Gender-Inclusive Results in Project Completion Reports

Why Report on Gender Equality and Women's Empowerment Results?

➢ Projects categorized as "gender theme" (GEN) and "effective gender mainstreaming (EGM)" include a gender action plan (GAP) in design. GAP implementation performance and results need to be reported.

➢ Reporting concrete results on how Asian Development Bank (ADB) projects benefited women and girls helps measure ADB's development effectiveness and direct contribution to advancing gender equality in the region.

➢ Completed sovereign operations delivering intended gender equality results is a key Level 2 performance indicator in the Corporate Results Framework to measure how ADB projects benefit women and girls and the effectiveness of ADB projects in advancing gender equality in the region.

➢ ADB tracks how it is enhancing gender equality and women's empowerment at the country and regional levels by consolidating project-based GAP implementation results through project performance and completion reports.
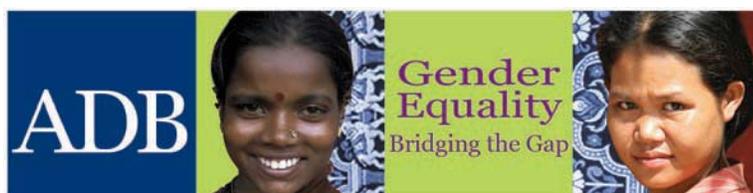
Some Key Gender Equality Results of ADB Projects

The project outcome and/or outputs **directly** address gender equality by **narrowing gender** disparities through

❖ **Human capacity development** with increased access to social services (e.g., education, health, social protection) and training (e.g., female teachers, vocational and skills training, apprenticeships)

❖ **Economic empowerment** with improved access to economic resources or opportunities (e.g., employment and income-earning opportunities, markets); productive assets (e.g., land use and ownership rights, appropriate technologies, agricultural inputs); and financial services (e.g., credit, savings, and insurance)

❖ **Reduction of time poverty** with affordable access to infrastructure and services (e.g., clean water supply and sanitation, reliable electricity and other energy sources, labor-saving technologies, and roads and safe transport services)

❖ **Voice and decision making** with enhancement of women's voices and rights (e.g., participation and/or representation in decision-making processes and structures [e.g., water user groups, sanitation committees, building groups for small community infrastructure, slum improvement committees]; political empowerment [e.g., local governance structures, leadership training]; or access to grievance mechanisms).

What Determines a Successful Project in Terms of Gender Equality Results?

❖ Projects categorized "at entry" as GEN or EGM report gender equality results achieved "at exit" in project completion reports (PCRs).

❖ Projects are rated *successful* in delivering gender equality results when these

➢ report on gender equality results achieved at outcome (if relevant) and output levels;
➢ use sex-disaggregated data for reporting results;
➢ describe in detail achievements in meeting GAP targets and activities against baseline indicators; and
➢ include a GAP matrix appendix reporting results against GAP targets, features, and activities.

❖ Project achievements reported against the GAP targets and activities are assessed as *successful* if

➢ 70% of GAP activities are implemented and completed,
➢ 75% of gender-related targets in the GAP are achieved.

❖ PCRs provide evidence on compliance with gender-related covenants.

❖ Projects rated *unsuccessful* are generally not assessed or rated *successful* on gender equality results.

Suggestions for a Gender-Inclusive Project Completion Report

Main Text

Evaluation of Design and Implementation: State how the project's gender strategy or GAP activities were relevant to project outcome and outputs, listing key gender targets and indicators in design and main gender results at completion using sex-disaggregated data. Also, highlight any institutional mechanisms established or improved, enabling environment to facilitate GAP implementation.

Evaluation of Performance/Impact Section: Describe any evidence of project outcomes on gender relations; women's decision-making power, income, and employment; and women's time savings and improved welfare from access to basic infrastructure and social services. Assess the extent to which the expected gender-related outputs were achieved. Give reasons for any deviations and indicate whether these affected expected benefits for women.

Overall Assessment and Recommendations: A brief quantitative and qualitative assessment of GAP implementation success, whether the project contributed to longer-term gender capacity in the sector, and any lessons learned or recommendations on how to address gender issues in future projects in the same sector.

Appendixes

Design and Monitoring Framework (DMF): Report gender results with sex-disaggregated data against the relevant DMF gender-based performance targets and indicators.

Gender Equality: This is a separate appendix in two parts: a narrative analysis and the GAP matrix.
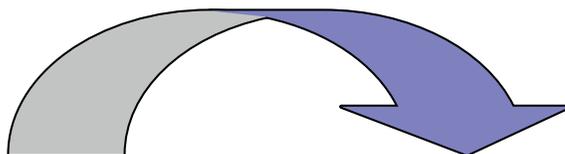
1. Narrative Analysis:
  ➢ **A summary gender assessment** describing
    • the quality and relevance of the gender strategy or GAP to project outcome and outputs;
    • the effectiveness of GAP strategies, targets, and activities; and
    • a summary of gender equality results and how they contributed to overall project success.
  ➢ **GAP achievements** discussing
    • summary of key gender equality results (both qualitative and quantitative) under each output with sex-disaggregated data;
    • gender equality results presented in terms of practical benefits such as participation, access to resources and inputs, and benefits derived from the project (see table on page 3);
    • any failed, delayed, or incomplete GAP activities and unmet gender targets explaining lessons learned on GAP design flaws or constraints encountered in GAP implementation and monitoring;
    • a short qualitative analysis highlighting any strategic benefits to women, including access to and control of resources, economic empowerment, legal reforms, capacity development, voice and rights, as well as changes in gender relations at the family, community, institutional, and national levels, if relevant; and
    • lessons learned on successful and unsuccessful aspects of GAP design, implementation, and achievements, with recommendations for future projects in the same sector.

2. GAP Matrix: Provide a GAP implementation achievements matrix (or in the case of policy-based lending, a policy matrix with gender-related policy actions) with a table including
    • a left column showing GAP activities, targets, and/or gender-inclusive design features (or policy actions) per project output; and
    • a right column showing "Achievements at Project Completion" providing a brief assessment of each GAP activity with completion details and achievement of targets reporting sex-disaggregated data providing numbers and percentages (e.g., 1,000 women [40% of total] participated in training).

Tips: How to Identify Evidence of Project Outcomes on Women

Practical Benefits for Women	Strategic Benefits for Women
Secured employment and cash incomes, or access to other income-generating opportunities	• Progress toward economic empowerment • Access to incomes and more control of income, savings, and investments • Increased confidence, status, and voice in family and community decision making • Men's increased approval and support for women's work outside the home • Men's increased share of child care and housework
Access to and benefits from financial and business services, credit, housing finance, pensions, and social safety net benefits	• Increased financial security, control of income, and economic empowerment • Joint or personal bank accounts, assets, and land titles • Progress toward enactment of gender equality laws on land and/or property rights, social security/pension benefits, and joint bank accounts
Access to health care facilities and providers; improved health services	• Better health and nutrition of women and children • Increased utilization of health services by women • Time savings from reduced care work
Access to and participation in schooling in closer proximity, and benefits from scholarships, stipends, school completion, technical and vocational training, and acquisition of skills for employment	• Higher literacy and human capacity development • Improved skills and knowledge • Intergenerational benefits of girls' education • Improved access to better jobs and higher incomes
Time savings from safe, reliable, and affordable water supply and sanitation services; electricity connections, alternate energy sources, and labor-saving technology	• Women's increased engagement in economic and leisure activities • Better women's and family health • Reduced drudgery work for women and girls • Increased girls' school enrollment and participation
Better, faster, cheaper, and safer access to social and public services; employment, markets, and other income-generating and economic opportunities through improved roads and transport	• Increased mobility, safer and secure travel • Improved girls' school enrollment and retention • Progress in women's economic empowerment • Nonagricultural wage employment for women • Higher utilization of health services
Access to and benefits from extension services, inputs, and appropriate technology in agriculture (e.g., farm equipment, livestock, new farming practices, seeds and fertilizer, market information)	• Increased productivity and income leading to economic empowerment • Improved skills and knowledge • Improved asset ownership
Social mobilization; quotas for women's participation as members and leaders in community organizations or local decision-making bodies (e.g., water user and sanitation groups, building groups, ward-level committees, trade associations, slum improvement committees, etc.)	• Increased voice in community decision making • More respect for women from spouses/community • Men's increased approval and support for women's participation and leadership in local government structures and community-based organizations, and willingness to listen to women's needs and priorities
Gender-sensitive infrastructure design including separate toilets, girls' dormitories, women's market sections, separate waiting rooms in public buildings and transport infrastructure in some sociocultural contexts	• Increased mobility leading to human capacity development and economic empowerment • Better health, hygiene, and safety

A Good Practice Example

Pakistan: Sustainable Livelihoods in Barani Areas Project
Select Excerpts: Appendix on Gender and Development[a]

1. Narrative Analysis

To maximize positive impacts on women's lives, a gender and development (GAD) strategy was formulated at project appraisal focusing on (i) female participation in community-based organizations (CBOs) and their active engagement in the planning, implementation, and monitoring of rural infrastructure schemes; (ii) upgrading women's socioeconomic status through improved literacy and income-generating skills; and (iii) providing them with better access to resources and services. The project design was highly relevant in addressing the needs of women in *Barani* areas (rainfed dryland rural areas) with overall achievements surpassing GAD targets. Gender-based quantitative outcomes and outputs for medium- and small-scale interventions were not included in GAD strategy, but the strategy of forming women's CBOs to set a GAD agenda was effective. The interventions of literacy, skills training, microcredit, water supply, and biogas also positively impacted the lives of women. Given the overall strength of women's CBOs and the commitment of Punjab Rural Support Programs, the project performed well and had positive impacts on the lives of rural women.

Encouraging a 40%–50% women's participation in CBOs was a successful strategy to ensure access by women to project resources through improved leadership skills, funds management, and monitoring. Women's CBOs executed 29% of completed schemes. The participation of women in CBOs improved their access to credit; $15.5 million in loans were disbursed to women (69% of the total). Of the 57,772 CBOs' office bearers and activists trained by the project, 44% were women. These activities had a positive impact on gender relations at the CBO level as they spurred recognition of women's representation and changed the culture of segregation, decision making, and power relations. The project generated 29,774 person-months of employment in project offices, consulting firms, and partner nongovernment organizations, 20% contracted to women. Women's employability improved through off-farm income generation, skills training, and access to microcredit. The government of Punjab's evaluation report noted a significant decline in the unemployment rate of women beneficiaries from 77% to 43%. Eighty-four percent of the women trained in stitching/embroidery and 74% of women with beautician/parlor management skills were employed. The majority of women interviewees said that they now have better control over their income, resulting in higher levels of self-confidence and assertiveness in household decision making.

The project qualifies as a model gender-inclusive rural development project and can be replicated with minor adjustments in implementation arrangements and quantifiable targets. Future rural development projects in Pakistan should include proper professional diploma courses for educated women with better value in the job market such as medical and dental technicians, female health visitors, computer operators, primary school teachers, etc. These diploma courses provide jobs resulting in improved social status for educated women while also enabling improved service delivery to rural women and girls.

2. GAP Matrix Select View: Project Gender and Development Achievements

Project GAD Features and Targets	Achievements at Project Completion
Project Output: Targeted Poverty Alleviation/Off-Farm Activities GAD Features/Targets: • 50% of the targeted beneficiaries of the off-farm income-generating activities and skills training will be women. • Create links with microfinance institutions for microenterprise development.	• 2,110 women (comprising 56% of total trained) were trained in off-farm income generation skills in various trades • 59,690 women were linked with microcredit facilities (61% of total) • $15.55 million in loans were disbursed to women (69% of the total) • 28,385 women (28% of total borrowers) received loans for microenterprise • 1,876 women received embroidery machines under 15 small-scale infrastructure schemes • 5,603 person-months of jobs were contracted to women professionals during project implementation (19% of total)
Project Output: Literacy Through Skills Training GAD Features/Targets: Literacy and skills training will be provided to about 12,000 rural women	• 13,868 women and girls (116% of targets) completed a 6-month literacy and livelihood program. Of these, 13,827 women and girls were trained for 1.5 months—60% in tailoring, 28% in embroidery, 12% in beauty therapy, and 0.5% in fabric painting. • 618 centers were established and 618 female teachers were trained; 3,708 person-months of jobs were provided to women literacy teachers and 2,472 person-months to women skills trainers. • Women's literacy and training resource centers were established in all 10 districts with multimedia facilities and resource libraries including training manuals. • The model was replicated by the government of Punjab and the Japan International Cooperation Agency.

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a ADB. 2012. *Completion Report: Sustainable Livelihoods in Barani Areas Project in Pakistan*. Manila.