



February 2010

Gender Mainstreaming in ADB Projects

Report of the Technical Working Group

Asian Development Bank

ABBREVIATIONS

ADB	–	Asian Development Bank
ADF	–	Asian Development Fund
DEfR	–	Development Effectiveness Review
DMC	–	development member country
GAD	–	gender and development
JFPR	–	Japan Fund for Poverty Reduction
MFF	–	multitranche financing facility
ORM	–	Operations Review Meeting
PPTA	–	project preparatory technical assistance
RRP	–	Report and Recommendation of the President
RSDD	–	Regional and Sustainable Development Department
Strategy 2020	–	The Long-Term Strategic Framework of the Asian Development Bank 2008–2020
TA	–	technical assistance

NOTE

In this report, “\$” refers to US dollars.

Director General	K. Sakai, Strategy and Policy Department (SPD)
Chair	I. Bhushan, Director, SPD
Technical Working Group Members	T. Kanai, Senior Advisor, SPD S. Lateef, Director, SESS R. Subramaniam, Director, CWF S. Zahid, Lead Professional (Aid Effectiveness), PSOC S. Pedersen, Principal Public Management and Human Capacity Development Specialist, PAHQ S. Tanaka, Principal Social Development Specialist (GAD), RSGS A. Perdiguerro, Senior Economist, SEOD L. Weidner, Senior Transport Specialist (Public-Private Partnership), SATC C. Holmemo, Poverty Reduction Specialist, SESS F. Tornieri, Social Development Specialist (GAD), SAOD M. Vorpahl, Social Development Specialist, EAAE W. Walker, Social Development Specialist, EASS
Secretariat	X. Fan, Principal Planning and Policy Specialist, SPD E. Pike, Strategy and Policy Officer, SPD

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

CONTENTS

	Page
I. INTRODUCTION	1
II. RECENT PERFORMANCE ON GENDER MAINSTREAMING IN PROJECTS	2
III. KEY ISSUES	3
A. Strategic Alignment and Programming	3
B. Capturing Gender Mainstreaming	3
C. Institutional Capacity	4
D. Missed Opportunities	4
IV. PROPOSED MEASURES	4
A. Strategic Planning	5
B. Capturing Gender Mainstreaming in Operations	5
C. Improving Institutional Capacity	6
V. CONCLUSIONS	6
APPENDIXES	
1. Summary of Recommendations and Action Plan	8
2. ADB's Gender Classification and Performance	10
3. World Bank's Gender Classification and Performance	15
4. Gender Specialists in ADB	16

I. INTRODUCTION

1. Gender equality is a core dimension of development. While countries in Asia and the Pacific have made significant progress toward gender equality, gender disparities persist. The economic, social, and personal costs of these disparities are tremendous. The Asian Development Bank (ADB) recognizes the pivotal importance of gender equality. It adopted the Policy on Gender and Development (1998) to articulate ADB's commitment and strategy in promoting women's economic and social empowerment, and enhancing their "voice." The policy adopts gender mainstreaming as a key strategy and requires that gender inequalities be addressed in all aspects of ADB's work.

2. ADB's commitment to gender equality and women's empowerment was enhanced in 2008 with the approval of Strategy 2020, which includes gender equity¹ as one of the five drivers of change.² Strategy 2020 commits ADB to promoting gender equality by designing gender-inclusive projects and paying careful attention to gender issues across the full range of its operations. The ADB results framework, which translates ADB's strategic objectives into performance targets, included gender mainstreaming indicators.³ It required that, at the time of approval, 40% of all public sector projects and 50% of projects financed by the Asian Development Fund (ADF) deliver "significant gender mainstreaming" by 2012.

3. Given the increasing prominence of gender issues in the strategic framework, the declining share of projects with significant gender mainstreaming in recent years has caused major concerns in ADB. The 3-year moving average of projects that are classified as having significant gender mainstreaming dropped from 31% in 2005–2007 to 28% in 2006–2008 for all public sector projects, and from 39% to 37% for ADF operations in that same period. Concerns about the decreasing shares were reflected in the *Development Effectiveness Review 2008* (DEFr),⁴ as well as the 2008 annual implementation progress report of the gender and development plan of action (2008–2010).⁵

4. ADB is committed to expanding its projects with gender mainstreaming under Strategy 2020. A technical working group was established in July 2009 to review ADB's approaches to gender mainstreaming in projects at the time of their approval.⁶ This paper presents the working group's assessments and recommendations.⁷ It should be noted that the report covers gender mainstreaming in projects at the time of approval, which is only one dimension of ADB's work on gender mainstreaming. Other aspects encompass project administration, country gender assessments and strategies, policy dialogue and gender capacity development in developing member countries, and knowledge management.

¹ Gender equity is a process for achieving the goal of gender equality. Gender equality between women and men is a desired outcome or result.

² ADB. 2008. *Strategy 2020: The Long-Term Strategic Framework of the Asian Development Bank, 2008–2020*. Manila.

³ ADB. 2008. *ADB Results Framework*. Manila.

⁴ ADB. 2009. *Development Effectiveness Review 2008*. Manila.

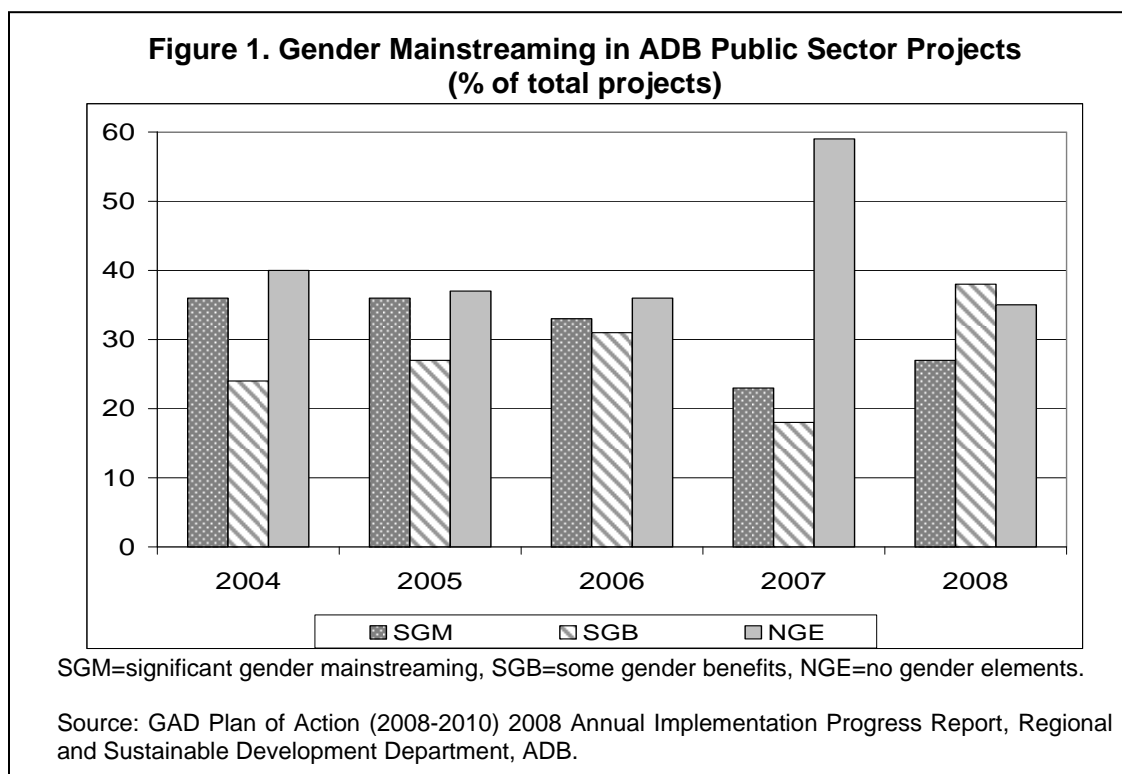
⁵ ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.

⁶ The major task of the working group was to identify reasons for the suboptimal performance, and recommend measures for improving gender mainstreaming in ADB operations. The term projects in this paper refers to lending and ADF grant projects unless otherwise specified.

⁷ Appendix 1 summarizes the major recommendations and actions required. Appendix 2 describes gender mainstreaming categorizations and ADB's recent performance on gender mainstreaming in operations.

II. RECENT PERFORMANCE ON GENDER MAINSTREAMING IN PROJECTS

5. The annual implementation progress report found that ADB's implementation of its gender and development plan of action (2008–2010) as a whole was on track in 2008. However, the performance on mainstreaming gender in projects at the time of approval remains a cause for concern. Figure 1 summarizes the data for public sector projects from 2004 to 2008.



6. **Improved annual performance in 2008.** ADB's performance on gender mainstreaming in projects improved from 2007 to 2008:

- (i) Projects with significant gender mainstreaming increased from 23% to 27%.
- (ii) Projects with some gender benefits increased from 18% to 38%.
- (iii) Projects with no gender benefits decreased from 58% to 35%.

7. Overall, 65% of public sector projects approved in 2008 addressed gender issues, much higher than the 42% in 2007. This is a positive development.

8. **Declining 3-year moving average.** The 3-year *moving average*⁸ of projects with significant gender mainstreaming, however, declined (see para. 3). This is because the performance between 2004 and 2006 was much stronger than the past two years. It should be noted, however, that the 3-year moving average is not suitable for comparing performances across periods as elaborated in sections III and IV.

9. **Gaps with targets.** Despite the gains in 2008 relative to 2007, substantial gaps remain between the current performances and the targets for 2012 in the results framework. ADB

⁸ A moving average is a rolling average. For example, a 3-year moving average for 2004 is the average of data in 2002, 2003, and 2004; while a moving average for 2005 is the average of data in 2003, 2004, and 2005. One needs to distinguish 3-year averages and 3-year *moving averages*.

needs to increase its efforts in gender mainstreaming to meet the 2012 targets of 40% for ADB operations overall and 50% for ADF operations.

10. Appendix 2 presents details on ADB's four gender mainstreaming categorizations and the performances in all of them. For comparison, Appendix 3 presents the World Bank's gender classifications and performances. In 2008, the World Bank's share of projects with moderate to detailed gender coverage was 76% in social sectors and 34% in economic sectors. Economic sectors account for about three-quarters of World Bank operations, similar to that of ADB.

III. KEY ISSUES

11. This section examines the reasons for the decrease in the share of gender mainstreaming in projects in 2007 and 2008.

A. Strategic Alignment and Programming

12. Strategy 2020 focuses ADB's operations in five core specializations: (i) infrastructure; (ii) environment, including climate change; (iii) regional cooperation and integration; (iv) finance sector development; and (v) education. Strategy 2020 sector and thematic priorities underpinned ADB's projects in 2008: 79% of new financing (\$9.0 billion) and 67% of ADF loans and grants (\$1.7 billion) supported the five core areas. The support within the core areas was focused on infrastructure, which accounted for 75% of all public sector operations and 59% of ADF operations. Infrastructure projects are estimated to account for 77% of lending and grants in the 2010–2012 pipeline. The 2008 annual progress report (footnote 5) points out that significant gender mainstreaming is found mostly in education, health, water supply and sanitation, rural development, and multisector projects (Appendix 2). Strategy 2020 sees overcoming the infrastructure deficit in developing member countries as a key to achieving its strategic agendas. A major challenge is to ensure that targets are met as operations shift more to infrastructure and other sectors that have not traditionally lent themselves easily to addressing gender equity issues directly because of the nature of the projects or a lack of understanding of and experience with gender issues in these sectors.

B. Capturing Gender Mainstreaming

13. **Clarity about categories.** ADB operations have four gender mainstreaming categories:

- (i) category I: gender equity as a theme (GEN);
- (ii) category II: effective gender mainstreaming (EGM);
- (iii) category III: some gender benefits (SGB); and
- (iv) category IV: no gender elements.

14. A description of the criteria for these categories is provided in Appendix 2. Only projects in categories I and II are counted as projects with significant gender mainstreaming in the ADB results framework.

15. The working group explored alternative categorization systems but found that the current four categories sufficiently reflect degrees of gender mainstreaming. Moreover, continuation with the current categories is desirable for credibility. Therefore, it was decided to keep the current system unchanged. However, the criteria defining each category were found to lack clarity and not provide sufficient guidance for staff.

16. **Process of categorization.** The operations departments are responsible for classifying projects with gender equity as a theme (category I). However, the Regional and Sustainable

Development Department (RSDD) classifies category II and III projects using the report and recommendation of the President (RRP). Staff feedback shows that gender mainstreaming efforts are underreported in the RRP. The lack of application of the gender classification system by operations departments also leads to limited understanding and awareness, and hinders early attention and efforts by staff to explore gender mainstreaming opportunities. Furthermore, the RRP template only includes category I projects in the thematic classification and leaves no place to reflect category II and III projects after RSDD's categorization. This creates problems for recording project categories.

17. **Reporting and evaluating performance.** The DEfR uses 3-year *moving averages* to evaluate gender mainstreaming in operations. The moving average is designed to smooth out short-term fluctuations in long-term time series data to enable detection of underlining trends. This is not needed in the DEfR as (i) only 5 years of data is available, and the pattern of change is clear; and (ii) the purpose of the DEfR is to compare performances between different periods, not to smooth out fluctuations. The use of moving averages masks important changes between periods, annual or otherwise, and is inconsistent with the purpose of comparing performance over time.

C. Institutional Capacity

18. Scaling up gender mainstreaming in ADB operations requires increased efforts and adequate resources. The small number of staff with both sector and gender analytical skills poses a challenge. The recent recruitment of gender specialists in various departments has partly addressed this issue (Appendix 4). Improving project teams' capacity in gender mainstreaming is essential for gender mainstreaming in operations.

D. Missed Opportunities

19. An analysis by RSDD shows that 7%–16% of projects in category III and even category IV from 2004 to 2008 could have been upgraded to category II. These are regarded as "missed opportunities" resulting from the deficiencies in the categorization process, lack of early attention and efforts, and capacity constraints. If missed opportunities had been captured, the significant gender mainstreaming share in 2008 would have been 34%–43%, as opposed to the 27% reported. Early planning and monitoring, increasing regional departments' involvement in project classification, raising staff awareness, and building capacity will help to reduce such missed opportunities.

IV. PROPOSED MEASURES

20. Scaling up gender mainstreaming requires a holistic approach. The technical working group recommends measures in the following interlinked areas:

- (i) strategic planning,
- (ii) effectively capturing ADB's gender mainstreaming work, and
- (iii) strengthening institutional capacity.

21. ADB has been implementing many measures under the *Gender and Development Plan of Action (2008–2010)*⁹ approved in December 2007. The measures proposed in this paper

⁹ ADB. 2007. *Gender and Development Plan of Action (2008–2010)*. Manila.

focus on mainstreaming gender in operations and complement those in the *Gender Action Plan, 2000–2003*.¹⁰

A. Strategic Planning

22. **Plan and monitor performance.** Regional departments should review the 3-year pipelines and determine gender mainstreaming categorizations for all the projects to allow for planning and monitoring. The early categorization will feed into the work programming and budget framework process. Corrective steps, as appropriate in the case of each country portfolio, should be taken if the pipelines fall short of the gender mainstreaming targets. A two-pronged strategy can be adopted to (i) ensure balanced portfolios that include sectors that easily benefit gender equality, and (ii) improve performance in sectors that do not traditionally lend themselves to gender mainstreaming.

23. The operations review meetings and other mechanisms should monitor progress in meeting the targets and delivering results. Data on gender mainstreaming categorization for past, present, and pipeline projects should be integrated into ADB's project processing and portfolio management system (P3M), and other transitional arrangements before it is launched.

24. **Mainstream gender early during the design phase.** Gender mainstreaming in projects—especially infrastructure projects, which accounted for 75% of ADB operations in 2008—should be increased. Studies show that infrastructure projects economically empower women by freeing time for productive activities, facilitating employment, and providing easier access to markets and resources.¹¹ For projects that offer potential for significant gender mainstreaming, project preparatory technical assistance (TA) should examine ways to mainstream gender from an early stage.

25. Sector-specific guidelines and good practice cases should be developed for Strategy 2020 core sectors, especially transport, energy, finance, public sector management, and trade and industry. Within the sectors, recommendations should be provided on different modalities, including nonsovereign operations, multitranches financing facilities, and program loans.

B. Capturing Gender Mainstreaming in Operations

26. **Clarify category definitions.** The staff instructions on gender mainstreaming categorization should be improved to clearly define projects in the GEN, EGM, and SGB categories. Clarifying criteria will not only improve project classification, but also provide an enabling and guiding framework for designing projects with significant gender mainstreaming.

27. **Improve the process for categorization.** Operations departments should be responsible for classifying projects in all the four gender mainstreaming categories. This will help reduce underreporting. It will also enable the departments to explore and create gender mainstreaming opportunities at an early stage, reducing missed opportunities. This approach is also consistent with ADB's overall project classification system, which gives the primary responsibility for project classification to the initiating departments. Operations departments should consult RSDD to ensure consistent application of the classification system across departments.

¹⁰ ADB. 2001. *Gender Action Plan, 2000–2003*. Manila.

¹¹ See, for example, World Bank. 2009. *Gender Equality as Smart Economics: World Bank Group Gender Action Plan—Two-Year Progress Report (January 2007–January 2009)*. Washington, DC; and World Bank. 2001. *Engendering Development through Gender Equality in Rights, Resources, and Voice*. Washington, DC.

28. **Improve reporting.** The annual DEfR should focus on annual changes in gender mainstreaming, as well as examine 3-year averages (not moving averages) to ascertain changes from one period to another. It is also important to analyze long-term changes and their determinants to support the development of effective gender mainstreaming tools. The moving average can be used in the long-term analysis, but it is not suited to comparing changes between different periods. Key monitoring documents, such as design and monitoring frameworks, should support the monitoring of effective gender mainstreaming.

29. **Report Japan Fund for Poverty Reduction and other technical assistance projects.** The Japan Fund for Poverty Reduction and other TA projects greatly support gender mainstreaming and should be reflected in the DEfR.

C. Improving Institutional Capacity

30. **Staffing.** Under the *Gender and Development Plan of Action (2008–2010)*, ADB will have one gender specialist in most regional departments dedicated to promoting gender mainstreaming in operations (footnote 9). This, coupled with technical support by RSDD, is the foundation for addressing staff constraints. Vacancies for gender specialists in regional departments and RSDD have been filled in 2009. This has helped address capacity constraints (Appendix 4). Improving project teams' capacity is also essential. Gender mainstreaming requires the project teams to involve members with both gender and sector expertise. Project preparatory TA for projects with significant gender mainstreaming potential needs to factor in resources required to engage consultants with such expertise.

31. **Training and knowledge sharing.** ADB needs to fully utilize the potential for enhancing gender mainstreaming within the framework laid out in Strategy 2020 (footnote 2). It needs to explore ways to enhance women's ability to benefit from the investments, and ensure that the perspectives of women and men are equally taken into account in its operations. Project teams are the most important human resources in supporting gender mainstreaming in ADB operations. Training staff to increase their analytical, design, and implementation capacity in gender mainstreaming is essential. Better understanding of the dynamics for gender mainstreaming in the five core operations areas is especially important. Staff sensitization briefing modules should be updated or developed for the core sectors, especially transport, energy, finance, public sector management, and trade and industry. Within the sectors, recommendations should be provided on different modalities, including nonsovereign operations, multitranches financing facilities, and program loans. A short mandatory sector-specific course on gender mainstreaming requirements is needed for all operations staff. The training can draw on experience from ADB and other development agencies. Development of sector-specific good practice case studies would support such training.

32. **Technical assistance.** It is proposed that the Technical Assistance Special Fund (2010–2012) contribute to the Gender and Development Cooperation Fund¹² to scale up innovations, support capacity development in developing member countries, assist operations departments on demand, and leverage support from other donors.

V. CONCLUSIONS

33. The implementation of the Technical Working Group's recommendations, including better planning and monitoring, improving the classification system, and increasing institutional capacity, will reduce missed opportunities and potentially increase the share of projects with

¹² The fund is contributed by the governments of Canada, Denmark, Ireland, and Norway.

significant gender mainstreaming by 7-16% based on data from 2004 to 2008. They will also help ADB to effectively explore opportunities and accumulate knowledge in sectors with limited experience on gender mainstreaming. With early attention, more resources, greater capacity, and better approaches, ADB will meet its gender mainstreaming targets in the results framework and continue to make significant contributions to gender equality and women's empowerment in Asia and the Pacific.

SUMMARY OF RECOMMENDATIONS AND ACTION PLAN

Impact: Improved gender equity in DMCs.				
Outcome: Increased gender mainstreaming in ADB operations.				
Objectives	Actions	Outputs	Responsibility	Time Line
1. Strategic alignment				
Plan and monitor performance	(i) Review the 2010–2012 pipelines to decide indicative gender mainstreaming categorization for all projects, and identify projects with potential for gender mainstreaming. Take corrective measures, as appropriate in the case of each country portfolio, if the pipelines fall short of the targets.	Department project categorization database for past, present, and pipeline projects consolidated and posted in P3M/transitional arrangements	Regional departments, in consultation with RSDD and OIST	Departmental data compiled by February 2010 Post-project gender categorization information in P3M or its transitional arrangements by early 2010
	(ii) Consolidate departmental project gender mainstreaming information in P3M operations dashboard and summary information in executive dashboard.			
	(iii) Monitor progress through operations review meetings.	Progress updates and proposed measures	Regional departments, SPOP	Start from February 2010
Enhance efforts in projects	(iv) Allocate project preparatory TA resources for gender analysis in projects that offer greater gender mainstreaming potential.	Project preparatory TA outputs with gender analysis and recommendations	Regional departments	Start from 2010
2. Improve Classification and Reporting				
Clarify criteria for categories	(i) Clarify staff instructions on gender mainstreaming categories.	Updated staff instructions	TWG	Completed in January 2010
	(ii) Update <i>Operations Manual</i> section on gender and development in ADB operations to align with the clarified criteria and new business processes. ^a	Post staff instructions in the ADB portal Updated <i>Operations Manual</i> section on gender and development in ADB operations	SPD, OSEC, RSDD RSDD, SPD	February 2010 February 2010
Improve classification process	(iii) Let operations departments classify projects in all gender mainstreaming categories, in consultation with RSDD to ensure consistent application across departments (following the same procedure as for other thematic areas).	Clarification on the new process	OSEC, RSDD, SPD	Start from 2010
	(iv) Include gender project classification in the RRP template and project classification system.	Revised RRP template and project classification system	SPD, OIST, OSEC, RSDD	Start in January and complete in March 2010
Clarify targets	(v) Update Appendix 2 of the ADB results framework to clarify that targets and baseline values are for public sector operations.	Updated ADB results framework explanatory note	SPRU	February 2010

	(vi) Specify data coverage in the DEfR and gender action plan progress reports.	Clear definition of targets and specification of data coverage in DEfR and gender action plan progress reports	SPRU, RSDD	Start from the 2010 reports
	(vii) Introduce gender mainstreaming targets for all ADB operations, if deemed appropriate after evaluating gender mainstreaming in nonsovereign operations.	Updated ADB results framework	SPRU	Start from 2013 if deemed appropriate after evaluation
Improve reporting	(viii) Use annual changes and/or 3-year average (not <i>moving average</i>) to compare performances over time.	DEfR	SPRU	Annually, start from the 2010 report
	(ix) Report gender mainstreaming performance in JFPR and other TA projects.	DEfR	SPRU	Annually, start from the 2010 report
3. Enhance Capacity				
Enhance staff capacity	(i) Post gender specialists in regional departments, key resident missions, and RSDD.	Staff positions filled according to gender and development progress report and work programming and budget framework	Regional departments, RSDD, BPHR	Vacancies filled
Improve awareness and capacity	(ii) Develop sector-specific good practice case studies and checklists for Strategy 2020 core sectors, especially transport, energy, finance, public sector management, and industry and trade. Within the sectors, provide recommendations on different modalities, including multitranchise financing facilities, nonsovereign operations, and program lending.	Good practice case studies and checklists Training	RSDD in coordination with operations departments and sector communities of practice RSDD, BPDB	All key sectors covered by late 2010 Start from late 2010
	(iii) Update staff sensitization briefing modules for core sectors.	Updated staff sensitization briefing modules	RSDD, BPDB	By second quarter 2010
	(iv) Carry out a short mandatory sector-specific refresher course for all operations staff.	Refresher course training materials	RSDD, BPDB	Start from second quarter 2010
Increase TA	(v) Contribute TASF to GDCF and other TA projects.	Increased GDCF and other TA allocation.	BPMSD, SPD, RSDD	2010 budget

BPDB = Staff Development and Benefits Division, BPHR = Human Resources Division, BPMSD = Budget, Personnel, and Management Systems Department, DEfR = Development Effectiveness Review, DMC = developing member country, GDCF = Gender and Development Cooperation Fund, JFPR = Japan Fund for Poverty Reduction, OIST = Office of Information Systems and Technology, OSEC = Office of the Secretary, P3M = Project Processing and Portfolio Management, RRP = report and recommendation of the President, RSDD = Regional and Sustainable Development Department, SPD = Strategy and Policy Department, SPOP = Operations Planning and Coordination Division, SPRU = Results Management Unit, TA = technical assistance, TASF = Technical Assistance Special Fund, TWG = technical working group on gender.

^a ADB. 2006. Gender and Development in ADB Operations. *Operations Manual*. OM C2. Manila.

Source: Asian Development Bank.

ADB'S GENDER CLASSIFICATION AND PERFORMANCE

1. The Asian Development Bank (ADB) assigns loan and grant projects to categories with the aim of promoting the systematic integration of gender considerations and monitoring progress¹.

2. Category I (gender equity as a theme) is based on ADB's project classification system. Categories II and III were developed by the Poverty, Gender, and Social Development Division (RSGS) of the Regional and Sustainable Development Department to assist project/program teams in mainstreaming gender considerations in projects that do not have a gender equity theme, and to facilitate monitoring of ADB's portfolio under the Policy on Gender and Development (1998).

3. At the approval stage, ADB loans and grants are classified into one of four categories: (i) category I: gender equity as a theme; (ii) category II: effective gender mainstreaming; (iii) category III: some gender benefits; and (iv) category IV: no gender elements. The first two categories are combined and called projects with significant gender mainstreaming. Until 2008, the counting method based on the number of loans and Asian Development Fund (ADF) grants was adopted. However, starting with reports prepared in 2009, ADB adopted the counting method based on the number of projects. This has resulted in discrepancies from the figures reported in the past, including the biennial thematic reports.

A. Category I: Gender and Development as a Thematic Classification²

4. Projects can be assigned a gender and development (GD) thematic classification if they (i) promote gender equity by attempting to narrow gender disparities in access to basic services, productive resources, income opportunities, public decision making, dispute resolution mechanisms or rights, or (ii) integrate a gender perspective in social and economic development processes to achieve equal benefits, participation, and protection of rights of women and men.

5. Projects with this theme will include a (i) gender analysis during project preparation; (ii) gender-related purpose or gender-related activities identified in the project/program framework; (iii) a gender action plan that incorporates gender-inclusive design features, or components to directly benefit women or girls; and (iv) loan covenant to support the gender plan or gender-inclusive features. The theme can apply to projects in all sectors³.

B. Category II: Effective Gender Mainstreaming

6. ADB's GAD Policy has adopted mainstreaming as its key strategy, and thus gender considerations are to be mainstreamed in all ADB operations. A project is included in the "effective gender mainstreaming" category when:

- (i) the social analysis conducted during project preparation included careful consideration of gender issues;

¹ This Appendix is taken from ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.

² In line with the introduction of the new project sector and thematic classification system of ADB, Category I is termed as "Gender Equity (GEN) as a Thematic Classification since January 2009.

³ More details on gender and development sub-themes are provided in the List and Definition of Sectors and Themes (Compendium of Staff Instructions, 7 June 2004).

- (ii) the project includes several design features to facilitate women's participation in activities supported by the project and/or women's access to project/program benefits, and
- (iii) these design features are supported by appropriate loan covenants.

7. These design features could include several of the following:

- (i) Targets for women's participation and/or access to project/program benefits (e.g., education/training; formation of beneficiary groups; receipt of loans, scholarships; for women representatives in project committees or associations; or for numbers or percentage of female staff in an executing agency or project implementation unit, or among extension workers, social mobilizers, nongovernment organization facilitators, etc.;
- (ii) Facilities, training programs, beneficiary groups, etc., for women or girls; or design of gender-sensitive physical infrastructure;
- (iii) Project components directly benefiting women or girls (e.g., provision for ownership of land or other assets, reproductive health services, support for food production, and subsistence activities);
- (iv) Reform measures likely to benefit women or girls (e.g., increases in government budget for reproductive health, reform of discriminatory laws on land ownership or titling, changes in public sector hiring, and equitable employment practices), usually in a program or sector development loan;
- (v) Mobilization of women to participate in project activities, provision or preference for hiring women for project-related work (e.g., construction or maintenance of project facilities), requirement of equal or fair pay for male and female workers;
- (vi) Collaboration with nongovernment organizations that service or work primarily with women;
- (vii) For sector projects, requirement that subprojects include gender analysis and/or consultation with women's groups during preparation, and ensure women's participation and/or receipt of benefits (gender checklists can be used as guidelines);
- (viii) Preparation of gender action plans;
- (ix) Hiring of gender specialists to advise executing agencies or project implementation units, or to work as implementation staff; in gender capacity development components for executing agencies and staff
- (x) Consistent use of sex-disaggregated data for project monitoring;
- (xi) Use of indicators to monitor and assess gender impacts of a project or program;
- (xii) Requirements for monitoring gender specific results during midterm review; and
- (xiii) Inclusion of the national women's ministry in the project or program steering committee.

C. Category III: Some Gender Benefits

8. A project can be considered to have the potential to provide some gender benefits if it has either of the following features:

- (i) Consideration of gender issues in the social analysis carried out during project preparation, at least to identify women's concerns in project areas and likely benefits/impacts of the project for them; or
- (ii) Minor design elements or small project components to benefit women (e.g., a small grant fund).

9. This category can apply to two distinct types of projects:

- (i) Projects that by their nature should provide substantial benefits to women (such as education, health, rural development, microfinance, and water supply and sanitation projects), but that include little gender analysis and few or no specific design features to optimize the benefits for women; and
- (ii) Projects that are unlikely to provide direct and substantial benefits to women (such as road or railway projects), but in which effort was made during project preparation to identify possible positive and negative impacts on women, and to provide some indirect benefits or include mitigating features in the project design or resettlement plan (such as provision for employment of women in project construction work, information campaigns on HIV/AIDS risk, or special resettlement assistance to households headed by women).

D. Recent Performance

10. Tables A2.1 and A2.2 and Figures A2.1 and A2.2 are based on the 2009 gender and development plan for action annual report, which presents information on the recent performance on gender mainstreaming in ADB operations.

Table A2.1: ADF and OCR Projects Addressing Gender Concerns, 2004–2008

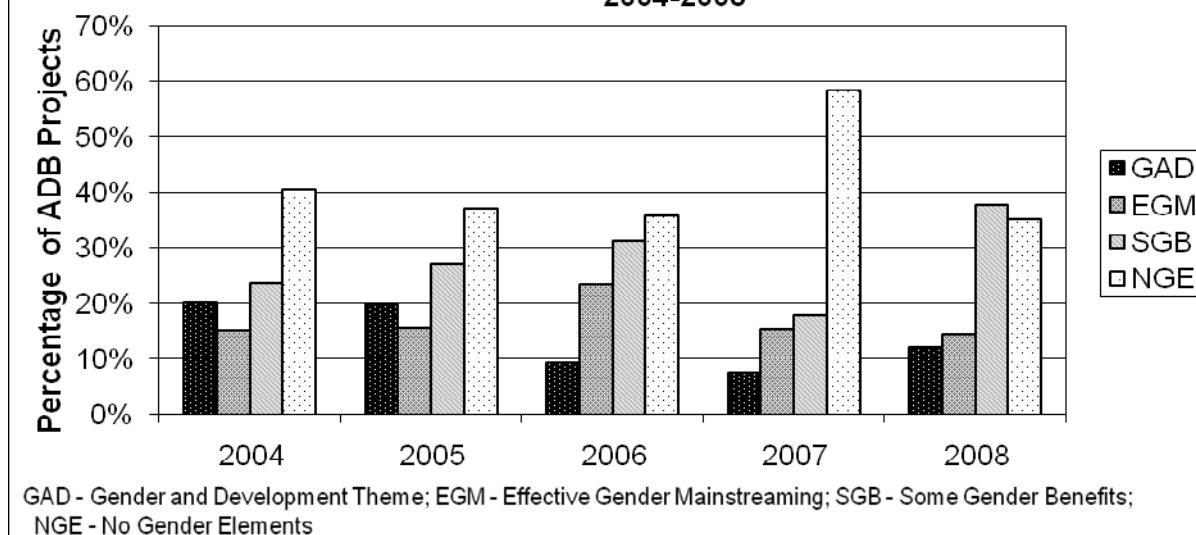
Year	Gender Equity as a Theme		Effective Gender Mainstreaming		Significant Gender Mainstreaming		Some Gender Benefits		Total ADB-Wide
	(a)	% of Total ADB Projects	(b)	% of Total ADB Projects	(a)+(b)	% of Total ADB Projects	(c)	% of Total ADB Projects	
2004	12	20	9	15	21	36	14	24	59
2005 ^a	14	20	11	16	25	36	19	27	70
2006	6	9	15	23	21	33	20	31	64
2007	6	8	12	16	18	23	14	18	77
2008	10	12	12	15	22	27	31	38	82
Total	48	14	59	17	107	30	98	28	352

ADB = Asian Development Bank, ADF = Asian Development Fund, OCR = ordinary capital resources.

Notes: Excludes project preparatory technical assistance, supplementary loans and grants, and nonsovereign loans. A gender equity theme is provided for projects to specifically target women and/or correct gender imbalance. An effective gender mainstreaming category is assigned to projects with specific design features that promote and facilitate women's access to and benefits from the project.

^a Includes grants funded by the Asian Development Fund, the Asian Tsunami Fund, and the Pakistan Earthquake Fund. Source: ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.

**Figure A2.1: ADF and OCR Projects Addressing Gender Concerns
2004-2008**



Source: ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.

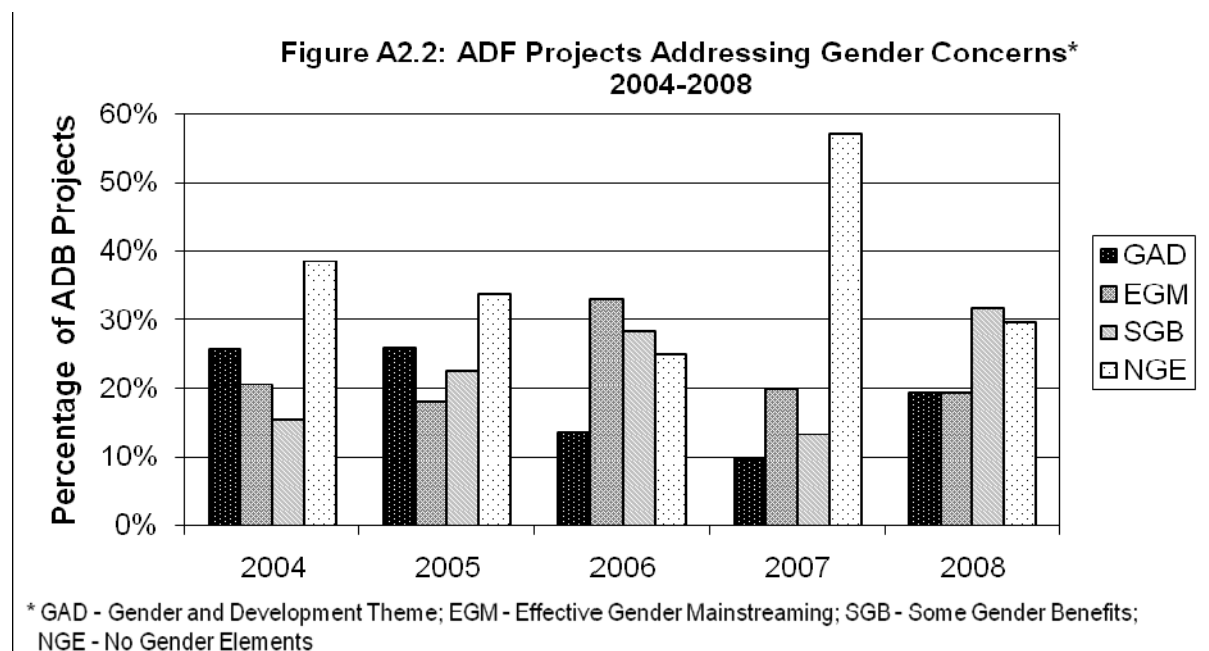
Table A2.2: ADF Projects Addressing Gender Concerns, 2004–2008

Year	Gender Equity as a Theme		Effective Gender Mainstreaming		Significant Gender Mainstreaming		Some Gender Benefits		Total ADF ADB-Wide
	(a)	% of Total ADF Projects	(b)	% of Total ADF Projects	(a)+(b)	% of Total ADF Projects	(c)	% of Total ADF Projects	
2004	10.0	26	8.0	20	18.0	46	6.0	15	39.0
2005	11.5	26	8.0	18	19.5	44	10.0	22	44.5
2006	6.0	14	14.5	33	20.5	47	12.5	28	44.0
2007	4.5	10	9.0	20	13.5	30	6.0	13	45.5
2008	8.5	20	8.5	20	17.0	39	13.5	31	43.5
Total	40.5	19	48.0	22	88.5	41	48.0	22	216.5

ADB = Asian Development Bank, ADF = Asian Development Fund.

Note: An ADF project is counted as 0.5 when it is cofinanced by ordinary capital resources. This is because of the new project counting method adopted in 2009.

Source: ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.



Source: ADB. 2009. *Gender and Development Plan of Action (2008–2010): 2008 Annual Implementation Progress Report*. Manila.

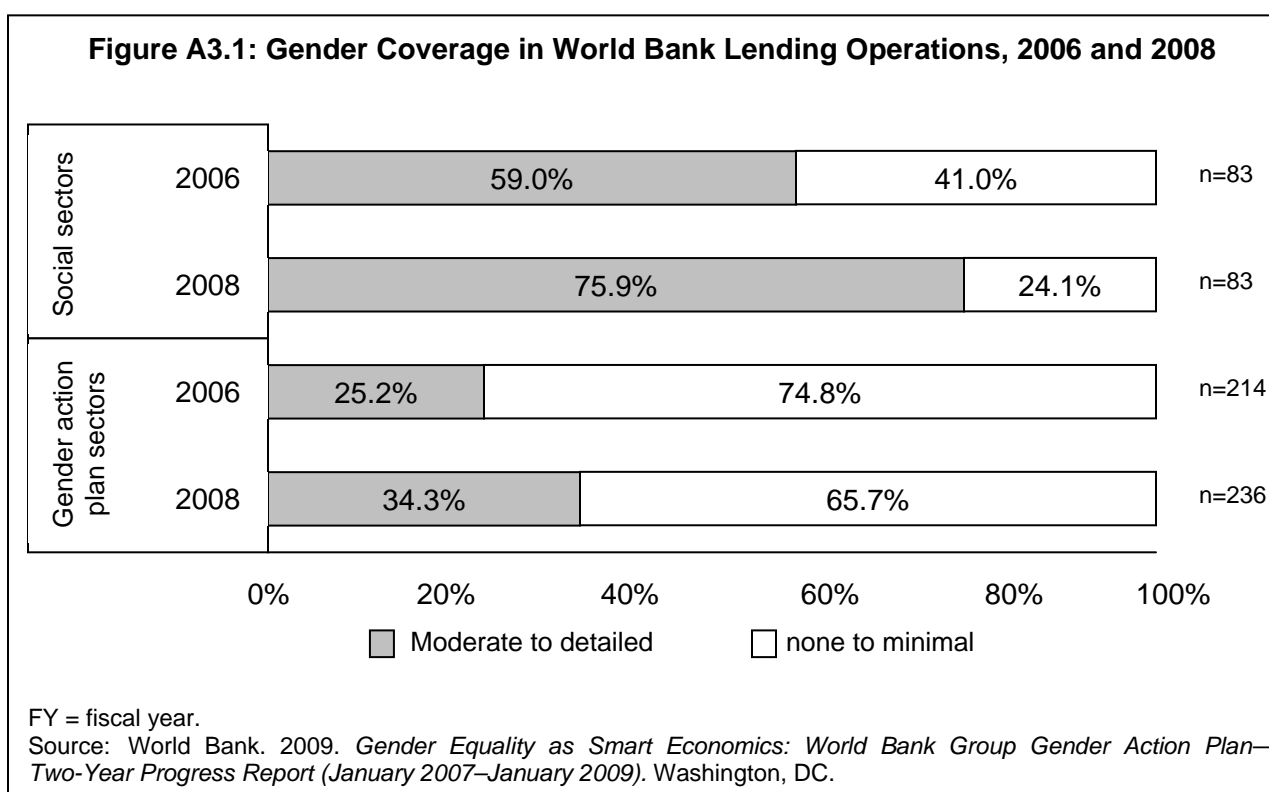
12. **By sector.** In 2008, gender mainstreaming was more evenly distributed across sectors than in 2007. The largest number of projects with significant gender mainstreaming in 2008 was in agriculture and natural resources (27%), followed by education and multisector (each 18%); health (14%); industry and trade, and law, economic management, and public policy (each 9%); and water supply, sanitation, and waste management (5%). The energy, finance, and transport and communications sectors did not have any projects with significant gender mainstreaming (although transport was represented in 2007).

13. **Innovations in infrastructure sectors.** Of the 22 projects with significant gender mainstreaming, 10 involved building or rehabilitating economic infrastructure, such as water supply and sanitation, water resources management, market, and community infrastructure.

WORLD BANK'S GENDER CLASSIFICATION AND PERFORMANCE

1. The World Bank adopts three categories in the classification on gender mainstreaming.
 - (i) **Minimal coverage.** Gender is mentioned but specific quantitative data are not provided.
 - (ii) **Moderate coverage.** Gender is included with specific quantitative data.
 - (iii) **Detailed coverage.** Gender issues are discussed and presented with quantitative data and extensive background information.

2. Figure A3 presents the World Bank's performance on gender mainstreaming in its operations from 2006 to 2008. The projects are divided into two categories. Projects in gender action plan sectors fall into the following sectors: agriculture and rural development, economic policy, financial management, financial and private sector development, public sector governance, transport, urban development, energy and mining, water and sanitation, and global information and communication technology. The remaining are social sectors.



GENDER SPECIALISTS IN ADB

Departments	Positions
Headquarters	
Regional and Sustainable Development Department	One level 6 and one level 4
Central and West Asia Department	One level 3
East Asia Department	No full-time gender specialist
Pacific Department	No full-time gender specialist
South Asia Department	One level 4
Southeast Asia Department	One level 4 under recruitment
Resident Missions	
Bangladesh and Viet Nam	One national officer each
Afghanistan, Cambodia, Indonesia, Lao People's Democratic Republic, Mongolia, Nepal, Papua New Guinea, Sri Lanka, and Uzbekistan	One national officer each ^a

^a Supported by the Gender and Development Cooperation Fund and Asian Development Bank (ADB). 2002. *Technical Assistance for Enhancing Gender and Development Capacity in Developing Member Countries (Phase 2)*. Manila (TA 6092-REG).

Source: ADB Regional and Sustainable Development Department.