

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.

ADB

“Improving Gender Action Plan Implementation, Monitoring and Reporting”

(Tools & Tips)

24 January 2024

Tahira Rehman Gunjial



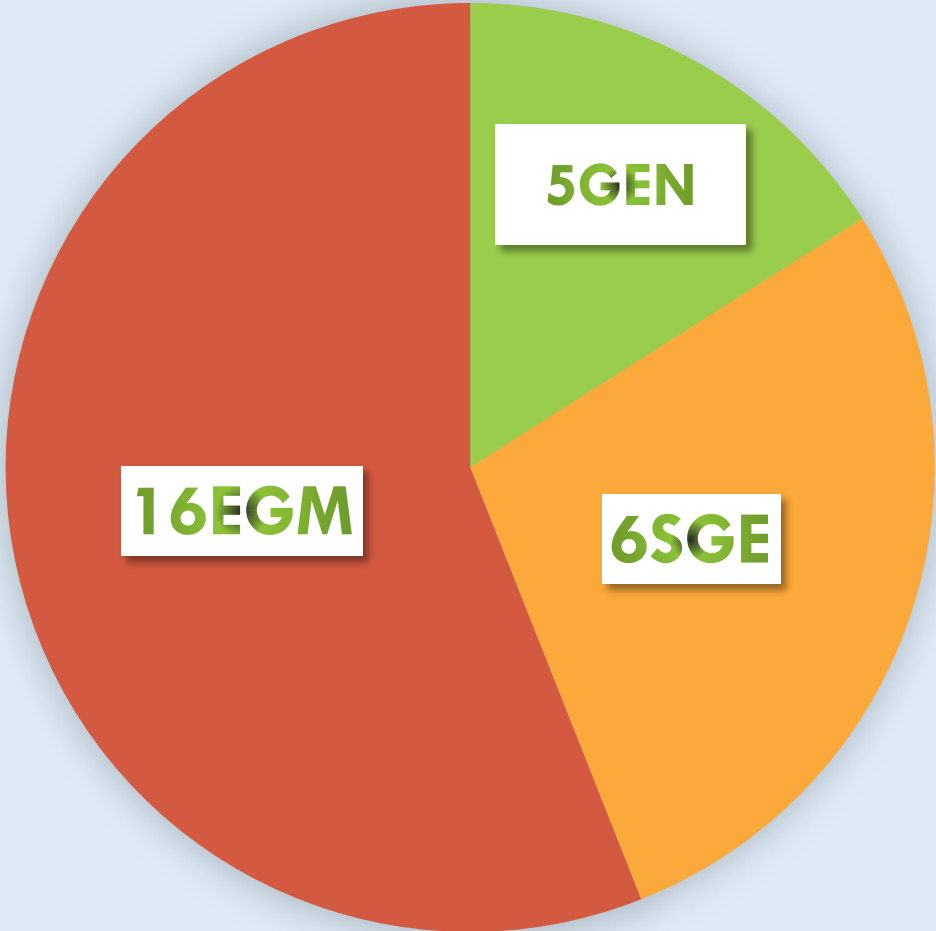
Why Gender Action Plan (GAP)?

GAP

- Use of Project Gender Action Plans as a tool for gender mainstreaming and results monitoring (required for GEN+EGM)
- GAPs give visibility to and accountability for gender mainstreaming. They make gender mainstreaming tangible and explicit in program and project design and implementation.
- GAPs include quotas, targets, activities, and design features to address gender-inequality issues and to facilitate women's involvement, participation in, and tangible benefits from the project.
- GAPs provide a road map for project implementation, monitoring, and evaluation.

The current Pakistan portfolio includes 27 Gender categorized projects classified as;

Figure.1:PAK ADB Gender Categorized Projects



How to strengthen GAP implementation, monitoring, and reporting?

GAP Implementation

- Implementation through Institutional Strengthening– Hiring of gender staff
- Orientation of Gender Team on GAP at PMO/PMU/PIU level
- Adequate HR at Field level (women field staff)
- Gender Focal Point /Gender Staff trained on GAP Implementation and reporting.
- Coordination of gender staff within the PMU/PMO, consultants, and field level staff
- Coordination with ADB Gender Team for consultation on GAP activities and, share challenges for alternative measures and share tools of data collection for review
- Any revisions in GAP targets shall be undertaken with prior discussion with ADB and properly documented. Any changes in GAP have to be properly protocolled (in MoU, AM, main project documents and relevant Mission' documents) and agreed with the EAs, IAs, ADB' Gender and Portfolio Teams.

GAP Monitoring

- Baseline data collection against GAP indicators
- Mix method approach for qualitative and quantitative data collection
- Gender disaggregated data collection to the extent possible
- Documentation of good practices and impact studies
- Video documentaries and use of digital technologies

GAP Reporting

- GAP reporting to be part of the overall periodic progress reports i.e. QPRs GAP to be part of the main text with progress updates
- Proper citation of progress against the GAP targets – MOVs as annexures or provide links
- GAP Reporting Mechanism (From field data collection till final report prepared by) responsibility for data collector
- GAP progress to be reviewed by Project Directors and signed off

Good Practices & Lessons Learnt

- EA's and IA's ownership of GAP and commitment towards GAP implementation
- Insufficient resource allocation for the GAP implementation and monitoring
- Ownership GAP implementation, reporting, and monitoring requires a full-time involvement of the project Gender Specialists and a high level of ownership from the Government side.
- Hiring and engaging gender specialists at the initial stages and facilitating GS for GAP implementation
- Effective coordination and progress review of GAP status
- Baseline gender-disaggregated data collection
- Coordination with development partners, CSOs, and government agencies working in the same project areas
- Social Relation approach to get entry points for access to women beneficiaries
- Coordinated Teamwork is key to success.

Areas of Improvement

- Hiring of dedicated Gender Specialists and Female Field Staff
- Participate in Quarterly Progress Review meetings conducted by the Gender Team of PRM and raise concerns on GAP implementation and possible ways for solution
- GAP reporting requires improvement as per the GAP Matrix
- Sources for verifiable data. footnote for sources
- Quality of data against GAP indicators (Qualitative & quantitative)
 - a. Tools for quantitative data collection (i.e number of training/consultations as per topic, location/village/city, number of participants, attendance sheet, participants' profile, sex-disaggregated data sheet etc.)
 - b. Tools for qualitative data collection (FGDs in-depth interviews, KIIs, case studies etc.)
- GAP as a shared responsibility requires good teamwork and coordination
- Documentation of success stories, case studies, and impact studies

GAP Implementation Status Reports/ QPRs

Tools and Tips in GAP Progress Reports Preparation



Reporting on Gender Equality Results

Criteria are used for the gender success rating at completion

- (i) Gender Action Plan actions: measured as at least 80% of activities are implemented and completed;
- (ii) GAP 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) sex-disaggregated data on beneficiaries provided.



Report on gender targets, indicators in the DMF



GAP Reporting Tips

- Well document GAP implementation progress & and challenges
- Align DMF and GAP actions with OP2 pillars & and timely capture/document the intended gender equality results and project benefits for preparation of Project Completion Reports
- Assess the achievement of all targets and activities twelve months before the project completion.
- Those targets that are 100% completed to date (for which all comments and remarks are fully addressed and confirmed by IAs), such targets could be assessed and included in the reporting table.
- “Achieved and/or Partially achieved” statuses to be replaced
- Please use the following descriptors for each activity and target:
- **Activity:** Activity completed; Not done; Not yet done
- **Target:** Target achieved; Target not achieved.
- ADB does not consider “Activity partially completed and/or Target partially achieved”. When it is “partial” it is considered not done and the target is not achieved

GENDER ACTION PLAN (as on 31st June 2021)

Sr. No.	Activities	Targets & Indicators	Responsibility	GAP Status/Remarks
Outcome: Quality of public transport in Karachi is improved				
0.1.	Establish a 'Safe BRT Travel Program' campaign addressing all forms of harassment, violence, bullying, theft, and other security concerns.	0.1.1 Mechanisms to report and address incidents of sexual and other forms of harassment or crimes, developed and disseminated to the riding public. 0.1.2 All BRT employees trained to handle and record incidents of sexual harassment and other crimes. 0.1.3 A database of incidents is established, with periodic analysis conducted to identify 'hot spots' and new measures to curb them.	PMCCB consultants support SMTA (Gender specialist) <u>TransKarachi</u> (PIU Social and gender staff	Not yet due, will be implemented during the BRT operations phase. Not yet due, will be implemented during the BRT operations phase. Not yet due, will be implemented during the BRT operations phase.
0.2	Conduct periodic rapid ridership surveys to track changes in (i) size and diversity of riders, and (ii) their satisfaction level.	0.2.1 Two rapid ridership surveys conducted and <u>analysed</u> according to sex, age, and general employment status (employed, self-employed, not employed, student) 0.2.2 At least 15% female ridership in the first year of		Not yet done. Not yet due.

GAP Reporting Tips

1. **Activities** and **Performance Indicators/Targets** columns should be presented as in the original GAP
 - Activities and Targets should be numbered accordingly. Use continuous numbering for Activities and Targets 1,2,3,4,5,etc.

2. In the **Update as of date** column please provide details on the actual status of the GAP activities of the project

Provide update for EACH of the numbered activities and indicators. Avoid vague, long complicated sentences.(avoid some ,several, many and few for quantitative data)

3. Provide a brief description of the activity accomplished. For instance, “Trainings conducted” – it is not enough to merely say “conducted”. Please provide details. How was it conducted ? Methodology? What were the topics, and in which village/city/institution? Number of male & female participants

Provide actual numbers, not just percentages.

GAP Reporting Tips

Provide details, for instance:

Not yet due- please indicate if there are preparatory activities, or schedules identified, or any other relevant information for the implementation of the targets. Otherwise, please provide detail of when it is expected to be implemented.

Ongoing- what specific activities are being done so far? Is the project on track in achieving the target? If not, what are the challenges?

Completed- please provide the full details of what has been accomplished based on the GAP indicators. Was the target achieved? If not, what were the challenges?

Not achieved- it is very crucial to provide a brief explanation of why the target was not achieved. What went wrong? What were the challenges? What are the lessons learned and recommendations for future similar projects.

In the **Next steps/remarks** column, all the comments of Gender officers should be addressed, questions answered or EA's Gender Specialists leave their comments and indicate further activities with the timeframe.

Reporting on Gender Equality Results

Agriculture Market Infrastructure Project

November 2008- April 2020

Gender Action Plan (selected activities, targets)

Component/ Initiative: Support to women producers' associations

Activity, Target: ...The project will specifically support women producers' associations through training, business development, and linking them to buyers. Training would include harvesting and post-harvest operations, in particular quality control.

Guide for reporting on results:

- Number of women producers' associations supported
- Number of women from the producers' associations who benefited from (i) training, (ii) business development support (iii) linkage with buyers
- Women's feedback (through surveys, FGDs) perception of how the training, business development support, and linkage with buyers have helped grow their agribusiness and increased their incomes
- How the growth of their business has changed their lives and relationships with family and community



Reporting on Gender Equality Results

Agriculture Market Infrastructure Project

November 2008- April 2020

Gender Action Plan (selected activities, targets)

Component/ Initiative: Women's representation and gender awareness in the market facilities
Activity, Target: The project will train all staff in gender awareness, and in developing strategies and activities to involve women in agribusiness enterprises (both as entrepreneurs and as employees). The project will prepare indicators to assess women's involvement and identify ways of monitoring these indicators.

Reporting on results

Train all staff- Cite sex-disaggregated data on the staff participants of the training

Development of strategies and activities to involve women in agribusiness enterprises- What strategies and activities were done? How many women were involved in agribusiness enterprises (i) as entrepreneurs and sectors (ii) as employees - as a result of the strategies, and activities?

Indicators to assess women's involvement- What indicators were used to assess women's involvement in agribusiness activities? What were the key findings of the assessment?



PAK: Approval Number: Loan No / Grant No Project Title **XXX**
Gender Action Plan (GAP) Implementation Status Report **Month /Year**

Project Duration:	From XXX-----ClosingXXXX
Gender Category:	What is Gender Category GEN/EGM/SGE with GAP
Executive Agency:	Ministry of XXX
Gender Specialist:	Name XXX joined since XXX



GAP Activities	Indicators and Targets,	Timeframe and Responsibility	Progress till Date (What To Report during the current quarter)	Means of verification/Data/Reports*	Next steps/Remarks
Output 1. Extension distribution grid					
extension of the grid to an estimate d additional 1,050 households	Target 1.1 At least 100 female-headed households will be prioritized for connection in areas targeted for connection to the grid.		<p><u>Brief Previous QPRs GAP Status:</u> Briefly discuss about Targets achieved</p> <p><u>Current Progress:</u> Briefly describe how women-headed households were given priority for connection in areas targeted for connection to the grid</p> <p>Number of households provided connection in areas targeted for connection to the grid</p> <p>A number of women-headed households provided a connection in areas targeted for connection to the grid</p>		<p><i>Reasons why an activity was not fully implemented</i></p> <p><i>Reasons why targets fall short or unmet</i></p> <p><i>What were reasons for delay, etc.</i></p> <p><i>Provide specific recommendations on ways to address issues and challenges encountered</i></p>



GAP Activities,	Indicators and Targets,	Timeframe and Responsibility	Progress till Date (What To Report during the current quarter)	Means of verification/Data /Reports*	Next steps/Remarks
-----------------	-------------------------	------------------------------	--	--------------------------------------	--------------------

Output 1. Extension distribution grid

	<p>Target 1.2 During design and implementation, all community consultations will include at least 40% female participation.</p> <p>Target: Include at least 40% women during the design and implementation, community consultation and participation activities and schedule the consultations at a time when women can attend.</p>		<p>Number of community consultations conducted during subproject design and implementation</p> <p>Number of participants in community consultations during subproject design and implementation</p> <p>Number of women participants in community consultations during subproject design and implementation</p> <p>Topics, covered</p> <p>List decisions taken during the consultations based on proposals of women participants</p> <p>Briefly describe the time schedules of community consultations and whether women can easily attend the consultation meetings based on their daily schedule.</p> <p><i>Please use the suggested table to report the numeric data of participants in consultations</i></p>		
--	---	--	---	--	--



use the suggested table to report numeric data of participants in consultations

<i>Community consultations conducted</i>	<i>Venue and Date</i>	<i>Total community participants</i>	<i>Number of women participants</i>	<i>List Topics covered</i>	<i>List major outcome of orientation that will benefit women</i>
1)					
TOTAL					



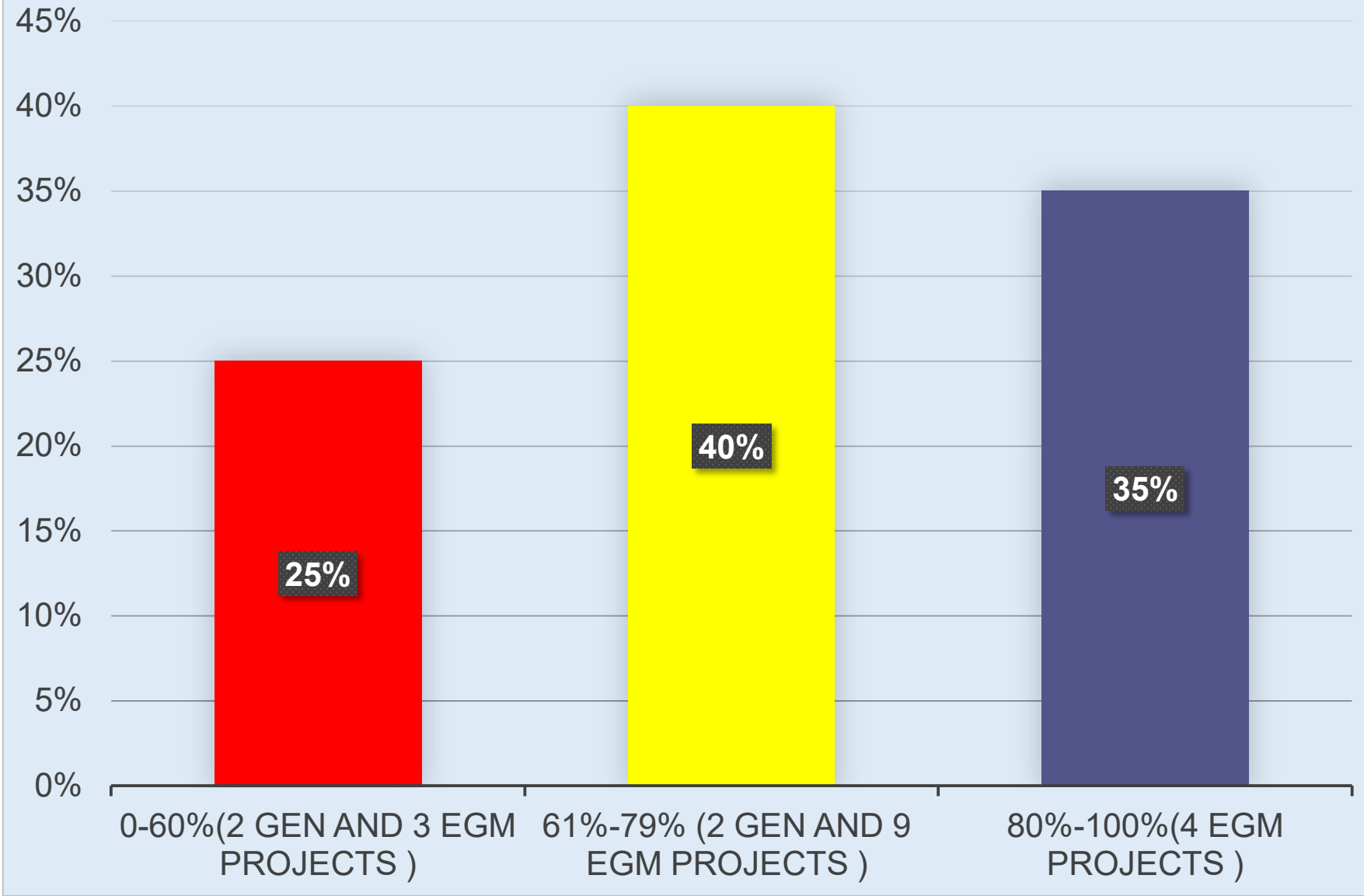
**00003PAK: Approval number: Loan No 3700/Grant No 9197 on High-Value Agriculture in Balochistan (BWRDSP)
Gender Action Plan (GAP) Implementation Status Report Month of December- 2023**

Project Duration	From 5 Jan 2019 to 30 June 2026
Gender Category	EGM
Executive Agency	Irrigation Department Govt. of Balochistan
Gender Specialist	Samina Mengal joined in May 2022

GAP Activities,	Indicators and Targets,	Timeframe and Responsibility	Progress till date	Means of Verification/ Data Reports	Next Step/Remarks
Output 1: Irrigation Infrastructure constructed and improved					
1.1 Ensure women's participation in consultations for need assessment during sub-projects (dams, weirs, watercourses, canals) design and construction	1.1.1 50% of all consultations include at least 30% women participation. 1.1.2 At least 3 women-only consultations conducted (1 consultation for each core subproject). (2016 baseline: Not applicable)	Q3 2019 - Q1 2021 Q3 2019- Q3 2021	<u>Brief Previous QPRs GAP Status:</u> In 23 killies of 6 subprojects including MRB and ZRB, a total of 46 community consultations/awareness-raising activities were conducted – out of a total of 46 consultations, 23 consultations were conducted with 531 (41%) males, and the same number of consultations were arranged with 769 (59%) females.	SDDRs available on the ADB website	Completed



Figure-2: Assessment of PAK Projects in terms of Implementation of GAP Activities & Targets achieved.





Thank you.

