this in Mauritania.

There is evidence that the Ugandan CSP drew on and included key information from various strategic documents (including the CGP and GS). There is a clear link between the recommendations made in the Uganda CGP and the CSP - although not all of the recommendations were addressed in the CSP. The Mauritania CSP reports that it drew on various strategic documents (including the CGP) and role-players, but, compared to Uganda, there is limited evidence that demonstrates that the CGP was incorporated in the CSP.

CSP overarching focus and Coverage of Gender. Three CSPs, Mauritania and Uganda (both have CGPs) and Mozambique (no CGP), explicitly describe how gender is covered in the key focus areas of the CSP strategy. Tunisia, Nigeria and Equatorial Guinea are rated as ‘partly’ as in each case, gender is not specifically covered as thoroughly (Table 17).

Table 17: Coverage of gender in key focus areas of the CSPs

CSP	Coverage of gender in key focus areas	Does CSP have a CGP?
*Mauritania (2015)	Yes	Yes
*Uganda (2015)	Yes	Yes
Tunisia (no date)	Partly	No
Nigeria (2018)	Partly	No
Equatorial Guinea (2018)	Partly	No
Mozambique (2018)	Yes	No

Appendix 7.14 provides a detailed summary of the key focus areas for each CSP as well as how gender is covered in each instance. In terms of general coverage of gender throughout the Bank’s CSP document, the countries with CGPs fared better than those without CGPs. Some examples are:

- Nigeria did not mention gender at all with regard to these areas.
- Gender features more prominently in Mauritania, Uganda and Mozambique (country without a CGP). Mozambique and Equatorial Guinea fared best out of those without CGPs.
- Mauritania and Uganda include substantial sections (contained within the Annexures) that cover content similar to that contained in the CGP³³.
- Tunisia’s CSP includes an Annex on the “Synthesis of the Guidance Note for the Preparation of the 2016-2020 Development Plan” - this document unpacks the blueprint for society and development model that is based on four objectives. These objectives include inclusion (with specific mention of gender) as a key determinant of equity.
- Mozambique includes a discussion on gender in its Fragility Assessment.

With a specific focus on ‘Social Context and Cross-cutting themes’, gender was examined in terms of the extent to which it was covered in four aspects (see Table 18).

³³ It is not possible to determine whether the CGP was used as a basis for these Annexures, but it would make sense for it to do so.

Table 18: Gender coverage in CSP (without CGP) by specific items

If gender features in the CSP, does it describe the following (under Social Context and Cross-Cutting Themes):	*Mauritania	*Uganda	Tunisia	Nigeria	Equatorial Guinea	Mozambique
Gender dimension of poverty	Y	Y	Y	N	Y	Y
Adherence to regional/international commitments to ensure gender equity	Y	Y	N	N	Y	N
Women representation in parliament/ public institutions	Y	Y	Y	N	Y	Y
Degree of gender-mainstreaming into public policies/ strategies.; Government policies/ strategies to tackle gender imbalances	Y	Y	Partly	N	N	Y

None of the CSPs included reference to gender checklists or social and environmental safeguards.

Reporting - data, indicators, outcomes

All the CSPs included comparative sex-disaggregated data for socio-economic indicators:

- Gender-Related Development Index Value
- Labour Force Participation - Female (%)
- Sex Ratio (per 100 female)
- Female Population 15-49 years (% of total population)
- Life Expectancy at Birth - Female (years)
- Total Fertility Rate (per woman)
- Maternal Mortality Rate (per 100,000)
- Women Using Contraception (%)
- Primary School - Female
- Secondary School - Female
- Primary School Female Teaching Staff (% of Total)
- Adult literacy Rate - Female (%)

Three CSPs also included gender-sensitive sex-disaggregated indicators that speak to selected MDGs / SDGs (shown in Table 19).

Table 19: Coverage of gender-sensitive sex disaggregated indicators to refer to MDGs/SDGs

Mauritania and Uganda reported on the following:	Nigeria reported against these indicators:
<ul style="list-style-type: none"> • Literacy rate, youth female (% of females ages 15-24) • Proportion of seats held by women in national parliaments (%) • Ratio of female to male primary enrolment • Ratio of female to male secondary enrolment • Contraceptive prevalence (% of women ages 15-49) • Maternal mortality ratio (modelled estimate, per 100,000 live births) • Prevalence of HIV, female (% ages 15-24) 	<ul style="list-style-type: none"> • Proportion of women aged 20-24 years who were married or in a union before aged 18 years • Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting (FGM) • Proportion of seats held by women in national parliaments (%)

Notably, none of the CSPs represent indicators related to key AfDB areas of interventions or sectors (i.e. agriculture) or women's status indicators related to women's land's rights or gender norms as can be found in data on intra-household decision-making.

Table 20 presents a summary of how the CSPs fared in terms of coverage of gender in their CSP/RISP Results-Measurement Frameworks.

Table 20: Coverage of gender in the CSP/RISP Results-Measurement Framework

CSP/RISP Results-Measurement Framework components	*Mauritania	*Uganda	Tunisia	Nigeria	Equatorial Guinea	Mozambique
CSP/RISP Results-Measurement Framework - Does the CSP include gender-sensitive M&E: sex-disaggregated outcomes?	Y	Y	N	Limited	Limited	Limited
(If CGP) CSP/RISP Results-Measurement Framework - Does CSP include indicators from the CGP?	N	N	NA	NA	NA	NA
CSP/RISP Results-Measurement Framework - Does CSP include sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars?	N	Y	Partly	N	N	N

The CSPs that were preceded by CGPs (Mauritania and Uganda) included a number of sex-disaggregated outcomes; none of the gender-sensitive outcomes such as decision-making or household data were included³⁴. Nigeria, Equatorial Guinea and Mozambique make very limited reference to gender-sensitive sex-disaggregated outcomes, whilst Tunisia does not include any. Table 21 presents the identified outcomes:

Table 21: Summary of gender-related outcomes presented in CSPs

CSP	Gender-related outcomes ³⁵
*Mauritania (2015)	<p>PILLAR I: Promote Agricultural Transformation</p> <ul style="list-style-type: none"> 75 fish tanks built, 20% of them for women (expected at the end of the CSP period in 2020) 10 fish tanks built (20% of them for women) (expected at the end of the CSP period in 2018) 100 erosion- and surface runoff-control facilities set up, at least 30% of them allocated to women's groups (output - (expected by 2020)) 300 ha of developed and irrigated land for market gardening allocated to women's groups (expected in 2018) 30 ha of small irrigation areas each measuring 2 ha for women's groups (output - (expected by 2020)) <p>PILLAR II: Increase Power Supply</p> <p>Persons involved in mini-networks management trained (30% of them women) (output (expected by 2020))</p>
*Uganda (2015)	<p>PILLAR I: Infrastructure Development for Industrialisation</p> <ul style="list-style-type: none"> Training of 150 nationals, comprising of 50% men and 50% women, in transport sector related areas (Output - by end-2021) No. of farmers (50% Women) accessing improved farm inputs (seed and fertiliser) (output - by end 2021) No. of farmers and value chain operators (50% women) accessing agricultural loans (output - by end 2021) <p>PILLAR II: Skills and Capacity Development</p> <ul style="list-style-type: none"> The country' training in vocational skills training is increased by 250% (from 60,000 in 2015 to 160,000) by 2021 of whom 50% are women (outcome - by end 2021) 100,000 (50% being women) trained in skills through formal and non-formal programs (output by end 2021)

³⁴ In some instances, the CSP/RISP Results-Measurement Frameworks conflate outcomes, outputs and indicators and as such, where appropriate, outputs are listed in this table too.

³⁵ In selected cases, the 'outcomes' referred to in the CSP documents could rather be defined as outputs as per standard M&E methodologies. For the sake of consistency, the terminology used in this report reflects that of the CSP.

CSP	Gender-related outcomes ³⁵
	<ul style="list-style-type: none"> 400 technical teachers (40% women) trained through project scholarships (output by end 2021)
Nigeria (2018)	<p>PILLAR I: Supporting the Development of a Sound Policy Environment and Social Inclusion</p> <ul style="list-style-type: none"> Employment generation and livelihood opportunities enhanced in the North East - 3000 (50% female) of youth and women trained in Tailored TVET – artisan related skills including life skills and entrepreneurship (output) Jobs created from interventions direct/ indirect (out of which are youth male/ female)
Equatorial Guinea (2018)	<p>PILLAR I: Supporting Agricultural Transformation for Economic Diversification</p> <ul style="list-style-type: none"> Number of producers and processors trained using new technologies and practices (broken down by gender) (output) <p>PILLAR II: Building Capacity in Public Policy Design and Implementation</p> <ul style="list-style-type: none"> Effective gender empowerment in technical, vocational and scientific fields
Mozambique (2018)	<p>PILLAR II: Support to Agricultural Transformation</p> <ul style="list-style-type: none"> 1400 Man & 500 Women graduated in agriculture and science fields (output)

In terms of whether the CSP/RISP Results-Measurement Framework includes indicators from the CGP, there is no evidence of indicators in the CGP for either Mauritania or Uganda. CSPs from Tunisia and Uganda were the only ones that included sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars in the CSP/RISP Results-Measurement Framework. The relevant indicators covered are summarised in Table 21 below (consult Appendix 7.15 for examples of indicators listed for each).

Table 22: Coverage of Sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars in CSPs

Sex-disaggregated indicators	CSPs
Increased number of women in Africa with improved access to services	Tunisia
Increased access to financial resources by women	Uganda
Improved economic opportunities for women	Tunisia, Uganda
Increased access to skills and training by women in Africa	Uganda

Summary of Findings

Key Findings

STUDY COMPONENT	KEY QUESTION/S	KEY FINDINGS for LIST COUNTRIES
<p>Component 1: An analysis of a selection of AfDB CGPs</p>	<p>1. To determine to what extent the CGPs that were developed after 2015 have/ are incorporating the guidelines from the 2015 CGP guideline document.</p>	<ul style="list-style-type: none"> • There was good level of adherence to the CGP principles with regard to providing evidence-based analysis; serving as a decision-making tool; underpinning the CSP (in so far as the CGP speaks to the development of the CSP); and how the document was drafted. All four countries report that the CGP was a collaborative effort from a team of representatives that usually consisted of a drafting team as well as peer reviewers. • The CGPs reviewed all referenced gender-relevant data or the need thereof; no CGPs cited literature and research on gender-specific or gender-relevant issues. • All four CGPs appear to have adopted a mainly 'core CGP' and have largely adhered to the guidelines set by the guideline document for this. • There is evidence that the CGPs have addressed some of the issues that emerged during the review of previous CGPs.
<p>Component 2: A comparison between a selection of AfDB CGPs and similar CGP-type documents from other comparator organisations</p>	<p>2. To assess the quality of the content and information provided in the CGPs in terms of:</p> <ul style="list-style-type: none"> • How the same sectors (agriculture, water sanitation) are covered methodologically (quantitatively and qualitatively) • Quality (context, depth of information, use of M&E evidence) • Men's engagement • Attribution versus contribution <p>3. To compare this assessment with assessments of the same dimensions in other institutional equivalent documents.</p>	<p>Sectoral Analysis</p> <p>The 15 main sectors that the AfDB³⁶ operates in were used to map the AfDB and other CGP documents³⁷. Across the countries, the sectors that were included/covered most in AfDB CGP countries, were agriculture (apart from Central African Republic). One of the comparator organisations, FAO, is focus exclusively in agriculture. This was also the case for comparator organisations with agriculture included in every document. Other prevalent sectors across the AfDB CGPs included education, health, infrastructure, gender, water supply and sanitation. Followed by economic and financial governance, human capital development and private sector. There was a slight overlap with comparator CGP-type documents in the sectors of health and education. Sectors with few data included climate change, information and communication technology, and industrialisation.</p> <p>AfDB CGPs also included gender equality and/or women's empowerment in five Profiles, namely Côte d'Ivoire, Kenya, Liberia, Mauritania and Zambia (compared to one comparator profile, namely the World Bank's profile on Kenya). Comparator organisation's documents did not include the following: energy and power, information and communication technology, industrialisation, water supply and sanitation. Neither sets of documents included explicit references to topics that could be mapped to the following broad priority themes: Regional economic integration, Fragile States (apart from AfDB's Burundi Profile), Light and Power Africa, Industrialise Africa, Integrate Africa and Knowledge Management and Capacity-building³⁸.</p> <p>Analysis of Data Sources Provided</p> <p>Across both the AfDB and comparator organisation CGPs, most country profile documents include a description of data collection methodology and detail on the types of fieldwork activities undertaken³⁹. Most AfDB CGPs and comparator organisation CGPs followed either mixed methods or qualitative methods. In terms of fieldwork, all</p>

³⁶ <https://www.afdb.org/en/topics-and-sectors/sectors/gender/>

³⁷ Please refer to Appendix 7.9

³⁸ These are the AfDB key areas of focus/ strategic priorities so it is reasonable to expect that the comparator organisations would not necessarily focus on the same aspects as the AfDB.

³⁹ Please refer to Appendix 7.9

STUDY COMPONENT	KEY QUESTION/S	KEY FINDINGS for LIST COUNTRIES
	<p>4. To determine how AfDB could improve or what they are currently doing well, comparatively.</p>	<p>AfDB CGPs included in the analysis indicated they had conducted some type of in-country research activities (apart from Comoros where it was unclear whether this had taken place). Two comparator organisations indicated not having conducted any in-country research activities (World Bank's Kenya Profile and UNDP's Uganda Profile). For those who indicated having conducted in-country research activities, most included engagements with government representatives as well as civil society representatives. Donor organisation representatives were included to a lesser extent (specifically among comparator organisations). Most AfDB CGP included "sense making/ stakeholder input/feedback" into the process while this was less widely used by comparator organisations.</p> <p>Most profile documents reported using different statistics and indices to inform the document. Apart from the AfDB profile for Comoros and the World Bank's profile of Kenya, document review and policy analysis were widely used. The profile documents also refer to other development agencies and donor organisations. Monitoring and evaluation data from previous project implementation (by the organisations included in the study), was not included by any of the organisations. While it is not clear why, one logical assumption is that these data do not exist.</p> <p>Analysis of Context Provided</p> <p>Across both the AfDB and comparator organisation CGPs, all country profile documents and AfDB documents include detail on the state of GEWE in the country⁴⁰. Comparator organisations mostly provided this information, apart from the World Bank's Kenya Profile and FAO's Uganda Profile. These two countries had classified data, thus only providing these data to some degree but not comprehensively. With the exception of Comoros, FAO Sierra Leone and Comoros, the country profile documents were found to provide an in-depth analysis of country contexts in most cases.</p> <ul style="list-style-type: none"> • Profile documents were also assessed in terms of their analysis of background contexts that highlight root causes of structural inequalities. These kinds of analysis did not take place consistently among comparator organisation documents, with only a handful of documents containing some mention of background contexts. AfDB Profile documents mostly included background analysis, apart from Comoros and Kenya which provided background information to some degree though not comprehensively. • Sex-disaggregated data were used in most AfDB profile documents and to some extent in the comparator documents. The most common areas of indicators used in the CGPs are national demographic indicators as well as women's health indicators (such as life expectancy, antenatal care, etc.) and labour force participation indicators. They also make use of the Core Welfare Indicator Questionnaire. Kenya, for instance, also made use of sex disaggregated indicators in an agricultural development project. In addition, only one profile document, the FAO profile on Liberia, reported the use of gender markers. • None of the documents referenced men's engagement. • In terms of contribution and attribution of interventions aimed at GEWE, there were no discussions on how these were tracked in such a way as to determine the role that the relevant development organisation played in the achievement of overall outcomes related to GEWE at a country level.

⁴⁰ Please refer to Appendix 7.9

STUDY COMPONENT	KEY QUESTION/S	KEY FINDINGS for LIST COUNTRIES
		<p>Analysis and Comparison of Recommendations</p> <p>The recommendations emerging from the profile documents were analysed according to the type of recommendations made. The level of detail in the recommendations speaks to the level of details included in the analysis and findings of the documents. These recommendations were compared within AfDB documents as well as between AfDB and comparator organisations. The table in Appendix 7.10 provides a summary of the recommendations per country and organisation. These have been further synthesised to include: i) an assessment of how extensive the recommendations were, and ii) their main focus areas and learning relevant for AfDB.</p> <p>The AfDB CGPs generally provide recommendations that target a number of the priority sectors that have been earmarked by the Bank as focus areas. These include but are not limited to land and property rights for women, access to economic opportunities and including women in decision-making processes. Some of the recommendations also include who the recommendations are aimed at, either the Bank or the relevant country government. The recommendations are action focused, providing guidance on which levels of societies and communities to include as well as what types of actions should be taken to advance GEWE in these countries. Examples include forming partnerships with women's/ other civil society organisations or strengthening capacity among various role players, such as government ministries or men's/women's groups. Recommendations aimed at internal Bank processes included strengthening institutional capacity for implementing gendered programming and ensuring the collection and analysis of sex-disaggregated data and M&E, without explicit reference to use of that data for programming purposes.</p> <p>The recommendations analysed from comparator organisations include a few country profiles from the FAO, focused on agriculture with recommendations skewed towards that sector⁴¹. Many of these comparator profiles have included reference to country legal frameworks that underpin certain discriminatory laws regulating access to land and tenure of land, i.e. Kenya, Liberia, Sierra Leone, Uganda and Zambia. Also, mention is made of women's access to economic opportunities specifically in agriculture as well as reference to value chains and including these in gendered work. As with the AfDB, there was a focus on need for sex-disaggregated data and M&E.</p> <p>Both sets of gender profile documents largely provide detailed recommendations that speak to the sectoral priorities (however no recommendations were provided in the AFD Profiles).</p> <p>Key strengths/weaknesses of CGP documents</p> <p>Most of the AfDB CGPs provide a good overview of the context of each country and also provide a well laid-out and broad analysis of the gender issues in the countries. However, a few of the AfDB CGPs are lacking in detail related to a few aspects.</p>
<p>Component 3: A comparison between a selection</p>	<p>1. To determine if there is any evidence that the CGP was</p>	<p>There is a varied level of compliance with the main CSP body requirements (excluding the appendices), where Uganda is the most compliant, followed by Côte d'Ivoire. Both Mauritania and Uganda mention an alignment between the CGP and the CSP. The Mauritania CSP reports that it drew on various strategic documents</p>

⁴¹ The AfDB CGPs that provide some comparative information in agriculture include Liberia and Uganda.

STUDY COMPONENT	KEY QUESTION/S	KEY FINDINGS for LIST COUNTRIES
of AfDB CSP from countries who had developed a preceding CGP and those who had not	<p>been used in the development of the CSP, in terms of:</p> <ul style="list-style-type: none"> Indicators: reference to CGP in CSP; 2014-2018 Gender Strategy Pillars Use of gender-sensitive M&E: sex-disaggregated indicators, outcomes. Gender Checklists Involvement of Gender specialists in development of CSPs Environmental Safeguards <p>2. If so, to what extent has this been used (in which sections and in what way)?</p>	<p>(including the CGP) and role-players, but there is not a lot of evidence that shows that the CGP was actually incorporated in the CSP. There is more evidence that the Ugandan CSP drew on and included key information from various strategic docs (including the CGP and GS). There is a clear link between the recommendations made in the CGP and the CSP - although not all of the recommendations were addressed in the CSP.</p> <p>None of the CSPs included gender checklists or environmental safeguards; however, all the CSPs included gender-sensitive sex-disaggregated comparative socio-economic indicators. Three CSPs (Mauritania, Uganda, Nigeria) included gender-sensitive sex-disaggregated indicators that speak to the Millennium Development Goals/Sustainable Development Goals.</p> <p>The CSPs that were preceded by CGPs (Mauritania and Uganda) included a number of gender-sensitive sex-disaggregated outcomes. Nigeria, Equatorial Guinea and Mozambique (no CGPs) make very limited reference to gender-sensitive sex-disaggregated outcomes, whilst Tunisia (no CGP) does not include any.</p> <p>In terms of whether the CSP/RISP Results-Measurement Framework includes indicators from the CGP, there is no evidence of indicators in the CGP for either Mauritania or Uganda. CSPs from Tunisia (no CGP) and Uganda (CGP) were the only ones that included sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars in the CSP/RISP Results-Measurement Framework.</p>
	<p>3. Is there a difference to which degree gender is addressed in CSPs where CGP preceded CSP development?</p>	<p>Overall, there appears to be a correlation between better gender coverage in CSPs where there is a CGP that preceded it. The extent to which the CGP was used meaningfully and intentionally in the CSP appears to be country specific. Three CSPs, Mauritania and Uganda (both have CGPs) and Mozambique (no CGP), explicitly describe how gender is covered in the key focus areas of the CSP strategy. Tunisia, Nigeria and Equatorial Guinea (no CGPs) are rated as 'partly' as in each case, gender is not specifically covered as thoroughly.</p>
	<p>4. Are the CSPs that had a CGP preceding it, more gender-focused than CSPs with no CGP?</p>	<p>Of those without CGPs, Mozambique fares the best in terms of gender 'coverage' in the CSP. Although it features rather prominently in the sections discussed, it still does not feature enough in the results-based framework, with very little focus on sex-disaggregated outcomes/outputs.</p>
	<p>For those countries with a CSP but no CGP:</p> <p>5. Is there a difference in how all of the above issues are addressed, if at all?</p>	<p>In terms of general coverage of gender throughout the CSP document, gender features more prominently in Mauritania (CGP), Uganda (CGP) and Mozambique (no CGP). With a specific focus on gender coverage in "Social Context and Cross-cutting themes", the countries with CGPs fared better than those without CGPs. Mozambique and Equatorial Guinea fared best out of those without CGPs. Nigeria did not mention gender at all with regard to these items.</p>
	<p>6. Is there a reference to any other type of CGP, like gender analysis by other institutions?</p>	<p>None of the CSPs without CGPs mentioned or referenced another type of CGP-type analysis or sectorial gender documents. They all mentioned some alignment with the AfDB priorities, but not specifically in terms of gender or inclusivity.</p>

Appendices

Appendix 1. List of Documents Consulted

Component	Country	Region	Doc 1 type	Doc 1 year	Doc 1 Language	Doc 2 type	Doc 2 year	Doc 2 Language
1: Analysis of AfDB CGPs	Cape Verde	West Africa	CGP	2018	English	NA		
	Côte d'Ivoire	West Africa	CGP	2015	French			
	Kenya	East Africa	Gender Note	2017	English			
	Madagascar	Southern Africa	CGP	2017	French			
2: Comparison of AfDB CGPs and CGP-type documents from Other Organisations	Burundi	East Africa	CGP	2011	French	USAID	2017	English
	Central African Republic	Central Africa	CGP	2011	French	AFD	2016	French
	Comoros	East Africa	CGP	2010	English	AFD	2016	French
	Côte d'Ivoire	West Africa	CGP	2015	French	JICA/AFD	2016	English
	GHANA	West Africa	CGP	2008	English	FAO, AFD	2018	English
	Kenya	East Africa	CGP	2017	English	World Bank/ USAID/ AFD	2016	French
	Liberia	West Africa	CGP	2014	English	FAO	2018	English
	Madagascar	Southern Africa	CGP	2017	French	AFD	2016	French
	Mauritania	North Africa	CGP	2015	English	AFD	2016	French
	Sierra Leone	West Africa	CGP	2011	English	FAO	2018	English
	Uganda	East Africa	CGP	2015	English	USAID/UNDP/FAO	2018	English
	Zambia	Southern Africa	CGP	2006	English	FAO	2018	English
3: Comparison between AfDB CSPs from Countries with and Without CGPs	Côte d'Ivoire	West Africa	CGP	2015	French	CSP	2017	French
	Mauritania	North Africa	CGP	2015	English	CSP	2016	English
	Uganda	East Africa	CGP	2015	English	CSP	2017	English
	Nigeria	West Africa	NA			CSP	2018	English
	Mozambique	Southern Africa	NA			CSP	2018	English
	Tunisia	North Africa	NA			CSP	Not clear	English
	Equatorial Guinea	Central Africa	NA			CSP	2018	English

Appendix 2 Component 1: Assessment Framework - Key CGP Principles

CGP Principles	Notes from Guideline Document	Assessment Criteria
		Have literature and research on gender-specific or gender-relevant issues Have gender-specific or gender-relevant data Have gender-specific or gender-relevant data that is up-to-date Size of country (population) Contribution to Africa's GDP
Evidence-based analysis	The new Gender Profile needs to move beyond description to more rigorous analysis of the issues arising from the observed gender differences, so as to identify both constraints and opportunities that might arise in promoting gender equality.	Identifies constraints and opportunities that arise in promoting gender equality
Demand-driven	The new Gender Profile needs to be demand-driven, whether the demand emanates from the Country Department, sector units, or the RMC itself. This is an essential determinant of ownership of the process of elaborating a CGP.	<i>This item was not included in the assessment - reviewers were uncertain how to determine this from the reading of the CGPs</i>
A decision-making tool	The new Gender Profile needs to be targeted to decision-makers in both the Bank and the RMC, and should bring out policy and operational issues of relevance to decision-makers. It should be seen as an instrument of dialogue with the country on gender issues relevant for AfDB work.	Identifies policy and operational issues of relevance to decision-makers
Underpin the CSP	Preparation of the New Gender Profile should be closely aligned with preparation of the CSP. This should include using the New Gender Profile to inform the content and focus of the proposed Country Gender Analysis Note that is to be annexed to future CSPs	Reference to CGP in the development of the CSP
Responsibility of the CGP (pg. 6)	Having wider country team and management responsibility for the Gender Profiles can be seen as a way of strengthening ownership of gender issues at the country and sector level, and of making it more likely that the resulting Gender Profile will be of relevance for, and be used by, the people whose work the Gender Profile is intended to inform. Responsibility for the Gender Profile should not remain solely with Quality Assurance & Results Department (ORQR). Instead, responsibility should be shared with the Country Department (country economist and/or key sector staff).	Responsibility for CGP shared between ORQR and Country Department (country economist/ key sector staff)
Drafting of CGP	The Gender Profile should be done as a collaborative exercise, involving a wider range of actors, and the role of ORQR4 should evolve away from direct responsibility for Gender Profiles to one of providing policy guidance, technical support, and quality control. One option to consider as a first step would be the designation of co-task managers for a	Drafted collaboratively

CGP Principles	Notes from Guideline Document	Assessment Criteria
	<p>Gender Profile, involving ORQR4 and the country economist (or a key sector staff member, if warranted by country needs and circumstances).</p> <p>Where possible, the new Gender Profile should be undertaken as a collaborative effort involving a broad range of departments including ORQR, the country economist, staff in the main sectors operating in the country, and key in-country counterparts. This will further strengthen ownership of the Profile by the country team and the sectors, and improve its usefulness for operations.</p>	<p>Included wide range of actors</p>

Appendix 3 Component 1: Assessment Framework – CGP Product and Process Options (1)

Options Matrix for Reform of AfDB Country Gender Profiles			
	<i>The Gender Profile is split into four distinct products, which could, as needed, be produced at different times or stages of the project or CSP cycle and involve different skill profiles in their preparation.</i>		Assessment criteria
	<i>Source: Annex 4: 2015 AfDB CGP Options paper</i>	<i>Source: Annex 4: 2015 AfDB CGP Options paper, pg. viii</i>	
Country Gender Strategy Review (20 pages)	Provide a brief and succinct analysis of gender issues in the RMC that are specifically related to the three focus areas articulated in the gender strategy and that are aligned with the five operational priorities and areas of special emphasis of the Bank's Ten-Year Strategy (TYS).	Three focus areas in Gender Strategy TYS's five operational priorities and two areas of special emphasis	
Country Gender and Growth Review	Focus on both macroeconomic and sector economy issues from a gender perspective.	Macro and sector economy issues from gender perspective	Focuses on macro and sector economy issues from gender perspective.
	Identify and analyse gender differences in obstacles and opportunities and examine macroeconomic and sector linkages between gender and economic growth in the RMC, with particular emphasis on both "inclusive" and "green" growth, consistent with AfDB's overarching objectives in the TYS.	Focus on differences in economic roles and opportunities	Focuses on differences in economic roles and opportunities.
Sector Gender	Set of sector-Specific Gender Reviews (SGR) in the form of brief issues notes, focused, at least initially, on: i) the five operational priorities and the two other areas of special emphasis of the Bank's TYS; and (ii) the specific sectors in which the AfDB is operating in the RMC concerned. Draws from Anne 4 - see next Addendum for details.	Five operational priorities of the TYS and priority sectors in the RMC concerned. (Thematic, or issue-focused, Sector Gender Review could also be undertaken.)	Provides sector-SGR focused on: i) the five operational priorities and the two other areas of special emphasis of the Bank's TYS; and ii) the specific sectors in which the AfDB is operating in the RMC concerned.
Core CGP	Compiles key sex-disaggregated and gender-relevant data and information specific to the RMC, to provide a necessary foundation and context for addressing gender in the areas identified by the TYS and Gender Strategy.	Key gender data and information specific to the RMC.	Provides key gender data and information specific to RMC.
		Designed to provide a necessary foundation and context for addressing gender in the areas identified by the TYS and gender strategy.	Provides foundation and context for addressing gender in the areas identified by the TYS and gender strategy.

Appendix 4 Component 1: Assessment Framework – CGP Product and Process Options, Sector Gender Review (2)

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
LEGAL STATUS AND PROPERTY RIGHTS			
Infrastructure	Nothing specified.	Lack of judicial infrastructure, making access difficult in specific regions/areas.	
Regional integration	Work with RMCs to promote women's entrepreneurship opportunities through legal re-form and gender-responsive regulatory frameworks.	Spell out the legal & regulatory issues affecting women's entrepreneurship, and what legal reforms are required.	Identifies legal & regulatory issues affecting women's entrepreneurship, and what legal reforms are required.
	Promote services to support gender-responsive trade agreements and cross-border trade.	Document nature and extent of cross-border trade (and migration) and specify key gender issues and needs for services.	Identifies nature and extent of cross-border trade (and migration) and specify key gender issues and needs for services.
Private sector development	Work to "level the playing field" for women and improve their economic opportunities and incomes.	Establish through diagnostic analysis what business climate issues affect women and what reforms are required.	Establishes through diagnostic analysis what business climate issues affect women and what reforms are required.
		Assess what infrastructure requirements would be prioritized to meet the needs of women entrepreneurs.	Assesses what infrastructure requirements would be prioritized to meet the needs of women entrepreneurs.
	Work with RMCs to improve the general business climate and reduce barriers in labour policies and land rights.	Spell out the legal & regulatory issues affecting women's entrepreneurship, and what legal reforms are required.	Identifies legal & regulatory issues affecting women's entrepreneurship, and what legal reforms are required.
	Advocate for affirmative action in favour of women, women-owned businesses, and participation in the private sector (formal economy, company boards).	No possible tasks mentioned.	
Governance and accountability	Improve frameworks/policies that enable gender equality, promote gender-responsive budgeting, public financial management, accountability and transparency.	Data on men's and women's participation in governance structures at national and local levels. Inter-Parliamentary Union (IPU)	Provides data on men's and women's participation in governance structures at national and local levels. (IPU)
		Data on men's and women's representation in the judiciary (lawyers, judges).	Provides data on prevalence and incidence of GBV and role of law in addressing it.
		Data on gender-responsive budgeting, public financial management, accountability and transparency?	

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
	Justice sector reforms that protect and advance women's rights and reduce gender-based violence.	<p>Analysis of men's and women's different access to justice and different degrees of protection under the law.</p> <p>Data on prevalence and incidence of GBV and role of law in addressing it.</p> <p>Data on intra-household decision-making and power structures at household level.</p> <p>Role of customary and religious law in countries that have dual or multiple legal systems.</p>	<p>Analyses men's and women's different access to justice and different degrees of protection under the law.</p> <p>Provides data on prevalence and incidence of GBV and role of law in addressing it.</p> <p>Provides data on intra-household decision-making and power structures at household level.</p> <p>Assesses role of customary and religious law in countries that have dual or multiple legal systems.</p>
Skills and technology	Nothing specified.	<p>Legal literacy as critical for both men and women. Understanding what legal rights people have.</p> <p>Use of mobile technology to improve access to relevant information and to improve security (Blair Foundation).</p>	<p>Explains legal literacy as critical for both men and women. Understanding what legal rights people have.</p> <p>Explains use of mobile technology to improve access to relevant information and to improve security (Blair Foundation).</p>
Agriculture and food security	Strengthen support for women's land tenure security as part of dialogue on legal reforms.	Analysis of men's and women's land rights, use rights, and access to land.	Analyses men's and women's land rights, use rights, and access to land.
	In operations, negotiate better tenure security for women farmers in project area.	Land law provisions that discriminate against women.	Identifies land law provisions that discriminate against women.
		Customary inheritance practices.	Identifies customary inheritance practices.
Fragile states	Advocate for legal reforms and harmonization of civil and customary laws to improve women's legal status and property rights.	Same as under governance and accountability, though much more difficult to accomplish in a fragile state.	Identifies the gender-specific dynamics of state fragility.
	Through strategic partnerships with specialized agencies (UN), support efforts to prevent and combat gender-based violence.	What are the gender-specific dynamics of state fragility?	
WOMEN'S ECONOMIC EMPOWERMENT			
Infrastructure	Greater emphasis on rehabilitating and building new facilities to increase access to clean water and decent sanitation and other services.	Document men's and women's roles in, needs for, and uses of infrastructure, including transport, energy, urban, ICT, water supply and sanitation.	Document men's and women's roles in, needs for, and uses of infrastructure, including transport, energy, urban, ICT, water supply and sanitation.

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
		Time use data on fuel, wood and water provisioning at the household level, showing disproportionate burdens on women/girls.	Provides time-use data on fuel, wood and water provisioning at the household level, showing disproportionate burdens on women/girls.
		Examine gender differences in uses of electricity, including productive uses.	Examines gender differences in uses of electricity, including productive uses.
		Analyse key gender differences in household willingness and ability to pay for electricity and other services, and implications for tariff policies, connection charges, and lifeline tariffs.	Analyses key gender differences in household willingness and ability to pay for electricity and other services, and implications for tariff policies, connection charges, and lifeline tariffs.
	Projects will promote affirmative action to increase women's engagement in project design and project-related employment, and the participation of women-owned businesses in the procurement of works and services.	Implications of time uses for labor availability, schooling, health, and environment. (not sure if this is the 'right' fit)	Lists implications of time uses for labor availability, schooling, health, and environment.
	Support to gender-responsive ICT and digital initiatives will promote increased access by women to government services through e-government initiatives and will allow them greater access to markets and relevant information.	Analyse the extent of the gender "digital divide" and the implications for ensuring gender-equitable access to ICT and to e-commerce and e-government.	Analyses the extent of the gender "digital divide" and the implications for ensuring gender-equitable access to ICT and to e-commerce and e-government.
	Roads projects will be designed to reduce incidence of sexual exploitation, abuse and violence, STDs including HIV/AIDS, and unsupported parenthood occasioned by the in-flux of male workers into communities.	No possible tasks mentioned.	
	Provide relevant infrastructure such as feeder roads and marketplaces with gender-responsive design features.	No possible tasks mentioned	
	Rural electrification will promote processing of agricultural products, adding value and reducing post-harvest losses.	No possible tasks mentioned.	

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
Regional integration	Target ongoing initiatives (Programme for Infrastructure Development in Africa and Presidential Infrastructure Champion Initiative) to promote focus on regional and national infrastructure and benefits for women.	No possible tasks mentioned.	
	Work with RECs to strengthen gender-responsive policies, aligned with AfDB Regional integration strategy.	Address regulatory simplification requirements.	Addresses regulatory simplification requirements.
	No actions in Gender Strategy?	Analyse gender dynamics of cross-border trade, and, where appropriate, migration.	Analyses gender dynamics of cross-border trade, and, where appropriate, migration.
	No actions in Gender Strategy?	Conduct analysis of gender differentiated roles in trade activities, and relevance for regional integration priorities.	Provides analysis of gender differentiated roles in trade activities, and relevance for regional integration priorities.
	No actions in Gender Strategy?	Assess extent of sexual and other forms of harassment at border posts, including GBV.	Assesses extent of sexual and other forms of harassment at border posts, including GBV.
Private sector development	Focus on increasing women's access to finance and financial services by supporting financial literacy training for women entrepreneurs.	Identify obstacles to women's access to finance/services.	Identifies obstacles to women's access to finance/services.
	Through partnerships, advocate for innovative and affordable financial products, and social capital, and frameworks conducive to gender equality.	Document gender-based differences in access to financial services (Global FINDEX database, FinMark Trust analyses), and identify implications for provision of financial services.	Documents gender-based differences in access to financial services (Global FINDEX database, FinMark Trust analyses), and identify implications for provision of financial services.
	Address constraints on women's access to quality employment (formal sector, financial services, and markets) through employment and training quotas, preferential procurement, and promoting women's participation in boardrooms and decision-making arenas.	Analyse men's and women's labour force participation, in formal and informal sectors, and gender segmentation of economic opportunity. Discuss implications for expanding opportunities for women.	Analyses men's and women's labour force participation, in formal and informal sectors, and gender segmentation of economic opportunity. Discusses implications for expanding opportunities for women.

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
	Support women's business associations.	No possible tasks mentioned	
	Strengthen women's voice in business environment reform and decision-making.	No possible tasks mentioned	
Governance and accountability	Support initiatives that promote women's ability to influence how decisions are made and how public resources are allocated.	Analyse, at both household and local/national levels, dynamics of decision-making and determinants of power.	Analyses, at both household and local/national levels, dynamics of decision-making and determinants of power.
Skills and technology	Emphasize enabling women and men to take new economic opportunities in the transition to green growth.	Identify/inventory women's associations and other mechanisms of women's voice in the public sphere.	Identifies women's associations and other mechanisms of women's voice in the public sphere.
		Analyse and articulate a clear understanding of the interface between gender inequality and the move toward both inclusive and green growth.	Analyses and articulates a clear understanding of the interface between gender inequality and the move toward both inclusive and green growth.
	Identify gender-specific opportunities in the push for green growth.	Identifies gender-specific opportunities in the push for green growth.	
	Assist women to progress to the formal sector and move out of professions that are precarious through piloting entrepreneurship in incubation hubs.	Assess incentives for women (and men) to stay in or move out of the informal sector, and benefits and costs of each.	Assesses incentives for women (and men) to stay in or move out of the informal sector, and benefits and costs of each.
	Apply good practice, including scholarships and mentoring programs, that reduce gender gaps in this area, emphasizing higher education, science and technology, and vocational and technical training, linked with skills for developing Small and Medium Enterprises (SMEs).	No possible tasks mentioned.	

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
Agriculture and food security	Support initiatives to promote women's access to new and labour-saving agricultural technologies to boost production, including innovative technologies for climate-smart agriculture.	Document men's and women's roles in agriculture (in both food and other crop production systems) and along agricultural value chains.	Documents men's and women's roles in agriculture (in both food and other crop production systems) and along agricultural value chains.
	Support measures to increase women's access to local and regional markets and to add value to farm produce through agro-processing and post-harvest management.	Identify gender-specific obstacles to women's greater contributing to, and benefiting from, agriculture (including diversification).	Identifies gender-specific obstacles to women's greater contributing to, and benefiting from, agriculture (including diversification).
Fragile states	Work through the Fragile States Facility to promote gender equality by engaging on national Poverty Reduction Strategies.	Ensure that the gender dimensions and dynamics of poverty are well understood in the PRS.	Ensures that the gender dimensions and dynamics of poverty are well understood in the PRS.
		Analyse gender dynamics of poverty that go beyond the simple and often misleading distinction between female- and male-headed households.	Analyses gender dynamics of poverty that go beyond the simple and often misleading distinction between female- and male-headed households.
		Conduct participatory analysis of poverty to bring out gender-based differences where relevant.	Conducts participatory analysis of poverty to bring out gender-based differences where relevant.
	Earmark a portion of post-conflict recovery funds to finance projects that aim for GEWE, sound post-conflict governance and elections, and that encourage temporary measures and quotas.	No possible tasks mentioned.	
	Improve women's livelihoods through projects that support income-generation, build micro-enterprise capacity, and provide loans and business development services.	No possible tasks mentioned.	
KNOWLEDGE MANAGEMENT AND CAPACITY BUILDING			
Infrastructure	Endeavor to increase knowledge of gender-sensitive infrastructure planning, and to increase the number of skilled women working in the infrastructure sector.	There is a lot of literature on these topics. The Gender Profiles (and other instruments) could facilitate the task of familiarization. Use good	References literature (e.g. Use good AfDB examples of gender in infrastructure projects.)

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
		AfDB examples of gender in infrastructure projects.	
	Support mobile and other information technologies to deliver health and education services that target rural women.	Address the gender "digital divide" and obstacles to greater inclusion of rural women in health and education services.	Addresses the gender "digital divide" and obstacles to greater inclusion.
Regional integration	Building the GM capacity of regional economic commissions.	Enable women (and men) to know the rules of cross-border movements (transparency) to minimize harassment.	Addresses NB of women (and men) knowing the rules of cross-border movements (transparency) to minimize harassment.
Private sector development	It will emphasize producing information on skills building in business, taking stock of women's entrepreneurship, building women's financial literacy, defining innovative measures to link science and technology with the job market, and analysing the legal barriers women face in the informal sector.	There is much literature on this, it should not be too difficult.	References literature re. private sector investment and gender.
		The Gender Profiles could profile key examples of good practice both analytically and in project design.	Provides examples of good practice both analytically and in project design.
Governance and accountability	Support building RMC's capacity to generate sex-disaggregated data for planning and budgeting as a key foundation for gender-sensitive and gender-responsive policies and programs.	Focus on statistics relevant for governance and accountability, including around participation in public life at different levels, and dynamics of decision-making.	Focuses on statistics relevant for governance and accountability, including around participation in public life at different levels, and dynamics of decision-making.
	Build capacity of national statistics authorities to monitor implementation of gender equality commitments.	Follow up on national statistical offices work to develop gender statistics.	Follows up on national statistical offices work to develop gender statistics.
	Build RMC's capacity in gender-responsive public financial management and accountability.	No possible tasks mentioned.	

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
	Assist RMCs in designing gender policies and strategies by supporting capacity-development of institutions, including for gender.	No possible tasks mentioned	
Skills and technology	Building women's skills in traditional professions and in STEM, through scholarships and affirmative action.	Identify obstacles and stereotypes that keep women out of STEM-type education and occupational streaming.	Identifies obstacles and stereotypes that keep women out of STEM-type education and occupational streaming.
	Partner with institutions (ADEA, UNESCO) to support programs for women scientists.	No possible tasks mentioned.	
	Promote South-South cooperation on skills building for women through partnerships with universities and regional training institutions for capacity-building, technical and vocational training to encourage women's entrepreneurship in rural areas.	No possible tasks mentioned.	
	Technical and Vocational Education and Training (TVET) and higher education to include activities to encourage girls' entrepreneurship and participation in science & technology.	No possible tasks mentioned.	
Agriculture and food security	In line with the focus on "green growth", women farmers will be targeted for training and provision of clean energy technologies and funds such as solar energy and digital connection to appropriate information.	Based on a fuller understanding of gender roles and constraints in agriculture, target training, capacity-building, and extension services to meet gender-differentiated needs.	
Fragile states	Focus on the gender dimensions that inhibit the recovery of fragile states creating a platform for skilled female entrepreneurs to share experience, strengthening institutions, and the state to be more gender responsive.	Analysis of the gender-differentiated experience, and impacts, of fragility.	Analyses the gender-differentiated experience, and impacts, of fragility.

Areas of Gender Focus; Operational Priorities; Areas of Special Emphasis	Actions Outlined in the Gender Strategy	Possible Tasks for Gender Analysis, including Gender Profiles (aligned to actions outlined in GS alongside - red indicates possible gaps)	Assessment criteria
	No actions in Gender Strategy?	Address issues of (female) security, especially as concerns gender-based (intimate partner) violence, and gender violence in conflict.	Addresses issues of (female) security, especially as concerns gender-based (intimate partner) violence, and gender violence in conflict.
	Scale up support for KM and collection of sex-disaggregated data and gender statistics through specialized training and institutions.	No possible tasks mentioned.	

Appendix 5 Component 1: Assessment Framework – CGP Product and Process Options, Core CGP (3)

Description / Criteria	
Profile (descriptive analysis)	Describes the different socioeconomic roles of males and females, including their participation in both the market and household economies.
	Describes gender disparities in human development outcomes and in access to key services.
	Gender differences in economic opportunity and in access to, control over, and use of assets and productive resources.
	Describes the participation of males and females in development decision-making, and in the exercise of voice and agency at national, local, and household/community levels.
A discussion of the country context	Identifies country's policies and priorities.
	Identifies country's legal and regulatory framework.
	Identifies institutional arrangements for implementing its gender and development goals.
	Examines extent to which customs and socio-cultural norms lead (implicitly or explicitly) to gender discrimination and/or gender inequality.
	includes a brief summary of the actions of key donor partners that support the implementation of the RMC's gender policies and commitments.
Summary of the brief review of the gender dimensions of the AfDB's portfolio of ongoing projects in the country	covers all relevant sectors, where the substantive work of the review will have been done in the context of the SGRs.
	This could be a discretionary (optional) component of the profile, depending on country and AfDB needs.
A set of suggested gender-responsive priority policy and operational interventions that the evidence in the preceding sections indicates are important for achieving AfDB's goals in the RMC, in relation both to the over-arching goals of inclusive and green growth, and the "transformative" goals of the gender strategy	Further policy dialogue and consultations, policy design, advisory services, and partnerships;
	Further analytical work, sector and regional strategies and studies, and other work to fill identified knowledge gaps.
	Project activities to be carried out by the RMC, including measures designed to improve integration of gender issues in specific AfDB-supported operations.

Appendix 6 Component 2: List of documents consulted

Country	Region	AfDB CGP			Non-AfDB					
		Year	Language	Title	Year	Language	Agency	Title/s		
Cote D'Ivoire	West Africa	2015	French	CGP (2015)	2013/2016	English and French	JICA/AFD	Country Gender Profile: Cote D'Ivoire (2013) (JICA)	Profil Genre Cote D'Ivoire (AFD)	
GHANA	West Africa	2008	English	CGP (2008)	2016, 2018	English	FAO	National gender profile of agriculture and rural livelihoods (2018)		
Kenya	East Africa	2007, 2017	English	Country Gender Note for Kenya in the context of the Bank CSP 2014 - 2018 mid term Review (2017)	2016	English, English, French	World Bank/USAID /AFD	Kenya Poverty and Gender Assessment 2015/6 (World Bank)	Kenya and East Africa Gender Analysis for Regional Development Cooperation Strategy 2016-2020 (USAID)	Profil Genre Kenya (AFD)
Liberia	West Africa	2014	English	CGP (2014)	2018	English	FAO	National gender profile of agriculture and rural livelihoods (2018)		
Mauritania	North Africa	2015	English	CGP (2015)	2016	French	AFD	Profil Genre Mauritanie (2016)		
Sierra Leone	West Africa	2011	English	CGP (2011)	2018	English	FAO	National gender profile of agriculture and rural livelihoods (2018)		
Uganda	East Africa	2015	English	CGP (2015)	2017/2015/2018	English	USAID/UNDP/FAO	Gender and Social Inclusion Analysis: Uganda (USAID)	Gender and Social Inclusion Analysis: Uganda (UNDP)	National gender profile of agriculture and rural
Zambia	Southern Africa	2006	English	CGP (2006)	2018	English	FAO	National gender profile of agriculture and rural livelihoods (2018)		

Appendix 7 Component 2: Comparator Analysis, by Sector

AfDB Sectors/ Areas of Priority/ Focus Areas	AfDB CGPs												FAO	World Bank Group	USAID	UNDP	AFD	JICA
	Burundi	Central African Republic	Comoros	Côte D'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia	Ghana, Liberia, Uganda, Sierra Leone, Zambia	Kenya	Kenya, Uganda, Burundi	Uganda	Côte d'Ivoire, Mauritania, Comoros, Madagascar, Central African Republic	Côte d'Ivoire
Agriculture and Agro-industries	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Climate Change	Yes			Yes												Yes		
Economic and Financial Governance			Yes		Yes	Yes	Yes		Yes	Yes					Yes			Yes
Education	Yes		Yes	Yes	Yes		Yes		Yes	Yes		Yes		Yes		Yes	Yes	Yes
Energy and Power	Yes						Yes			Yes								
Environment				Yes					Yes	Yes					Yes	Yes	Yes	
Human Capital Development		Yes		Yes					Yes	Yes	Yes					Yes		
Health	Yes		Yes	Yes	Yes		Yes		Yes			Yes		Yes	Yes	Yes	Yes	Yes
Information and Communication Technology				Yes					Yes									
Industrialisation							Yes	Yes										
Infrastructure	Yes		Yes	Yes	Yes		Yes	Yes	Yes	Yes							Yes	Yes
Gender	Yes	Yes		Yes		Yes	Yes	Yes	Yes			Yes		Yes	Yes		Yes	
Private Sector	Yes	Yes		Yes					Yes		Yes					Yes	Yes	
Transport							Yes	Yes	Yes	Yes	Yes						Yes	Yes
Water Supply and Sanitation	Yes		Yes	Yes			Yes		Yes	Yes	Yes							
AfDB TY S Areas of Focus																		
Infrastructure development			Yes	Yes	Yes		Yes		Yes	Yes								Yes

AfDB Sectors/ Areas of Priority/ Focus Areas	AfDB CGPs												FAO	World Bank Group	USAID	UNDP	AFD	JICA
	Burundi	Central African Republic	Comoros	Côte D'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia	Ghana, Liberia, Uganda, Sierra Leone, Zambia	Kenya	Kenya, Uganda, Burundi	Uganda	Côte d'Ivoire, Mauritania, Comoros, Madagascar, Central African Republic	Côte d'Ivoire
Regional economic integration																		
Private Sector development				Yes					Yes		Yes					Yes	Yes	
Governance and accountability	Yes	Yes	Yes						Yes						Yes	Yes		Yes
Skills and technology				Yes					Yes	Yes	Yes					Yes		
AfDB TYS Areas of Special Attention																		
Fragile States	Yes																	
Agriculture and Food security			Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gender				Yes		Yes	Yes		Yes			Yes		Yes			Yes	
AfDB High 5s																		
Light and power Africa																		
Feed Africa				Yes													Yes	
Industrialise Africa																		
Integrate Africa																		
Improve the quality of life for the people of Africa				Yes					Yes								Yes	
Draft GS 2019-2022: Strategic Gender Priority																		

AfDB Sectors/ Areas of Priority/ Focus Areas	AfDB CGPs												FAO	World Bank Group	USAID	UNDP	AFD	JICA
	Burundi	Central African Republic	Comoros	Côte D'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia	Ghana, Liberia, Uganda, Sierra Leone, Zambia	Kenya	Kenya, Uganda, Burundi	Uganda	Côte d'Ivoire, Mauritania, Comoros, Madagascar, Central African Republic	Côte d'Ivoire
Promoting Economic Opportunity (access to services, job creation)				Yes				Yes	Yes			Yes			Yes		Yes	
Developing skills (education, literacy, training)				Yes					Yes	Yes	Yes					Yes		
Enhancing (internal/external) Participation (governance)				Yes				Yes	Yes						Yes	Yes		Yes
GS (2014-2018) Pillar (1-3)																		
Legal status and property rights				Yes			Yes	Yes	Yes								Yes	
Economic empowerment				Yes				Yes	Yes			Yes			Yes		Yes	
KM and capacity building								Yes										
AFAWA: adopts holistic approach 3 pillars																		
strengthening access to financing for women-owned and women-led businesses	Yes								yes									
building the capacity of									yes									

AfDB Sectors/ Areas of Priority/ Focus Areas	AfDB CGPs												FAO	World Bank Group	USAID	UNDP	AFD	JICA
	Burundi	Central African Republic	Comoros	Côte D'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia	Ghana, Liberia, Uganda, Sierra Leone, Zambia	Kenya	Kenya, Uganda, Burundi	Uganda	Côte d'Ivoire, Mauritania, Comoros, Madagascar, Central African Republic	Côte d'Ivoire
women entrepreneurs and financial institutions																		
engaging with and supporting African governments to ensure legal, policy and regulatory reforms required to accelerate women's entrepreneurship		Yes										Yes						
Gender equality and/or women's empowerment				Yes		Yes	Yes		Yes			Yes		Yes				

Appendix 8 Component 2: Comparator Analysis, by Data Source and Context

African Development Bank – Comparators in next table

<i>To provide answers to relevant questions with Yes/ No/ Somewhat OR Unclear where it was difficult to determine</i>	AfDB											
	Burundi	Central African republic	Comoros	Cote d'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia
B. DATA SOURCES												
1. Description of Data collection Methodology provided?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Content of Methodology: 2.1 Quant/ Qual/ Mixed?	Mixed	Qual	Unclear	Mixed	Mixed	Mixed	Qual	Qual	Qual	Mixed	Qual	Qual
2.2 Did in-country engagement (interviews, focus groups, surveys) take place?	Somewhat	Yes	Unclear	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>i. Did engagement include Government?</i>	Yes	Yes	Unclear	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>ii. Did engagement include Civil Society?</i>	Yes	Yes	Unclear	Yes	Yes	Yes	yes	Yes	Yes	Yes	Yes	Yes
<i>iii. Did engagement include donor agencies?</i>	Yes	No	Unclear	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes
<i>iv. Sense-making/stakeholder input/feedback meeting</i>	Yes	Yes	Unclear	Unclear	Yes	Yes	Yes	Yes	No	Yes	Yes	No
2.3 Is there evidence of use of indices and other stats?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.4 Do they mention completing a Doc/Policy review?	Yes	No	No	Unclear	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.5 Do they refer to other dev orgs and their analyses/ stats?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.6 Have they used any M&E evidence to inform new project design and planning?	Somewhat	No	No	No	No	No	No	No	No	No	No	No
C. CONTEXT												
1.1 Provide sufficient detail on the state of GEWE in country?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

To provide answers to relevant questions with Yes/ No/ Somewhat OR Unclear where it was difficult to determine	AfDB											
	Burundi	Central African republic	Comoros	Cote d'Ivoire	Ghana	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Zambia
B. DATA SOURCES												
1.2 Provide sufficient detail on the state of GEWE in sectors?	Yes	Yes	Yes	Yes	Yes	Somewhat	Yes	Yes	Yes	Yes	Yes	Yes
2.1 Is this an in-depth analysis?	Yes	Somewhat	Somewhat	Yes	Yes	yes	Yes	Yes	Yes	Yes	Yes	Somewhat
<i>i. Does it cover the sectors comprehensively?</i>	Yes	Yes	Somewhat	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Somewhat
<i>ii. Does it provide a historical context that highlights root causes of structural inequalities?</i>	Yes	Somewhat	Somewhat	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>iii. Does it identify the effects of root causes on women in society today?</i>	Yes	Somewhat	Yes	Yes	Yes	yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>iv. Does it make use of sex-disaggregated data?</i>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
3. Does it mention anything on Men's engagement?	Yes	No	No	No	No	No	No	No	No	No	No	No
4. Does it have any information on how attribution/ contribution of effects could take place? Attribution vs Contribution	Yes	No	No	No	No	No	No	Yes	Yes	No	No	No
C. GENDER MARKERS & SEX DISAGGREGATED DATA												
1. Is there mention of gender marker system?	No	No	No	No	No	No	No	No	No	No	No	No

<i>To provide answers to relevant questions with Yes/ No/ Somewhat OR Unclear where it was difficult to determine</i>	USAID	AFD	AFD	AFD	JICA	FAO	World Bank	USAID	FAO	AFD	AFD	FAO	FAO	USAID	UNDP	FAO
	Burundi	Central African republic	Comoros	Côte d'Ivoire	Côte d'Ivoire	Ghana	Kenya	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Uganda	Uganda	Zambia
B. DATA SOURCES																
1. Description of Data collection Methodology provided?	Yes	No	No	No	Somewhat	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
2. Content of Methodology: 2.1 Quant/Qual/ Mixed?	Mixed	Qual	Qual	Mixed	Qual	Qual	Quant	Qual	Qual	Unclear	Mixed	Mixed	Qual	Qual	Qual	Qual
2.2 Did in-country engagement (interviews, focus groups, surveys) take place?	Yes	Unclear	Unclear	Yes	Yes	Yes	No	Yes	Yes	Unclear	Yes	Yes	Yes	Yes	No	Yes
<i>i. Did engagement include Government?</i>	Yes	No	Unclear	Unclear	Yes	Yes	No	Yes	Yes	Unclear	Unclear	Yes	Yes	Yes	N/A	Yes
<i>ii. Did engagement include Civil Society?</i>	Yes	Unclear	Unclear	Unclear	Unclear	Yes	No	Yes	Yes	Unclear	Unclear	Yes	Yes	Yes	N/A	Yes
<i>iii. Did engagement include donor agencies?</i>	Yes	Unclear	Unclear	Unclear	Unclear	Yes	No	Yes	Yes	Unclear	Unclear	Yes	Yes	Yes	N/A	Yes
<i>iv. Sense-making/stakeholder input/feedback meeting</i>	No	Unclear	Unclear	Unclear	Unclear	Yes	No	No	No	Unclear	Unclear	No	Yes	No	Yes	No
2.3 Is there evidence of use of indices and other stats?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.4 Do they mention completing a Doc/Policy review?	Yes	No	No	Unclear	Yes	Yes	No	Yes	Yes	No	Unclear	Yes	Yes	Yes	Yes	Yes
2.5 Do they refer to other dev orgs and their analyses/ stats?	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.6 Have they used any M&E evidence to inform new project design and planning?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
C. CONTEXT																
1.1 Provide sufficient detail on the state of GEWE in country?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

<i>To provide answers to relevant questions with Yes/ No/ Somewhat OR Unclear where it was difficult to determine</i>	USAID	AFD	AFD	AFD	JICA	FAO	World Bank	USAID	FAO	AFD	AFD	FAO	FAO	USAID	UNDP	FAO
	Burundi	Central African republic	Comoros	Côte d'Ivoire	Côte d'Ivoire	Ghana	Kenya	Kenya	Liberia	Madagascar	Mauritania	Sierra Leone	Uganda	Uganda	Uganda	Zambia
1.2 Provide sufficient detail on the state of GEWE in sectors?	Yes	Somewhat	Somewhat	Yes	Yes	Yes	Yes	Yes	Yes	Somewhat	Yes	Yes	Somewhat	Yes	Yes	Yes
2.1 Is this an in-depth analysis?	Yes	No	No	No	Somewhat	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
<i>i. Does it cover the sectors comprehensively?</i>	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Somewhat	Yes	Yes	Somewhat	Yes	Yes	Yes
<i>ii. Does it provide a historical context that highlights root causes of structural inequalities?</i>	Yes	No	No	No	Somewhat	No	No	No	Somewhat	No	NI	No	No	No	Yes	No
<i>iii. Does it identify the effects of root causes on women in society today?</i>	Yes	No	No	No	Somewhat	No	No	No	Somewhat	NI	No	No	No	No	Yes	No
<i>iv. Does it make use of sex-disaggregated data?</i>	Yes	Yes	Yes	No	Somewhat	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
3. Does it mention anything on Men's engagement?	No	No	No	No	No	No	Yes	Yes	No	No	No	No	No	No	No	No
4. Does it have any information on how attribution/ contribution of effects could take place? Attribution vs Contribution	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
C. GENDER MARKERS & SEX DISAGGREGATED DATA																
1. Is there mention of gender marker system?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

Appendix 9 Component 2: analysis of recommendations

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
<p>Burundi</p>	<p>Recommendations aimed at the Burundian government: A multifunctional building must be provided for the Ministry in charge of Gender; this needs to be separated from the Ministry of national solidarity and human rights as well as capacity-building for the ministry's agents (men and women) and recruitment of gender specialists to elaborate indicators for the formulation of public policies.</p> <p>The other ministries must support the Ministry in charge of gender for the coordination of transversal activities. M&E of the integration of gender in the development programs and plans should be included. A vast information campaign must be implemented by the Ministry in charge of gender - including audio-visual content in the national language for illiterate men and women. National laws and international conventions must be translated in local languages and explained to men and women. Implementation of the collection and harmonisation of national statistics and of a national policy for tackling sexual violence and creation of a fund for the victim's compensation and reparation.</p> <p>Recommendations aimed at the development partners are: capacity building of the government staff, disaggregate the data, integrate the gender profile in the next CSP, support women entrepreneurship.</p>	<p>USAID</p>	<p>For each of the three main sectors covered by this report: health, democracy and governance, and food security, agriculture and economic growth, the USAID reports extensive recommendations broken down into specific focus areas. In addition to this, the report ranks the most important recommendations for each sector. The recommendations are all aimed at the USAID.</p> <p>Prioritised Health Sector recommendations included i) putting practices into place to measure the effectiveness of different strategies to engage more women and men in maternal and reproductive health and family planning; ii) conducting an in-depth study on GBV among MSM and transgender people; (iii) working with different regional partners to improve coordination of GBV programming and to scale up the support (e.g. free testing and medical treatment) of GBV survivors; (iv) and assisting with stock and supply chain management particularly for ARVs, PEP kits and creating a national rape kit.</p> <p>Prioritised Democracy and Governance Sector recommendations included i) ensuring GEWE are prioritized in the Democracy and Governance Project Appraisal Document; ii) focusing on the unique roles that both male and female youth play as agents of change in its current and future conflict prevention programming; iii) support the integration of gender inequality in communal councils and communal community development committees; iv) encourage women who own land to register it in their name, and to change attitudes to empower women to understand and capitalize on their land inheritance rights; v) conduct a study on gender and inheritance jurisprudence and use the results to scale up the promotion of gender equality in inheritance; vi) form partnerships with ZOA, Catholic Relief Services and the United Nations Network of Women Peace Mediators to coordinate programming that encourages women's enjoyment of usufruct rights.</p> <p>Prioritised Food security, Agriculture and Economic Growth Sector Recommendations included: i) supporting the integration of GEWE into forthcoming GoB nutrition and food security strategies; ii) the inclusion of indicators in its current programming to measure change in gender equality and decision-making at the household level; iii) identifying key success factors for increasing gender equality in household decision-making; iv) In the USAID-supported Burundi Coffee Alliance Activity, USAID should prioritize the selection of women as lead farmers and/or the</p>

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
			selection of two lead farmers (one male, one female) per agricultural group.
Central African Republic	<p>For the Central African Republic government: i) reinforce the capacities of the ministry in charge of Gender; ii) implement a monitoring service for the inclusion of gender in development and create a Department for Women Entrepreneurship and Employment; iii) elaborate a strategy for tackling the violence based on gender where all stakeholders will participate. Invest in girls' education and retaining them in school and integrate the gender issue in the educative system.</p> <p>For the AfDB: i) institutional support for the Ministry in charge of Gender; and ii) a monitoring service and the Department for Women Entrepreneurship and Employment.</p> <p>For the development partners: i) update the PNPEE and the Plan of Action, ii) participation to the operationalisation of a M&E system at the national level and; iii) the elaboration of a country strategy in order to tackle violence against women.</p>	AFD	No recommendations provided.
Comoros	<p>Recommendations aimed at the Comorian government: Include targeting leadership in order to institutionalise GM. It calls for setting up an independent body to be responsible for gender issues. Also, "<i>Adopt appropriate instruments to specify the assignment of roles and responsibilities between the national structure and its decentralized bodies at the insular level and to support their interaction and synergy</i>". With the decentralised gender units, the specific functions and roles must be understood by everyone involved to ensure efficiency and effectiveness, this includes vertical and horizontal relationships between the main stakeholders (government representatives, civil society organisations and Bank representatives). These processes/ entities must be appropriately resourced to achieve its mandate.</p> <p>Actions aimed at the gender legal framework are required to address the multitude of issues affecting women. These actions include a number of different activities such as conducting research studies, e.g. "<i>Carry out a study to identify the different impediments and constraints in the enforcement of court judgments (case of violence against women and children) and appropriate solutions</i>" as well as</p>	AFD	No recommendations provided.

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
	<p>outreach/ education and training activities on combating violence against women and children.</p> <p>Address women's representation in decision-making bodies, possibly through introducing a quota system.</p> <p>Recommendations aimed at the AfDB: Provide support and resources at an institutional level that will provide guidance for the gender priorities in the country as well as ensuring the necessary management tools are available that ensure well-formulated gender action plans as well as monitoring and evaluation of gendered programmes (including sex-disaggregated data). Also, attention should be given to promoting gender equality in priority sectors, and in mainstream sectors, such as health, education and infrastructure, support actions must be implemented to enable women and girls to take up opportunities arising from these actions.</p>		
Ghana	<p>To the government of Ghana: More is needed at an institutional level for mainstreaming gender in terms of policy formulation, planning and M&E, this includes strengthening governance and improving gender statistics. More educational programmes and after school facilities are needed (there are no gendered recommendations given here). More attention should be given to post-primary education of girls as well as promoting girl's education and vocational skills training in STEM fields.</p> <p>More focus on Spousal Property Rights law. Economic rights of women: "<i>Although the significance of women operated livelihoods is recognized as a critical family income source, investments to promote growth among these small income generating activities are minimal. Support to the informal sector needs to be provided to identify those that have growth potential and lead them through a process into becoming small businesses</i>". A better understanding is needed of the types of infrastructure needed by women - there is also a need for alternative infrastructure for poverty reduction and women's empowerment.</p> <p>To the AfDB: Explore alternative infrastructure needs of women and adding gender issues into the necessary dialogues and monitoring these dialogues.</p>	FAO	<p>Government (there is a need for more targeted GM activities): Provide support to informal sector - entrepreneurial guidance. Develop alternative infrastructure in the agricultural sector to enable poverty alleviation and promotion of women's empowerment.</p> <p>Organisational: i) promote gender-sensitive indicators; ii) support the incorporation of gender training and analysis; iii) support development and distribution of manuals related to gender issues in agriculture iv) incentive mechanisms for encouraging use of gender assessment tools; v) M&E of gender responsive technologies, research and extension, building stronger partnerships at different levels; vi) more capacity building on GM.</p> <p>In addition, specifically aimed at development agencies: "<i>Bilateral and multilateral development partners need to reconfigure their assistance in ways that can lead to more direct support for women in agriculture and the rural sectors</i>". Also, focus on M&E and gender specific indicators to provide opportunities for reflection on progress, and moving from awareness to implementation of interventions that meet gender needs.</p>
Côte d'Ivoire	For the Ivorian government:	AFD	No recommendations provided.

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
	<p>Reinforce the operational capacity of public and private stakeholders involved in the monitoring of the violation of these laws through: i) generating the reflex to go to the police for the victims; ii) train magistrates for the application of the laws; iii) sensitise civil society; iv) diffusion of the laws favouring equality; v) promote the laws favourable to equality; vi) monitor discriminatory practices and prosecute their authors.</p> <p>Implement a Gender Observatory to: i) consolidate the gender-sensitive budget processes; ii) reduce the sociocultural and economic obstacles for girls education to include the implementation of communal houses for accommodating young girls in the rural areas; iii) carry out studies to obtain detailed and sex-disaggregated data on gender; iv) implement sexual education programmes; and v) implement a gender unit in each technical ministry</p> <p>For the AfDB: Recommendations include: i) support the implementation of a program of women entrepreneurship; ii) support capacity-building in terms of gender including for the ministries; iii) initiate a study to build an analysis model based on specific empirical data on the costs of discrimination and inequality of the sexes in Côte d'Ivoire; and iv) initiate a study on the effects of climate change on women and their activities.</p>		
Kenya	<p>For the Bank, there should be a greater focus on gender, e.g. infrastructure projects should mainstream gender equality, gender analysis should be systematically undertaken, sector ministries should be strengthened to support GM, gender-disaggregated data and relevant indicators should be integrated in project results frameworks.</p> <p>New infrastructure projects should be designed to maximise employment generation and investment opportunities for men and women. Also, ensure gender parity by targeting young females from slums and rural areas in apprenticeships and training programmes.</p>	<p>World Bank</p> <p>USAID</p>	<p>Provides a broader results discussion and not specific recommendations articulated for different role players.</p> <p>Institutional strengthening around gender and support community-led programming and engage both men and women towards equality and address the underlying power imbalances between men and women.</p>
Liberia	<p>For the government of Liberia, recommendations aimed at GBV sector are needed as part of developing a comprehensive normative and regulatory framework for SGBV.</p> <p>Addressing income and economic opportunities for women in terms of knowledge of SME owners on employment and labour practices as they relate to gender equality as well as targets on number of women</p>	FAO	<p>Government: i) ensure enough participatory processes included to have resource persons to guide messaging on gender and use this when interacting with stakeholders; ii), more training on gender within government departments; iii) capacitating women to participate in relevant fora; iv) access to broader financial services - not just micro-finance; v) integrating concerns of men and women throughout the policy process - implement a GM approach throughout; vi) formulating policy on gender and</p>

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
	<p>to be trained and provided with loans. Also, strengthening the technical, financial and logistical capacity of the relevant ministry to assist in mainstreaming gender. Address high dropout rates among girls and have a more 'girl friendly school environment'. Have gender-responsive interventions aimed at women farmers.</p>		<p>collecting gender disaggregated data that is integrated into strategic planning processes vii) focus on GM in Agriculture, providing technical and financial support to the government of Liberia, more capacity for men and women on value chain development (linking women to markets), increase access to natural and productive resources and economic opportunities, capacity building of NGOs working on gender, advocating for GM in agriculture, increase women's role in decision making by including men in programming as well.</p>
Madagascar	<p>For the Malagasy government: Pursue the ratification process for instruments aiming at protecting women and addressing the systemic issues; legislate on the mandatory legislation on marriage in order to tackle early marriages, criminalise violence towards women and children abuse; engage land redistribution measures to the farmers ensuring GM.</p> <p>For the AfDB: i) support rural electrification projects through micro-sources of renewable energy and the multiplication of the initiative "Women Solar Engineers"; ii) carry an impact evaluation on the realisation of transport infrastructure for men and women, document and share good practices; iii) carry out a study on women entrepreneurship in formal and informal sectors, focusing on the needs and constraints specific to women entrepreneurs, sustain SMEs and micro businesses in the agroindustry with a 40% quota minimum for one or the other sex, capacity building activities, etc.</p>	AFD	No recommendations provided.
Mauritania	<p>Recommendations are divided between those that focus on the AfDB, government, civil society and technical and financial partners.</p> <p>The Government: recommendations are made with regard to: i) policy development; ii) revitalising gender units in each ministry; iii) updating legal and regulatory texts; iv) strengthening the capacity of the judiciary; v) strengthening the capacities of members of the legislature on gender issues; vi) collection of broader gender-based violence data and conducting of regular research and studies on gender issues; vii) consolidating the gender-sensitive budgeting processes; viii) establishing a Gender Observatory to ensure government accountability; including gender modules in curricula; instituting performance contracts; ix) promoting women's education in higher education (especially in STEM); and x) promoting reproductive health and family planning.</p>	AFD	No recommendations provided.

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
	<p>For AfDB: providing institutional support to the government in conducting gender audits of ministries and policy documents; support process of mainstreaming of gender in state budgets; ensuring capacity building for sector ministries and the like for GM in the sectors.</p> <p>For civil society: being involved in and exercising women's rights; preparing and implementing gender advocacy and lobbying campaigns; investing in initiatives aimed at strengthening female leadership.</p> <p>For technical and financial partners: i) including gender indicators; ii) including gender in discussions between donors and national structures; ii) supporting SNIG implementation; instituting the obligation of results and impact assessments; and iv) providing adequate funding to civil society.</p>		
Sierra Leone	<p>The government ministry must be strengthened to effectively mainstream gender in their work. Statistics must include sex- and age-disaggregated data. More spending is needed on social services that benefit women and girls (studies show that investing in social services enable realisation of MDGs).</p>	FAO	<p>Similar to above but, in addition: i) making appropriate farm tools, improved crops and technologies and extension services to be accessible to women farmers; ii) include financial literacy training to ensure women can compare products and make informed decisions; iii) creating a gender sensitive culture in financial institutions, providing incentives for lending money to women, also providing legal literacy for rural women so they are aware of legal rights such as right to land, food and decent employment; iv), providing education to men and women on the differential impact of disaster; and v) integrating gender in market analysis and value chain mapping as well as stakeholder analysis. Also, ensure gender equitable access to natural resources.</p>
Uganda	<p>Recommendations address practical as well as strategic elements within sectors that will assist the Bank in fostering GM within the development process. The recommendations are targeted at strategic project and programme interventions, gender mainstreaming strategic interventions and strengthening of Bank interventions.</p> <p>Project/ programme interventions include: i) capacity building projects to strengthen the national capacity for dealing with gender issues; ii) improving women's land access and tenure rights through working with the various government and civil society organisations and strengthening their capacity, focusing on gender and climate change; iii) strengthening partnerships with private sector and civil society</p>	<p>FAO</p> <p>USAID</p> <p>UNDP</p>	<p>Ensuring integrated and coordinated multi-sectoral approach to women's empowerment and development. Dealing with structural issues such as land reform and implementation of GM in agricultural sector. Obtain women's input on climate change, access to economic opportunities for women, implementing affirmative action policies for women in agriculture.</p> <p>Ensure inclusive approach and support from top leadership, develop the capacity of project teams and partners to undertake effective development, implement a mix of gender/ inclusion-specific programmes and integrate a mainstreaming approach programmes, ensure interventions do no harm and support the collection of data on social inclusion indicators for progressive improvement in targeting excluded categories.</p> <p>Recommendations include promoting inclusive gender equity participation and productivity in energy and agricultural value chains. In terms of</p>

Countries	AfDB Summary of recommendations	Comparator Organisation	Comparator organisations: Summary of recommendations
	<p>stakeholders in driving the gender agenda in the sector and on gender equality policy making, programming, implementation and monitoring.</p> <p>For GM, this should include: i) sector specific interventions for GM aimed at reducing income poverty and increasing marketable production and promote exports ii) access for women to markets and technology, specifically for agriculture as well as to land and micro-credit in order to improve production methods and mechanisms; iii) access to agro-processing, continuous skills training and infrastructure (roads and water and sanitation); and iv) increasing awareness on HIV/Aids and its effects on migrating workers.</p> <p>In terms of strengthening the bank's interventions, building macro-economic issues and gender considerations should be included in considering programming.</p>		<p>economic activities this means: i) an importance of having sector level knowledge of gender-constraints within particular food crops; ii) generating knowledge on what energy and agricultural value chains can ensure improved economic outcomes for women and youth; iii) facilitating stakeholder policy dialogues on inequality in access, ownership and management of land for production; iv) enhancing technical capacity of organisations to design good quality policies and interventions and garner public-private relationships; and v) supporting advocacy for increased empowerment of women and youth SMEs on economic rights in agriculture and energy sectors. Also, strengthening institutional capacity in gender responsive climate change and strengthening institutional effectiveness to assist in mainstreaming gender.</p>
Zambia	<p>General recommendations include capacity building for GM and gender sensitisation at the different levels as well as improved participation and planning from different stakeholders (mobilisation). Sector specific interventions for GM is also recommended and should focus on reducing income poverty and increasing marketable production and exports and access to markets (including understanding necessary infrastructure for women - distance to markets and prices for rental space).</p>	FAO	<p>Mainstreaming gender and women's empowerment in operations such as: i) in guidelines; ii) building capacity; iii) strengthening the collection and use of sex and gender disaggregated data and M&E; iv) strengthening government capacity of role players in food and agriculture; v) improving collaboration of different role players to improve women's land access and tenure rights; vi) promoting technologies that reduce drudgery for women; vii) assisting in driving the gender agenda in agriculture and include relevant women's organisations to improve women's leadership and participation in the different levels of community and government.</p>

Appendix 10 Component 3: Assessment Framework – CSP Guidelines

****Gender aspects highlighted in section 2.4**

		Pg #	Guidelines	Country-specific
Table of Contents		1		
List of Annexes		1		
List of Acronyms and Abbreviations		2		
<i>List of Figures, Boxes, Currency Equivalents, Government Fiscal Year, Weights and Measures</i>		2		
Map of Country/Region		1		
Executive Summary		2		
1	INTRODUCTION	0.5	<p>Briefly outline the overall country/regional context in which the new strategy has been prepared. For example, was it prepared at a time when the country adopted a new national development plan (what is the overarching strategic thrust)? Did the country/region come out of a major political or socio-economic crisis? Etc.</p> <p>Briefly recall when the CSP/RISP Completion Report (CR) was considered by CODE as well as any major comment/recommendation made, as applicable (the CSP/RISP shall contain an annex with all comments made by CODE on the CR and how they have been integrated in the new strategy).</p>	
2	COUNTRY/REGIONAL CONTEXT AND PROSPECTS	8.5	<p>This chapter will draw on the comprehensive Country/Regional Diagnostic Note (Chapter IV of this document presents the annotated format for the Diagnostic Note). As the Diagnostic Note (DN) was prepared at the time of the CSP/RISP Completion Report, Chapter 2 of the new CSP/RISP will also provide updated data/information.</p>	
2.1	Political Context and Prospects	0.5	<p>Assess recent political developments (past 5-6 years); outcomes of recent elections and whether they were considered free and fair; changes in Government and policy stance, etc.</p> <p>Analyse trends in standard political governance indices (Mo Ibrahim; Transparency International; Freedom House Index, CPIA, etc.). How has the overall rating/score of an index evolved over the period under review and why? What are particularly strong/weak sub-indicators of the index? Add a chart.</p> <p>Provide outlook for the next 2-3 years.</p>	<p>Transition countries: Discuss political fragility (based on the more comprehensive Fragility Assessment to be annexed to the strategy).</p>

		Pg #	Guidelines	Country-specific
2.2	Economic Context and Prospects	2.5	<p>This section of the CSP/RISP shall be based on sections 1-4 of the comprehensive Country/Regional Diagnostic Note (see p. 24-28 below, which provide detailed guidance on the subject matters to be analyzed). As the Diagnostic Note (DN) was prepared at the time of the CSP/RISP Completion Report, Chapter 2 of the new CSP/RISP will also provide updated data/information.</p> <ul style="list-style-type: none"> • Put the country's economy into a broader context: is it a MIC, SIC, LIC⁴² or Transition Country? • What is the 'economic story/model'? What is the overarching development challenge the country/region is facing today (1-2 sentences)? • Discuss the economic structure of the country/region, including spatial aspects. • Discuss to what extent growth has been inclusive and green. What (sub)sectors, specific industries and even specific businesses have the potential to boost structural transformation, industrialization and higher value-added job creation and what needs to be done to unlock that potential (e.g. reforms)? 	<p>In LICs, sectors with potential could include, for example, the agriculture sector, which often features low-productivity subsistence-type of production; non-complex industrial activities including light manufacturing such as leather, textiles, etc.</p> <p>SICs often have significant untapped potential for industrialization/manufacturing sector development in the Blue Economy. Especially upper MICs should explore potentials to develop high-technology sectors, such as IT, pharmaceuticals, robotics, semiconductor, biotechnology, energy/environmental technologies, artificial intelligence, etc. In addition, financial sector/services development ('financial hub') could be taken into consideration.</p> <ul style="list-style-type: none"> • Discuss recent growth performance and provide outlook for the next 2-3 years. Add a chart for the recent/outlook years. Decompose the aggregate growth rate over the past 5-6 years. • Discuss macroeconomic policies (monetary, fiscal/debt), management and stability over the past 5-6 years. Some MICs have access to ADB resources (existing yet untapped head-rooms) but often display little appetite for borrowing, among others due to high external debt levels and/or self-imposed restrictive external debt policies. These should be briefly assessed in this section. LICs and Transition Countries frequently suffer from high external debt levels and arrears, often due to low domestic resource mobilization (capacity). This section should briefly describe Government's policies/strategies to address the issue.

⁴² Middle-Income Country (MIC), Small Island Country (SIC) Low-Income Country (LIC)

		Pg #	Guidelines	Country-specific
				<ul style="list-style-type: none"> • Discuss Economic and Financial Governance/PFM over the past 5-6 years. Discuss the Balance of Payments. SICs often face structural external current account imbalances given their low degree of economic diversification, limited/narrow productive base and resultant high dependency on imports. This section should bring out clearly the related issues and present recommendations to Government to address them. • Discuss the Private/Financial Sector.
2.3	Sector Context	2	<p>This section of the CSP/RISP shall be based on sections 5-6 of the Country/Regional Diagnostic Note (see p. 28 below).</p> <ul style="list-style-type: none"> • Discuss the various infrastructure sectors: energy, transport, water/sanitation, ICT. Key sector indicators. Analyse markets, including supply and demand side; quality of infrastructure services, access rates (urban/rural), cost, reliability, etc.; Tariffs and cost recovery; Status of transition to green infrastructures, especially energy. Role of public sector: State Owned Enterprises and efficiency; existence, priorities and quality of sector strategies and legal/regulatory frameworks. Bring out key challenges in each subsector. • Discuss Key sector indicators: agriculture sector and the Blue Economy. How is the sector structured, role/weight of subsistence vs. commercial farming, extent to which the sector is industrialized, existence of agro-poles and degree of agro-processing and value addition, productivity, employment patterns. Food security. Issue of land ownership. Role of public sector: existence, priorities and quality of sector strategies and legal/regulatory frameworks. Bring out key challenges in the sector. 	<p>SICs have a particular potential to develop their Blue Economy. Discuss in more detail the status quo in terms of exploiting that potential, as well as challenges and constraints for fully developing the Blue Economy.</p> <ul style="list-style-type: none"> • Discuss Regional Integration and Trade. SICs due to their geographic nature as islands often suffer from poor connectivity and integration in the regional and global economy. This section should bring out clearly the related issues and present options/recommendations to Government to address them.

		Pg #	Guidelines	Country-specific
2.4	Social Context and Cross-Cutting Themes	2	<p>This section of the CSP/RISP shall be based on sections 7 and following of the Country/Regional Diagnostic Note (see p. 28 below).</p> <ul style="list-style-type: none"> Poverty, gender dimension of poverty, HDI, Gini co-efficient, regional disparities, specific Government policies/strategies to tackle poverty and inequality. Progress towards SDGs. Gender equity, key indicators, adherence to regional/international commitments to ensure gender equity. Women representation in parliament/public institutions. Government policies/strategies to tackle gender imbalances. Degree of gender-mainstreaming into public policies/strategies. Youth Unemployment, key indicators, regional disparities. Skills levels/shortages, educational system. Government policies/strategies to tackle gender imbalances. Climate Change and Green Growth, key indicators, level of GHG emissions, vulnerability to climate change. Government policies/strategies to tackle Climate Change and to promote Green Growth. 	<p>SICs are particularly vulnerable to climate change. Discuss in more detail the various climate change factors the SIC is exposed to and present options/recommendations to Government to address them.</p> <ul style="list-style-type: none"> Fragility, factors/dimensions of fragility and related risks. Transition countries: Discuss fragility in more detail, based on the more comprehensive Fragility Assessment (to be annexed to the strategy).
2.5	Country/Regional Strategic Framework	0.5	<p>Discuss country's/REC's national/regional development plan in place: period covered, priorities, financing needs/gaps notably in key areas such as infrastructure, implementation progress to date and related issues if any, etc. Also discuss briefly to what extent the development plan incorporates principles of inclusive and green growth. Discuss relevant sector strategies in place.</p>	
2.6	Aid Coordination Mechanisms, Bank Positioning and Comparative Advantage	0.5	<p>Discuss Government-Development Partners (DP), DP-DP, and DP-civil society aid coordination mechanisms/fora in place (e.g., sector/thematic working groups). Degree of Government ownership/leadership.</p> <p>Role of the Bank in the aid landscape, chair of sector working groups, partnerships with DPs and private sector, notably on co-financing and Public-Private Partnerships, joint initiatives with other DPs, etc.</p> <p>Level of ODA (% of GDP), key DPs and areas of intervention (donor matrix to be annexed). Positioning of the Bank and comparative advantage.</p> <p>Summarize outcomes of stakeholder consultations during the CSP/RISP preparation mission and continued dialogue (add annex).</p>	
2.7	Strengths and Opportunities, Weaknesses and Challenges	0.5	<p>Based on the context analysis undertaken in the previous sections provide a clear statement of what the overarching development challenge is (1 sentence) that the country/region is facing. This will inform the definition of the CSP's/RISP's overall objective/theme in chapter 5 that presents the Bank Group's strategy.</p>	<p>SICs:</p> <ul style="list-style-type: none"> Insufficient economic diversification, narrow export base and high dependence on imports.

		Pg #	Guidelines	Country-specific
			<p>Add a Box summarizing at a glance the country's/region's strengths and opportunities, weaknesses and challenges. Within the various categories – SICs, MICs, LICs/Transition Countries – countries usually share similar development issues. It is important, that the Box clearly brings out the specific issues (which should be discussed in the previous sections on the context analysis), for example.</p>	<ul style="list-style-type: none"> • Vulnerability to external price and demand shocks. • Small markets due to small economy. • Insufficient integration in the regional/global economy. • Lack of skills. • Vulnerability to climate change and environmental degradation. • Small ODA envelopes <p>MICs:</p> <ul style="list-style-type: none"> • Middle-income trap: wages that are too high to remain competitive in the production/export of labour-intensive commodities, while productivity is not high enough to compete in more technology-intensive production. • Vulnerability to economic and financial openness following liberalization. MICs that expose themselves to global flows of goods and capital without proper safeguards run the risk of being affected more by global crises. • Skills gap: shortage of technical skills required for higher level of industrialization. • Comparatively well-developed urban centres and less developed rural areas. <ul style="list-style-type: none"> - Increasing income inequality; unequal social protection and access to social services. • Increasing environmental concerns due to increasing industrialization. • Shrinking ODA levels. <p>LICs:</p> <ul style="list-style-type: none"> • Political conflict. • High poverty and low HDI. • Lack of basic skills. • Lack of state capacity and poor public service delivery. • Low degree of industrialization and insufficient structural transformation.

	Pg #	Guidelines	Country-specific
			<ul style="list-style-type: none"> • Inadequate infrastructure base. • High dependence on imports and poor economic resilience. • High aid dependency.
3	KEY FINDINGS OF COUNTRY/REGIONAL PORTFOLIO PERFORMANCE REVIEW	0.75	This chapter will present a snapshot of the ongoing portfolio (including all SOs and NSOs, multinational and regional projects and TA grants) and highlight the performance of the portfolio and issues affecting portfolio performance.
3.1	Ongoing portfolio		Highlight the main features of the ongoing portfolio (referring to detailed pie chart in annex A.6.1) in terms of number of operations, total commitments, breakdown by sector and instrument and cumulative disbursement as of a particular date (this will be the reference date for all data).
3.2	Portfolio performance		Highlight the main performance indicators of the portfolio including the overall portfolio rating, evolution of the number of red-flagged operations and projects qualifying for cancellation since the last CPPR exercise and providing some analysis for the main reasons for the changes. The paragraph will refer to the Annex A.6.2, which will show the main KPIs on the portfolio over the past two years.
3.3	Strategic and operations challenges		Highlight the main challenges facing the portfolio and what actions have been taken to alleviate these issues and specifying good practices that have worked. Reference will be made to the new CPIP (Annex A.6.3) and going forward what main strategic actions are likely to be taken to improve the portfolio.
4	LESSONS LEARNED	0.75	<p>This chapter will briefly recall the key lessons that were discussed in detail in the CSP Completion Report.</p> <ul style="list-style-type: none"> • Key lessons from the CSP Completion Report, notably at strategic level: Was the strategic focus of the previous CSP well selected and relevant to effectively address the main development challenges? To what extent were the CSP's key objectives met and what were key successes (failures, if any) achieved, what has worked well, what hasn't and why? How have the main development challenges evolved to date (in broad terms) compared to those identified at the time when the previous CSP was prepared? What should the Bank do differently in the new CSP? (Annex A.3.1) <p>Key findings on portfolio performance.</p> <ul style="list-style-type: none"> • Key CODE comments on Completion Report (Annex A.4.1). • Key findings/recommendations of EDs visit (Annex A.4.2). • Key lessons from BDEV evaluations (A.3.2).

	Pg #	Guidelines	Country-specific
		<ul style="list-style-type: none"> • Key lessons, if any, from other MDBs/bilateral partners that are of relevance to the Bank's strategy. 	
5	BANK GROUP STRATEGY	9 This chapter will present the Bank's strategy, including the overall strategy objective ('theme'), priority areas of Bank support, expected results, an indicative 3-year rolling lending and non-lending program, areas for dialogue, financing and implementation of the strategy, as well as risk and mitigation measures. The chapter will be complemented by a new set of results tools in annex 1.	MIC, SIC, LIC or Transition Countries The strategy will, among others, demonstrate how the specific challenges of the country as a MIC, SIC, LIC or a Transition Country identified earlier in the document will be addressed through specific projects, technical assistance, country dialogue, etc.
5.1	Strategy Rationale, Objective and Priority Area(s) for Bank Support	1 Present a short introductory paragraph summarizing where the country has come from, what is the overarching development challenge that it faces today, what its ambitions and priorities are for the future, etc. (what's the overall 'story' of the country). Make a clear statement of the CSP's/RISP's overall objective/theme (1 sentence), which itself needs to be linked to the overall development challenge. Linked to the overall strategy objective/theme, specify the priority areas for Bank support. Each priority area should have a well-focused sectoral scope so as to ensure selectivity.	
5.2	Strategy and Expected Results	5 This section will discuss each priority area for Bank support mentioned in section 5.1. in more detail. For each priority area, the following elements shall be discussed/presented (Box 1 provides a fictitious example to illustrate the logic of the strategy design): A clear statement of the Bank's main objective (1 sentence) in the priority area. Briefly describe how the Bank plans to achieve this objective. To note: this is not about mentioning specific projects/titles, but to specify the instruments (e.g., investment projects, PBOs, RBF, institutional support projects, TA, analytical work, etc.) the Bank plans to employ and the sector category of Bank activities (e.g., geothermal power projects, highways, feeder roads, agricultural irrigation projects, PFM reforms, etc.). A short paragraph is sufficient as it has the character of a broad overview of what the Bank is planning to do in the priority area. A short paragraph should demonstrate alignment of the priority area of intervention to the Bank's corporate strategic framework, notably the TYS 2013-22 and the High 5s, the Regional Integration Strategy (RISP) and other relevant Bank sector/thematic strategies; SDGs; and to the country's priorities as per its national development plan and sector strategies (mention some key	

		Pg #	Guidelines	Country-specific
			<p>national quantitative objectives in sectors of relevance to the priority area, if available).</p> <p>Subsequently, one or several main envisaged outcomes need to be articulated for each priority area, depending on the latter's sectoral scope. Under each main outcome, the above-mentioned broad overview of what the Bank is planning to do needs now to be elaborated on in detail: this entails, in particular, to explain the results chain up to impact level for each sector category of Bank activity. This is also where the linkage to and effect on the specific challenges of the country as a MIC, SIC, LIC or Transition Country identified earlier in the document has to be demonstrated. Also, the Bank's contribution in terms of reducing fragility, promoting inclusiveness and the transition to green growth, as well as to regional integration has to be made explicit.</p> <p>Finally, a short paragraph should list key expected results with numerical targets. The expected results/targets should be presented in detail using the new results tools (annex 1; section 5.6 below).</p>	
5.3	Indicative Lending/Non-Lending Program	1	<p>Present key features of the indicative 3-year rolling lending program: overall amount, sectoral distribution, financing windows, co-financing. Refer to the relevant annexes.</p> <p>Explain briefly the choice of instruments (projects, PBL/RBF, institutional support, TA, etc.) and status of readiness of new operations.</p> <p>Present key features of the non-lending program, in particular knowledge work. Analyse knowledge gaps in the country/region. Mention specific key ESWs planned during the strategy period. Refer to the relevant annexes.</p>	
5.4	Dialogue	0.5	<p>Present focal areas of dialogue and policy advice during the strategy period and expected results.</p>	<p>MICs: Some MICs are eligible for sovereign borrowing from the Bank's ADB window but do not borrow or to a very limited extent. In those cases, it is particularly important for the Bank to assist the countries with non-lending activities, in particular ESWs and policy advice.</p> <p>Discuss opportunities for the Bank to catalyse new relationships and joint initiatives between DPs and RMCs, and/or among DPs and non-traditional actors, e.g. civil society. Special emphasis should be given to mobilizing additional resources from DPs, e.g. through co-financing.</p>

		Pg #	Guidelines	Country-specific
5.5	Financing the Strategy	0.5	<p>Outline the resources (estimates are fine) available for financing the CSP (ADF, ADB sovereign and non-sovereign, TSF, etc.) during the first 3 years of the strategy (i.e. the period covered by the 3-year rolling IOP). Discuss briefly options to use the Bank's regional envelope for multi-national operations. Access to Trust Funds should be explored (e.g., the African Private Assistance Fund FAPA, the Enhanced Private Sector Assistance Initiative (EPSA), Africa Growing Together Fund (AGTF), Africa50 Infrastructure Fund, MIC Trust Funds).</p> <p>Discuss options for mobilizing/leveraging additional resources from DPs and the private sector, e.g. through co-financing, but also through loan syndication, Public Private Partnerships, use of PRGs/PCGs, etc.</p>	<p>MICs: In cases where MICs decide to not borrow from the Bank, it is important to mobilize resources from Trust Funds to finance Bank activities, notably from the MIC Trust Fund.</p> <p>SICs, LICs and Transition Countries often suffer from small resource envelopes, which makes it imperative for the Bank to scale up its efforts to mobilize additional resources for development, notably through co-financing from other DPs, PPPs, Trust Funds, and the regional envelope.</p>
5.6	Implementation Arrangements, Monitoring and Evaluation	0.5	<p>Briefly outline the arrangements to put in place for the effective implementation of the CSP, e.g. key Bank departments and roles, key government ministries/agencies and roles, arrangements with DPs.</p> <p>Overall CSP performance, of which portfolio performance is an important part, will be monitored and assessed at both mid-term and at completion using 3 new results tools (Annex 1):</p> <ul style="list-style-type: none"> • Strategic Alignment Matrix – which will demonstrate alignment of the CSP/RISP priority areas of Bank support with both the government's National Development Plan and the Bank's priorities as articulated in the Ten-Year Strategy and the High 5s. It will also reflect the theory of change and the results chain. • Performance Matrix – which will track the Bank's results in flexible manner by defining performance areas, indicators, baselines, targets and data sources. By having a broad scope, the new results approach is aligned with the wider mandate of the Bank consisting of not only tracking project level outcomes and outputs, but also promoting financial leveraging, policy advice, coordination and sustainability. • Performance Dashboard – which will use a set of effectiveness and efficiency indicators to measure results achievement and portfolio implementation. 	

		Pg #	Guidelines	Country-specific
5.7	Risks and Mitigation Measures	0.5	Identify risks that may manifest during the CSP cycle, which may arise from the country/region, the Bank, or exogenous factors. For each risk, indicate the significance (low, medium, high) and likelihood to materialize, and outline remedial or mitigation measures to be employed should the risk occur. Typical risks the various categories of countries usually face are as follows (non-exhaustive):	SICs: <ul style="list-style-type: none"> • Risk of vulnerability to external price and demand shocks. • Risk of natural disaster. TCs: <ul style="list-style-type: none"> • Risk of post-election conflict. • Risk of insufficient state capacity to implement reforms targeted by the Bank. • Risk of vulnerability to external price and demand shocks.
6	CONCLUSIONS AND RECOMMENDATIONS	0.5	Conclude by recalling briefly the country's overarching development challenge (1 sentence), as well as the Bank strategy's main objectives and priority areas for support. Recommend CODE's approval of the new Bank strategy.	
	CSP/RISP ANNEXES			

Appendix 11 Component 3: Assessment Framework

	Description / Criteria
Drafting and compliance of CSP	(If no CGP) Is there a reference to any other type of CGP, like gender analysis by other institutions?
	(If CGP) Were the same ppl involved in the development of the CGP and the CSP?
	Were gender specialists involved in development of the CSP?
	Does the CSP follow the document guideline (detailed in sheets CSP guidelines and CSP compliance)? If not, what sections differ?
Alignment of CGP and CSP	(If CGP) Does it describe how the CGP informed the development of the CSP?
	(If CGP) Does the CGP describe how it is intended to inform the CSP?
	Does gender feature in the CSP? If so, in what sections?
Overarching focus of CSP	What are the key focus areas of the CSP? (what is the strategy)
Coverage of gender in CSP	Is gender addressed in these key focus areas?
	If gender features in the CSP, does it make reference to any of the Gender Strategy Pillars?
	(If CGP) Are gender-related recommendations from the CGP included in the CSP? (i.e. are the short, medium and long-term gender inequality problems identified in the CGP, and the proposed ways and means of addressing them, included in the CSP?) - this links to item above
	(If CGP) What are the broad recommendations made?
	If gender features in the CSP, does it describe the following (under Social Context and Cross-Cutting Themes):
	gender dimension of poverty
	Gender equity and its key indicators
	adherence to regional/international commitments to ensure gender equity
	Women representation in parliament/public institutions
	Degree of gender-mainstreaming into public policies/strategies.; Government policies/strategies to tackle gender imbalances
	Does the CSP include gender checklists?
Does the CSP include environmental safeguards?	
Reporting (data, indicators, outcomes)	REPORTING - Does the CSP include gender-sensitive M&E: sex-disaggregated indicators?
	CSP/RISP Results-Measurement Framework - Does the CSP include gender-sensitive M&E: sex-disaggregated outcomes?
	(If CGP) CSP/RISP Results-Measurement Framework - Does CSP include indicators from the CGP?
	CSP/RISP Results-Measurement Framework - Does CSP include sex-disaggregated indicators from the 2014-2018 Gender Strategy Pillars? (as per GS Gender indicators sheet)

Appendix 12 Component 3: Gender Strategy indicators

GS PILLAR	RESULTS	INDICATORS
Pillar 1: legal status and property rights?	Increased number of women in Africa with improved access to services	People with improved access to water and sanitation - Of which women
		Number of people with improved access to ICT services
		Number of people with improved access to transport
		Number of people with electricity connections
Pillar 2: Economic empowerment	Increased access to financial resources by women	Microcredits granted — Of which to women entrepreneurs
		Microfinance clients trained in business — Of which to women
		Number of women trained in financial literacy
	Improved economic opportunities for women	Jobs created — Of which jobs for women
		* Number of women accessing cross-border markets
		Number of staff trained/recruited for road maintenance — Of which to women
Pillar 3: Knowledge management and capacity building	Increased access to skills and training by women in Africa	People benefitting from improved agriculture — Of which to women
		Teachers trained /recruited — Of which women
		People benefitting from better access to education — Of which women
		Health workers trained — Of which women
		People with better access to health services — Of which women
		% of female students benefitting from scholarships in science and technology training

Appendix 13 Component 3: Summary of Compliance with CSP Guidelines

		With CGPs				Without CGPs		
		Mauritania	Uganda	Côte d'Ivoire	Tunisia	Nigeria	Equatorial Guinea	Mozambique
1	INTRODUCTION	Y	Y	Y	Y	Y	Y	Y
2	COUNTRY/REGIONAL CONTEXT AND PROSPECTS	Y	Y	Y	Y	Y	Y	Y
2.1	Political Context and Prospects	Y	Y	Y	Y	Y	Y	Y
2.2	Economic Context and Prospects	Y	Y	Y	Y	Y	Y	Y
2.3	Sector Context	N	N	N	N	N	N	N
2.4	Social Context and Cross-Cutting Themes	Y	Y	Y	Y	Y	Y	Y
2.5	Country/Regional Strategic Framework	Y	Y	Y	Y	Y	Y	Y
2.6	Aid Coordination Mechanisms, Bank Positioning and Comparative Advantage	Y	Y	N	Y	Y	N	N
2.7	Strengths and Opportunities, Weaknesses and Challenges	Y	Y	N	Y	Y	Y	Y
3	KEY FINDINGS OF COUNTRY/REGIONAL PORTFOLIO PERFORMANCE REVIEW	N	Y	Y	N	N	Y	Y
3.1.	Ongoing portfolio	N	Y	Y	N	N	Y	Y
3.2.	Portfolio performance	N	Y	Y	N	N	Y	Y
3.3	Strategic and operations challenges	N	Y	Y	N	N	N	N
4	LESSONS LEARNED	N	Y	Y	N	Y	Y	Y
5	BANK GROUP STRATEGY	Y	Y	Y	Y	Y	Y	Y
5.1	Strategy Rationale, Objective and Priority Area(s) for Bank Support	Y	Y	Y	Y	Y	Y	Y
5.2	Strategy and Expected Results	Y	Y	Y	Y	Y	Y	Y
5.3	Indicative Lending/Non-Lending Program	Y	Y	N	N	Y	N	N
5.4	Dialogue	Y	Y	Y	Y	Y	Y	N
5.5	Financing the Strategy	Y	Y	Y	N	N	N	N
5.6	Implementation Arrangements, Monitoring and Evaluation	Y	Y	Y	Y	Y	Y	Y
5.7	Risks and Mitigation Measures	Y	Y	Y	Y	Y	Y	Y
6	CONCLUSIONS AND RECOMMENDATIONS	Y	Y	Y	Y	Y	Y	Y
	CSP/RISP ANNEXES	Y	Y	Y	Y	Y	Y	Y
A.1	CSP/RISP Results-Measurement Framework	Y	Y	Y	Y	Y	Y	Y
A.2	Indicative Lending/Non-Lending Program and contribution to the High-5s	Y	Y	Y	Y	Y	Y	N
A.3	Lessons Learned	N	N	N	N	Y	N	N
A.4	Engagement with CODE/Board	N	N	N	Y	N	N	Y
A.5	Findings of stakeholder consultations	N	N	Y	N	N	N	N

		With CGPs				Without CGPs		
		Mauritania	Uganda	Côte d'Ivoire	Tunisia	Nigeria	Equatorial Guinea	Mozambique
A.6	Portfolio Performance Review	Y	Y	Y	Y	Y	Y	Y
A.7	Donor Mapping	Y	Y	Y	Y	N	Y	Y
A.8	Comparative Socio-Economic Indicators	Y	Y	Y	Y	Y	Y	Y
A.9	Selected Macroeconomic Indicators	Y	Y	Y	Y	Y	Y	N
A.10	Arrangement with the IMF	Y	N	N	N	N	N	N
A.11	Progress towards SDGs	Y	Y	Y	N	Y	N	N
A.12	Fragility Assessment	N	N	Y	N	N	N	Y
A.13	Fiduciary Risk Assessment	Y	Y	Y	Y	N	Y	Y

Appendix 14 Component 3: Assessment – Key focus Areas and Coverage of Gender

Country	Key focus areas	Coverage of gender in key focus areas
Mauritania	<p>"Promote Agricultural Transformation" (The Bank's operations under this pillar will contribute to facilitating transition from a purely traditional agriculture to a more modern and productive agriculture that is competitive on national, regional and international markets).</p> <p>"Increase Power Supply" (Under this pillar, Bank operations will help to translate into action the Government's strategy, which seeks to increase the population's access to electricity and ensure secure power supply at low cost to foster the country's economic development).</p>	<p>Promote Agricultural Transformation:</p> <ul style="list-style-type: none"> The Bank is planning on promoting the employment of women in rural areas. Concerning gender promotion, special attention will be paid to women's access to land and other factors of production. Their capacity will be built for the processing, storage and marketing of agricultural products. These operations will be implemented in synergy with those of TFPs such as AFESD, IFAD, WB (especially support to reforms), EU, the Kuwait Fund, etc., which play a significant role in this sector. <p>Increase Power Supply:</p> <ul style="list-style-type: none"> The Bank will contribute to improving the coordination of actions in the sub-sector and building human and institutional capacity for improved operation of hybrid mini networks. Women in rural areas will benefit in many ways from hybrid mini-network installation. Access to power in rural areas will not only reduce household expenditure, but also afford women more time to engage in income-generating activities. Thus, access to electricity will improve the living conditions of women and empower them economically.
Uganda	<p>Pillar 1: Infrastructure Development for Industrialisation; The main objectives of Pillar 1 interventions are to reduce Uganda's binding infrastructure bottlenecks and create a more enabling business climate by scaling-up selected investments and supportive non-lending activities to boost the country's industrialization, employment and business creation activities in priority economic sectors. The interventions will focus on the following four infrastructure sub-sectors: i) Agriculture, ii) Transport, iii) Water Supply and Sanitation, and iv) Energy.</p> <p>Pillar 2: Skills and Capacity Development The overarching objective of this pillar is to contribute towards developing a knowledgeable and analytically productive population, across all sectors of the society, with relevant job and business skills that will lead to increased employability and entrepreneurship and, hence, inclusive and green economic growth.</p>	<p>Pillar 1: Infrastructure Development for Industrialisation To ensure greater inclusivity, Bank interventions in each sector will incorporate gender and youth programs and outcomes. The Bank's Gender Strategy and Jobs for Youth Strategy will guide the choice and structuring of programs and target outcomes in each sector to maximize development impact.</p> <p>Agriculture sector interventions will aim at promoting greater inclusivity through increasing sector incomes and employment, with a focus on underserved women, youth and regions (particularly the eastern and northern regions).</p> <p>Pillar 2: Skills and Capacity Development To ensure greater inclusivity, Bank interventions in each sector will incorporate gender and youth programs and outcomes. The Bank's Gender Strategy and Jobs for Youth Strategy will guide the choice and structuring of programs and target outcomes in each sector to maximize development impact. Potential programs will, thus, include the ENABLE Youth Program, Rural Microenterprise Flagship Program, and Skills enhancement zone Flagship Programs.</p>

Country	Key focus areas	Coverage of gender in key focus areas
		TVET programs will aim at boosting vocational and technical skills for the youth and women to enable them to capitalize on emerging formal employment and business opportunities in the priority economic sectors. The ultimate goal will be to enhance formal employment and entrepreneurial business opportunities for the youth and women.
Tunisia	<p>Pillar I - Industrialization and Value Chains Development</p> <ul style="list-style-type: none"> • Focus area 1 = Improvement of the business climate and competitiveness. • Focus area 2 = Skills building and employability. • Focus area 3 = Inter-regional integration and Tunisia's integration with the rest of the world. <p>Pillar 2 - Improvement of the quality of life for the people of priority regions</p> <ul style="list-style-type: none"> • Focus area 1 = Support to decentralization and to inclusive local development. • Focus area 2 = Improvement of the living environment in the priority regions. 	<p>Pillar I - Industrialization and Value Chains Development</p> <p>Pillar 2 - Improvement of the quality of life for the people of priority regions</p> <p>Priority will be given to the establishment and strengthening of the entrepreneurial ecosystem for women and young people by providing support to MSME and improving market access.</p>
Nigeria	<p>Pillar 1: Supporting the development of a sound policy environment and social inclusion. The focus on Pillar I drew insights from lessons learnt from years of the Bank's presence and operations in Nigeria. The Bank's operations have focussed on strengthening government effectiveness through quality and timely policy advice and delivery of analytical work as well as strengthening the policy response to the challenges of social exclusion and rising unemployment.</p> <p>Pillar 2: investing in critical infrastructure to promote the development of the real sector of the economy. The Bank's operations have focussed on alleviating the country's infrastructure bottlenecks in transport and energy, promoting agriculture development, increasing access to clean water and sanitation, and easing financing constraints for the SMEs.</p>	Gender is addressed in very few outcomes and not expressly mentioned in the activities for each pillar.
Equatorial Guinea	Pillar 1: Supporting Agricultural Transformation for Economic Diversification. The first pillar is expected to support the Government's strategy to diversify the economy, particularly in the fisheries and agri-food sectors. This pillar is also expected to strongly support the reform of the private sector environment, in continuation of the ongoing Middle-Income Countries Technical Assistance Fund (MIC-TAF) grant. The objective of this pillar is to assist the country in taking full advantage of opportunities related to its infrastructure, while creating wealth-sharing jobs.	<p>Cross-cutting aspects, including gender, green growth promotion, youth employment and fragility aspects, will also be at the core of the Bank's strategy.</p> <p>Pillar 1: Supporting agricultural transformation for economic diversification. The Bank's support could, using a cross-cutting approach, help private sector operators to avail themselves of opportunities offered by Equatorial Guinea and its achievements in terms of infrastructure. To support the private sector, the Bank will also adopt a cross-cutting</p>

Country	Key focus areas	Coverage of gender in key focus areas
	<p>Pillar 2: Building Capacity in Public Policy Design and Implementation. The second pillar seeks to have a leverage effect on Government action by building capacity in the formulation of global and sector policies and in the structuring of their implementation. In supporting human capacity building and better governance, the Bank will seek to improve public finance management, upgrade senior officers' technical and managerial skills, and improve health sector human resources. These objectives will help to consolidate the recent achievements of the previous CSP in the public finance, training and health management sectors.</p>	<p>approach to promote job creation. The support will also help to sensitize and train women and youths on income-generating activities.</p> <p>Pillar 2: Building capacity in public policy design and implementation. Not specified.</p>
<p>Mozambique</p>	<ul style="list-style-type: none"> Development of infrastructure to enable transformative inclusive growth and job creation. The main objective of this pillar is to create an enabling business environment that is more competitive in order to incentivize and dynamize the private sector through investments in the country's energy and transport infrastructure, which connect rural areas to development corridors and thus improve access to local and regional markets. Support to agricultural transformation and value chain development The main objective of the second pillar is to contribute to agricultural transformation and expand agriculture value chains. 	<p>Areas of special strategic emphasis of the CSP are Governance, Climate Resilience and Gender equality. Governance and Gender are to be mainstreamed in all the Bank's operations, while particular focus will be placed on the management of natural resources.</p> <p>Similarly, gender equity will be mainstreamed: gender analysis will be systematically undertaken during the preparation of each new project, and specific components targeting women will be included where feasible.</p> <p>Special consideration will be given to strengthening the capacity of sector ministries and agencies for mainstreaming gender.</p> <p>Gender equity will be mainstreamed across projects and directly addressed under Pillar 2 through the support to women producers in accessing extension sources and technologies and setting up agri-business. Access to learning opportunities for agro-skills will specifically target women and girls. Under Pillar 1, the Bank will work with the GoM to promote gender-sensitive considerations in infrastructure planning and design and will support programmes to enhance women and girls' access to clean and sustainable energy.</p>

Appendix 15 Component 3: Assessment – Inclusion of Indicators from the Gender Strategy into CSP

PILLAR	RESULTS	INDICATORS		Uganda	Tunisia	
Pillar 1: legal status and property rights?	Increased number of women in Africa with improved access to services	People with improved access to water and sanitation - Of which women	N		N	
		Number of people with improved access to ICT services	N		Partly	% of average investment in ICTs in priority regions
		Number of people with improved access to transport	N		N	
		Number of people with electricity connections	N		N	
Pillar 2: Economic empowerment	Increased access to financial resources by women	Microcredits granted — Of which to women entrepreneurs	Y	No. of farmers and value chain operators (50% women) accessing agricultural loans	N	
		Microfinance clients trained in business — Of which to women	N		N	
		Number of women trained in financial literacy	N		N	
	Improved economic opportunities for women	Jobs created — Of which jobs for women	N		Partly	Number of manufacturing sector jobs; Average unemployment rates in priority regions (%); Graduate unemployment rate in priority regions (%)
		* Number of women accessing cross-border markets	N		N	
		Number of staff trained/recruited for road maintenance — Of which to women	Y	Training of 50 nationals, comprising of 50% men and 50% women, in transport sector related areas	N	
		People benefitting from improved agriculture — Of which to women	Y	No. of farmers (50% Women) accessing improved farm inputs (seed and fertiliser)	Partly	Increase in agricultural sector growth rates (%)
Pillar 3: Knowledge management and capacity building	Increased access to skills and training by women in Africa	People benefitting from vocational training — Of which women	Y	The country' training in vocational skills training is increased by 250% (from 60,000 in 2015 to 160,000) by 2021 of whom 50% are women; 100,000 (50% being women) trained in skills through formal and non-formal programs	N	

PILLAR	RESULTS	INDICATORS		Uganda	Tunisia
		Teachers trained /recruited — Of which women	Y	400 technical teachers (40% women) trained through project scholarships	N
		People benefitting from better access to education — Of which women	N		N
		Health workers trained — Of which women	N		N
		People with better access to health services — Of which women	N		N
		% of female students benefitting from scholarships in science and technology training	N		N