

Achieving Quality Gender Results in ADB's Projects and Programs

GENDER CONCEPTS

Nadi, Fiji

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I. Workshop Objectives

1. Discuss Gender and Gender Equality in ADB operations.
2. Present ADB's Gender Architecture
3. Present ADB's Corporate Commitment to Gender Equality
4. Discuss Gender Action Plan
 - **What** is to be reported
 - **How** to report progress in achieving GAP targets
 - **Who** is responsible for reporting

Sex & Gender: what's the difference?



Sex

Refers to biological differences.
Internal/external reproductive organs.

Gender

What society prescribed as roles and responsibilities of men and women

Characteristics that are socially constructed, that a society or culture delineates as masculine or feminine.

Socially & culturally ascribed and varies from society to society. Gender roles can be changed.



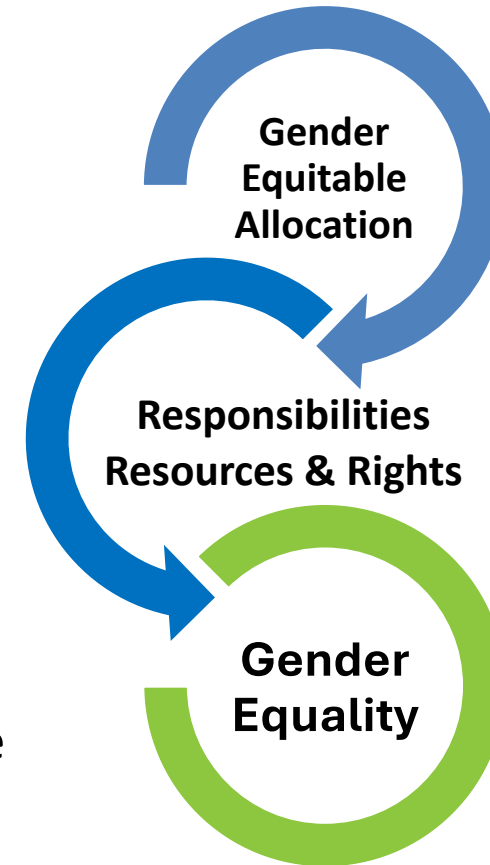
Gender Equality & Gender Equity



Gender equity is a means to achieving gender equality, where **fair treatment and opportunities to men and women** according to particular needs.



Gender equality: **men & women** have **opportunity to develop full potential**; make own choices, free from limitations set by stereotypes, gender roles, or prejudices.



Gender Stereotypes

Ideas on what is masculine or feminine often lead to stereotyped ideas:

- Men are better as community leaders than women because they have natural abilities
- Men are better leaders because of their natural leadership abilities
- Women are more psychologically attuned to being carers or nurses
- Women cannot be managers because they are too emotional
- Men make better engineers and technicians, they think more logically

Gender stereotypes often lead to gender bias and gender discrimination.

Boys will be...



There are so many ways to be a girl!

Men and Women in the Pacific



Population: As of 2022, the estimated population of the Pacific region is approximately 12,770,000 million people. In 2050, expected population to live in the Pacific region is about 19,560,000 people.

This includes countries such as Papua New Guinea, Fiji, Solomon Islands, Vanuatu, Samoa, Tonga, and others in Oceania. *Source: South Pacific Community.*

Average HH size: 4 to 5 people (Fiji and Samoa)

Women- Headed Households:

Labor force participation:

Formal Employment:

Informal Employment:

Access to Financial Services:

2024 Elections

Violence Against Women & Girls:

Education:

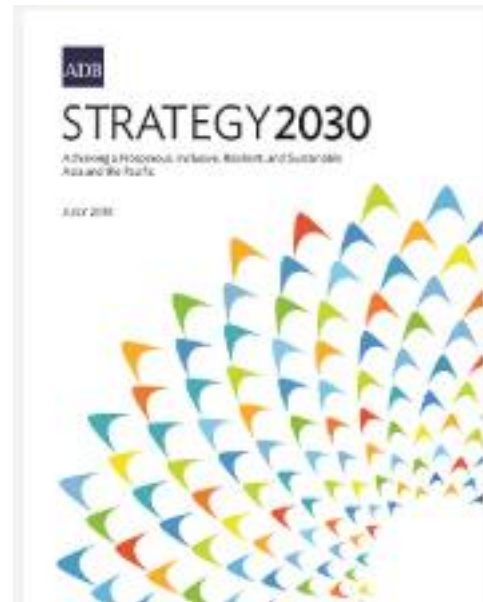
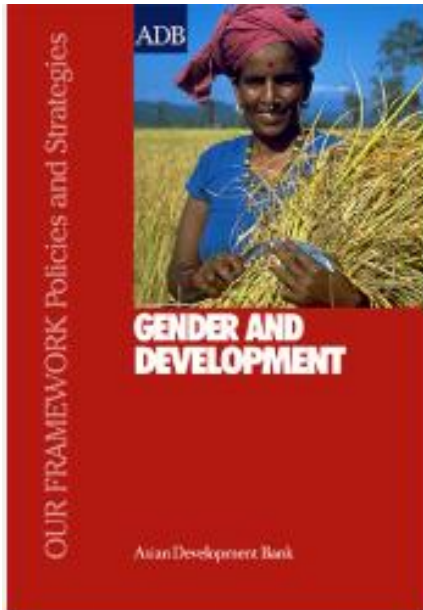
Health:

ADB's Response



ADB's Gender Architecture

ADB Policy on Gender and Development, 1998



ADB Strategy 2030: Achieving a Prosperous, Inclusive, Resilient, and Sustainable Asia and the Pacific, 2018

*Accelerating progress in **gender equality** is one of the Operational Priorities*



Strategy 2030 Midterm Review: An Evolution Approach for the Asian Development Bank, 2024



Gender Equality is part of SFA 5



ADB's Corporate Commitment to Gender Equality*

Part of the Annual Development Effectiveness Report (DEFR)

Development Results 4 (DR4)

Women and girls benefiting from greater gender equality (number)



Strategic Alignment (At Entry)

Committed operations classified as GEN or EGM (%), sovereign and non-sovereign:

60% by 2030

Quality of Completed Operations

Completed operations delivering intended gender equality results (%), sovereign and non-sovereign:

80% by 2030

* ADB. 2024. *Steering ADB's Corporate Strategy to Success: Corporate Results Framework, 2025-2030.*

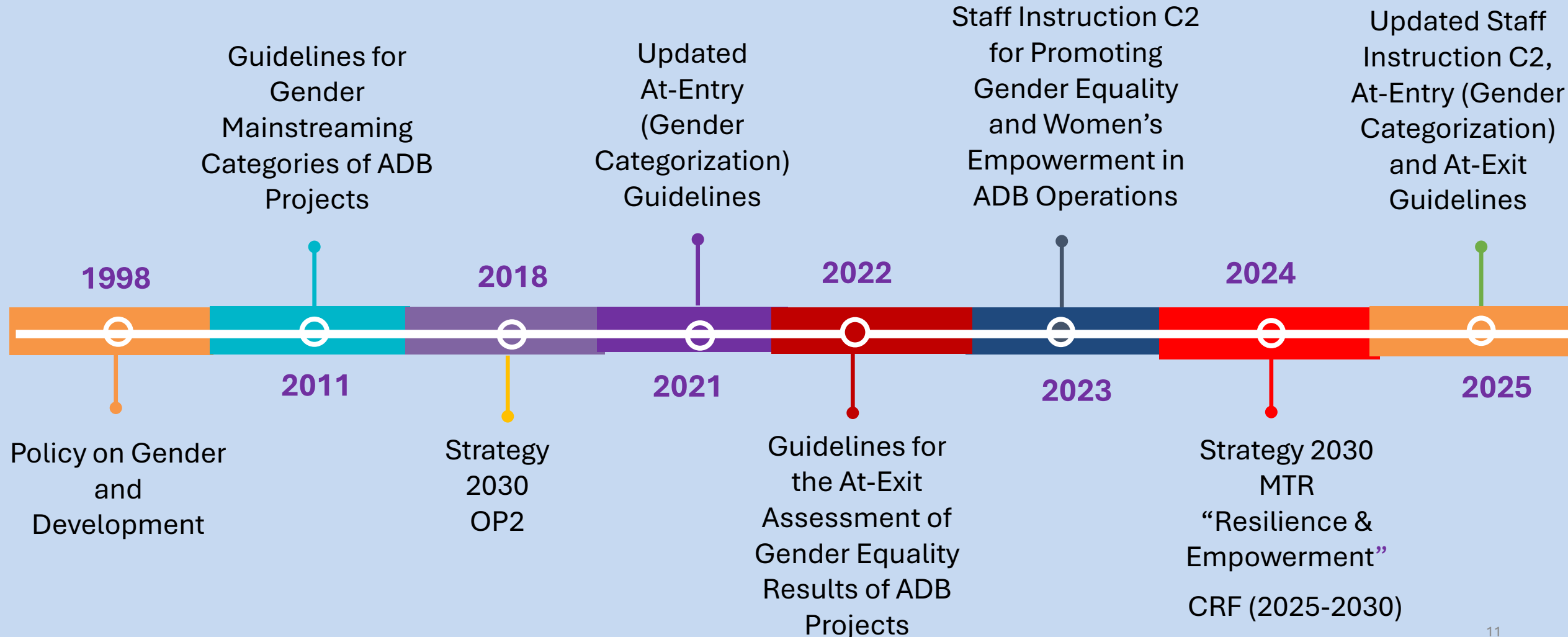
Gender Entry Points





Raising the Bar: Transforming ADB's Gender Mainstreaming Approach

The Gender Equality Division (CCGE) provides leadership on technical gender knowledge and oversees the delivery and quality of gender mainstreaming in ADB operations



Gender Equality in Safeguards: Do no harm

- ✓ Meaningful consultation: gender inclusive and responsive
- ✓ GRM: gender responsive
- ✓ Consideration of whether [women] differentially or disproportionately affected by impacts
- ✓ Sex-disaggregated information pertaining to displaced persons, attention to female HH



Gender Mainstreaming Categories of ADB Projects*

All ADB projects are assigned to one of the four Gender Mainstreaming Categories:

1. Gender Equality Objective (GEN)

2. Effective Gender Mainstreaming (EGM)

*Corporate Target:
60% of operations,
by number*

*Gender
Assessment +
Action Plan*

3. Some Gender Elements (SGE)

4. Indirect Gender Benefits (IGB)

*Gender
Assessment*

NOTE: Gender assessments are required for all projects.

* ADB. 2025. Guidelines for Gender Mainstreaming Categories of ADB Projects, 2025.

Assessment of a Gender Equality Results at Completion

Only for GEN and EGM projects

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

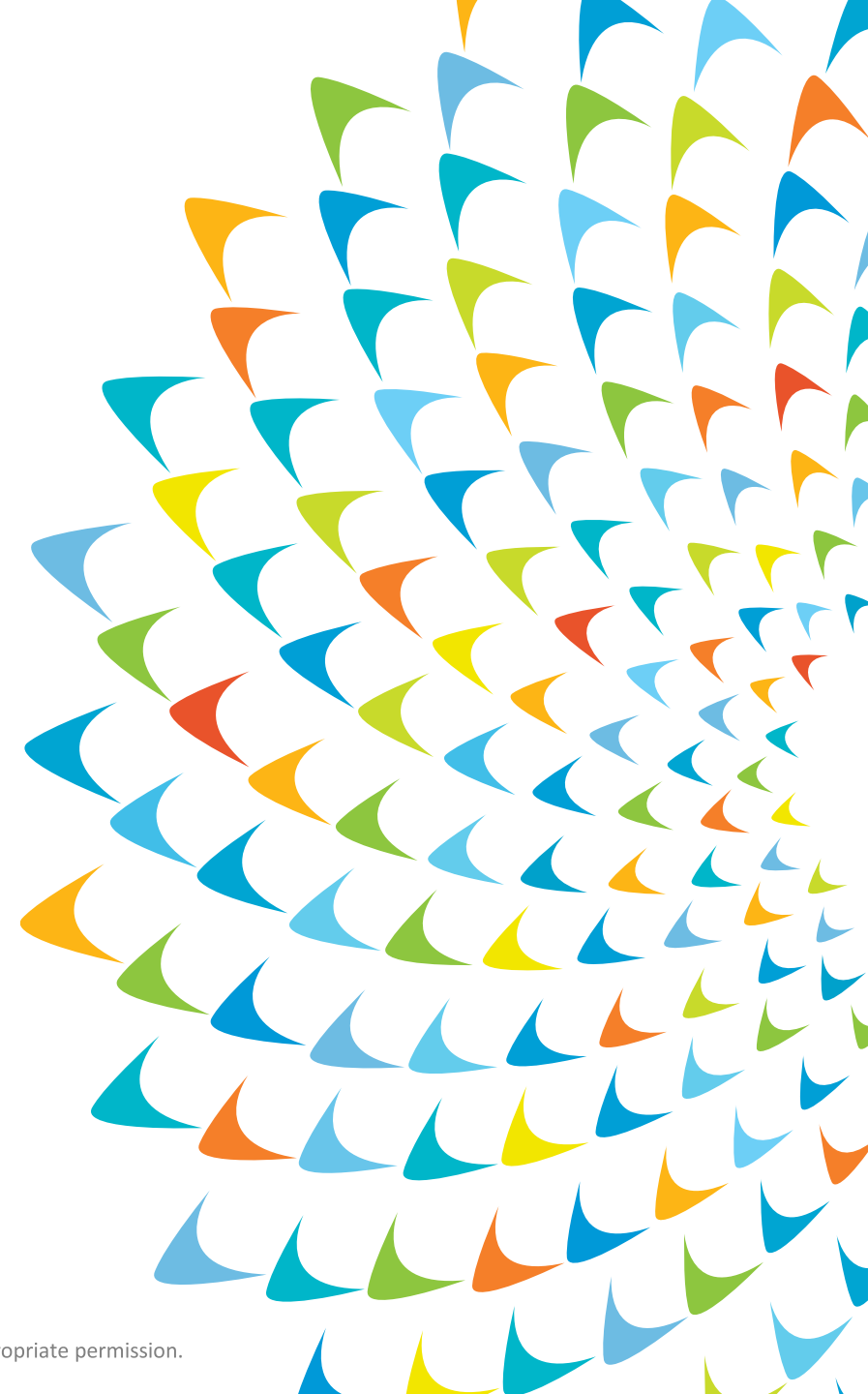
- (i) reported results using sex-disaggregated data;
- (ii) reported successful achievement of gender performance indicators (measured as completion of at least 80% of activities, targets, policy actions) in the project or program GAAP; and
- (iii) justification as to why the gender equality results are considered achieved if an overall PCR rating is less than successful or unsuccessful.

For sovereign programs (e.g., PBLs and RBLs) which do not have a GAAP, the assessment of gender results is based on the Policy DMF or any other relevant monitoring framework for that modality.

*** ADB. 2025. Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects Rating**



III. Why is it important we talk about gender in our work?





Why is gender important in a project?

ADB



WHO WE ARE

WHAT WE DO

WHERE WE WORK

UNDERSTANDING POVERTY

WORK WITH US

Who We Are / News

PRESS RELEASE

World Bank Statement on Cancellation of the Uganda Transport Sector Development Project (TSDP)

December 21, 2015



Why did the World Bank just cancel its Uganda Gender-Based Violence Prevention Project?

After years of progress in remediation of harm caused in Uganda, the World Bank cancelled a forward-thinking gender-based violence prevention project. Why?

CGTN LIVE CGTN AMERICA

AFRICA

Business Global Business

World Bank cancels \$265m Uganda funding over mismanagement concerns

By Samuel Kisamba - December 23, 2015

The World Bank has canceled a 265 million dollar road project in Uganda following an infrastructure project review that found evidence of mismanagement on the side of government.

There were also allegations of sexual harassment by the road contractor.

World Bank cancels funding for road construction projects in Uganda

News Transport Roads East Africa Uganda

World Bank cancels funding for road construction projects in Uganda

By Antony Kiganda - Modified date: Jan 15, 2016



Inequality Global development

World Bank cancels funding for Uganda road amid sexual assault claims

Bank pulls plug on \$265m transport scheme after allegations that construction workers targeted schoolgirls and reports of poor treatment of workers



Business & Human Rights Resource Centre

18 Apr 2016
Billy Rwothungweyo,
New Vision (Uganda)

Road-building

Uganda

Complicity, Sexual harassment,
Environment: General,
Labour: General,
Complaints mechanism...

Uganda: Road construction agency to establish social & environmental grievance committees after World Bank cancels funding due to contractors' sexual misconduct

GENDER ACTION PLAN

- **GAP is Not** a stand - alone project or separate project component
- GAPs are aligned with Project Outputs and DMF indicators
- Includes **measurable** quotas, targets, activities and design features to facilitate women's involvement in a project, access to project resources and tangible benefits
- Budget sources for GAP implementation
- Monitoring and reporting requirements
- All GEN/EGM projects require GAPs (except PBLs and RBLs)

Assessment of Gender Results in Project Completion Reports

CORPORATE TARGET

80% Project completion reports rated successful in delivering gender results

SUCCESS CRITERIA

1. Reported gender equality results using **sex-disaggregated data**
2. Reported successful achievements against the project gender action plan indicators:
 - **at least 80% of Gender performance indicators (GPIs) are met/completed**
 - **for numerical targets, at least 80% of the numerical value of the target should be achieved**
3. Evidence-based (quantitative and qualitative information provided to support status of completion and achievement)

PROJECT GENDER ACTION PLAN

Example of a Gender Action Plan

[Tina River Hydropower \(RRP SOL 50240\)](#)

GENDER ACTION PLAN

Outputs	Performance Targets and Activities	Primary Responsibility
Tina River Hydropower Plant constructed. The scope include: (i) develop, design, finance, construct, operate, maintain and transfer a 15MW hydropower plant on the Tina River, which will include (i) 72m (from foundation) roller compacted concrete dam , (ii) 3.3km headrace tunnel (3.3m diameter), surge shaft and steel penstock (3m diameter), and (iii) powerhouse with three 5MW Francis turbines	- All meetings and consultations composed of at least 30% women. Instigate a parallel women's consultation program to visit communities at least once a month, headed up by a female community liaison officer and amend the template used by the project field staff for recording consultations, to include 2 additional columns: i) number of women present and ii) concerns questions raised by women.*	Tina River Hydro Project Office (TRHPO), Special Purpose Company (SPC) and Engineering Procurement and Construction (EPC) Contractor
	- Provide employment to at least 30% women during construction. Women will participate in pre-employment and/or business opportunity training to acquire construction-related jobs or establish other income-generating activities to be implemented by the TRHPO.* (Baseline 0)	TRHPO, SPC and contractor EPC
	- Equal wages will be provided to men and women for work of equal value. Wages will be directly paid to women. Both will be provided with safety gears and protective equipment to ensure job safety. (Baseline 0)	SPC and contractor EPC
	- Separate sanitation facilities will be provided to men and women. (Baseline 0)	SPC and contractor EPC
	- Construction workers and community members (with 30% women participation) will be provided orientation/information on HIV/AIDS and STD issues and concerns and how to protect women, youth and children from negative effects of labor influx.* (Baseline 0)	SPC and contractor EPC
	- Gender sensitization training will be provided to the construction workers to orient them about the need to respect and be sensitive to their women co-workers and women in the communities. (Baseline 0)	TRHPO and SPC
	- Livelihood training programs implemented to tribal communities composed of at least 30% women. Support will be provided to potential business ventures, including those set-up by women through a dedicated business support advisor for core land tribes. (Baseline 0)	TRHPO
	- Include at least 50% women in delivering community education on the provision of	TRHPO

Reporting on each GAP indicator using sex-disaggregated data and with qualitative information. For each indicator monitoring of on-track/off track status

Gender Action Plan

2

	electricity, including safety, productive uses of electricity in the home, and managing the household energy budgeting. (Baseline 0)	
	- Conduct gender sensitization trainings (at least thrice a year) for men and women in affected communities to encourage men to create space and opportunity for women to participate. (Baseline 0)	TRHPO
	- Tribal Cooperatives Governing Committees composed of 7 executive members with at least 2 women members. (Baseline: 3 cooperatives formed with women members)	TRHPO
	- Project grievance redress mechanism will appoint women officer to ensure that women concerns and grievances will be equally addressed.	TRHPO
	- Establish a bank account for every woman, man and child belonging to the tribal cooperative, into which royalties and compensation will be received as part of compensation payment. (349 female, 428 male)	TRHPO

Note: *In the absence of available data, this numeric target was based on government's estimate as achievable target for energy projects in Solomon Islands.

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PMU = Project Management Unit

Reporting on each GAP indicator using sex-disaggregated data and with qualitative information. For each indicator monitoring of on-track/off track status



**THANK YOU
VINAKA
MALO ‘AUPITO
KO RABWA
FAKAFETAI LASI
FA’AFETAI**