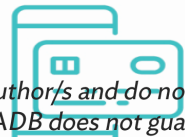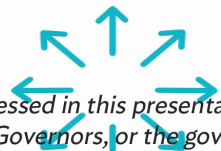# Navigating the Way
One Day Workshop on Effective Gender Action Plan Implementation and Reporting

Organized by

Gender Equality Division
Climate Change and Sustainable Development Department

Jan 24 , 2024 | Islamabad – Pakistan

Objectives of todays Session

- To refresh our knowledge on the Gender Policy of ADB and the pillars of OP2

- To enhance the capacity of the relevant staff of EAs and IAs in the effective implementation, monitoring, and reporting of Gender Action Plans (GAP)

- To discuss the steps and processes in GAP revisions

Opening Remarks by DCD

Introductions

Mary Alice Rosero is a Senior Social Development (Gender) Specialist at the Climate Change and Sustainable Development Department, Gender Equality Division (CCGE) of ADB, tasked with mainstreaming gender in ADB operations in Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, Uzbekistan, Pakistan, and Afghanistan. With more than 10 years of gender mainstreaming experience in ADB, Alice is cognizant of the region- and country-specific barriers that keep women from fully enjoying the benefits of development projects, despite the inclusive efforts of government and other stakeholders.

Gender Mainstreaming

A brief brainstorming in groups of 3 on why do we need to mainstream Gender in ADB's financed/any other projects?

Discuss in your group and share your responses in the larger group! 05 min for discussion and 10 min for sharing

PROCESS = Mainstreaming

GOAL = Equality
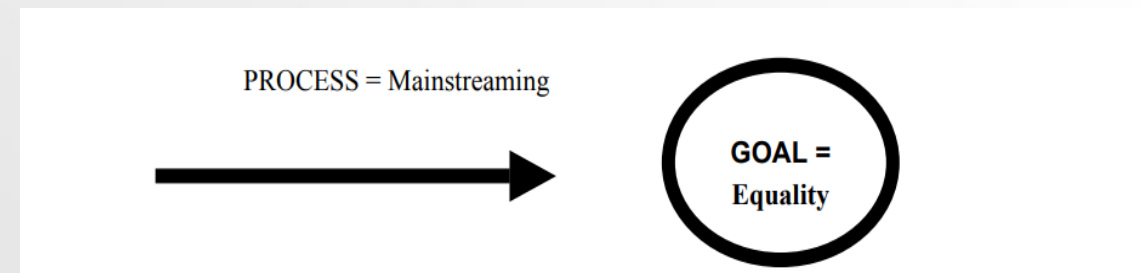
Gender Mainstreaming-A quick recap what we know and believe and why???

Which statements is accurate about gender mainstreaming?

- Gender mainstreaming is only about adding a "women component" into an existing activity

- Gender mainstreaming requires consideration of the differential impacts of programmes/projects on women and men, boys and girls

- Targeted, women specific policies and programmes/projects are sometimes included as a component of a gender mainstreaming strategy

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Correct Answer(s)

B. Gender mainstreaming requires consideration of the differential impacts of programmes/projects on women and men, boys and girls

C. Targeted, women specific policies and programmes/projects are sometimes included as a component of a gender mainstreaming strategy

Which of the following are the must in an organization to effectively implement the gender action plan in your projects? (choose two)

A vigorous management

A gender-neutral work environment

Gender focal points, solely responsible for gender results

A gender sensitive organizational culture

1. A vigorous management

2. A gender sensitive organizational culture

Who has the responsibility to mainstream gender in your projects?

- PD

- Gender Specialist/Consultant

- Gender Focal Person

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What is Gender mainstreaming for ADB

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels.

It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of all interventions so that women and men benefit equally, and inequality is not perpetuated.
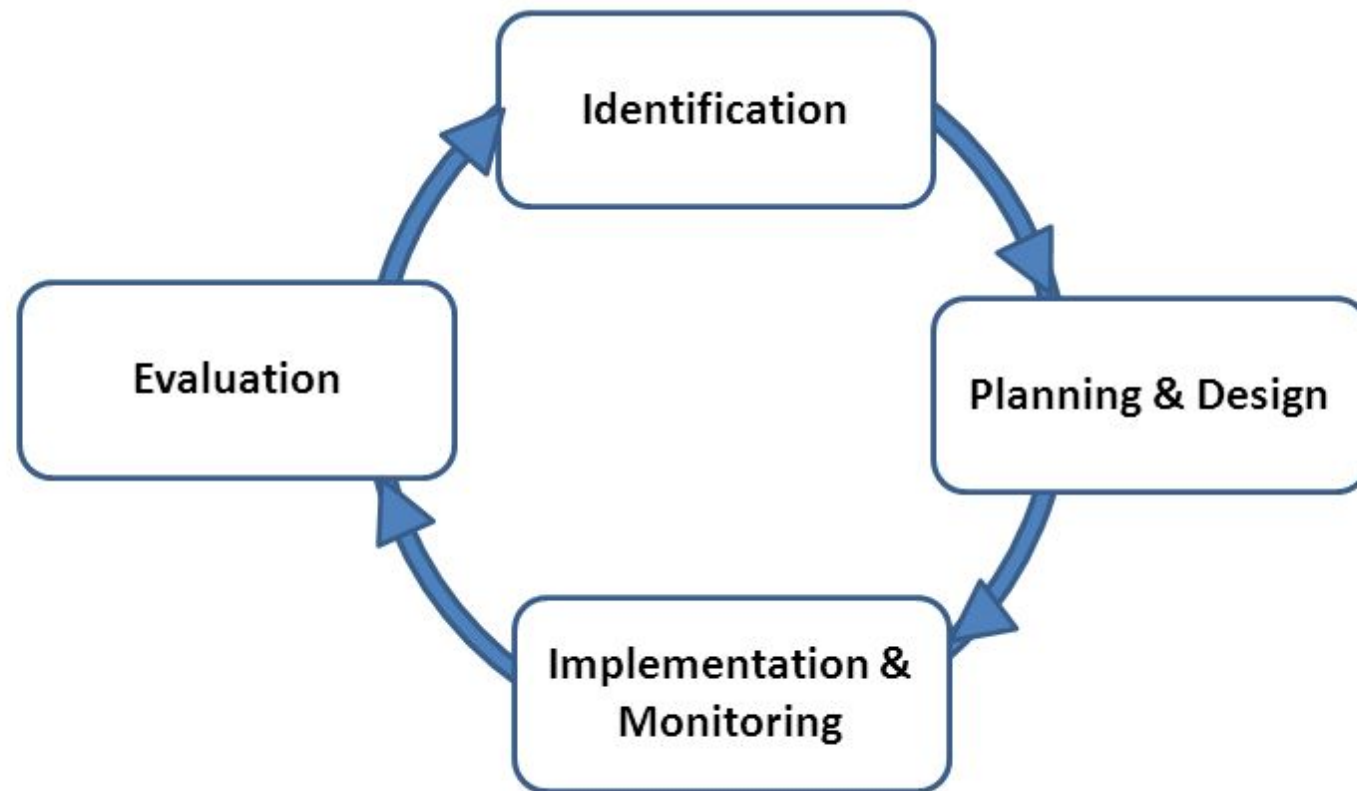
The ultimately goal of mainstreaming is to achieve gender equality

Gender Issues in the Project Cycle

What questions should be asked at each stage of the project cycle to ensure gender issues are considered in planning?

- Initial Gender Categorization
- Detailed Gender analysis
- Gender issues around the sector and project
- Government priorities/mandate
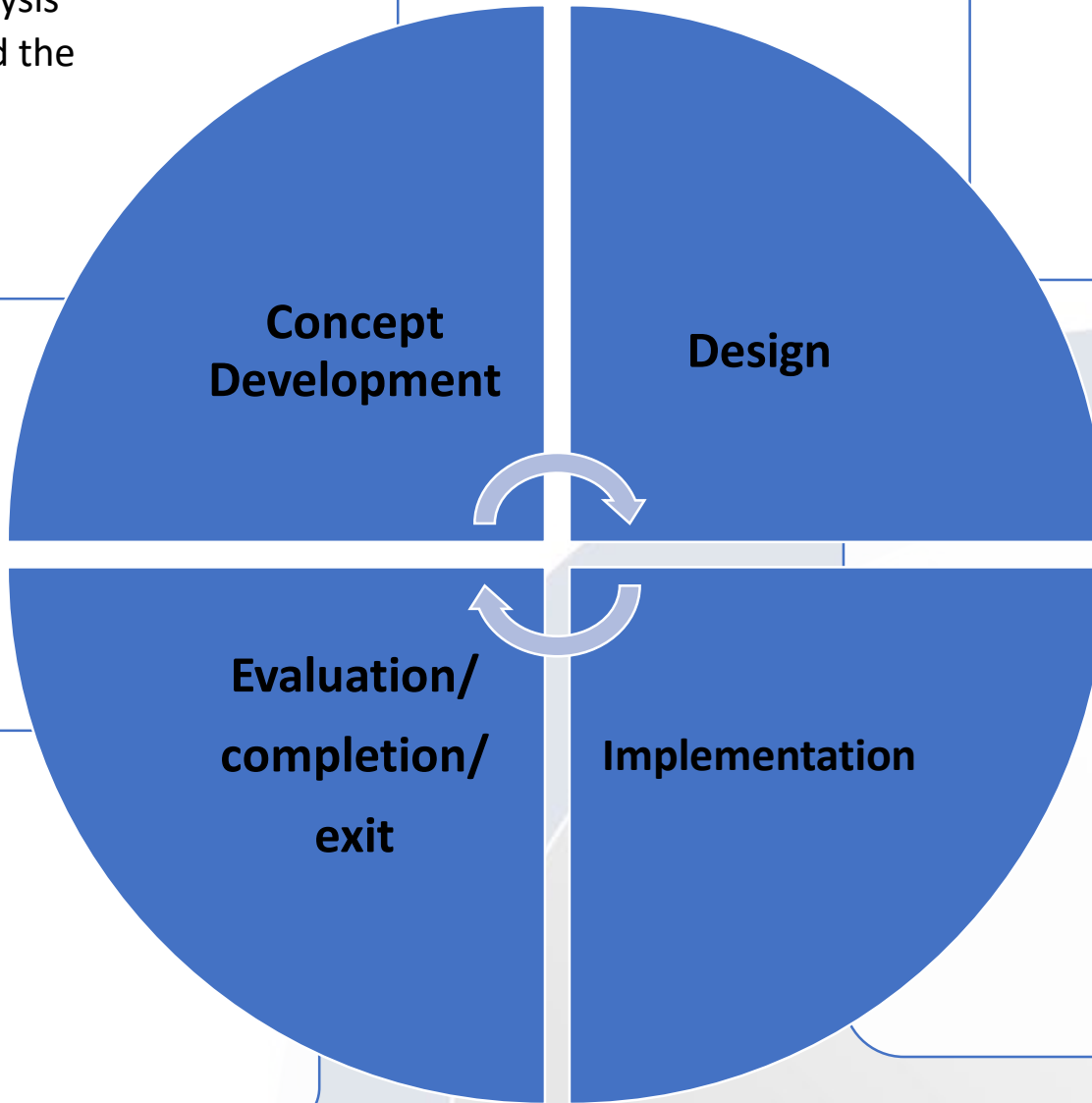
- Potential Gender Entry Points
- Setting gender targets and indicators in the DMF
- GAAP
- Sex-disaggregated baseline data

Concept Development

Design

Evaluation/ completion/ exit

Implementation

- PCRs with GAP Matrix
- PCR Validation (internal Ev. deptt)

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

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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) justifications as to why the gender equality results are not achieved if an overall PCR rating is less than successful or unsuccessful (footnote 9).

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Ginny in the bottle

Revisions in GAP

Key Points to Note
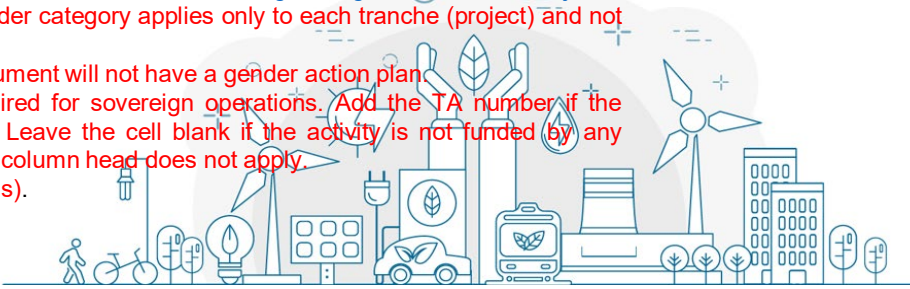
Midterm Review Mission

- 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

GENDER ASSESSMENT	{GENDER ACTION PLAN}c			
Gender mainstreaming category:	**Performance Indicators** (activities and targets)	**{Contract Package Number** (as applicable)}d	**Responsibility**	**Time lines**
1. Key issues. Summarize the key gender equality and women's empowerment issues relevant to the project, including those identified in the gender analysis carried out during project preparation.	**{Outcome}** (mandatory for GEN projects)			
1. Key actions. Describe what measures are included in the project design to promote gender equality and women's empowerment, including (i) access to and use of relevant services, resources, assets, and/or opportunities; and (ii) leadership and participation in the decision-making process.	a.			
	b.			
	Output 1: State output 1.			
	1a.			
	1b.			
1. {Key implementation arrangements. Describe who will ensure that gender equality actions are implemented. Mandatory subsection for GEN, EGM, and SGE projects.	**Output 2: State output 2.**			
	2a.			
	2b.			
	Output 3: State output 3.			
1. Negative impact and risks. Describe if the project can have any adverse impact on women and/or girls or widen gender inequality.	3a.			
	3b.			
1. {Monitoring and reporting. Describe how gender equality actions will be monitored and reported, including the frequency of reporting to ADB. Mandatory subsection for GEN, EGM, and SGE projects.}				

Define abbreviations within the table or list them alphabetically here. Use a consistent approach, and do not define some in the table and others below the table.

a If this document will not have a gender action plan, it will be titled "Gender Assessment."

b ADB. 2021. *Guidelines for Gender Mainstreaming Categories of ADB Projects*. Manila. For MFF, the gender category applies only to each tranche (project) and not for the MFF framework.

c Delete this row if this document will not have a gender action plan.

d This column is only required for sovereign operations. Add the TA number if the activity is funded by TA. Leave the cell blank if the activity is not funded by any contract package and the column head does not apply.

Source{s}: List table source(s).

Questions???

&

THANK YOU

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

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.

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