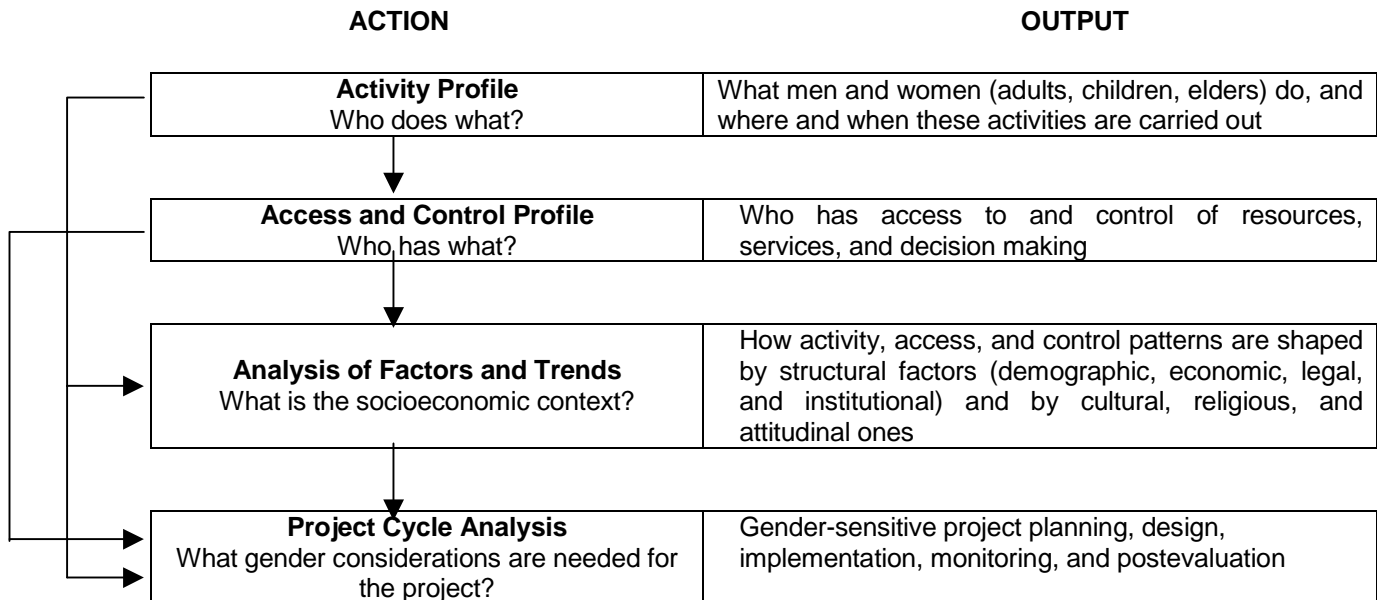


GENDER ANALYSIS AND GENDER PLAN

A. Gender Analysis

1. The purpose of conducting gender analysis as part of the initial poverty and social analysis (IPSA) is to define when, where, and how, gender issues will be addressed during the subsequent project cycle. The gender analysis undertaken during IPSA will be described in the Summary IPSA Report. An accompanying annex will describe the gender issues and the proposed strategy along with details of any further gender analysis needs during the design phase. Figure 5.1.1 shows the basic steps involved in gender analysis of projects.

Figure 5.1.1: Gender Analysis of Projects



Gender Analysis in IPSA

2. The gender analysis carried out during IPSA should be based on the following questions:

Who are the target beneficiaries?

- i Gender-disaggregate beneficiaries
- ii Talk to men and women

B. Are women visible in the sector?

- i Ascertain in general the gender division of labor.
- ii Are women's needs in the sector the same as those of men?
- iii Identify if possible, main sources of income for women and men.

What impacts might the project have on women? Is the project likely to have the same positive/negative impacts on women and men?

Does the project have potential for gender-inclusive design and could it effectively and equitably target women?

Identify if possible, legal, cultural, or religious constraints to women's potential participation in the project.

D. Gender Plan

4. A priority task of the social analyst or gender specialist is to prepare a gender plan during the design phase. The gender plan will follow from the progressively more detailed gender analysis that commenced during IPISA and is developed during the project design in order to identify strategies, mechanisms, and components for addressing gender concerns.

5. The project's gender plan is essentially a short one-page summary that provides information on: (i) the preparatory work undertaken to address gender issues, (ii) the features or mechanisms included in the project design to promote women's involvement, (iii) mechanisms to ensure implementation of the gender design elements, and (iv) gender monitoring and evaluation. The gender plan should be included as an appendix (not a supplementary appendix) to the final report and recommendation of the President (RRP).

6. It should be covenanted. Its inclusion in the appendix, accompanied by a specific covenant, will ensure that any project design features to meet GAD objectives are implemented by the executing/implementing agencies. A simple covenant that refers to the gender plan will mean that the various design elements and mechanisms do not need to be mentioned individually in the assurances or covenants. Rather, an overall covenant referring to the gender plan presented in the RRP appendix will suffice.

7. The gender plan appendix should focus on *how* gender issues, concerns, and constraints identified through the gender analysis have been incorporated into the project design. Essentially, the gender plan should describe the design features, mechanisms, strategies, and components that have been included in the project design to facilitate and ensure women's active involvement in the project and access to project benefits. Separate components included for encouraging women's participation should be described here. Any targets set for women's participation or access to project benefits—e.g., number of women to be trained, reserved seats for women on decision-making bodies such as water-user groups, number of scholarships for girls, involvement of women in operation and maintenance, monitoring and evaluation, etc.—should be mentioned and highlighted here. In essence, the gender plan should explain how project objectives for women are to be achieved within the design of the project.

8. Budget provision for these components or design features should also be highlighted in this section. Without the setting aside of budgets, it is unlikely that any separate provisions for the involvement of women will be implemented.

9. The gender plan could also refer to how gender issues have been addressed in the project framework.

E. The Gender Plan Format

10. **Preparation:** Describe the preparatory work conducted under the PPTA and during project processing to address gender issues and involve women in the planning and design of the project.

11. **Project Design:** Describe any features, mechanisms, strategies, components, or targets set in the project design to promote women's active involvement in the project or direct access to project benefits. Inclusion of any gender capacity-building assistance for executing or implementing agencies, or provision for recruitment of NGOs to mobilize and train women, should also be mentioned here. Budget line items for GAD activities should be listed. Policy dialogue to improve women's access to assets such as land or to address the strategic needs of women should be highlighted. This is the most important section of the gender plan.

12. **Implementation:** The implementation arrangements to ensure the features and mechanisms designed in the project to address GAD objectives should be described here. This section should

describe (i) inclusion of GAD specialists among the implementation consultants, and (ii) preparation of a GAD action plan to systematically implement the GAD components or specific GAD reporting requirements.

13. **Monitoring and Evaluation:** Provision and requirements for collection of gender-disaggregated data in the baseline surveys and development of monitoring indicators to assess the impact of the project on women should be highlighted here. Any provision to involve women in the monitoring and evaluation of the project should also be described. Requirements for the regular progress reports to be submitted to ADB to address progress on meeting the GAD objectives should also be mentioned.

Table 5.1.2: Gender Review Matrix for Appraisal

- 1. Do project objectives explicitly refer to women and men?**
 - Have both men's *and* women's needs in the project sector been defined?
 - Are benefits for men *and* women stated in the project objectives?
 - Will women be direct beneficiaries in all project components?
- 2. Do project documents describe project consultation and participation strategies?**
 - Have local women been consulted during data collection and design?
 - Have local women's NGOs been consulted?
 - Have any constraints to men's *and* women's participation in the project been identified, e.g., cultural, social, religious, economic, legal political, or physical?
 - Have strategies and activities been formulated to address these constraints during project implementation?
 - Have participation plans for men *and* women been developed?
- 3. Has consideration been given to the gender division of labor?**
 - Has sex-disaggregated data been collected on gender division of labor, household and social responsibilities, i.e., *who does what, where, when and for how long?*
- 4. Has consideration been given to who has access and control of resources? (e.g., land, forests, waterways, markets, energy/fuel, equipment, technology, capital/credit and training)**
 - Will project activities adversely affect women's or men's access and control of resources? (e.g., *loss of land, reduced access to markets*)
 - Will new technologies introduced under the project benefit both women *and* men?
 - Are women and men equally involved in training opportunities offered?
 - Is project organization equally accessible to women *and* men? (e.g., *farmer or credit groups*)
 - Are separate activities or components for women required to ensure equal access to project resources?
- 5. Has consideration been given to addressing gender concerns in the project design and scope?**
 - Does the project design include components, strategies, design features or targets to promote and facilitate women's involvement in the project?
 - Are these design features sufficient to ensure project benefits will be distributed between men *and* women?
 - Does the project document describe these features and design mechanisms?
- 6. Does the counterpart agency have capacity to implement gender-sensitive projects?**
 - Does the executing or implementing agency have the capacity to deliver services to women?
 - Does the executing or implementing agency have female field staff, e.g., female extension workers?
 - Have strategies been identified to strengthen counterpart gender analysis, gender planning and implementation capacity, and have these strategies been cosseted?
- 7. How will gender impacts on men *and* women and on the relationships between them be monitored?**
 - Are there indicators to measure progress in achieving benefits for men *and* women?
 - Will sex-disaggregated data be collected to monitor gender impacts?
- 8. Are project resources adequate to deliver services and opportunities to men and women?**
 - Are strategies to promote men's *and* women's participation and equal access to benefits budgeted?
 - Does the budget include allocations for activities to facilitate women's participation?
 - Are strategies and any targets for men's *and* women's participation and benefits included in the logframe?
 - How is gender expertise to be provided during project implementation?
 - Is responsibility for gender issues included in the terms of reference of consultants engaged during implementation?
 - Is there a loan covenant relating to implementation of gender strategies?

Table 5.2.2: Gender Review Matrix for Appraisal

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