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Guidelines for Gender Mainstreaming Categories of ADB Projects

GUIDELINES FOR GENDER MAINSTREAMING CATEGORIES OF ADB PROJECTS

I. INTRODUCTION

1. The Asian Development Bank's (ADB) gender categorization system is a 4-tier system to measure, count, and report on the extent to which gender equality issues are integrated into project design. It is a mechanism for reporting ADB's "at entry" *gender mainstreaming* commitments and for monitoring performance against the corporate results targets under Strategy 2030's Operational Priority 2: Accelerating Progress in Gender Equality (OP2).¹
2. All sovereign and nonsovereign projects² of the Asian Development Bank (ADB) are assigned one of four gender mainstreaming categories:³
 - (i) Category I: gender equity theme (GEN);⁴
 - (ii) Category II: effective gender mainstreaming (EGM);
 - (iii) Category III: some gender elements (SGE); and
 - (iv) Category IV: no gender elements (NGE).
3. The gender mainstreaming categories are assigned in consultation with the Gender Equity Thematic Group Secretariat within the Thematic Service Advisory Cluster in SDCC, which confirms the category at entry, to ensure consistent application across departments.
4. These guidelines are a resource to assist ADB staff, project partners, and stakeholders of ADB, in promoting gender equality and women's empowerment in ADB-financed projects as envisaged by ADB's Strategy 2030. Definition of each of the four categories are provided in Section II.
5. Examples of gender design features are provided in Appendix 1. Guidelines for incorporating gender mainstreaming requirements in the report and recommendation of the President to the Board (RRP) are provided in Appendix 2. Corporate Results Framework Level 2 Targets and Indicators for OP2: Accelerating Progress in Gender Equality are provided in Appendix 3.

¹ ADB, 2019. *Strategy 2030. Operational Plan for Priority 2. Accelerating Progress in Gender Equality 2019-2024*.

² The term "project" in this document refers to a project, program or investment financed by (i) regular ordinary capital resources (OCR), (ii) concessional ordinary capital resources (COL), (iii) Asian Development Fund (ADF) grants, and/or (iv) non-ADF grants.

³ These categories have been used since 1998 to monitor ADB's gender "at entry" gender mainstreaming performance and were updated and clarified by the interdepartmental Technical Working Group on Gender Mainstreaming in ADB Operations in 2010. See ADB's *Project Classification System: Final Report* (2014, para. 48, p. 19). *Guidelines for Gender Mainstreaming Categories of ADB Projects* were issued in February 2010; minor revisions were issued in July 2011 and an amendment adopted in July 2012.

⁴ Gender equity is a process for achieving the goal of gender equality. Gender equality between women and men is a desired outcome or result. See Glossary for more details.

II. GENDER MAINSTREAMING CATEGORIES

A. Gender Equity Theme

1. Definition

6. A project is assigned “gender equity theme” (GEN) if the project outcome directly addresses gender equality and/or women's empowerment by narrowing gender disparities, including under OP2's five pillars: (i) women's economic empowerment increased, (ii) gender equality in human development enhanced, (iii) gender equality in decision-making and leadership enhanced, (iv) women's time poverty and drudgery reduced, and (v) women's resilience to external shocks strengthened.

2. Requirements

7. The requirements for projects with a GEN theme are:

- (i) **gender analysis**⁵ includes relevant sex-disaggregated data and thorough consideration of gender issues, highlighting both constraints and opportunities;
- (ii) **at the design and monitoring framework (DMF) outcome level**, at least one gender performance indicator that directly reduces gender gaps, benefits women and girls, and/or promotes women's empowerment.⁶ An explicit reference to gender equality in the outcome statement of the project DMF is considered to be good practice;
- (iii) **at the DMF output level**, at least one gender performance indicator that directly reduces gender gaps, benefits women and girls, and/or promotes women's empowerment in the majority (50% or more) of project outputs;
- (iv) a **gender action plan (GAP)** incorporates the project's gender performance indicators. *For sovereign operations*: The GAP should incorporate a) gender performance indicators of the project DMF; b) additional gender performance indicators that will help achieve the project's gender-related objectives and targets; and c) activities, resources, responsibilities and timelines for implementation and monitoring to ensure women and men participate and benefit as intended by the project;⁷
- (v) the **GAP** is included as a linked document to the **RRP**;
- (vi) the RRP main text should integrate gender analysis and sex-disaggregated data on key development constraints and how the project will directly reduce gender gaps, benefit women and girls, and/or promote women's empowerment beyond the **Poverty, Social, and Gender subsection** of the Due Diligence section. Gender analysis must be included in the Gender and Development section of the **summary poverty reduction and social strategy (SPRSS)**;

⁵ See ADB Policy on Gender and Development (1998), Operational Manual Section C2/OP, Tip Sheet No. 2 - Preparing a Project Gender Action Plan, and the glossary for more details on gender analysis.

⁶ Gender performance indicators in the DMF and gender action plan (GAP) should be specific, measurable, achievable, relevant, and time-bound (SMART), and include baselines and targets to capture the expected level of achievement. These can be both quantitative and qualitative indicators. Gender performance indicators, as relevant, should contribute to Strategy 2030 Operational Plan for Priority 2: Accelerating Progress in Gender Equality, 2019–2024. See Appendix 3.

⁷ ADB Operations Manual C2/OP states, “The gender action plan should focus on how gender issues, concerns, and constraints identified through the gender analysis have been addressed in the project design. It should be presented in a table format that corresponds to the structure of each project output. Targets and responsibilities need to be specified.”

- (vii) *For sovereign operations*: The GAP should be included in the Gender and Social Dimensions Section of the **project administration manual (PAM)**. Resources that are allocated to implement the GAP should be included in the PAM;⁸
- (viii) *For sovereign operations*: a dedicated **covenant** in the loan/grant agreement is included to support implementation of the GAP; and
- (ix) *For nonsovereign operations*: where a project invests in a woman-owned/led client,⁹ this will be considered as one of the gender additionality features contributing to the gender categorization, even if this is not reflected as a gender performance indicator in the project DMF. To be categorized as GEN, an outcome level gender performance indicator would still be required and in addition the combined total of project outputs with a gender performance indicator and this gender additionality must be equivalent to a majority of project outputs.

B. Effective Gender Mainstreaming

1. Definition

8. A project is assigned “effective gender mainstreaming” (EGM) if the project outcome does not explicitly address gender equality or women's empowerment, but project outputs contribute to addressing gender equality and/or women's empowerment by narrowing gender disparities, including under OP2's five pillars (footnote 1).

2. Requirements

9. The requirements for projects with an EGM classification include:

- (i) **gender analysis** (footnote 5), which includes relevant sex-disaggregated data and thorough consideration of gender issues, highlighting both constraints and opportunities;
- (ii) **at the DMF output level**, at least one gender performance indicator that directly reduces gender gaps, benefits women and girls, and/or promotes women's empowerment is included in the majority (50% or more) of project outputs;
- (iii) a **GAP** incorporates the project's gender performance indicators. *For sovereign operations*: The GAP should incorporate (a) gender performance indicators of the project DMF; (b) additional gender performance indicators that will help achieve the project's gender-related objectives and targets; and (c) activities, resources, responsibilities and timelines for implementation and monitoring to ensure women and men participate and benefit as intended by the project (footnote 7);
- (iv) the **GAP** is included as a linked document to the **RRP**.
- (v) the RRP main text should integrate gender analysis and sex-disaggregated data on key development constraints and how the project will directly reduce gender gaps, benefit women and girls, and/or promote women's empowerment beyond the **Poverty, Social and Gender** subsection of the **Due Diligence** section. Gender analysis must be included in the Gender and Development section of the **SPRSS**;

⁸ “Resources” include financial, human as well as information, and institutional resources. This requirement ensures a GAP implementation support framework is in place in sovereign operations.

⁹ Woman-owned/led enterprise is defined using the International Finance Corporation's definition: a) ≥ 51% of the enterprise is owned by a woman/women; OR b) ≥ 20% of the enterprise is owned by a woman/women, AND (i) has ≥ 1 woman as CEO/COO/ President/Vice President AND (ii) has ≥ 30% of the board of directors composed of women, where a board exists.

- (vi) *for sovereign operations*, the GAP should be included in the Gender and Social Dimensions Section of the Project administration manual (PAM). Resources that are allocated to implement the GAP should be included in the **PAM** (footnote 8);
- (vii) *for sovereign operations*, a dedicated **covenant** in the loan/grant agreement is included to support implementation of the GAP; and
- (viii) *for nonsovereign operations*, where a project invests in a woman-owned/led client (footnote 9), this will be considered as one of the gender additionality features contributing to the gender categorization, even if this is not reflected as a gender performance indicator in the project DMF. To be categorized as EGM, the combined total of project outputs with a gender performance indicator and this gender additionality must be equivalent to a majority of project outputs.

C. Some Gender Elements

1. Definition

10. A project is assigned “some gender elements” (SGE) if the project promotes gender equality with some gender performance indicators that directly or indirectly improve women’s and girls’ access to project benefits, resources, opportunities, and/or timesaving infrastructure, and/or mitigate potential risks to women and girls beyond environmental and social safeguard measures.¹⁰

2. Requirements

11. The requirements for SGE projects include:

- (i) **gender analysis** with sex-disaggregated data;
- (ii) **at the DMF output level:** one or more gender performance indicator(s) are included in less than 50% of project outputs;
- (iii) a **GAP** is not required;
- (iv) *For sovereign operations:* gender performance indicators are accompanied by commensurate resources and adequate implementation mechanisms, which should be reflected in the **PAM**;
- (v) the **RRP** main text, the Poverty, Social, and Gender subsection of the Due Diligence section, and the Gender and Development section of the **SPRSS** should discuss any project-relevant gender issues and how the project will address them; and
- (vi) *for nonsovereign operations*, where a project invests in a woman-owned/led client (footnote 9), this will be considered as one of the gender additionality features contributing to the gender categorization, even if this is not reflected as a gender performance indicator in the project DMF. In addition, to be categorized as SGE, the project will require at least one gender performance indicator in less than 50% of project outputs in the DMF.

¹⁰ For SGE projects, mitigation plans against potential negative impacts on women and girls (e.g., preventing sexual exploitation, abuse, and harassment (SEAH)) must go beyond environmental and social safeguard activities that focus on the project affected persons; project contractors, and laborers and should integrate relevant gender performance indicators in the DMF. Results of those indicators should aim to last beyond the project duration e.g., adoption of a new workplace policy on SEAH.

D. No Gender Elements

12. A project is assigned “no gender elements” (NGE) if it does not include a gender performance indicator that directly or indirectly improves women’s and girls’ access to project benefits, resources, opportunities, and/or timesaving infrastructure in the project DMF. Actions that aim to mitigate potential negative impacts on women and girls as part of environmental and social safeguard measures (e.g., activities for project affected persons, project contractors and laborers) are not considered to be gender performance indicators. The Poverty, Social, and Gender subsection of the Due Diligence section of the RRP should describe any relevant gender issues and explain why the project cannot address them,

III. GUIDANCE FOR SPECIFIC MODALITIES AND TECHNICAL ASSISTANCE

13. The definitions and requirements for GEN, EGM, and SGE categories apply to the following modalities in sovereign operations.

14. **Sector loans/grants.** For GEN and EGM, the same requirements as paras 6–7 and 8–9 apply. A GAP is required for the overall project. For SGE, the same requirements as paras 10–11 apply. The gender mainstreaming project category applies to the entire project and not to each subproject.

15. **Multitranches financing facilities.** For GEN and EGM, the same requirements as described in paras 6–7 and 8–9, apply. A GAP is required for each periodic financing request (PFR), including for time sliced MFFs. The PFR GAP should be included in the facility administration manual. For SGE, the same requirements as paras 10–11 apply. Since each PFR is counted as a separate project, a GEN, EGM, or SGE categorization for each PFR is possible if the applicable requirements are met.

16. **Policy-based loans/grants.** For GEN and EGM, the same requirements as described in paras 6–7 and 8–9 apply except a GAP is not required. For GEN and EGM, the policy design and monitoring framework (PDMF) should include at least one gender-related policy action or measure in the majority (50% or more) of the reform areas, which are likely to directly result in narrowing gender gaps or improving gender equality and women’s empowerment. For GEN, a gender performance indicator is also required at the outcome level. For SGE, at least one or more gender-related policy action(s) or measure(s) should be included in less than 50% of the reform areas.

17. **Results-based loans/grants.** For GEN and EGM, at least one disbursement linked indicator (DLI) or verification protocol must include a gender-specific performance indicator, which is likely to directly narrow gender gaps, benefit women and girls, and promote gender equality and women's empowerment. The program action plan of GEN/EGM results-based loans/grants (RBLs) should include specific and monitorable gender actions to support the achievement of gender-related DLIs and other gender performance indicators in the DMF. A GAP is not required. The program implementation document should state how gender-related progress under the RBL will be monitored and reported. For SGE, a gender-specific indicator in the DLIs is not required. The program action plan of SGE RBLs should include specific and monitorable gender actions to support the achievement of the gender indicators and targets of the DMF. For GEN, EGM, and SGE-categorized loans/grants, the same DMF requirements as described in paras 6–11 apply.

18. **Sector development programs.** For these combined investment and policy-based loans/grants to be categorized GEN or EGM, the same requirements as described in paras 6–9

apply, and gender-related policy action(s) need to be included in the policy matrix for the program. A GAP is required for the program. For SGE, the same requirements as described in paras 10–11 apply.

19. Gender mainstreaming categories do not apply to project readiness financing and small expenditure financing facilities. However, the following guidance is provided for these modalities:

- (i) **Project readiness financing.** Gender analysis during the due diligence process is recommended under Project Readiness Financing for the ensuing project, especially for (a) project readiness financing related to a future project with potential to be categorized as GEN or EGM, or (b) project readiness activities involving consultations with communities, capacity-building of executing agencies related to gender or social inclusion, and/or pilot-testing of possible project designs (initial poverty and social analysis, including gender analysis, is required for any pilot-testing activities.) The gender analysis and related recommendations should be summarized in the Due Diligence section of the RRP or Project Readiness Financing Report, as appropriate.
- (ii) **Small expenditure financing facilities.** Gender analysis during the due diligence process is recommended, especially where (a) the relevant country portfolio includes GEN or EGM projects, (b) the relevant country pipeline includes projects with potential to be categorized as GEN or EGM, or (c) the first activity subloan or other likely activity subloans are intended to enhance the gender impact or social inclusion of the linked project(s). This could include activities to enhance project readiness, project implementation, or post-completion support. The gender analysis and related recommendations should be summarized in the Poverty, Social and Gender subsection of the Due Diligence section of the small expenditure financing facilities RRP.

20. **Non-ADB financed projects.** For projects that are completely (100%) non-ADB financed (for e.g., Grants funded by Japan Fund for Poverty Reduction), the same DMF requirements as described in paras 6–11 apply. However, a GAP is optional for GEN and EGM-categorized 100% non-ADB financed projects.

20. The requirements for GEN, EGM, and SGE categories apply to the following financing facilities and technical assistance in sovereign and nonsovereign operations:

21. For **additional financing**, the gender category is determined by assessing the DMF and GAP with the combined original and additional targets. It is always encouraged to identify a gender target, which directly narrows gender gaps and promotes women's empowerment in the additional targets, where feasible, even if the original project already met GEN or EGM requirements.

22. **Technical assistance and non-Asian Development Fund (non-ADF) grants** do not require a GAP to be categorized as GEN and EGM.

23. **Grant-financed components** addressing gender equality and/or women's empowerment, which are included as an integral part of the overall project DMF, contribute to a project's gender categorization.

24. **Transaction technical assistance (TRTA).** TRTAs (stand-alone, facility, or cluster) can support the design, monitoring and/or implementation of project-relevant gender activities in an ensuing Project. Attached TRTAs should identify gender actions whose relevance for the project

is based on the project's gender analysis. For TRTA-financed activities to be considered eligible to contribute to the gender categorization of the ensuing Project- the TRTA must: (i) clearly indicate the Project it will support;¹¹ and (ii) confirm that TRTA resources are committed for the implementation of the proposed gender activities.

¹¹ The project must be indicated in the original TRTA or change in scope approved prior to the confirmation of the gender category of the ensuing project at the Management Review Meeting/ Staff Review Meeting.

APPENDIX 1: EXAMPLES OF GENDER DESIGN FEATURES

1. The following examples of gender design features for ADB-financed projects include suggested measures aligned with: (i) the five operational pillars under ADB's Strategy 2030 Operational Plan for Priority 2: Accelerating Progress in Gender Equality, 2019–2024 (OP2); (ii) Strategy 2030 Corporate Results Framework (CRF) 2019–2024; (iii) the transformative gender agenda of Sustainable Development Goal 5; and (iv) general good practices in gender mainstreaming. Several examples relate to more than one priority or theme.

2. **Pillar 1: Women's economic empowerment increased** [CRF Results Framework Indicator (RFI): Skilled jobs for women generated (number)].

3. Sub-pillar 1.1: Women's access to job skills improved [CRF Tracking Indicator (TI): Women enrolled in technical and vocational education and training (TVET) and other job training (number)].

4. Examples of gender design features:

- (i) Targets for women and girls, scholarships and/or stipends for women's participation in TVET programs and related apprenticeships and internships, especially in science, technology, engineering, and mathematics (STEM) fields, "green jobs" and other nontraditional areas; and career counseling and job placement support for women completing the programs.
- (ii) Job skills training for women and adolescent girls, including training in (a) life skills, leadership, and public communication; (b) financial literacy and business skills; and (c) digital literacy.
- (iii) Targets and training for female agricultural extension workers, farmers, and agribusiness owners, including training in climate-smart and value-added agricultural practices and processing.

5. Sub-pillar 1.2: Women's financial inclusion increased [CRF TI: Women opening new accounts (number)].

6. Examples of gender design features:

- (i) Development of financial products meeting the needs of female clients, including savings, credit, mobile payments, insurance, and remittances (based on needs assessments and pilot-testing with female customers).
- (ii) Targets for tailored banking services and products for female clients.

7. Sub-pillar 1.3: Women's entrepreneurship supported [CRF TI: Women-owned or led small- and medium-enterprise (SME) loan accounts opened or women-owned or led SME end borrowers reached (number)].

8. Examples of gender design features:

- (i) Development of financial products meeting the needs of women-owned/led micro, small-, and medium-sized enterprises (MSMEs), including savings, credit, mobile payments, insurance, and remittances (based on needs assessments and pilot-

testing with female customers). Targets for commercial bank funding of women-owned/led MSMEs.

- (ii) Skills-building programs for female entrepreneurs, including acceleration programs, training in business planning and budgeting, market analysis, and marketing.
- (iii) Support for women's business associations and networks, and targets for women's participation and leadership in sector-based business associations.
- (iv) Reform of business laws, policies, and regulations to remove discriminatory practices, or identification of gender-responsive targets and measures to foster gender-inclusive business environments and gender-responsive business practices.
- (v) Targets for public and private procurement from women-owned/led MSMEs.
- (vi) Analytical research of agricultural value chains to identify opportunities for women's employment and entrepreneurship, especially in higher-value and climate friendly activities.

9. Sub-pillar 1.4: Women's access to infrastructure and services improved [CRF TI: Women and girls benefitting from new or improved infrastructure (number)].

10. Examples of gender design features:

- (i) Construction of market spaces for female vendors, including women's restrooms and waiting areas, and affordable connections to reliable electricity and internet services and clean water supply.
- (ii) Design of safe urban and rural transport systems and facilities to accommodate women-owned businesses and female commuters.
- (iii) Development of mobile apps or other technology to improve female farmers' access to inputs and market information (based on consultations and pilot-testing with female farmers).

11. **Pillar 2: Gender equality in human development/capital enhanced** [CRF RFI: Women and girls completing secondary and tertiary education, and/or other training (number)].

12. Examples of gender design features:

- (i) Targets, scholarships, and stipends to encourage girls' completion of secondary school and TVET programs, with emphasis on STEM, information and communication technology (ICT), and other nontraditional fields.
- (ii) Strategies to address higher dropout rates of girls or boys, as appropriate.
- (iii) Recruitment and training of female teachers, especially from minority and other underserved communities.
- (iv) Curriculum reform and teacher training to reduce gender stereotypes and promote a gender-inclusive learning environment in schools.
- (v) Separate sanitation facilities in schools for girls and boys.

13. Sub-pillar 2.1: Women's and girls' participation in nontraditional education and training increased [CRF TI: Women and girls enrolled in STEM or nontraditional TVET (number)].

14. Examples of gender design features:

- (i) Targets, scholarships, and stipends to encourage girls' enrollment in TVET programs, with emphasis on STEM, ICT, and other nontraditional fields. Introduction of sexual and reproductive health, and menstrual hygiene education.
- (ii) Literacy/numeracy, job skills, and entrepreneurship training for unemployed women, including paid apprenticeships, job counseling and job placement services.

15. Sub-pillar 2.2: Quality and access to women's and girls' health services improved [CRF TI: Health services for women and girls established or improved (number)].

16. Examples of gender design features:

- (i) Improved quality and affordability of sexual and reproductive health services, especially in underserved regions and communities, including recruitment and training of health workers from these regions and communities.
- (ii) Increasing awareness about sexual and reproductive health and access to contraceptives for adolescent girls and boys, implemented through schools, youth centers and/or social media.
- (iii) Legal reforms, and awareness and advocacy campaign (involving schools, community-based organizations, traditional and social media) to reduce child marriage, early pregnancy, and sex-selective abortion.
- (iv) Provision of free or affordable menstrual hygiene products for adolescent girls.

17. Sub-pillar 2.3: Protection from gender-based violence (GBV) strengthened [CRF TI: Solutions to prevent or address GBV implemented (number)].

18. Examples of gender design features:

- (i) Stand-alone and integrated strategies to reduce GBV and provide integrated support to survivors, including safety measures in urban development and transport projects; establishment of women's police desks and protocols for health workers, including referral systems and law enforcement officers to sensitively treat and support violence survivors; community-based campaigns to reduce domestic violence (including engaging men and boys on social norm approaches to GBV); and integrated social services to support violence survivors including safe shelters, livelihood assistance, and legal aid.

19. **Pillar 3: Women's participation in decision-making and leadership enhanced** [CRF RFI: Women represented in decision-making structures and processes (number)].

20. Examples of gender design features:

- (i) Quotas, targets, training and network support for women in public offices (including legislative, judicial, and administrative) and other decision-making bodies.
- (ii) Targets and social mobilization activities to ensure women's participation in public consultations on proposed investment project designs and policy reforms, project implementation activities, and monitoring and evaluation of project results.
- (iii) Gender-inclusive participatory planning, budgeting, and feedback on public service delivery (including through citizen scorecards and crowdsourcing).

21. Sub-pillar 3.1: Women's leadership capacity improved [CRF TI: Women with strengthened leadership capacities (number)]. Examples of gender design features:

- (i) Targets for leadership positions in local government councils, sector agencies, private sector companies, associations, and other decision-making bodies.
- (ii) Training/coaching programs and network support for female leaders in public and private sector organizations.
- (iii) Targets for women's participation and leadership in agricultural cooperatives, water user associations and other rural associations and community-based organizations.

22. Sub-pillar 3.2: Regulatory, legal, and institutional environment for gender equality improved [CRF TI: Measures on gender equality supported in implementation (number)].

23. Examples of gender design features:

- (i) Gender audit of existing laws, policies, and regulations in ADB-supported sectors to identify any discriminatory provisions or practices.
- (ii) Reform of laws, policies, and/or regulations in ADB-supported sectors to remove discriminatory provisions, discourage discriminatory practices, and support gender equality and women's empowerment.
- (iii) Training of judges, lawyers, and administrators on gender-equitable interpretation and enforcement of existing and new laws, policies, and regulations.
- (iv) Support to women's organizations, legal aid organizations, and other community-based organizations to raise women's awareness of their rights (including through radio, television, and social media) and improve women's access to justice (including through reform of community-level dispute resolution forums).
- (v) Review and strengthening of human resource policies of government and private sector partners to ensure equitable hiring and promotion practices, flexible work arrangements, equal pay for equal work, maternity/paternity/family leave policies, appropriate facilities for female employees, and a decent, violence- and harassment-free work environment.
- (vi) Training of supervisors and employees on gender-equitable human resource policies and worker rights.
- (vii) Establishment of an ombudsperson office and/or confidential employee grievance mechanism to address employee complaints of discrimination, harassment, unsafe working conditions, etc.
- (viii) Partner organization commitment to global workplace equality standards such as the Women's Empowerment Principles, Economic Dividends for Gender Equality (EDGE) certification, and Gender Equality Seal certification.
- (ix) Public workplace reform to provide maternity/paternity/family leave, affordable childcare, and flexible work arrangements to accommodate the needs of working parents.

24. **Pillar 4: Women's time poverty and drudgery reduced** [CRF RFI: Women and girls with increased time savings (number)].

25. Sub-pillar 4.1: Provision of timesaving or gender-responsive infrastructure improved [CRF TI: timesaving or gender-responsive infrastructure assets and/or services established or improved (number)].

26. Examples of gender design features:

- (i) Investment in improved clean and affordable water and sanitation; household electrification; improved cooking stoves; safe local roads and bus/train systems to go to work, markets, schools, and health care centers; and realize timesaving benefits for women and girls (including consultations with women on project site selection and design options).
- (ii) Gender-inclusive urban development planning that prioritizes mobility, safety, and convenience for women, including convenient and affordable mass transit (with dedicated spaces for women), street lighting, and affordable mobile phone and internet service.
- (iii) Strategies to reduce road accidents and improve road safety which disproportionately affect women and girls.

27. Sub-pillar 4.2: Quality and access to child and elderly care services improved [CRF TI: Child and elderly care services established or improved (number)].

28. Examples of gender design features:

- (i) Investment in affordable, quality childcare and elderly care services.
- (ii) Establishment and strengthening of elderly care services, including community-based schemes, to address the needs of elderly women and men and to provide quality service jobs to women.
- (iii) Establishment and strengthening of affordable childcare and early childhood education and development programs to address the needs of working parents and to provide quality care and teaching jobs to women.
- (iv) Workplace reforms to provide maternity/paternity/family leave and flexible work arrangements.
- (v) Data collection and capacity development to measure volume and value of unpaid care and domestic work.
- (vi) Campaigns to encourage household redistribution through greater male involvement in unpaid care and domestic work.

29. **Pillar 5: Women's resilience to external shocks strengthened** [CRF RFI: Women and girls with increased resilience to climate change, disasters, and other external shocks (number)].

30. Examples of gender design features:

- (i) Sex-disaggregated data routinely collected and applied to national climate change and disaster management policy, planning, implementation, monitoring, and evaluation.
- (ii) Support and activities to increase number of women in public decision-making on climate change and disaster management (e.g., National Adaptation Plans, nationally determined contributions, Green Growth Plans, Conference of the Parties participation).
- (iii) Involvement of the national gender/women's ministry, women's organizations, and gender experts in developing policies, strategies, and action plans on climate change and disaster risk management, and dedicated roles for the

gender/women's ministry and women's organizations in implementing the action plans.

- (iv) Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) for low-carbon/climate-resilient products and services such as clean renewable energy.

31. Sub-pillar 5.1: Resilience-building community-based initiatives for women and girls implemented [CRF TI: Community-based initiatives to build resilience of women and girls to external shocks implemented (number)].

32. Examples of gender design features:

- (i) Consultations with women's organizations and women to include their views, concerns, and proposals, and to enhance women's role as active agents in designing post-conflict reconstruction projects.
- (ii) Capacity development programs for women farmers, public, and private sector employees, and women's groups to involve them in conducting disaster and vulnerability risk assessments; developing resilient agriculture and early warning systems; and planning disaster response and recovery programs.
- (iii) Targets and social mobilization activities to support women's participation in reconstruction activities in post-disaster and post-conflict environments.
- (iv) Investment in basic infrastructure and employment/livelihood opportunities for women to strengthen community resilience to external shocks including climate-driven disasters, public health crises, and economic downturns.
- (v) Social services and psychosocial support to victims of conflict- or disaster-related violence, and safety measures to protect women from further violence.
- (vi) Community-based climate adaptation activities that strengthen women's access to resources for sustainable food production, renewable energy, and clean water resources.
- (vii) Time saved in collecting and carrying water, fuel, and forest products due to environmentally sustainable and climate change adaptation activities.
- (viii) Number and percentage of women and men who access employment or increase their incomes due to climate change adaptation or mitigation activities.
- (ix) Targets and social marketing to expand "green job" and "green business" opportunities for women.
- (x) Promotion of affordable climate-smart technologies, crop insurance and alternative livelihood opportunities to female farmers and agribusiness owners.

33. Sub-pillar 5.2: Provision of climate and disaster-resilient infrastructure for women and girls improved [CRF TI: Climate- and disaster-resilient infrastructure assets and/or services for women and girls established or improved (number)].

34. Examples of gender design features:

- (i) Women's participation in risk-sensitive infrastructure planning, hazard mapping and construction of flood control systems, protective embankments, seawall rehabilitation, and energy efficient buildings.

- (ii) Inclusion of safe and separate spaces, access to water and sanitation, Minimum Initial Service Package, and basic medical services for women in flood refuge shelters.
 - (iii) Women-led blue-green/nature-based infrastructure improvements and eco-system adaptation management.
35. Sub-pillar 5.3: Financial protection systems for women strengthened [CRF TI: Savings and insurance schemes for women implemented or established (number)].
36. Examples of gender design features:
- (i) Strengthening of social protection schemes, including pension, social security, and disability services, to address the particular needs of women.
37. Sub-pillar 5.4: Dedicated crisis-responding social assistance systems for women and girls strengthened [CRF TI: Dedicated crisis-responding social assistance schemes for women and girls implemented or established (number)].
38. Examples of gender design features:
- (i) Targeted social assistance to address the particular needs of women in low-income and vulnerable households (including food-for-work schemes, food vouchers and direct cash transfers).
 - (ii) Enhancement of conditional and unconditional cash transfer programs to assist women in low-income and vulnerable households including easy access to secure digital identification and links to skills training, job counseling and placement services.
 - (iii) Integration of gender strategies in economic recovery programs (for example, to ensure that economic stimulus programs equitably benefit women and men, and both formal and informal sector workers).
39. General gender-mainstreaming measures. Examples of gender design features:
- (i) Consultation with local gender experts, women's organizations, and female community members on local women's needs, constraints, and preferences related to the proposed project, and on project design options.
 - (ii) Implement time use surveys to measure reduced time poverty.
 - (iii) Review of current laws, policies, and regulations for the relevant sector, to identify any discriminatory provisions or practices that could be revised or replaced.
 - (iv) Specific, measurable, achievable, relevant, and time-bound (SMART) targets higher than baseline to ensure women's participation and/or access to project benefits; women representation in project committees or local associations; and/or increased number or percentage of female staff in an executing agency or project implementation unit, or among extension workers, social mobilizers, civil society organization facilitators, etc.
 - (v) Mobilization measures to facilitate women's participation in project activities; provision or preference for hiring women for project-related work; requirement of equal or fair pay for male and female workers; safe and harassment-free working conditions; and appropriate facilities for male and female workers.

- (vi) Special and separate facilities, training programs, beneficiary groups, etc., for women or girls to facilitate their participation in project activities. Collaboration with civil society organizations that service or work primarily with women.
- (vii) Reform measures likely to benefit women or girls (e.g., increases in government budget for reproductive health, education or social protection; public expenditure management likely to improve basic service delivery to women; reform of discriminatory laws or regulations; support for laws to promote gender equality and women's security (including laws on domestic violence and sexual harassment); and/or introduction of changes in public sector hiring and employment practices to facilitate women's recruitment, retention and promotion), usually in a program or sector development loan.
- (viii) In sector projects, the requirement that subprojects include gender analysis and/or consultation with women's groups during preparation and the inclusion of subproject GAPs as part of the project selection criteria.
- (ix) Hiring of gender specialists to advise an executing agency or project implementation unit, or to work as project implementation staff.
- (x) Gender capacity-building components for executing agencies and project implementation units.
- (xi) Collection of sex-disaggregated data for project monitoring; and/or tracking of gender-specific indicators to monitor and assess the gender impacts of a project.
- (xii) Consideration of gender issues/impacts during the midterm review.
- (xiii) Inclusion of the national gender/women's ministry in the project steering committee.

APPENDIX 2: GUIDELINES FOR INCORPORATING GENDER MAINSTREAMING REQUIREMENTS IN THE REPORT AND RECOMMENDATION OF THE PRESIDENT TO THE BOARD

A. Rationale

1. An explanation of women's and/or girls' involvement in the sector based on sex-disaggregated data and gender analysis (footnote 4) highlighting key constraints to and opportunities for their greater participation, access, and/or benefits.

B. Project Description

2. **Outcome.** For projects categorized as GEN, it is considered good practice for the outcome statement of the design and monitoring framework (DMF) to explicitly mention gender equality and women's empowerment. Outcome level performance indicators in the DMF must include gender performance indicator(s).

3. **Outputs.** An explanation of how the outputs will promote and facilitate women's/girls' participation and access to project benefits. Key gender design features and performance indicators for women's/girls' participation and benefits should be mentioned here. (See Appendix 1 for details)

C. Due Diligence

4. The Poverty, Social, and Gender subsection includes a summary of key gender issues relevant to the project; a description of measures included in the project design to promote gender equality or women's empowerment; and the proposed gender mainstreaming categorization of the project. For a project with no gender elements (NGE), this subsection should summarize relevant gender issues and explain why the project cannot address them.

D. Design and Monitoring Framework

5. The Results Chain column of the DMF includes references to the desired gender-related outcome (for GEN) and outputs (for GEN, EGM, and SGE). The Performance Indicators column includes gender performance indicator(s) at the outcome level for GEN and at least one gender performance indicator in the majority (50% or more) of project outputs for GEN and EGM projects. For SGE projects, the DMF should have at least one gender performance indicator in less than 50% of project outputs. Where relevant, gender performance indicators should contribute to the corporate results framework (CRF) gender performance indicators to deliver gender equality results, including those under OP2's five pillars. Where baselines exist, they should be included in brackets next to the corresponding indicator or target. The Key Activities with Milestones includes gender-related activities. All of these elements are drawn from the project gender action plan (GAP).

6. *For sovereign operations:* **Policy design and monitoring framework.** For policy-based loans categorized as EGM, at least one gender-related policy action or measure should be included in the majority (50% or more) of the reform areas which are likely to result in narrowing gender gaps or improving gender equality and women's empowerment. For GEN, a gender-related policy action or measure is also required at the outcome level. For SGE projects some (at

least one or more) gender-related policy actions or measures should be included in less than 50% of the reform areas.

E. Linked Documents

7. *For sovereign operations: loan/grant agreement.* Includes a covenant or a policy condition to ensure implementation of the project GAP or other gender-specific design features.

8. The **summary poverty reduction and social strategy (SPRSS)** includes a summary of key gender issues and gender design features in the proposed project based on sex-disaggregated data and gender analysis. Also includes the proposed gender mainstreaming category for the project, and notes if a GAP has been prepared for the project if it is GEN/EGM; other actions or measures if it is SGE; and no action or measure if it is NGE.

9. **Gender action plan.**¹² A gender action plan (GAP) incorporates the project's gender performance indicators. Gender performance indicators in the GAP must be consistent in wording with those in the DMF. *For sovereign operations:* The GAP should incorporate (a) gender performance indicators of the project DMF; (b) additional gender performance indicators that will help achieve the project's gender-related objectives and targets; and (c) activities, resources, responsibilities and timelines for implementation and monitoring to ensure women and men participate and benefit as intended by the project (footnote 6). *For sovereign operations:* The GAP must be included in the Gender and Social Dimensions Section of the project administration manual. GAPs specific to an individual periodic financing request under multitranches financing facilities should be included in the facility administration manual.

10. *For sovereign operations: Project administration manual.* Includes implementation support for the GAP and ensures that (i) GAP implementation is aligned with the overall project implementation plan; (ii) responsibilities for GAP implementation, monitoring and reporting are adequately assigned to executive agency, implementing agency, and project consultants; and (iii) adequate human, financial, information and institutional resources are provided. GAP activities and targets should be reflected in appropriate contract packages, wherever required.

¹² GAPs are not required for policy-based loans/grants and results-based loans/grants.

APPENDIX 3: CRF LEVEL 2 TARGETS/INDICATORS FOR OPERATIONAL PRIORITY 2: ACCELERATING PROGRESS IN GENDER EQUALITY

CRF Level 2 Targets/Indicators for Operational Priority 2: Accelerating Progress in Gender Equality				
Pillar 1: Women's economic empowerment increased	Pillar 2: Gender equality in human capital enhanced	Pillar 3: Women's participation in decision-making and leadership enhanced	Pillar 4: Women's time-poverty and drudgery reduced	Pillar 5: Women's resilience to external shocks strengthened
2.1. Skilled jobs for women generated (number)	2.2. Women and girls completing secondary and tertiary education, and/or other training (number)	2.3. Women represented in decision-making structures and processes (number)	2.4. Women and girls with increased time savings (number)	2.5. Women and girls with increased resilience to climate change, disasters, and other external shocks (number)
2.1.1. Women enrolled in TVET and other job training (number)	2.2.1. Women and girls enrolled in STEM or non-traditional TVET (number)	2.3.1. Women with strengthened leadership capacities (number)	2.4.1. Timesaving or gender-responsive infrastructure assets and/or services established or improved (number)	2.5.1. Community-based initiatives to build resilience of women and girls to external shocks implemented (number)
2.1.2. Women opening new accounts (number)	2.2.2. Health services for women and girls established or improved (number)	2.3.2. Measures on gender equality supported in implementation (number)	2.4.2. Child and elderly care services established or improved (number)	2.5.2. Climate- and disaster-resilient infrastructure assets and/or services for women and girls established or improved (number)
2.1.3. Women owned or-led loan accounts opened or women or -led SME end borrowers reached (number)	2.2.3. Solutions to prevent or address gender-based violence implemented (number)			2.5.3. Savings and insurance schemes for women implemented and established (number)
2.1.4. Women and girls benefitting from new or improved infrastructure (number)				2.5.4. Dedicated crisis-responding social assistance schemes for women and girls implemented or established (number)

Source: 2019. ADB. *ADB Corporate Results Framework, 2019-2024: Policy Paper*, p. 21. ADB, Manila.

APPENDIX 4: GLOSSARY

1. **Gender equity** refers to the fair distribution of benefits and responsibilities between women and men according to their respective needs. This may involve equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, and opportunities. In the development context, a gender equity goal may introduce special measures to compensate the disadvantaged women and men, to end inequality and foster autonomy. Gender equity is a process for achieving the goal of gender equality. Gender equality between men and women is a desired outcome or result.
2. **Gender equality** means that men and women have the opportunity to develop their full potential and make their own choices free from the limitations set by stereotypes, gender roles, or prejudices. It does not mean that women and men have to become the same but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female. It means women and men have equal (i) rights under customary or statutory law; (ii) opportunities and access to resources to enhance their human capabilities, productivity, and earnings; and (iii) voice to influence and contribute to the decision making in governing structures, institutions, and the development process in their communities.
3. **Gender analysis** is a systematic approach to understand differences between the development needs and priorities of men and women and the variable impact of development programs on men and women. It uses sex-disaggregated quantitative and qualitative data to understand men's and women's different roles, responsibilities, decision-making power, incentives, and access to productive resources and basic services. Gender analysis includes contextual analysis of the socioeconomic, legal, and political environment as they affect gender-based roles and constraints in society.