



# Gender Mainstreaming in ADB Projects:

## Session 02 Outline

1. GAP Reporting
2. Revisions in GAP
3. Reporting on GAP/Gender commitments in PCRs

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# A recap of session 1: What and why of Gender Mainstreaming

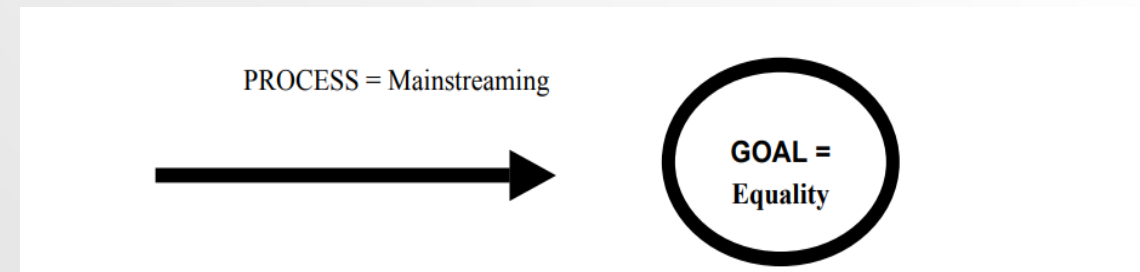
A brief brainstorming in groups on why/how do we need to mainstream Gender in ADB's financed projects?

Discuss in your group and share your responses in the larger group! 10 min for discussion and 10 min for sharing

Group 1: Project Design Phase –Concept Note

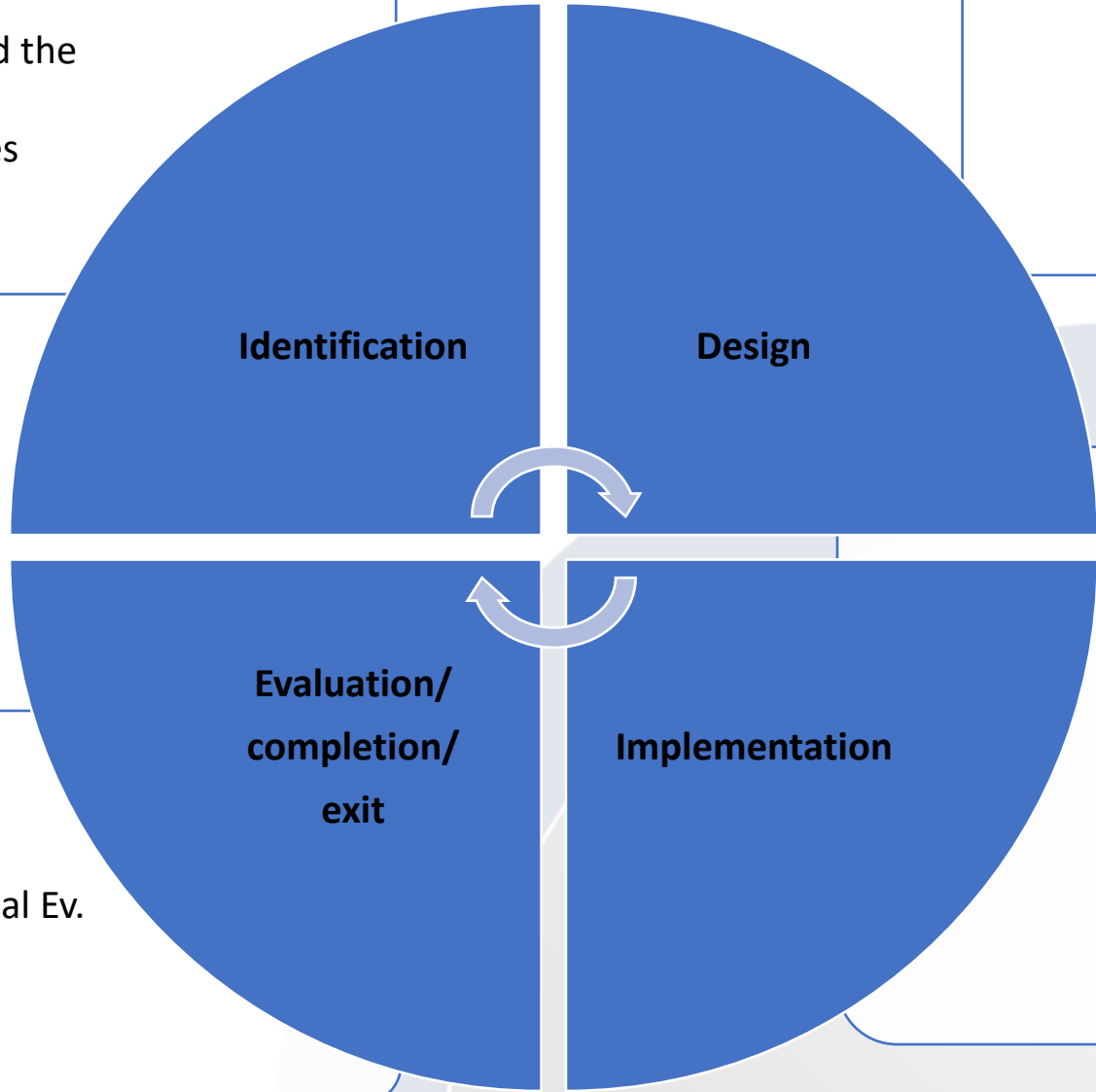
Group 2: Project Implementation Phase-GAP

Group 3: Project Evaluation-PCRs





- Initial Gender Categorization
- Gender analysis
- Gender issues around the sector
- Government priorities



- Setting gender targets and indicators in the DMF
- Gender Action plan
- Sex-disaggregated baseline data

- Gender expert hiring
- Team sensitization
- GAP implementation and responsibilities
- Periodic reporting on/updating GAP

- PCRs
- PCR Validation (internal Ev. deptt)



# Monitoring and Reporting on Progress of Gender Action Plan (GAP) Implementation and Reporting on Gender Equality Results

**August 2023 | Lahore, Pakistan**





## What is Gender Action Plan

The gender action plan incorporates (i) gender performance indicators of the project DMF; (ii) additional gender performance indicators that will help achieve the project's gender related objectives and targets; and (iii) activities, resources, responsibilities, and timelines for implementation and monitoring

GAP Activities	Indicators and Targets,	Timeframe and Responsibility	Means of verification/Data/Reports*
Ensure that the call for proposals explicitly requires the line departments to demonstrate how their proposed projects would benefit the people of Punjab, especially the vulnerable groups	Memos and guidelines on drafting the project proposal explicitly requires the proponents to demonstrate how the project will benefit the poor, women, children, elderly, and persons with disabilities .	March 2023 PPPPA/PPP Cell	Approved guidelines and MoMs of PPP P&M Board meeting.
Require a social impact assessment for project proposals, which would include an assessment of how the project would benefit women and girls	Project proposals accepted include social impact assessments with a section on gender impact.	Throughout project life/ 2018–2025 PPP Authority	Concurrence of Project proposals of the 2 sub-projects (multan-vehari road & water meter in Lahore) have already been taken from ADB.

# Some Key Points to Consider

Project Modality	GEN	EGM	SGE
Results-based loans/grants	No separate GAP	No separate GAP	No GAP required
	At Least one disbursement linked indicator (DLI) must include a gender-specific performance indicator, which is likely to directly narrow gender gaps, benefit women and girls, and promote gender equality and women's empowerment.		
Policy Based Loans/Grants	No separate GAP	No separate GAP	No GAP required
	The policy design and monitoring framework (PDMF) should include at least one gender-related policy action or measure in the majority (50% or more) of the reform areas, which are likely to directly result in narrowing gender gaps or improving gender equality and women's empowerment		
Grants/Loans	GAP is mandatory	GAP is mandatory	No GAP required

# GAP Implementation and Reporting

## Key Points to Note

- Sex-disaggregated data (absolute numbers and corresponding percentages)
- Succinct description of the completed activity and outcomes
- Avoid generic statements and lengthy background stories



# Results-Based Loans (Access to Clean Energy IP)

Document Reference, Activity or Target	Update
<p><b>DMF Outcome target a.</b> By 2021, access to electricity is provided to an additional 240,000 households and 2.6 million students in unelectrified and poorly electrified areas. (DLI 1) (2016 baseline: 0)</p> <p><b>DLI 1.</b> By 2021, access to electricity is provided to an additional 240,000 households and 2,600,000 students in unelectrified and poorly electrified areas</p> <p><b>KPP (need for sex-disaggregated data)</b></p> <ul style="list-style-type: none"> <li>• 240,000 households</li> <li>• 800,000 students</li> </ul>	
<p><b>DMF Output target 2a.</b> By 2021, girls' schools account for at least 30% of schools with solar plant installed. (DLI 4) (2016 baseline: %, no school)</p> <p><b>DLI 4.</b> By 2021, at least 30% of schools with solar plants installed are girls' schools.</p>	
<p><b>DMF Output target 2b.</b> By 2021, households headed by women account for at least 7% of target households that are newly connected to electricity. (DLI 5) (2016 baseline: 0 households connected)</p> <p><b>DLI 5.</b> By 2021, at least 7% of target households newly connected to electricity are women-headed households.</p>	



# Policy-Based Loans (Third Capital Market SP1, SP2)

Subprogram 1	What to report on Subprogram 1	Subprogram 2	What to report on Subprogram 2
Reform Area 3: Supply measures enhanced			
		2.8 The SECP has approved framework for issuing <b>Gender Bonds</b> for implementation by potential financiers to facilitate the issuers of debt securities to diversify their source of financing and provide an additional financial instrument to increase visibility of women entrepreneurship and facilitate its access to finance.	Kindly cite the date of approval of the framework for the issuance of the Gender Bonds.  Please differentiate this from the Women Entrepreneur Bonds. Please cite specific distinct and salient elements in this framework.  Please attach a copy of the approved framework.
Reform Area 4: Demand Measures (indicated in Policy Matrix in SP1)			
15. <b>SECP</b> approved a gender policy document entitled “Gender Mainstreaming” for promotion of female participation in the governance of capital markets and increased access to capital markets by females. <b>(Document Required: SECP approved policy)</b>	Cite the key provisions in the gender mainstreaming policy and the date of approval.  Please attach a copy of the approved policy.	16. SECP will approve legal framework for issuing <b>Women Entrepreneur Bonds</b> (Documentation Requirement: SECP Notifications)	Please cite the salient points in the legal framework on issuance of Women Entrepreneur Bonds.  It will be helpful to cite if the the legal framework has an implementation mechanism. Please also discuss the progress of implementation/application of the framework.

# Loan L0519;0639; L3473-74 National Disaster Risk Management Fund



Sr. No.	GAP Components	Monitoring Indicators	Responsibility	GAP Status/Remarks
<i>Output 1: NDRMF established and made operational</i>				
1.	Ensure that NDRMF has gender policies, screening criteria for project proposals (to be funded under the Project) and guidelines are prepared.	Requisite governance, operational, fiduciary, and safeguard (including gender) procedures, policies, and systems are in place by February 2019 (2016 Baseline: 0). <b>DMF Output Indicator 1a</b>	National Disaster Risk Management Fund, Implementing Agency with the technical support of Gender Expert hired under TA	<p><b>Completed:</b> The Fund has an approved framework for promoting gender equality aiming to ensure gender mainstreaming at the projects and institutional level. All Requisite governance, operational, fiduciary and safeguard (including gender) procedures, policies and systems in place. <b>Need to cite the key elements of the gender policy, screening criteria, guidelines that are applied to project proposals.</b></p> <p>An additional initiative was also taken during the year to recruit female staff at different levels, including support level, by only generating and advertising female specific positions. <b>This is an HR related practice and does not seem to fit in the context of gender policies, <u>guidelines for project proposals.</u></b></p> <p>The Fund <b>organized various training sessions</b> to conduct gender analysis studies for projects falling under <u>the Category II</u> of the Non-Public Sector entities. <b>It will be important to clarify if the training sessions relate to the application of gender-related <u>guidelines, criteria.</u></b></p>
2.	Increase employment opportunities for women in NDRMF.	<b>TARGET</b> The NDRMF is fully staffed (at least 20% of these staff members are women) and has a fully established office by March 2019 (2016 Baseline: 0). <b>DME Output Target 1b</b>	National Disaster Risk Management Fund, Implementing Agency	The total number of sanctioned positions during the reporting period are 81, out of which total 59 positions have been filled (46 male and <b>13 (22%) female staff</b> ). Total number of Management and Executive Staff stood 44; out of which <b>12 (27%) are women</b> . In case of overall strength i.e. 59 staff, the female staff account for 22%.
3.	Ensure that institutional arrangements are in place for monitoring and implementation of	Establishment and staffing of Environmental, Social Safeguards and Gender unit by 2019.	National Disaster Risk Management Fund, Implementing Agency	<b>Please cite if the unit was established.</b> Deputy Manager Gender left the Fund on December 1 <sup>st</sup> 2020. The position is now vacant. <b>Please clarify if this person headed the unit.</b>

# Loan L0519;0639; L3473-74 National Disaster Risk Management Fund

Sr. No.	GAP Components	Monitoring Indicators	Responsibility	GAP Status/Remarks
		<p><b>ORIGINAL GAP (included in this version of GAP)</b> Sex and age-disaggregated data of people who benefited from the retrofitting of public sector buildings (social sector) is available by Q1 2022.</p>		Sex disaggregated data will be compiled during next quarter
<i>Output 3: Analytical work and products to improve fiscal management of disaster risks</i>				
7.	Ensure disaster risk financing instruments are <u>gender-inclusive</u> and cater to the needs of vulnerable population segments	<p><b>TARGET</b> By Q2 2022, a gender-sensitive national DRF strategy is developed (2016 Baseline: <u>None</u>). <b>DME Target 3a.</b></p> <p><b>TARGET</b> by Q4 2022, at least two gender-inclusive DRF instruments are developed (with targeted interventions for the poor and vulnerable) and one is pilot tested (2016 Baseline: 0). <b>DME Target 3b</b></p> <p><b>ORIGINAL GAP- not included in this, GAP</b> No. of women <u>benefitted from</u> gender-inclusive DRF instruments</p> <p><b>ORIGINAL GAP- not included in this GAP</b> Gender impacts of the <u>gender-inclusive</u> DRF instruments documented (with at least two case studies per instrument)</p>	NDRMF with the support of Social and Gender officer	<p>The work on finalization of the DRF strategy has been resumed with hiring of international and national consultants. The Draft DRF Strategy is expected to be ready in the next quarter.</p> <p><b>Component related to DRF Instruments is requested to be dropped.</b></p> <p>Project team, PIU needs to explain why this will be dropped. Internal process in ADB on dropping needs to <u>complied</u> with.</p>

# Gaps in reports/reporting

1. Reporting on the numerical value are not expressed as both the total number as well as the percentage
2. Detailed procedures and background activities but not what is asked for in the indicator/target (key Information needed)
3. Always annex the evidence as means of verification i.e. attendance sheet, report, approved policy etc.

Action	Indicator	Updates
Conduct separate consultations with women groups during the design stage of the sub-projects to address their concerns (related to mobility, privacy, access to water and other gender impacts)	20% of the total consultations are carried out with women's groups	Various consultation meetings have been done with women in relation to the project . Concerns of women folk have been in cooperated.



## A Few Examples on reporting gaps



## Example No 1: Results-Based Loans (Access to Clean Energy IP)

Indicator	June 22 updates	June 23 updates	Remarks
<p>2d. By 2021, 3,000 women are trained to equip them in using energy benefits. d (2016 baseline: 0 women trained)</p> <p>ADB Corporate Results Framework Gender Indicator: Pillar 1 Women enrolled in TVET and other job training (number)</p>	<p>Trainings have been provided by the contractors to the focal persons specially females regarding the performance of solar panels.</p> <p>In case of any trouble shooting, focal persons have been trained for its rectification.</p>	<p>Trainings have been provided by the contractors to the focal persons specially females regarding the performance of solar panels.</p> <p>In case of any trouble shooting, focal persons have been trained for its rectification.</p>	<p>List of trained staff attached as Annexure 4</p>
<p>3b. By 2021, 100% of identified energy and finance department staff of both provinces are trained on technical issues, gender, project management, financial management, contract management, energy audit, environmental and social management, and climate risk management. (2016 baseline: 0 staff trained)</p>	<p>Staff have been trained on the said topics focusing on project management, finance, contract management, environmental and social safeguards, energy audits etc.</p>	<p>Staff have been trained on the said topics focusing on project management, finance, contract management, environmental and social safeguards, energy audits etc.</p>	<p>List of trained PMU officers attached as Annexure- 5.</p>

# Project Loan L3049-PAK Social Protection Development Project

Activities	Indicators/Targets	What to report	Updates we received
Output 1. Expanded coverage of cash transfer program			
<p><b>Current Project</b></p> <p>1. Gender sensitive awareness raising by field social mobilizers supports demand generation for new enrolments and knowledge of rights, entitlements and grievance redress mechanisms amongst Benazir Income Support Program (BISP) beneficiaries.</p> <p>2. Mobilization of surveyors to identify pending and difficult to reach beneficiaries and support registration of CNIC to BISP.</p> <p>3. Catch-up effort of National Database Registration Authority (NADRA) mobile and semi-mobile teams to issue computerized national identity card (CNIC) and bank account.</p>	<p><b>Current Project</b></p> <p>BISP tehsil offices and social mobilizers are able to explain to potential/existing female beneficiaries about entitlements for CNICs and BISP programs and respond to complaints.</p> <p>Awareness raising campaigns undertaken throughout catchup period.</p> <p><b>TARGET</b> By 2018 95% of eligible female heads of families with the CNIC enrolled in BISP (2013 baseline: 70%) <b>DMF Target</b></p> <p><b>TARGET</b> Debit card issued and Biometric Verification System payments mechanism operational for <b>all</b> new registered women with CNIC (2.4 million)</p> <p><b>TARGET</b> By 2018 Regular cash transfers received on time by <b>2.4 million women</b> (2013 baseline: 0) <b>DMF Target</b></p>	<p>Indicate the number of BISP tehsil offices and number of social mobilizers engaged.</p> <p>Cite the key points discussed with the female beneficiaries</p> <p>Indicate the types of awareness raising campaigns done and as feasible, the estimated number of women reached.</p> <p>Cite the absolute total number of eligible heads of families and the number and percentage of eligible female heads of families enrolled</p> <p>Brief statement/discussion to cite if the debit card and verification system are functional/operational for ALL newly registered women.</p> <p>Conduct surveys, FGDs prior to project completion.</p> <p>Cite the actual number of women who received the cash transfers.</p>	<p>3.As of 30th June, 2023, total count of eligible beneficiaries with valid CNICs was 9.55 million, out of which, around million beneficiaries were enrolled as 31st January 2023, that was the target for UCT enrollment for FY 2022-23</p>
<p><b>Overall Project</b></p> <p>Unchanged</p>			<p>The %age??</p>

PAK: Loan No / Grant No: 0562-PAK(EF) Project Title 'Enhancing Public Private Partnership in Punjab Project'

%age and Number both

GAP Activity	Indicator/Target	Timeline	Update	MoV
Conduct gender training for the staff of PPP Cell, PPP Authority and RMU, and to the relevant staff of the line departments preparing proposals.	At least 60% of staff of RMU, PPP Authority and PPP Cell have undergone gender trainings.  At least 2 staff from each line department submitting proposals have undergone gender trainings	2018-2025	3 gender training have been undertaken (2018, 2019 and 2021). 38 officers from RMU, C&W, PPP Cell and p4a participated in the training.	attendance sheets training conducted in 2018 and 2021 is attached at Annex-D while pictorial evidence of training conducted in 2019 will be shared through email.
Hire women staff in the PPP Cell and PPP Authority.	At least 20% women staff in the PPP Authority and PPP	2018–2025	PPP Authority and PPP Cell has 20% women staff currently.	List of staff is attached at Annex-E

Absolute number and total no of staff

20% of how many?

## Loan No / Grant No: 3159/3160(COL)-PAK .Trimmu and Panjnad Barrages Improvement Project

GAP Activity	Indicator and Target	Deadline	Update
Enhanced livelihood skills for local communities at Islam Barrage  DMF output 4.	Training need analysis carried out in surrounding communities of the barrage for designing market-oriented skills development program.  At least 150 affected community members 50% of which are women, are trained in livelihood skills	Completion date for the activity is June 2023. PMO/TEVTA are responsible for completion of job.	<p>Previous Progress: MOU with TEVTA was amended and Local Community Trainings at Islam Barrage were included in existing MoU in March 2022.</p> <p>Out of three training mentioned above two No trainings (Flood Risk Management and Drafting and &amp; Pattern Making for female completed successfully.</p> <p>To meet the DMF target, the amendment 02 in existing MoU was made to include two No. of new trainings at the cost of 1.826 million. Home Based Business &amp; Food Processing, Handicraft Making and marketing for females.</p>



## Revisions in GAP



# Loan L0519;0639; L3473-74 National Disaster Risk Management Fund

Sr. No.	GAP Components	Monitoring Indicators	Responsibility	GAP Status/Remarks
		<p><b>ORIGINAL GAP (included in this version of GAP)</b> Sex and age-disaggregated data of people who benefited from the retrofitting of public sector buildings (social sector) is available by Q1 2022.</p>		Sex disaggregated data will be compiled during next quarter
<i>Output 3: Analytical work and products to improve fiscal management of disaster risks</i>				
7.	Ensure disaster risk financing instruments are <u>gender-inclusive</u> and cater to the needs of vulnerable population segments	<p><b>TARGET</b> By Q2 2022, a gender-sensitive national DRF strategy is developed (2016 Baseline: <u>None</u>). <b>DME Target 3a.</b></p> <p><b>TARGET</b> by Q4 2022, at least two gender-inclusive DRF instruments are developed (with targeted interventions for the poor and vulnerable) and one is pilot tested (2016 Baseline: 0). <b>DME Target 3b</b></p> <p><b>ORIGINAL GAP- not included in this, GAP</b> No. of women <u>benefitted from</u> gender-inclusive DRF instruments</p> <p><b>ORIGINAL GAP- not included in this GAP</b> Gender impacts of the <u>gender-inclusive</u> DRF instruments documented (with at least two case studies per instrument)</p>	NDRMF with the support of Social and Gender officer	<p>The work on finalization of the DRF strategy has been resumed with hiring of international and national consultants. The Draft DRF Strategy is expected to be ready in the next quarter.</p> <p><b>Component related to DRF Instruments is requested to be dropped.</b></p> <p>Project team, PIU needs to explain why this will be dropped. Internal process in ADB on dropping needs to <u>complied</u> with.</p>

# Project Loan L3049-PAK Social Protection Development Project and L3837 Social Protection Development Project Additional Financing

## Output 2. BISP Graduation Program implemented2

Activities	Indicators/Targets	What to report
<p><b>Current Project</b></p> <p>1. Create awareness about the BISP graduation program to ensure women and girls are fully-informed and have equitable access to its benefits.</p> <p>2. Create employment opportunities for women in Inclusive Business Companies and Social Enterprises.</p> <p><b>Overall Project</b> Unchanged</p>	<p><b>Current Project</b></p> <p><b>TARGET</b> Comprehensive business incubation provided to BISP and other poor and vulnerable beneficiaries (baseline:0 <b>target: 50000 of which 30% women</b> by June 2020).</p> <p><b>TARGET</b> Poor and vulnerable people in the value chain of inclusive Business companies and Social Enterprises come out of poverty. (Baseline: 0 in 2014, targets: <b>85% BISP beneficiaries employed</b> by IB companies, of which 20% women)</p> <p>Monitoring and reporting requirements ensure gender action plan targets are reported regularly.</p>	<p><b>GAP update as of December 2022</b></p> <p>The components of BISP Graduation Program (business incubation for self-employment (BISE) and direct cash (DC) <b>were closed by the BISP Board</b> after a decision taken in its 50th meeting held on 28-06-2021 before its launching.</p> <p><b>IF NOT DONE</b>, please cite the reasons. Cite the reference document/official documentation (ADB and project -e.g. mission Aide Memoire) that notes the agreement for the non-implementation of the activity/ies and non-achievement of the target.</p>
	<p><b>Overall Project</b> Unchanged</p>	

# Key Points to Note

## Midterm Review Mission

- Activities, targets proposed for revision
- Efforts exerted to try to achieve the target, implement the activity/ies
- Justification for proposal for revision (target cannot be achieved (because of lack effort will not be considered)
- Proposed replacement activity, target
- Confirmation by ADB Gender Thematic Group
- Documentation in Aide Memoire

For sovereign projects, any changes, revisions, and updates in the gender performance indicators in the DMF and/or the GAP should be explained with appropriate justification, including whether revisions were approved in accordance with Project Administrative Instruction (PAI) 6.02 (Project Administration Missions), para. 12 and PAI 5.02 (Change in Loan Projects). Risk of non-achievement of a gender performance indicator(s) is not justification for deviation from the original gender performance indicator(s).

ADB Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects (April 2022) (Guidelines effective 1 July 2022)



# At Exit: Key Points to Note

Achievement of gender performance indicators included in the DMF and gender action plan (GAP)

Sex-disaggregated data, and evidence-based quantitative and qualitative analysis

Contribution to Gender indicators in the ADB Corporate Results Framework (OP2)





# Project Loan L3049-PAK Social Protection Development Project and L3837 Social Protection Development Project Additional Financing

Activities	Indicators/Targets	What to report
Output 1. Expanded coverage of cash transfer program		
<p><b>Current Project</b></p> <p>1. Gender sensitive awareness raising by field social mobilizers supports demand generation for new enrolments and knowledge of rights, entitlements and grievance redress mechanisms amongst Benazir Income Support Program (BISP) beneficiaries.</p> <p>2. Mobilization of surveyors to identify pending and difficult to reach beneficiaries and support registration of CNIC to BISP.</p> <p>3. Catch-up effort of National Database Registration Authority (NADRA) mobile and semi-mobile teams to issue computerized national identity card (CNIC) and bank account.</p> <p><b>Overall Project</b> Unchanged</p>	<p><b>Current Project</b></p> <p>BISP tehsil offices and social mobilizers are able to explain to potential/existing female beneficiaries about entitlements for CNICs and BISP programs and respond to complaints.</p>	<p>Indicate the number of BISP tehsil offices and number of social mobilizers engaged.</p> <p>Cite the key points discussed with the female beneficiaries</p>
	<p>Awareness raising campaigns undertaken throughout catchup period.</p>	<p>Indicate the types of awareness raising campaigns done and as feasible, the estimated number of women reached.</p>
	<p><b>TARGET</b> By 2018 95% of eligible female heads of families with the CNIC enrolled in BISP (2013 baseline: 70%) <b>DMF Target</b></p>	<p>Cite the absolute total number of eligible heads of families and the number and percentage of eligible female heads of families enrolled</p>
	<p><b>TARGET</b> Debit card issued and Biometric Verification System payments mechanism operational for <b>all</b> new registered women with CNIC (2.4 million)</p>	<p>Brief statement/discussion to cite if the debit card and verification system are functional/operational for ALL newly registered women.</p>
	<p><b>TARGET</b> By 2018 Regular cash transfers received on time by <b>2.4 million women</b> (2013 baseline: 0) <b>DMF Target</b></p>	<p><i>Conduct surveys, FGDs prior to project completion.</i></p> <p>Cite the actual number of women who received the cash transfers.</p> <p>Brief statement to cite if the cash transfers are received on time.</p> <p>Cite the actual number of women who reported problems regarding cash transfers.</p>





## At Exit

The assessment of whether an operation has delivered the intended gender equality results is based on

- (i) Reported results using sex-disaggregated data;
- (ii) Reported successful achievement of activities in the project or program gender action plan (measured as at least 80% of activities are implemented and completed), and quantitative targets (either at least 80% of targets are fully (100%) met, or at least 80% of the numerical value of each target is achieved); and
- (iii) Rustifications as to why the gender equality results are achieved if an overall PCR rating is less than successful or unsuccessful (footnote 9).



Questions???

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THANK YOU

