

Mainstreaming Gender in Project Design and Implementation

Southeast Asia Regional Forum on Project Design and Implementation

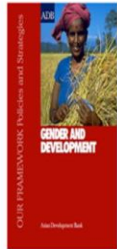
30 July – 1 August 2019, Phnom Penh, Cambodia

The views expressed in this presentation are the views of the author/s and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this presentation and accepts no responsibility for any consequence of their use. The countries listed in this presentation do not imply any view on ADB's part as to sovereignty or independent status or necessarily conform to ADB's terminology.



Why does ADB invest in Gender Equality?

ADB POLICY ON GENDER AND DEVELOPMENT (1998)



- Replaced 1985 Women in Development Policy
- Adopts "mainstreaming" into all ADB operations
- Gender as cross-cutting theme across sectors
- Built foundation of operational mechanisms
 - RM gender specialists
 - Gender Trust Fund
 - External Forum on GAD
 - Project categories
 - GAD Plan of Actions
- Operations Manual C2
 - BP (Bank Policy)
 - OP (Operational Procedures)
- Evaluated twice by IED & self review – "relevant"

Gender Operational Plan 2013–2020

- Road map for GAD Policy 1998
 - ✓ After 2 GAD Plans of Actions (PoAs)
- Priorities
 - ✓ Improved gender equality results of ADB operations
 - ✓ "Mainstreaming" + "direct investment in women and girls (gender equity theme)"
 - ✓ Pilot & innovation
 - ✓ Knowledge & partnerships
 - ✓ Responding to unfinished gender equality agenda
- Performance Targets
 - ✓ Aligned with the 2nd Round (2012–2016) of corporate results framework targets
 - ✓ Transitional corporate results framework targets (2017–2020)

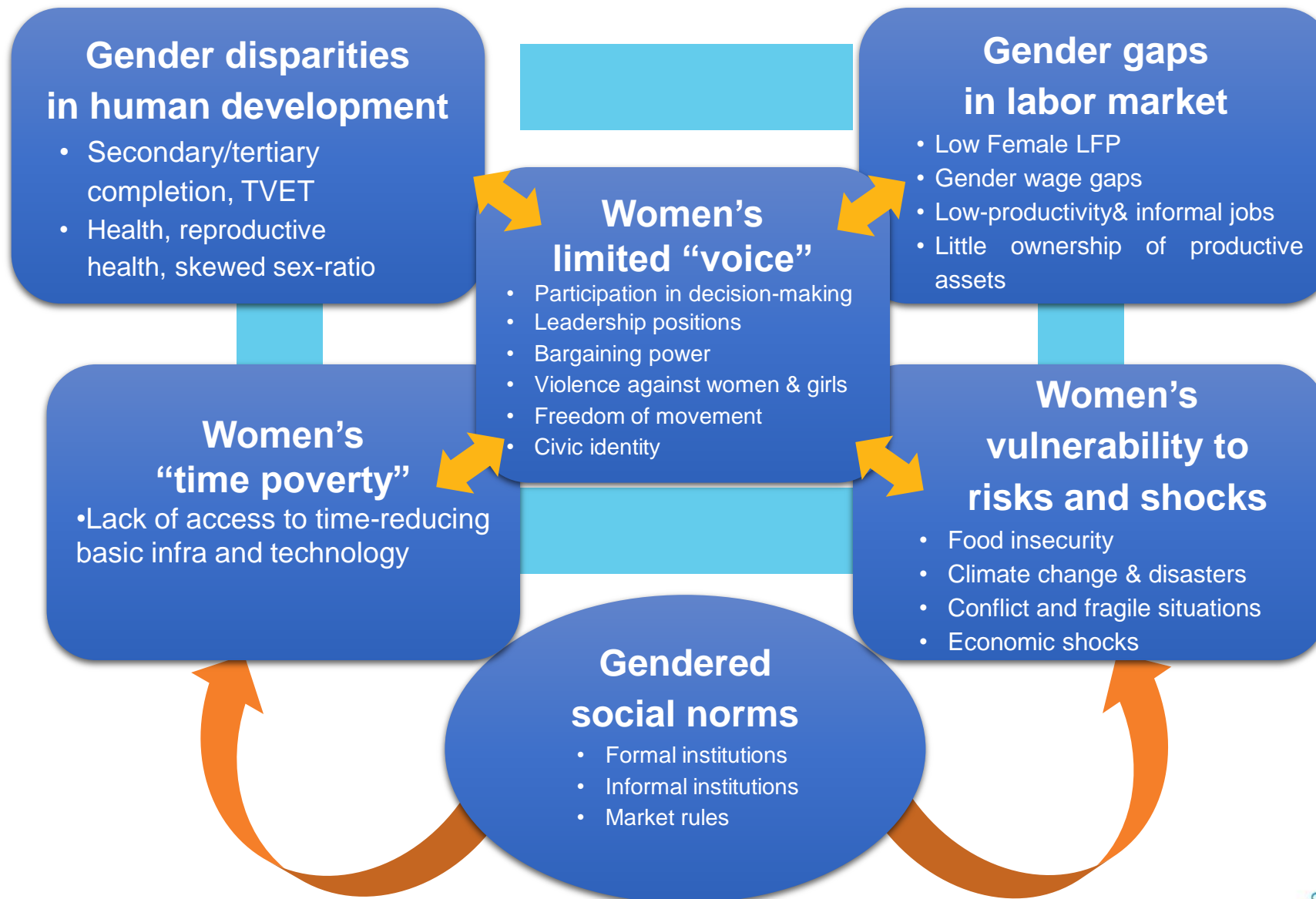


- ADB recognizes that without capturing the **talents, human capital and economic potential** of half the region's population – women and girls-, the goal of **a region free of poverty** will not be realized.

- Gender equality is critical in its own right, as a matter of inherent **justice**, and is essential for better development outcomes in terms of **inclusive growth and faster poverty reduction**.

- {Video: Shireen Lateef on gender mainstreaming @ ADB: <https://vimeo.com/91397289> }

Persisting Gender Disparities in Asia & Pacific



Strategy 2030 - Gender as Operational Priority

- Gender equality is 1 of the 7 operational priorities of Strategy 2030
- Operations to contribute to 5 gender equality result areas



- **Scaling-up targets:** 75% of public and private sector projects designs include proactive gender elements by 2030; 55% tagged as gender theme or mainstreaming
- Focus on **Sustainable Development Goal (SDG) 5** and other “transformative” gender issues (e.g., reproductive rights, violence, unpaid care and domestic work, economic assets building)
- **More to come:**
 - New ADB Gender Equality Operational Plan 2019–2024
 - Project completion gender success rating target (current target 70% to be raised)



ADB 4-Tier Project Gender Categories

Guidelines (2012); TIP Sheet (2014) – SOV principles apply to NSO

1. Gender Equity Theme (GEN)

- Gender equality and women's empowerment (GEWE) as explicit project outcome (on top of outputs)
- e.g., Gender-focused education project, microfinance

2. Effective Gender Mainstreaming (EGM)

- GEWE substantially integrated in outputs during but not explicit outcome
- e.g., gender-responsive infrastructure designs

3. Some Gender Elements (SGE)

- A few proactive gender designs (but not as strong as EGM)
- Gender-related mitigation/safeguards alone not sufficient for SGE

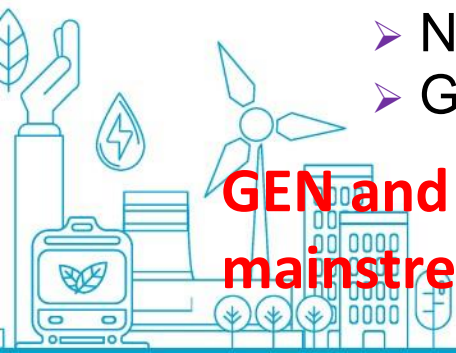
4. No Gender Elements (NGE)

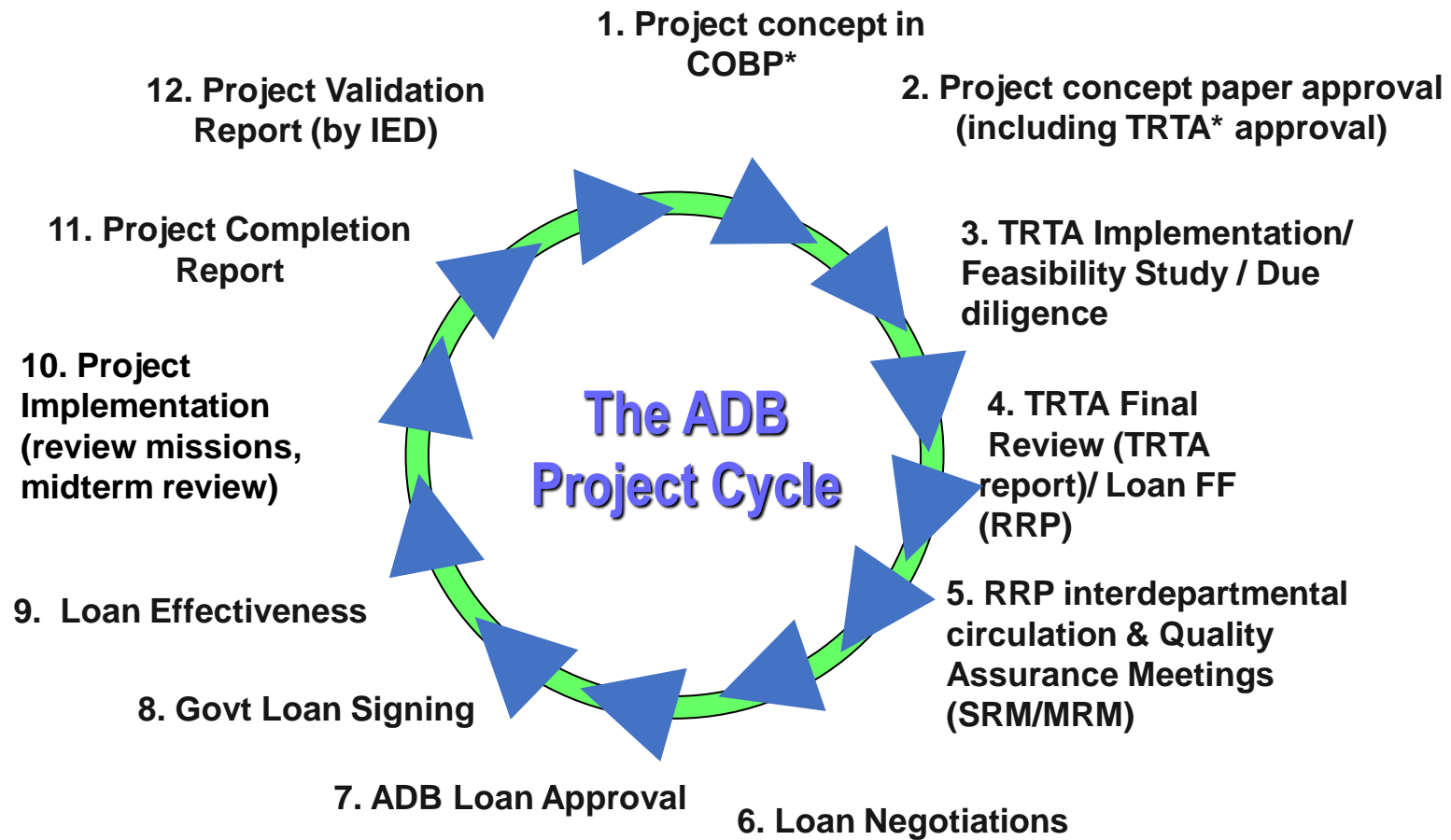
- No proactive gender designs
- Gender-related mitigation/safeguards still requirement

Project with “gender mainstreaming” (2030 target: **55%**)

Project with “gender elements” (2030 target: **75%**)

GEN and EGM use “Project Gender Action Plan (GAP) as a required mainstreaming tool



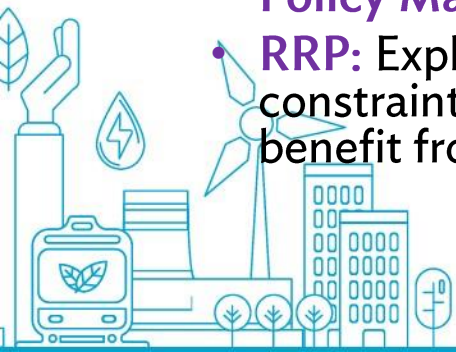


* COBP = country operations business plan; TRTA = Transactional TA



Required Gender Provisions in RRP for GEN/EGM Projects

- **Concept Paper Stage:**
 - indicate gender category, DMF, IPSA, problem tree, TOR gender consultant/TRTA
- **RRP Stage (TRTA & RRP preparation) :**
 - **Gender analysis:** collect sex-disaggregated data to use as baseline, results from FGD, proposed GAP inline with project interventions
 - **DMF:** gender targets and design features
 - **GAP:** based on project gender category, mirrors the outputs in the DMF, target clear and realistic based on baseline data, include all DMF gender indicators, based on gender analysis identified key gender inequalities that project aims to improve
 - **SPRSS:** gender section summarizes key findings of gender analysis during project preparation and gender design features of project informed by analysis key gender inequalities and key actions
 - **PAM:** key gender issues described in Section VIII including GAP, TOR of PIC's gender consultant, GAP implementation arrangement, monitoring and reporting and lines of accountability
 - **Loan/grant agreement:** Schedule 5, to support implementation of the GAP with some of the targets in the DMF/GAP in covenant – ensures implementation, monitoring and coverage in the PCR
 - **Policy Matrix:** Gender policy actions included in the policy matrix
 - **RRP:** Explanation of women's involvement in the sector based on analysis that identifies gender-based constraints and opportunities; and Due Diligence (poverty and social) describes how women will access and benefit from project



What Is a Project Gender Action Plan (GAP)?

Gender Action Plan (GAP)

Table 1. Labor and Gender Action Plan

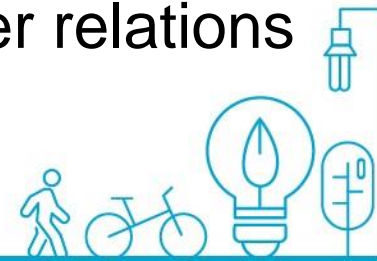
Project Output	Proposed Activities and Targets	Agency/Person Responsible
Output 1: Civil Works/ Road Rehabilitation	<ul style="list-style-type: none"> Civil works will utilize the labor-based appropriate technology; contractors will prioritize use of local unskilled labor. Ensure that at least 30% of unskilled laborers are women through conditions in bid documents. Ensure that the indigenous peoples/ethnic minority groups (Cham, Vietnamese, etc.) are represented in the construction labor force. Contractors will not employ child labor. Unskilled men and women will receive equal pay for equal work. Road shoulders will have paved surface to enable carts with wheels to travel easier, facilitate transport for school children on bikes, hauling supplies and water during the construction and maintenance. Capacity development activities focused on gender awareness and discuss gender issues in local communities located along the road. 	MPWT, contractors, international social safeguards specialist, and one national labor and gender specialist, commune council village development council through the gender committee.
Output 2: Improved Road Asset Management	<ul style="list-style-type: none"> A road maintenance action plan for MPWT/provincial MPWT will be available and will support a sustainable road maintenance regime, with works delegated to local communities through sub-contracting. At least 50% of road maintenance workers are women. Ensure that the indigenous peoples/ethnic minority groups are represented in the labor force. Capacity of local contracting industry will be based on the use of labor-based appropriate technology to ensure long-term employment for unskilled men and women. Training will be provided on road maintenance and gender mainstreaming concept for all stakeholders involved in the project. Ensure strict enforcement of the policy on equal pay for equal work, and no child labor. 	MPWT, contractors, one international social safeguards specialist, and one national labor and gender specialist, commune council village development council through the gender committee.
Output 3: Increased Road Safety and Social Safeguards	<ul style="list-style-type: none"> All project roads will have road safety signage and speed bumps to slow down traffic in local communities, especially in front of schools, hospitals, markets, mosques, pagodas, etc. A community-based road safety campaign will involve community leaders (commune/village chiefs, school directors, health workers, monks, etc.) as facilitators, and at least 40% of community facilitators are women. Ensure the implementation of HHTPP in the local communities, construction workers, and other stakeholders. HHTPP will include awareness raising measures, dissemination of medical packages (including condoms), promotion of voluntary counseling and HIV/AIDS testing, dissemination of effective and culturally appropriate IEC materials and other HHTPP related activities (especially for the indigenous peoples/ethnic minority groups), etc. Collect sex-disaggregated socio-economic baseline data. 	MPWT, contractors, one international social safeguards specialist, and one national labor and gender specialist, road safety specialist, commune council village development council, NGOs, schools and government agencies.
Output 4: Improved Climate Resilience	<ul style="list-style-type: none"> At least 40% of the workers in climate change activities (i.e. planting and caring for road-side trees/plants) are women. Local women will be included in the planning stages of the vulnerability mapping for provincial roads. Emergency management and early warning systems will engage vulnerable groups (women, disabled persons, etc.) during planning stages and provisions will be included for such groups in actual specifications of the systems. 	MCE, MPWT team, commune council/village development council, other agencies
Output 5: Efficient Project Management Support	<ul style="list-style-type: none"> Ensure that 100% of the MPWT staff who will be involved in project implementation and monitoring are trained on gender awareness/mainstreaming, HHTPP and other related trainings. Ensure hiring of one international consultant on social safeguards and one national labor and gender specialist who will ensure implementation of the LGAP, and will monitor implementation of the HHTPP and other related activities in the project areas. 	MPWT PMM, MPWT Provincial Office, social safeguards and labor and gender specialist.

IEC = information, education, and communication; HHTPP = HIV/AIDS and human trafficking prevention program; LGAP = labor and gender action plan; MCE = Ministry of Environment; MPWT = Ministry of Public Works and Transport; NGO = non-governmental organization; PMM = a contract management unit.

GENDER ACTION PLAN: ADDITIONAL FINANCING

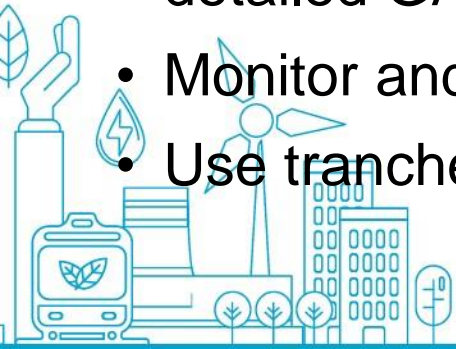
Proposed Actions/Targets	Responsible Agencies
Output 1: Rural productive infrastructure and livelihood improved with capacity in disaster risk management enhanced.	
Enhance income generation opportunity for women:	NCCDS, Provincial and district gender focal points, and CMAW
<ul style="list-style-type: none"> Ensure women benefit from jobs created by the project related to infrastructure construction/rehabilitation as well as O&M. At least 25% of women employed as unskilled workers (reference: 25% in 2016); Ensure promotion of gender equality in relation to construction/rehabilitation work in the bidding documents for all additional subprojects (quota for women's employment as unskilled workers, equal pay for work of equal value, and no child labor); and Core labor standards will be complied with (equal pay for work of equal value, no child labor) for all civil works related to the project. 	
Women's participation in group formation and leadership:	
<ul style="list-style-type: none"> At least one woman to be elected to join management committee of new LIGs and service teams (baseline: 100% LIGs in 2016, service team: 0); At least 50% of the new LIGs and service team members are women (baseline: 54% LIG members in 2016, service team: 0); and At least 25% of households selected to be LIG and service team members should be female-head households (baseline: 21% FHHs in 2016, service team: 0). 	
Women's participation in trainings and capacity-building activities:	
<ul style="list-style-type: none"> At least 50% of the service team members who receive technical trainings 	

- Key gender main steaming tool and mechanism for ensuring gender-inclusive design and implementation of project
- Give visibility to and accountability of gender mainstreaming
- Include quota, target, activity, and design features to address gender inequality issues and to facilitate women's participation and tangible benefits
- Provide a road map for project implementation, monitoring and reporting
- Help deliver practical benefits to women and facilitate strategic changes in gender relations



Key Steps in GAP Preparation

- Baseline data collection and setting target
- Undertake quality social and gender analysis (access and control, access to and control of resource, decision-making power, needs and priorities, and institutional capacity)
- Identify clear, realistic targets linked to outcomes and outputs
- GAP must be fully owned and understood by the EAs and IAs
- Include gender capacity building in the GAP
- Provide adequate skills and resources (budget and specialist) for GAP implementation
- Revisit GAP and gender design strategies at inception to develop a detailed GAP
- Monitor and follow-up gender related targets and activities
- Use tranches release conditions and loan covenants



Gender-design features examples

Human development: access to services, training, scholarships

Economic empowerment: access to productive resources e.g., finance, land, employment and income opportunities, skills development

Voice and participation: decision-making forums - water user group executive committee, local government councils

Women's time poverty: facilitated access to water & energy, time-and drudgery-reducing technology and infrastructure

Resilience to external shocks: women's access to green jobs, participation in climate-related decision-making; access to climate smart technologies

Gender-sensitive physical infrastructure: e.g., separate toilets, women's dormitories, women's corner in the market, bus terminals, private space for women in flood refuge centers, women only compartments in public transport, light-weight dumpsters for solid waste collection, street lights for women's safety, clean cookstoves

Policy, legal, institutional reforms for gender equality: particularly those on land and property ownership and titling, violence against women, reproductive health, public expenditure management, employment (recruitment, retention, promotion), pension

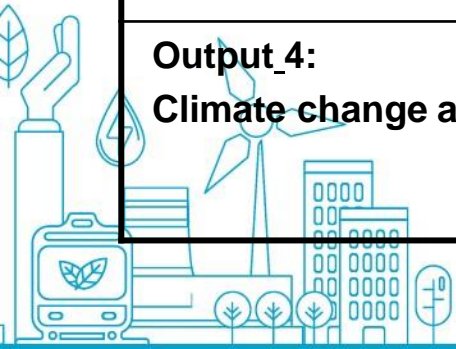
Expertise: gender specialists; where relevant NGOs to mobilize local women

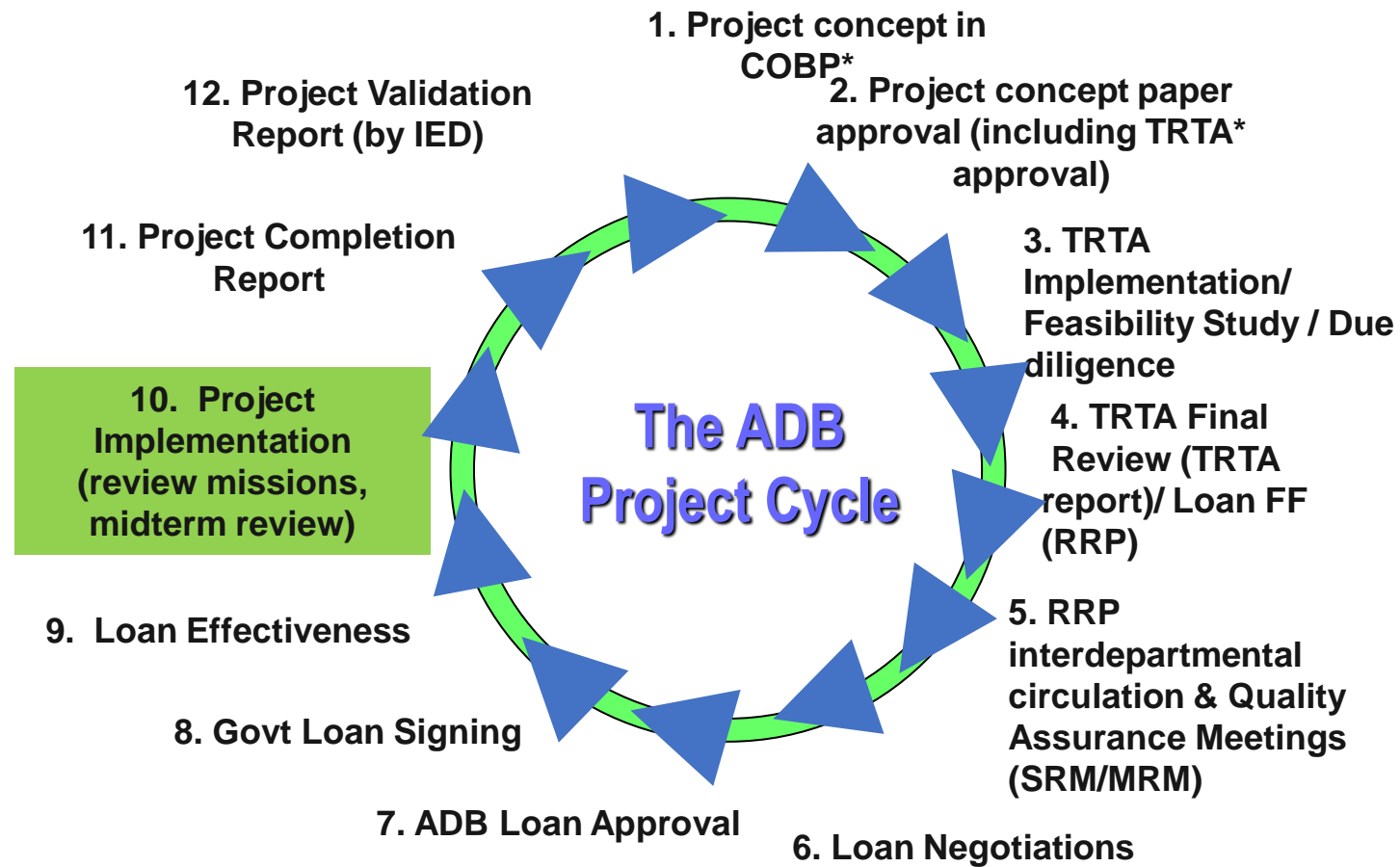
Gender capacity development: for EA, IA, service delivery agents; involvement of women's ministry in project steering committee



Project GAP Example: Cambodia Rural Roads Improvement Project

PROJECT OUTPUT	GENDER ACTIONS/DESIGNS
Output 1: Road rehabilitation	At least 40% of unskilled laborers will be female with pay equity Contractors will not employ child labor on civil works contracts Road shoulders will be sealed surface enabling carts with wheels
Output 2: Road asset management	Training and awareness campaigns of local contractors on gender and labor-based appropriate technology Sex disaggregated database to track the use of local labor Community contracts to women for sustainable road maintenance works At least 50% women road side maintenance workers
Output 3: Road safety and safeguards program	All project roads with speed bumps in villages and road safety signage A community-based road safety campaign with 50% women facilitators Inclusion of HIV/AIDS and human trafficking prevention programs during and after construction
Output 4: Climate change adaptation	Emergency warning systems will engage women in the planning stages Provisions will be included for women in actual operation of the systems Climate change adaptation will include community-based work programs involving women in planting and caring for road-side trees and other plants

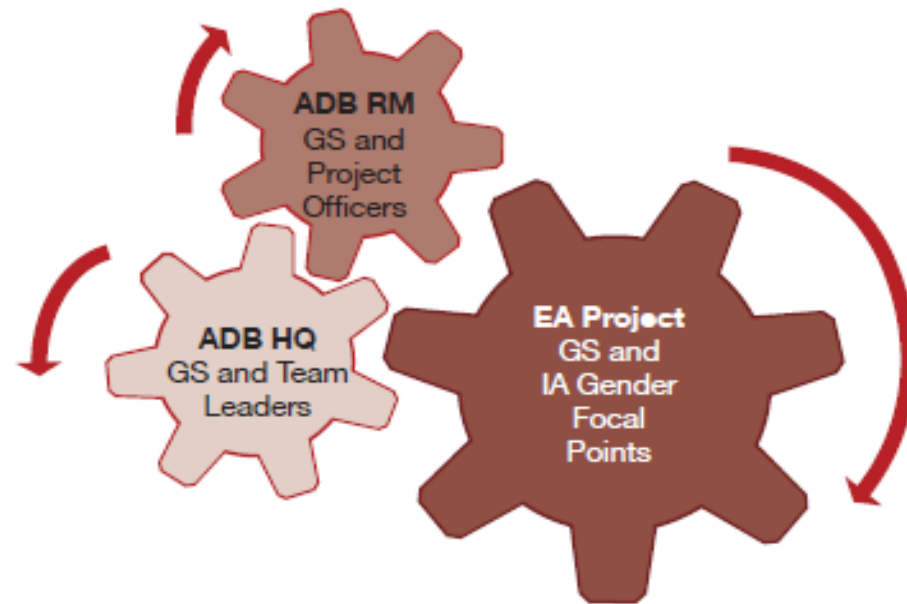




* COBP = country operations business plan; TRTA = Transactional TA



This is how we see our role!



**with PAUs and
Management support**



Why Monitoring and Reporting GAP Are Critical For ADB

- **The Corporate Results Framework of ADB includes key Operational Performance indicators**
- **ADB's Gender Equality and Women's Empowerment Operational Plan focuses on better implementation and monitoring**
- **GAP implementation poses many challenges that have to be resolved in a timely manner**
- **Reporting on gender equality and women's empowerment results enhances ADB's development effectiveness and accountability.**



Project Review Missions

- ✓ **Inception:** Inform EA of the need for GAP monitoring and reporting and if necessary prepare more detailed GAP
- ✓ **Review missions and EA's regular reports:** Attach updated GAP implementation monitoring matrix
- ✓ **Mid-term review:** include GAP implementation and gender equality results in MoU & BTOR (i) review GAP progress towards meeting gender –related outcomes, (ii) access constraints, recommend midcourse corrections to improve implementation, (iii) adjust GAP activates/targets, if necessary to reflect changes in revised DMF and PAM, (iv) access how results for women contributing to the achievement of overall project
- ✓ **Final review mission:** collecting gender-based results against original GAP using sex-disaggregated data and impact stories, assess the effectiveness of GAP design, implementation, and monitoring, reporting gender equality results and GAP achievements in the MoU and BTOR, and ensure the gov't PCR will include (i) sex-disaggregated data, and gender appendix including GAP report
- ✓ **Project Completion mission:** Sufficient analysis of GAP implementation and gender equality results in the main text and appendix (target: 75% of targets and 70% of action, but it will be reised).



Commitments-EA

GEN/EGM projects documents:

- **Regular monitoring** of GAP implementation;
- **Reporting** on progress of GAP implementation **at least semi-annually** – to be submitted together with project progress reports.

(PAM and loan agreement)



Key Factors in GAP Implementation

- ✓ Leadership
- ✓ Ownership of the GAP
- ✓ Institutional Mechanisms
- ✓ Commitment
- ✓ Gender Expertise
- ✓ Resources
- ✓ Partnership
- ✓ Gender capacity building
- ✓ Lesson learned
- ✓ Continuity



Key Roles in GAP Implementation

Main Roles

- EAs & IAs are responsible for the GAPs implementation, monitoring and reporting
- Gender Specialist(s) in PMU/PIU guide overall GAP implementation
- Gender Focal Point (s) assist with GAP implementation
- Steering Committee provides oversight for GAP implementation

Supporting Roles

- CARM Gender Specialist (s) provide on-going gender technical advice and guidance and assistance on GAP implementation
- Engage in gender policy dialogue with EAs & IAs
- Share lessons learned and effective strategies that can be replicated across sectors and programs



Design and Monitoring Framework

Loan/Grant Covenant

LOAN NUMBER 2089-CAM(SF)

LOAN AGREEMENT
(Special Operations)

(Third Education Sector Development Project)

between

KINGDOM OF CAMBODIA

and

ASIAN DEVELOPMENT BANK

DATED 17 JANUARY 2013

CAM 4280

Gender and Development

13. The Borrower shall cause MoEYS to ensure that the GAP is fully implemented and that all Project activities are designed and implemented in accordance with the principles of ADB's Policy on Gender and Development (1998) including, but not limited to (a) the development of guidelines for school operating budgets with funds earmarked for improving female access, retention, achievement and completion of LS education; (b) the development of dropout prevention programs, addressing gender and equity issues; (c) 100% female school directors and deputy directors are trained on school-based management and in implementing the SBEP; (d) 25% of national and provincial trainers selected for in-service training on math and science are female; (e) 50% female participants in the employability skills program; (f) the development of a basic education campaign for parents and community leaders to increase understanding of the positive benefits of basic education attainment for female students and promote female participation in the study of math and science; (g) 40% female membership in school support committee; and (h) gender inclusive design of physical Project facilities such as separate toilets for females and males.

DESIGN AND MONITORING FRAMEWORK			
Design Summary	Performance Targets and Indicators with Baselines*	Data Sources and Reporting Mechanisms	Assumptions and Risks
Impact Universal 9-year basic education achieved	By 2022: Completion rate for grade 9 is increased by 10% (12% girls) (SY2010-2011 baseline: 48.8% (44.3% females))	MOEYS EMS	Assumption MOEYS commitment to ESP and other sectoral strategies and targets remains strong.
Outcome Increased lower secondary enrollment	In target provinces, by 2017: Lower secondary gross enrollment rate is increased by 5% (7% girls) (SY2010-2011 baseline: 52.0% (51.8% girls)) Lower secondary net enrollment rate is increased by 5% (6% girls) (SY2010-2011 baseline: 27.7% (29.6% girls))	MOEYS EMS	Assumption POEYS supports implementation of student progression program.
Outputs 1. Equipped access to lower secondary education	Program Quality control guidelines for new school building construction and use of gender sensitive sanitation facilities, issued by 2012 Prakas for educational management issued by 2012 Project in target provinces, by 2017: At least 60 new lower secondary schools constructed At least 700 new lower secondary classrooms constructed Number of students aged 12-14 enrolled in lower secondary school increased by 10%, including 10% female students (SY2010-2011 baseline: 307,207 (207,544 females)) Transition rate from grade 6 to grade 7 is increased by 10% (SY2010-2011 baseline: 86.2% total; 81.3% female) Number of female teachers in lower secondary schools increased 10% (SY2010-2011 baseline: 38.6%) Daily student attendance in lower secondary school increases for both males and females to 90% to be determined	Project progress report Project progress report MOEYS EMS MOEYS EMS MOEYS EMS School reports	Assumption Central and local levels maintain coordination in prioritizing equitable access. Parents value attainment of lower secondary education. Risk Delays caused by low procurement capacity
2. Improved quality of lower secondary education	Program Number of provinces achieving a grade 9 gross completion rate greater than or equal to 40% is adopted as core breakthrough indicator by 2013 Guidelines for basic education progression program issued by 2013 Project in target provinces, by 2017 At least 8% students (9% female) identified as at risk of school dropout transition to next grade (baseline to be determined) At least 1,500 technical group leaders in math trained (25% female). Core competency of 80% trained technical group leaders and teachers for math and science (50% female) improved. At least 800 lower secondary science teachers trained (25% female) At least 40% of lower secondary math and science teachers (25% female) trained to implement student-centered or inquiry-based teaching techniques At least 100 schools implement employability skills program, with 50% female participation	School reports Project progress report Pre- and post-training assessment Project progress report Survey School reports	Risk Low financial management capacity at provincial, district, and school levels

DESIGN AND MONITORING FRAMEWORK

Impacts the Project is Aligned with
Needs of the population served and economic development promoted (Rectangular Strategy for Growth, Employment, Equity and Efficiency: Phase III)

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms	Risks
Outcome All-weather access in rural areas of the five project provinces improved	By 2020 a. Average travel time per trip on project roads decreased by 10 minutes (2017 baseline: 40 minutes) b. Share of people who have all-year access increased by 4.7% (2017 baseline: 1.3%) c. Average number of days per year that the project roads are accessible increased to 365 days (2017 baseline: 280 days)	a. MRD field traffic surveys	Project roads suffer serious damage from severe and frequent disasters triggered by

Outputs	Performance Indicators with Targets and Baselines
Outputs 1. Rural roads improved	1a. About 300 km of rural roads rehabilitated by 2025 (2017 baseline: 0 km) 1b. Average roughness of project roads decreased to 2-3 by 2025 (2017 baseline: 6-14) 1c. Women hired by contractors for at least 25% of the required unskilled labor days by 2025 (2017 baseline: 0%) ¹ 1d. LGAP implementation, monitoring, and reporting done by SED staff with minimal support from project gender consultants by 2025 (2017 baseline: gender consultants prepare the LGAP progress reports) 1e. SED staff increased by four, 50% of them women (2017 baseline: zero staff, three are women) 2a. Annual O&M budget for project roads increased to improved

Table 1. Labor and Gender Action Plan

Project Output	Proposed Activities and Targets	Agency/Person Responsible
Output 1: Civil Works/ Road Rehabilitation	<ul style="list-style-type: none"> Civil works will utilize the labor-based appropriate technology contractors will prioritize use of local unskilled labor. Ensure that at least 30% of unskilled laborers are women through conditions in bid documents. Ensure that the indigenous peoples/ethnic minority groups (Cham, Vietnamese, etc.) are represented in the construction labor force. Contractors will not employ child labor. Unskilled men and women will receive equal pay for equal work. Road shoulders will have paved surface to enable carts with wheels to travel easier. Facilitate transport for school children on bikes, hauling supplies and water during the construction and maintenance. Capacity development activities focused on gender awareness and design gender issues in local communities located along the road. 	MPWT, contractors, international social safeguards specialist, and one national labor and gender specialist, commune council village development council through the gender committee.
Output 2: Improved Road Asset Management	<ul style="list-style-type: none"> A road maintenance action plan for MPWT/contractor MPWT will be available and will support a sustainable road maintenance regime, with works delegated to local communities through sub-contracting. At least 50% of road maintenance workers are women. Ensure that the indigenous peoples/ethnic minority groups are represented in the labor force. Capacity of local contracting industry will be based on the use of labor-based appropriate technology to ensure long-term employment for unskilled men and women. Training will be provided on road maintenance and gender mainstreaming concept for all stakeholders involved in the project. Ensure strict enforcement of the policy on equal pay for equal work, and no child labor. 	MPWT, contractors, international social safeguards specialist, and one national labor and gender specialist, commune council village development council through the gender committee.
Output 3: Increased Road Safety and Social Safeguards	<ul style="list-style-type: none"> All project roads will have road safety signage and speed bumps to slow down traffic in local communities, especially in front of schools, hospitals, markets, mosques, pagodas, etc. A community-based road safety campaign will involve community leaders (commune/village chiefs, school directors, health workers, monks, etc.) as facilitators, and at least 40% of community facilitators are women. Ensure the implementation of HHTPP in the local communities, contractor workers, and other stakeholders. HHTPP will include awareness raising measures, dissemination of medical packages (including condoms), promotion of voluntary counseling and HIV/AIDS testing, dissemination of effective and culturally appropriate IEC materials and other HHTPP related activities (especially for the indigenous peoples/ethnic minority groups), etc. Collect sex-disaggregated socio-economic baseline data. At least 40% of the workers in climate change activities (i.e. planting and caring for road-side trees/plants) are women. Local women will be included in the planning stages of the vulnerability mapping for provincial roads. Emergency management and early warning systems will engage vulnerable groups (women, disabled persons, etc.) during planning stages and persons will be included for such groups in actual operations of the systems. 	MPWT, contractors, international social safeguards specialist, and one national labor and gender specialist, commune council village development council, NGOs, schools and government agencies.
Output 4: Improved Climate Resilience	<ul style="list-style-type: none"> Ensure that 100% of the MPWT staff who will be involved in project implementation and monitoring are trained on gender awareness/training, HHTPP and other related trainings. Ensure hiring of one international consultant on social safeguards and one national labor and gender specialist who will ensure implementation of the LGAP, and will monitor implementation of the HHTPP and other related activities in the project area. 	MCE, MPWT team, commune council/village development council, other agencies
Output 5: Efficient Project Management Support	<ul style="list-style-type: none"> Ensure that 100% of the MPWT staff who will be involved in project implementation and monitoring are trained on gender awareness/training, HHTPP and other related trainings. Ensure hiring of one international consultant on social safeguards and one national labor and gender specialist who will ensure implementation of the LGAP, and will monitor implementation of the HHTPP and other related activities in the project area. 	MPWT PNU, MPWT Physical Office, social safeguards and labor and gender specialist

IEC = Information, Education, and Communication; HHTPP = HIV/AIDS and human trafficking prevention program; LGAP = labor and gender action plan; MCE = Ministry of Environment, MPWT = Ministry of Public Works and Transport; NGO = non-government organization; O&M = road management and

Gender Action Plan (GAP)

GENDER ACTION PLAN: ADDITIONAL FINANCING

Proposed Actions/Targets	Responsible Agencies
Output 1: Rural productive infrastructure and livelihood improved with capacity in disaster risk management enhanced.	
Enhance income generation opportunity for women:	NCDD, Provincial and district gender focal points, and CMAW
<ul style="list-style-type: none"> Ensure women benefit from jobs created by the project related to infrastructure construction/rehabilitation as well as O&M. At least 25% of women employed as unskilled workers (reference: 25% in 2016); Ensure promotion of gender equality in relation to construction/rehabilitation work in the bidding documents for all additional subprojects (quota for women's employment as unskilled workers, equal pay for work of equal value, and no child labor); and Core labor standards will be complied with (equal pay for work of equal value, no child labor) for all civil works related to the project. 	
Women's participation in group formation and leadership:	
<ul style="list-style-type: none"> At least one woman to be elected to join management committee of new LGs and service teams (baseline: 100% LGs in 2016, service team: 0); At least 50% of the new LGs and service team members are women (baseline: 54% LG members in 2016, service team: 0); and At least 25% of households selected to be LG and service team members should be female-head households (baseline: 21% FHHs in 2016, service team: 0). 	
Women's participation in trainings and capacity-building activities:	
<ul style="list-style-type: none"> At least 50% of the service team members who receive technical training 	



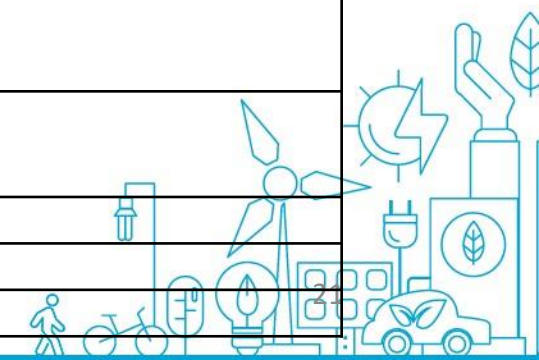
Reporting Requirements

- **Reporting templet: GAP monitoring table**
- **Sex-disaggregated data quality in GAP progress report:**
 - Report against each action and each numeric target
 - provide quantitative and qualitative data
 - Collect case studies
 - Report against the overall project implementation schedule
 - Report progress on empowerment outcomes (strategic benefits and practical benefits)
 - Issues, challenges and recommendation
- **DFM: gender indictors**
- **Loan covenant: gender**



Template of Gender Monitoring Table

<p>Gender Action Plan (GAP Activities, Indicators and Targets, Timeframe and Responsibility)</p>	<p>Progress to date (as of _____)</p> <p>(This should include information on period of actual implementation, sex-disaggregated quantitative updates (e.g. number of participating women, women beneficiaries of services, etc.), and qualitative information. However, some would be on-going - so explain what has happened so far towards meeting the target.)</p>	<p>Issues and Challenges</p> <p>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc., and provide recommendations on ways to address issues and challenges)</p>
Output 1:		
<p>Target: At least 50% of women received village-based training program</p> <p>Responsibility: XXX</p> <p>Timeframe: September 2020</p>	<p>Achieved: 10,778 (95%) of 11, 322 participants were women attending on-the-job training conducted to improved livestock productivity of farmers through (i) forming saving group, (ii) livestock production, (iii) rice and vegetable farming etc.</p>	
Output 2:		
Target 2		



What Makes a Good GAP Implementation

- Appointment of gender focal points from technical departments at all levels of project implementation
- Build capacity of gender focal points who will take ownership of GAP implementation
- Early involvement of gender consultant
- Collect quantitative and qualitative data
- Sensitize PMU and core project staffs on GAP and gender equality
- Routine collection of sex-disaggregated data and include in into the project monitoring system at early stage of impl
- Identify bottlenecks to GAP implementation and suggest practical solutions (eg., capacity, key term in GAP etc..)
- Continues dialogues and guidance from ADB
- Standardization of project GAP reporting
- Management support to GAP implementation



Quantitative and Qualitative Indicators

Quantitative	Qualitative
<ul style="list-style-type: none">❑ Measures quantifiable results -Focus on issues which can be counted.❑ Based on sex-disaggregated data: separate measures for women and men❑ E.g. Number or % of women and men employed/ accessed new livelihoods/ participated in planning meetings, etc.❑ Quantitative data can show changes in gender equality over time. E.g., number of girls in schools, number of women in XX positions	<ul style="list-style-type: none">❑ Captures people's experiences, attitudes, opinions, feelings – showcase increases in women's levels of empowerment and demonstrate change.❑ How have women's lives changed? Do women think they have greater self-respect/ economic or social autonomy? Why? How does this relate to men's perceptions and attitudes to women?❑ Helps us to see why certain trends/ changes happened, what were women's perceptions of what worked and what were the barriers, etc.

❑ **Together qualitative and quantitative data helps us to compare the data and cross-check results**

❑ **Help to analyze result and reduce possibility of biased findings/ conclusions.**

❑ **Positive practices: more consistence of data collection – women's participation, access to credit/ inputs, women's increased participation in livelihood activities, etc.**



Roles of Project Gender Specialist

□ Planning

- Develop sector-wide gender policy, program, procedure
- Review & refine gender targets/activities
- Prepare detailed GAP implementation plan
- Prepare annual plan & budget for including in project AWPB
- Develop gender capacity building plan

□ Implementation

- Facilitate implementation of gender features in all relevant project outputs
- Conduct orientation on GAP implementation
- Provide social and gender inputs for training
- Assist in implementing the GAP
- Oversight of GAP impl, identify constraints and prepare strategies to overcome them

□ Monitoring and reporting

- Consult regular with women beneficiaries
- Assist in developing a sex-disaggregated project monitoring and evaluation system
- Identify baseline data needs
- Ensure collection of sex-disaggregated data
- Monitor GAP implementation progress
- Conduct field monitoring
- Prepare regular quarterly GAP progress report



SERD “GAP at A Glance” Database

- “GAP at a Glance” is used to track status of GAP implementation
- Resident Mission of each country is required to submit latest GAP reports to ADB HQ twice a year (April and November) to update SERD ‘GAP at a glance’ database
- Gender Anchor at SERD department will generate updated country report and share with country’s management team



How to Prevent Delays in GAP Implementation

❑ Challenges

- Limited knowledge and understanding on gender equality and women's empowerment
- Lack incentives to achieve the gender-based objectives and commitment
- Gender specialist (intermittent, limited capacity to address sector-based gender issues, limited ability to understand the GAP, language issue)
- Reluctance and insufficient allocation of resources for GAP impl.
- Inadequate impl. of GAP activities and achievement of targets
- Limited gender expertise and monitoring mechanisms for GAP impl. lead to limited reporting on GAP impl and results

❑ Solutions

- ✓ Build commitment
- ✓ Increase understanding/rationale how GAP impl. contribute to meeting overall project objectives
- ✓ Training, peer exchanges and learning seminars
- ✓ Regularly visit sample project sites with the expert to observe how GAP being implemented
- ✓ Building capacity of gender specialist (day-to-day consultation, technical advice, guidance, project-based training)
- ✓ Understanding of "GAP is mirror the DMF" is important for resources allocation
- ✓ Prepare a GAP impl. plan with EA/IA at early stage
- ✓ Incorporate sex-disaggregate data indicators in PPMS
- ✓ Ensure GAP impl is updated and report in every quarter as part of the project progress report



Want to learn more?



GENDER EQUITY

An Introduction to ADB's Strategy and Guidelines for Gender Mainstreaming

Find out how the Asian Development Bank's gender mainstreaming category system and key tools in implementing action plans help mainstream gender requirements in projects.

Learning Mode: Self-study

Duration: 1 January 2017 - 15 December 2018

<https://elearn.development.asia/>



Useful Resources

Policy on Gender and Development

<http://www.adb.org/documents/policy-gender-and-development?ref=themes/gender/publications>

Operations Manual Section C2 on Gender and Development

<https://www.adb.org/sites/default/files/institutional-document/31483/om-c2.pdf>

Gender Equality and Women's Empowerment Operational Plan, 2013-2020

<http://www.adb.org/documents/gender-equality-and-womens-empowerment-operational-plan-2013-2020>

Guidelines for Gender Mainstreaming Categories of ADB Projects

<https://www.adb.org/documents/guidelines-gender-mainstreaming-categories-adb-projects>

Gender Checklists and Toolkits in Sector Work

<http://www.adb.org/themes/gender/checklists-toolkits>

Gender Tip Sheets

<https://www.adb.org/documents/series/gender-tip-sheets>

Toolkit on Gender Equality Results and Indicators

<https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators>



For more information:

ADB Gender Equity Thematic
Group Secretariat

Sonomi Tanaka

stanaka@adb.org

Keiko Nowacka

knowacka@adb.org

Rosemary Atabug

ratabug@adb.org

ADB gender website

www.adb.org/gender



SERD Gender Team:

- **SERD Gender Anchor (will be on board in September 2019)**
 - Joanne Quintana jquintana.consultant@adb.org
- **CARM Gender Specialist:**
 - Chandy Chea cchea@adb.org
 - Pisey Chea pchea.consultant@adb.org
- **VRM Gender Specialist:**
 - Giang Thanh Nguyen gtnguyen@adb.org
 - Tran Thuy Hai thai.consultant@adb.org
- **LRM Gender Specialist:**
 - Theonakhet Saphakdy tsaphakdy@adb.org
 - Duangchith Viravongsa kduangchith@yahoo.com
- **MYRM Gender Specialist:**
 - Seinn Htet shtet.consultant@adb.org
- **IRM Gender Specialist:**
 - Riana Puspasari rpuspasari.consultant@adb.org
- **PhCO Gender Specialist:**
 - Claire Angeline Luczon cluczon.consultant@adb.org

