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Gender Mainstreaming in ADB-financed projects in Pakistan

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Your Definition of Gender Mainstreaming???

What is Gender mainstreaming

- Mainstreaming a gender perspective is the **process** of assessing the implications/benefits of any planned action, including legislation, policies or programs, for women and men in a given context
- 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**



Your understanding of Gender Mainstreaming in
Pak Railways???

Discuss among your group/table for 3 min

Country context

Economy Profile

Pakistan

Score
(imparity = 0, parity = 1)

0.567

Rank
(out of 148 countries)

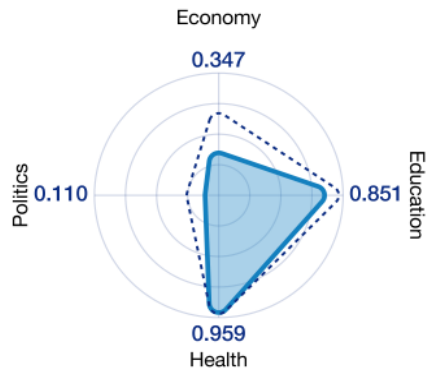
148th

Index Edition

2025

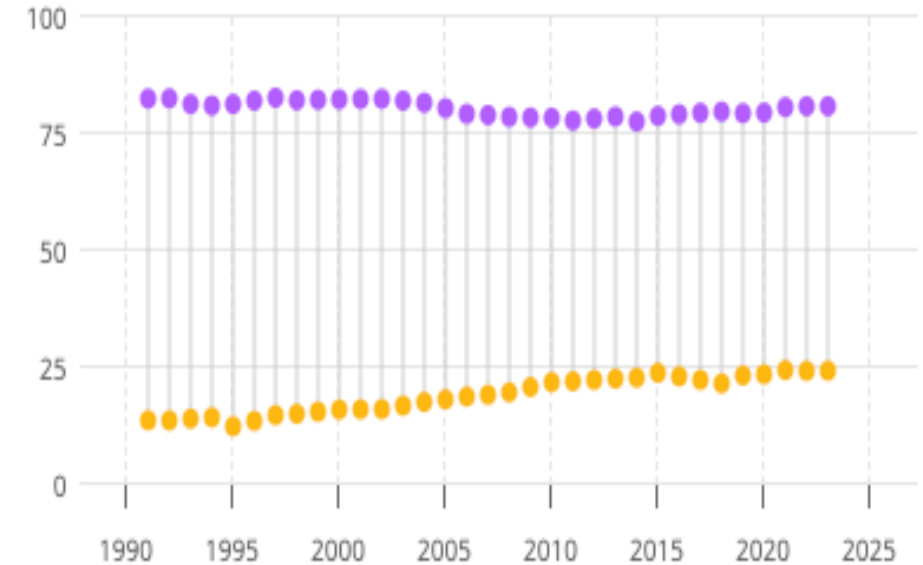
Global Gender Gap Index 2025 Edition

■ Pakistan score
⋯ average score



Overview

Index and Subindex	2025		▼ 2024	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.567	148th	0.570	145th
Economic Participation and Opportunity	0.347	147th	0.360	143rd
Educational Attainment	0.851	137th	0.836	139th
Health and Survival	0.959	131st	0.961	132nd
Political Empowerment	0.110	118th	0.122	112th



Note: The World Economic Forum's [Global Gender Gap Index](#) measures and ranks countries based on gender disparities in economic participation, education, health and survival and political empowerment.

The labor force participation rate among females is 24.5% and among males is 81% (for 2023).



Do you think Pakistan railways can play a role to contribute to addressing these gaps? And how?

Pakistan's policy priorities on gender equality

Policy action 1: Governance

- Establish gender transformative governance structures, lead gender equal institutional transformation, and ensure gender equality's reflection among the government priorities and action plans.

Policy action 2: Equality and Quality in education

- Creating enabling environments for girl and young women to learn and be equipped with employable and high income skills.

Policy action 3: Employment and Economic Empowerment

- Promote equitable access to work opportunities with conducive workplaces, enabling enterprising environment and necessary business skills.

Policy action 4: Agency, Political Participation & Meaningful Engagement

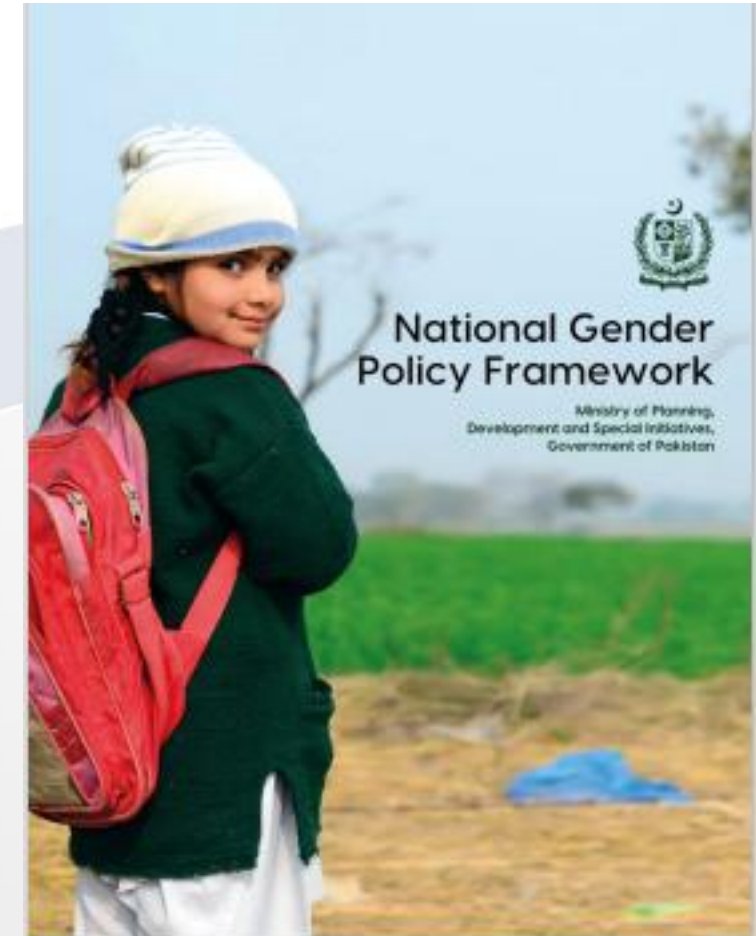
- Creating avenues for and advance female leadership, mentorship to meaningfully integrate their voices in program design and policy options.

Policy Action 5: Health and wellbeing

- Integrate gender-sensitive health elements in cross-cutting services, including health.

Policy Action 6 : Safety and Security

- End Gender-based violence and mainstream gender protection across systems, processes and programs.



[Launched by](#) Ministry of Planning Development and Special Initiatives on 8th of March 2022

ADB's Strategy 2030

Operational Priority 2 Accelerating Progress in Gender Equality



- 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

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

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

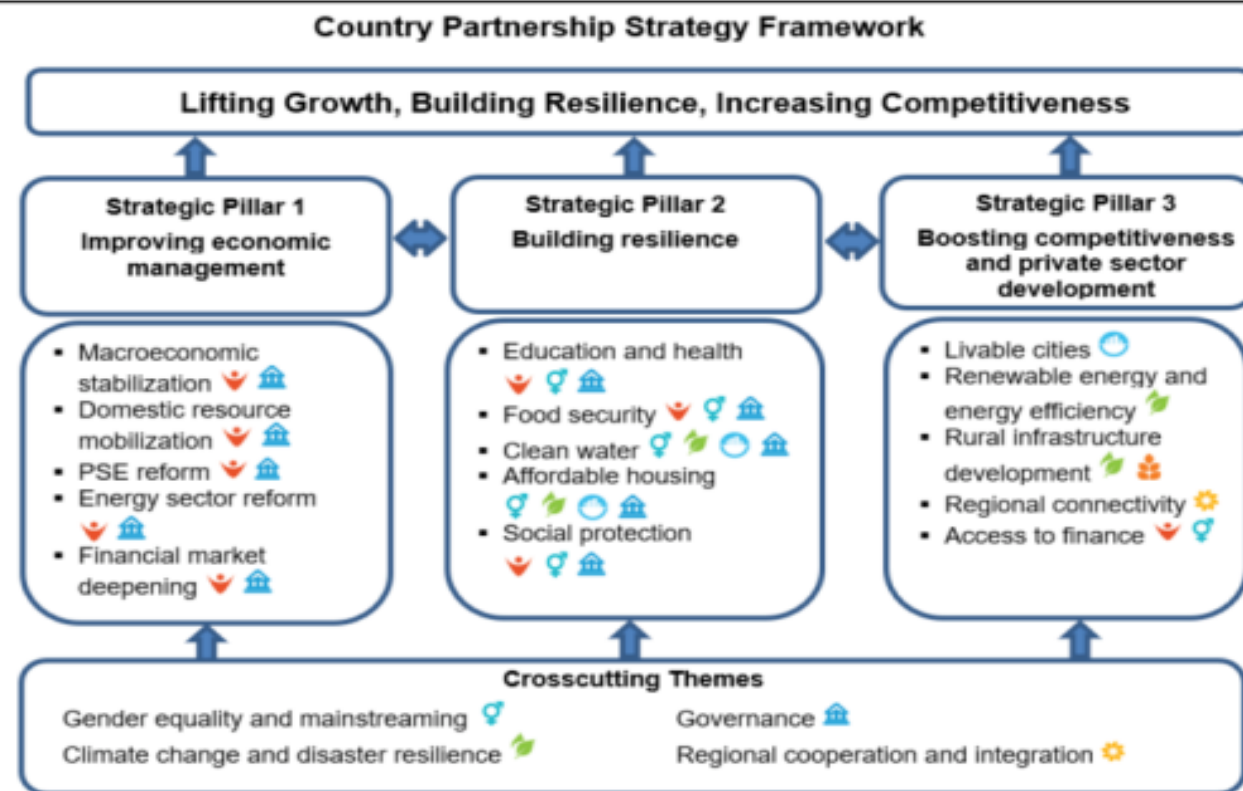
- Women's and girls' participation in nontraditional education and training increased
- Quality and access to women's and girls' health services improved
- Protection from gender-based violence strengthened

- 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

Country Partnership Strategy: Pakistan, 2021 – 2025

Lifting Growth, Building Resilience, Increasing competitiveness



Operational priorities of Strategy 2030 covered under the CPS: OP1 = addressing remaining poverty and reducing inequalities; OP2 = accelerating progress in gender equality; OP3 = tackling climate change, building climate and disaster resilience, and enhancing environmental sustainability; OP4 = making cities more livable; OP5 = promoting rural development and food security; OP6 = strengthening governance and institutional capacity; and OP7 = fostering regional cooperation and integration.

CPS = Country Partnership Strategy; OP = operational priority of Strategy 2030; PSE = public sector enterprise.

Source: Asian Development Bank.



ADB's 4-tier gender categorization system:

- Measure, count and report “at entry” project gender designs.
- Applies to all sovereign and non-sovereign operations

Gender Equality Objective(GEN)

- At least one gender performance indicator at the **outcome** level with majority of **outputs** (over 50%) with at least one gender performance indicator.
- GAAP required.

Effective Gender Mainstreaming (EGM)

- Majority of **outputs** (over 50%) with at least one gender performance indicator
- GAAP required.

Some Gender Elements (SGE)

- One or more gender performance indicators in less than 50% outputs.

Indirect Gender Benefits

- No gender performance indicator.

Source: [ADB 2021](#)

ADB Corporate Results Framework (CRF) targets by 2024:

1. 50% of the total number of ADB's committed operations (on 3-year rolling average, including sovereign and non-sovereign) to be categorized as GEN/EGM
2. 80% of completed operations deliver intended gender equality results (GEN/EGM projects)
3. CRF targets and approach being updated for 2025

Gender mainstreaming cycle in operations

Project Cycle Phase

Core Actions/Deliverable

Concept Note Development

- One ADB team formation, Gender staff included
- Preliminary assessment of gender issues
- Initial project categorization

Detailed Project Design

- Poverty social and gender Analysis
- GPIs in Design Monitoring Framework
- Gender Assessment and Action Plan (GAAP)
- Gender Input in the Report and Recommendation to the President (RRP)
- Gender related resource/contract packages requirements in the PAM
- Gender assurances in the loan agreement

Project Implementation

- Hiring of dedicated project gender specialist
- Implement GAP and monitor the progress quarterly/semi annually
- GAP review during LRM/MTRs. Correction actions where required

Project Completion and Evaluation

- Assessment of Project contribution towards addressing the identified gender disparities, gender related lessons learnt
- Reporting on GAP target achievement in the GAP reporting matrix
- Successful/unsuccessful rating on gender (80% rule)



GENDER ASSESSMENT	
Gender mainstreaming category:	
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.
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.
1.	{Key implementation arrangements. Describe who will ensure that gender equality actions are implemented. Mandatory subsection for GEN, EGM, and SGE projects.
1.	Negative impact and risks. Describe if the project can have any adverse impact on women and/or girls or widen gender inequality.
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.}

{GENDER ACTION PLAN} ^c			
Performance Indicators (activities and targets)			
{Outcome} (mandatory for GEN projects)			
a.			
b.			
Output 1: State output 1.			
1a.			
1b.			
Output 2: State output 2.			
2a.			
2b.			
Output 3: State output 3.			
3a.			
3b.			



Some examples of gender entry points for Railways

Safe and accessible station design

- Ensure well-lit, CCTV-covered entrance, platforms, and tunnels
- Increase female staff presence

Gender-responsive amenities

- Provide separate clean, safe, and accessible toilets and family friendly waiting area
- Ensure clear wayfinding and signage for easier navigation, stroller-friendly spaces

Inclusivity

- Provide inclusive seating arrangements
- Ensure adequate boarding time, especially for passengers/females with children

Women's economic empowerment

- Promote women's employment in railway construction, operations, and station management
- Ensure safe work environment

Data, monitoring and evaluation

- Collect and use gender-disaggregated data on ridership, safety etc
- Include GPs in project monitoring frameworks



Thank you for listening, we look forward to your questions and comments!