

# **Gender Mainstreaming: Principles & Good Practices**

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# UN-ECOSOC Definition (1997)

“*Mainstreaming a gender perspective* is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is *a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes* in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated. *The ultimate goal is to achieve gender equality.*”

# Gender Mainstreaming

- A **process**, not an end in itself
- The **objective** of gender mainstreaming is to promote gender equality or the empowerment of women (MDG 3)
- How to proceed depends on the level of analysis and action (e.g., National law or policy reform? Sector policy? Organizational change? **Program or project design?**)

# GM: Key Ingredients (for organizations)

- Political commitment and mobilization of change agents
- Technical capacity to implement change
- Supportive institutional structures and procedures
- Adequate financial resources
- Accountability and monitoring systems

Sources: UN Millennium Project Task Force Report (2005); Mehra & Rao Gupta, "Gender Mainstreaming: Making It Happen" (World Bank 2008)

# GM in Programs and Projects: General Principles

- Based on understanding that **men's and women's needs, interests and constraints often differ**; these factors need to be taken into account for development interventions to be effective and sustainable
- **Differences among groups of men and women also need to be recognized** (e.g., based on income level, caste/ethnicity, religion, age, urban/rural location, etc)
- **Gender concerns need to be addressed at *each stage* of the program/project cycle.....**

# GM in Programs and Projects: General Principles, continued

- **Gender concerns need to be addressed at *each stage* of the program/project cycle:**
  - **Gender analysis** during preparation of the program or project
  - **Specific activities or other measures** in the program/project design to ensure that both women's and men's interests and constraints are addressed (will vary depending on the sector and local context)
  - **Implementation mechanisms** to ensure that these activities are carried out effectively (e.g., including a gender specialist in the implementation team; “packaging” all GM activities in a gender action plan or GAP\*)
  - **Monitoring** of gender-related impacts of the program/project (through collection of sex-disaggregated data and tracking of gender-relevant indicators – should be **reflected in the design & monitoring framework**)

\* GAP in ADB's Bangladesh 3<sup>rd</sup> Rural Infrastructure Development Project was presented as best practice in gender mainstreaming in Mehra & Rao Gupta (World Bank 2008).

# Gender Mainstreaming Myths

- **Myth:** “Good intentions [e.g., to involve women in project activities] are enough”  
**Reality:** Specific design features are needed to translate good intentions into reality, and to monitor results
- **Myth:** “Education, health and microfinance projects always benefit women/girls, so they automatically mainstream gender”  
**Reality:** Specific measures are usually needed to ensure that women/girls actually use these services and that the project contributes to narrowing gender gaps or empowering women or girls

# GM Myths, continued

- **Myth:** “Women are 50% of road users, so any road project automatically mainstreams gender”  
**Reality:** Specific design features are needed to ensure that a development activity actually narrows gender gaps or empowers women/girls (it’s not enough to simply “add women and stir”)
- **Myth:** “Gender mainstreaming is only possible in community-based projects”  
**Reality:** ADB also has experience in mainstreaming gender concerns in policy-based loans (by including gender-equitable policy measures in the policy matrix and monitoring the gender impacts of all policy measures).

# Gender Mainstreaming ADB Project Categories

- (1) **Gender Equity Theme (GEN)** - **Gender equality or women's empowerment is an explicit outcome** of the program/project
- (2) **Effective Gender Mainstreaming (EGM)** - **Gender concerns are substantially integrated** in the program/project design (e.g., gender analysis, project gender action plan covering all components, performance targets in DMF, and supported by loan assurances/covenants)
- (3) **Some Gender Benefits (SGB)** - **Gender concerns are addressed to a lesser extent** in the program/project design (e.g., in mitigation measures or small component/activity)
- (4) **No Gender Elements (NGE)** - **No appreciable attention to gender issues**

NOTE: Similar levels of gender mainstreaming are reflected in the gender rating or gender marker systems used by other MDBs, UNDP and OECD/DAC.

# Guidelines for Incorporating Gender in RRP

- Main text – outputs and benefit sections
- Assurance/covenant – ensure implementation of project GAP or other gender provisions
- DMF – include targets for participation of and benefits for women
- SPRSS – summarize gender analysis that informed project design
- GAP – summary GAP must be in core appendix (OM C2/OP)

# Project GAP Example: Urban WSS

Policy reform	<ul style="list-style-type: none"><li>• Municipal governance act to include X% quota for women's representation</li></ul>
Urban water supply	<ul style="list-style-type: none"><li>• Mobilize women's consumer groups to provide feedback (target %)</li><li>• Employment of women (target %)</li></ul>
Sanitation	<ul style="list-style-type: none"><li>• Provide low-cost sanitation</li><li>• Women's &amp; men's participation in public hygiene awareness campaign (%)</li></ul>
Solid waste management	<ul style="list-style-type: none"><li>• Formulate women's community groups</li><li>• Design of garbage carts/containers for easy use by women</li></ul>
Project management	<ul style="list-style-type: none"><li>• Training opportunities for women</li><li>• Scholarship for women engineers</li><li>• Gender specialist/focal point</li><li>• More women in decision-making positions</li></ul>

# Pipeline 2009 and 2010

2009: 1 out of 10/11 likely to be Effective GM

- PAL: Babedaob WS Project

2010 (Medium Case):

- FIJ: MFF Renewable Power Sector
- FIJ: MFF Road Master Plan and Investment Prog
- KIR: Tarawa Sanitation Improvement Project (EGM)
- PNG: Strengthening Primary Health Sector Proj (GEN theme)
- PNG: Town Electrification
- PNG: Microfinance Expansion (EGM?)
- PNG: State-owned Enterprises Reform Program
- SAM: Growth Recovery Support Program
- SOL: Rural Transport Infrastructure Project (EGM?)
- TON: Integrated Urban Development Project, Phase II (EGM?)
- TUV: Program for Public Enterprise Reform
- VAN: Interisland Shipping Services Project

# Guidelines for GM in CPS

OM C2/OP requires:

- Country gender assessment (as an input to CPS)
- Separate country gender strategy in core appendix, summarizing:
  - How to address gender issues in priority sectors
  - How to address gender issues in policy reforms and capacity development
- CPS results framework and roadmaps to include gender targets

# Current project support in the Pacific

- SPC stocktake exercise (funding-\$170,000 through a regional TA)
- Country gender assessments through Country Partnership Strategies developments
- Infrastructure projects (roads, water, health)
  - Gender assessments (poverty and social assessments) in preparation
  - Gender and transport (PNG, TIM projects)
  - Gender and health (PNG)
- Challenges
  - Gender issues are often dealt by community support
  - Low priority on Gender for loan project

# Possible opportunities in the Pacific operation

- Continue through infrastructure projects
  - Including gender components (awareness raising, training, health & HIV prevention)
- Country gender assessments (e.g. SOL, PNG)
- Support for country specific interventions after stocktake
- Gender budgeting
- Support NGOs/civil society in implementing CEDAW (the Convention on the Elimination of All forms of Discrimination against Women)
- Respond to global financial crisis for vulnerable population
  - Strengthen social policies and social assistance programs

# Thank you!

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