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# Mainstreaming Gender in ADB-Supported Projects

**10-12 May 2023 | Islamabad, Pakistan**

**ADB**

# Gender Policy

- ADB's policy on gender and development<sup>1</sup> (GAD), approved in 1998, adopts gender mainstreaming as a key strategy for promoting gender equity.
- Integration of gender considerations into all aspects of ADB operations
  - (i) country partnership strategies (CPS) and programs
  - (ii) gender analysis in projects
  - (iii) consideration of gender issues at all stages of the project cycle

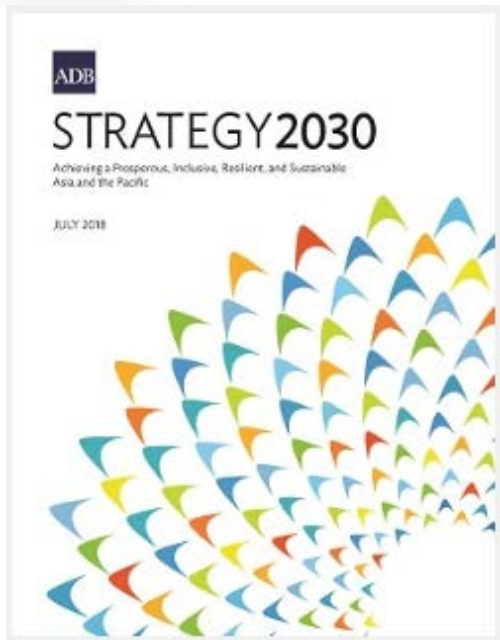


# Gender Policy

- Application of the Policy
- Country Partnership Strategy (CPS)
- Country Gender Assessment (CGA) -informs CPS
- Project Development, Implementation, Monitoring, and Reporting on Gender Equality Results



# STRATEGY 2030



## STRATEGY 2030'S SEVEN OPERATIONAL PRIORITIES



Addressing remaining poverty and reducing inequalities



Accelerating progress in gender equality



Tackling climate change, building climate and disaster resilience, and enhancing environmental sustainability



Making cities more livable



Promoting rural development and food security



Strengthening governance and institutional capacity



Fostering regional cooperation and integration





## Operational Priority 2 Accelerating Progress in Gender Equality



### Strategic Operational Priorities

**1** Women's economic empowerment increased

**2** Gender equality in human development enhanced

**3** Gender equality in decision making and leadership enhanced

**4** Women's time poverty and drudgery reduced

**5** Women's resilience to external shocks strengthened

- Build on good practices on gender in operations
- Go beyond gender mainstreaming in country partnership strategy
- Develop stronger gender pipeline
- Improve quality of project gender designs and target setting
- Continue to improve gender equality results in projects
- Conduct pilots and technical assistance (TA) on innovative and transformative approaches
- Enhance gender knowledge products, events, and partnerships
- Update and strengthen business processes and tools
- Combine ordinary capital resources with TA and concessional resources
- Build knowledge and expertise in emerging areas

### Operational Approaches



Scale up gender mainstreaming in operations across sectors and themes



Integrate Sustainable Development Goal (SDG) 5's "transformative" gender agenda, e.g., economic assets and resources for women, unpaid care and domestic work, digital technology/ ICT, and gender-based violence



Expand gender mainstreaming in nonsovereign operations



Tackle multiple gender inequalities through integrated solutions, e.g., livable cities program



Develop capacity of developing member countries and clients in tracking and achieving gender-related SDGs

### Sub-pillars

- Women's access to job skills improved
- Women's financial inclusion increased
- Women's entrepreneurship supported
- Women's access to infrastructure and services improved
- Women's and girls' participation in nontraditional education and training increased
- Quality and access to women's and girls' health services improved
- Protection from gender-based violence strengthened
- Women's leadership capacity improved
- Regulatory, legal, and institutional environment for gender equality improved
- Provision of time-saving or gender-responsive infrastructure improved
- Quality and access to child and elderly care services improved
- Resilience-building community-based initiatives for women and girls implemented
- Provision of climate and disaster-resilient infrastructure for women and girls improved
- Financial protection systems for women strengthened
- Dedicated crisis-responding social assistance systems for women and girls strengthened

# Gender Categorization of Projects

## Gender Equity Theme (GEN)

project outcome directly addresses gender equality and/or women's empowerment by narrowing gender disparities

### DMF Outcome

- Statement includes gender equality
- At least one indicator

### DMF Output

At least one gender indicator/target in majority (50% or more) of the outputs

### Gender Action Plan (GAP)

Includes DMF gender targets/indicators

## Effective Gender Mainstreaming (EGM)

Project outcome does not explicitly address gender equality or women's empowerment, but project outputs do

### DMF Output

At least one gender indicator/target in majority (50% or more) of the outputs

### Gender Action Plan (GAP)

Includes DMF gender targets/indicators

## Some Gender Elements (SGE)

### DMF Output

one or more gender performance indicator(s) are included in less than 50% of project outputs

GAP is **not** required

## No Gender Elements (NGE)

# Gender Mainstreaming in Projects

## Project Concept Paper (PCP)

- Initial Gender categorization
- Preliminary Poverty and Social Analysis (PSA)
- Gender targets, indicators in the DMF

## Poverty, Social, and Gender Analysis (PSGA)

- Sex-disaggregated, gender data
- Policies and programs relevant to the project and communities
- Gender issues
- Recommended gender design features
- Draft Gender Assessment and Action Plan (GAAP)

## Report and Recommendation of the President

- Gender categorization
- Gender indicators, targets in DMF
- Complete Poverty and Social Analysis
- GAAP
- Project Administration Manual (PAM) Provision for Project Gender Specialist
- Loan Covenant

# Gender Mainstreaming in Projects

[Emergency Flood Assistance Project \(RRP PAK 56312\)](#)

## GENDER ACTION PLAN

Activity	Performance Indicators/Targets	Responsibility	Timeframe
<b>Output 1. Flood-damaged roads and bridges in project areas rehabilitated and reconstructed</b>			
1.1 Develop and conduct awareness-raising program/s on GBV. <sup>a</sup>	1.1.1 Key findings from assessment of awareness/knowledge on GBV incorporated in the information campaign approaches, materials 1.1.2 At least two types of information campaign approaches on prevention and management of GBV developed. (2022 baseline: NA) 1.1.3 By 2025, five information campaigns on GBV conducted among the women in Sindh with at least 50 women participants from each campaign reported knowledge on at least two approaches on prevention and management of GBV. (2022 baseline: 0) (DMF Target)	PMU/PIU project gender specialist	Q1 2023–Q4 2025
1.2 Develop and conduct training/s on good practices, technologies, approaches on sustainable, climate-resilient agriculture and nutrition. <sup>a</sup>	1.2.1 Key findings from knowledge and skills assessment incorporated in the training design and training modules. 1.2.2 At least one training module on good practices, approaches on sustainable agriculture and nutrition relevant to the context of Sindh developed. 1.2.3 Two skills trainings per year on good practices in sustainable agriculture and nutrition conducted among the women in Sindh with at least 30 women participants from each training reported knowledge and skills on at least two good practices in sustainable agriculture and nutrition. (2022 baseline: 0) (DMF Target)	PMU/PIU project gender specialist	Q1 2023–Q4 2025
1.3 Develop and conduct training program on entrepreneurship and viable enterprises. <sup>a</sup>	1.3.1 Key findings from knowledge and skills assessment incorporated in the training design and training modules. 1.3.2 One training module on basic entrepreneurship developed. 1.3.3 Training modules for at least 3 types of viable enterprises for Sindh developed. 1.3.4 At least 60% of women participants reported knowledge and skills on entrepreneurship and viable enterprises (2022 baseline: 0) (DMF Target)	PMU/PIU project gender specialist	Q1 2023–Q4 2025



# Gender Mainstreaming in Projects

**For 2023**

## **Punjab Arterial Roads Improvement Project**

- Women and female students from project communities acquire knowledge on issues, programs, and services to address Gender-Based Violence
- Signages on emergency helplines including women's concerns and posters on Punjab government's programs and services on gender-based violence (GBV) installed in schools, commercial areas, community facilities, local government offices
- Female students of STEM and/or TVET reported knowledge and skills on technical jobs in C&WD
- Information campaigns in educational institutions (including colleges, universities, TVET institutes) encouraging women to take courses and/or jobs in the road transport completed

# Gender Mainstreaming in Projects

**For 2023**

## **CAREC Corridor Development Investment Program (Tranche 3)**

- Possible gender design features (to be validated during Due Diligence)
- Emergency response centers to include emergency services, protocols for women and other vulnerable groups who are victims of violence, sexual exploitation, abuse and harassment (SEAH)
- Commercial stalls for women in the service areas for their products
- Employment of women in the services areas, emergency response centers
- Gender policy, or integrating gender guidelines in NHA's operations



THANK YOU

