

Regional Forum on Successful Project Design and Implementation

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SESSION 4B:

Gender



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Gender Mainstreaming in ADB Projects

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ADB Gender Mainstreaming Policy

- **ADB Policy on the Role of Women in Development (WID), 1985**
 - ❖ “Add women and stir” approach
- **ADB Policy on Gender and Development (GAD), 1998**
 - ❖ Adopts gender mainstreaming as a key strategy for promoting gender equity in all ADB operations and sectors.
 - ❖ Systematically addressing gender issues in country partnership strategies (CPS), carrying out gender analysis in all projects to identify gender issues and measures to address these issues, and considering gender in all stages of the project cycle
- **Guidelines on Gender Mainstreaming Categories**
2010, 2012, 2021



Strategy 2030

Strategy 2030 aims to help ADB member countries to achieve the **Sustainable Development Goals (SDGs)**; and ADB's Corporate Results Framework is aligned with the SDGs.



Operational Priority 2:
**Accelerating progress
in gender equality**



Alignment of Strategy 2030 Operational Priority 2 with Sustainable Development Goal 5

SDG 5 Target Areas

Eliminating violence against women and girls

Reducing and rebalancing unpaid care and domestic work

Women's access to economic and productive resources, ICT

Women's participation in decision-making and leadership

Legal, institutional reforms protecting women's rights and changing gendered social norms

Universal access to sexual and reproductive health and rights



OP 2 Pillars

Women's economic empowerment increased

Gender equality in human capital enhanced

Women's participation in decision-making and leadership enhanced

Women's time poverty and drudgery reduced

Women's resilience to external shocks strengthened



Gender Targets At-Entry and At-Exit

ADB Corporate Targets

- 55% of the total number of ADB's committed operations (on a 3-year rolling average, including sovereign and no sovereign operations) will be categorized as GEN/EGM by 2030
- No more than 25% of projects are categorized as NGE
- 80% of completed operations deliver intended gender equality results (sovereign & nonsovereign) by 2024

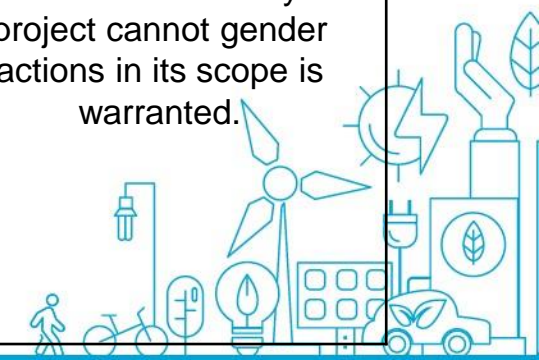
CWRD Achievements in 2023

- 86% of the 21 committed projects are GEN (3) and EGM (15)
- 1 project was categorized as NGE
- 87% of PCRs categorized as GEN/EGM at-entry are rated "successful" at project completion



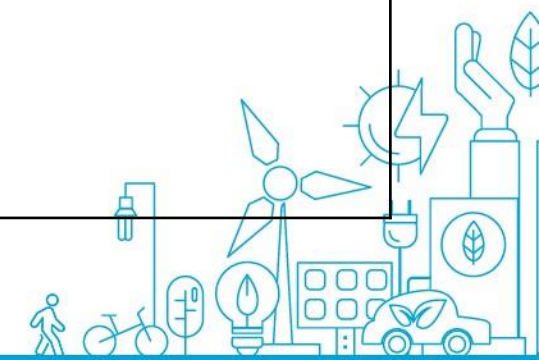
Requirements for Each Gender Category

REQUIREMENTS	Category 1: GEN (Gender Equity)	Category 2: EGM (Effective Gender Mainstreaming)	Category 3: SGE (Some Gender Elements)	Category 4: NGE (No Gender Elements)
Conduct of gender analysis	REQUIRED	REQUIRED	REQUIRED	ENCOURAGED
Gender performance indicator at the DMF Outcome level	At least 1 significant gender indicator	NOT REQUIRED	NOT REQUIRED	NOT REQUIRED
Gender performance indicators at the DMF Output level	50% or more of the DMF Outputs with at least 1 significant gender indicator	50% or more of the DMF Outputs with at least 1 significant gender indicator	At least 2 significant gender indicators are visible in the DMF Outputs	NOT REQUIRED
Gender analysis and action plan (GAAP), linked to RRP, covenanted in Loan Agreement	The first part includes a brief discussion of the gender results, as per findings in the gender analysis. The second part consists of specific actions that the project will undertake to address the gender issues identified.	The first part includes a brief discussion of the gender results, as per findings in the gender analysis. The second part consists of specific actions that the project will undertake to address the gender issues identified.	Only the first part is required, i.e., the Gender Assessment, identifying the relevant gender issues. A brief sentence on why the project cannot accommodate a full blown gender action plan is encouraged.	Only the first part is required, i.e., the Gender Assessment, identifying the relevant gender issues. A brief sentence on why the project cannot gender actions in its scope is warranted.



Requirements for Each Gender Category

REQUIREMENTS	GEN (Gender Equity)	EGM (Effective Gender Mainstreaming)	SGE (Some Gender Elements)	NGE (No Gender Elements)
RRP Main Document: Poverty, Social and Gender Subsection	Integrate gender analysis and sex-disaggregated data on key development constraints and how the project will directly reduce gender gaps, benefit women and girls, and/or promote women's empowerment	Integrate gender analysis and sex-disaggregated data on key development constraints and how the project will directly reduce gender gaps, benefit women and girls, and/or promote women's empowerment	Integrate gender analysis and sex-disaggregated data; Explain efforts taken by the project team to include more significant gender actions and the constraints why the project cannot be EGM	Explain efforts taken by the project team to include more significant gender actions and the constraints that led to the project being NGE
PAM	Section VIII, Gender and Social Analysis discusses the gender actions to be taken by the project and how the GAP will be implemented and monitored. GAP is attached.	Section VIII, Gender and Social Analysis discusses the gender actions to be taken by the project and how the GAP will be implemented and monitored. GAP is attached.	Section VIII, Gender and Social Analysis discusses the gender actions to be taken by the project	Section VIII, Gender and Social Analysis discusses the gender actions, if any, to be taken by the project



Central Asia Regional Economic Cooperation Corridor Development Investment Program (Tranche 3) (PFR PAK 48404-005)- Gender Action Plan Development Experience

- Aims to enhance the resilience and efficiency of transportation infrastructure in Pakistan.
- Dualization of a 331 km stretch of the N55 Highway, which includes 209 km of the DG Khan–DI Khan section and 122 km of the Rajanpur–D.G. Khan section

Gender analysis

- Comprehensive mixed-method approach
- These consultations involved senior representatives from the National Highway Authority (NHA), including 4 females and 7 males.
- A dedicated FGD specifically engaged 11 female NHA employees
- KIIs were also conducted with representatives (7 female, 9 male) of two Civil Society Organizations (CSOs), and with contractors' staff (3 male)



Key Gender Issues

- Women are among most adversely affected by disasters
- limited services/facilities along the highways responding to women's specific needs/challenges
- Limited No of women in higher management/technical positions
- Limited participation of female students in the internship program of NHA
- Implementation of Pakistan of the Protection Against Harassment of Women at Workplace Act 2010

Key Gender interventions Agreed

Output 1: CAREC Corridor along N55 constructed

- Separate facilities for women in service areas and disaster risk management response centers
- 18 service areas and 10 disaster risk management response centers, with facilities for women and vulnerable groups, and space allocated for electric vehicle charging stations in the design, built along the project section (DMF Target 1b)

Output 2: Enhancement of NHA Administration Manual to include gender-related provisions

- Conduct gender review of the NHA administration manual
- Revise recruitment, hiring, professional development, and promotion guidelines
- provide relevant benefits mandated by law (
- Internship and Apprenticeship Program for Women
- Implementation of the Protection Against Harassment of Women at the Workplace Act of 2010



Key Gender interventions Agreed

Common issues at-entry

- Limited (disaggregated) data and information.
- Difficulty to establish baselines affecting targets for indicators
- Lack of in-depth gender assessment and consultation with relevant stakeholders
- Limited understanding of intersectionality with discrimination against the disadvantaged
- Lack of buy-in or commitment from government/partners

Some Lessons Learnt

- Engage with IA/EAs early on
- Identify every possible set of stakeholders
- Conduct extensive consultations
- Help from existing data/literature
- Best practices from other places/countries/organizations

