



Gender Mainstreaming in ADB

Expert Group Meeting on Financing for Gender Equality and
Women's Empowerment

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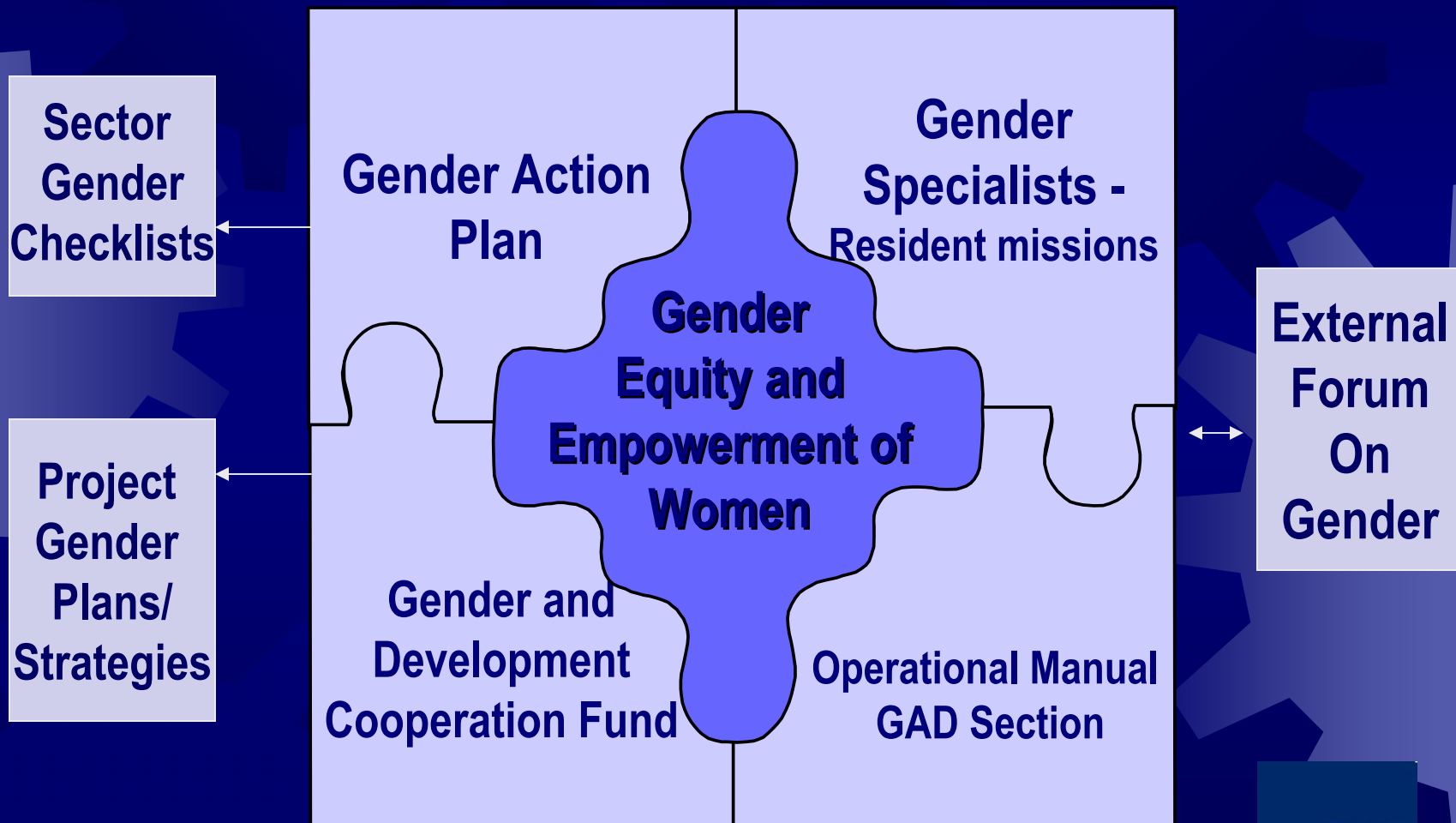
ADB



GAD Policy Commitments

- Mainstreaming gender considerations in economic and sector work, including policy dialogue
- Designing more projects with gender equality objectives
- Mainstreaming gender concerns in all ADB projects including those in the infrastructure sector

Institutional Mechanisms



Strategies – Financing Gender Equality and Women's Empowerment

- Gender Equality in institutional goals, overarching strategies and thematic priorities
- Roadmap for implementation of gender mainstreaming
- Measuring and monitoring GAD performance

Approaches to Gender Mainstreaming

ADB's Policy on GAD requires that gender is mainstreamed in all ADB projects

❖ *So how do we do this?*

- Gender Mainstreaming – rhetoric to reality
- Project gender action plans for loan projects/programs
- Gender in program/policy based loans
- Gender responsive infrastructure projects

Project-Specific Gender Action Plans/Strategies

- Bundling of gender design features into a plan or strategy
 - GAD Plan mirrors each project component
 - Targets for women's participation and access to project benefits
 - Gender design features
 - Time-bound actions
 - Monitoring indicators
 - Budget allocation
- Gender Action Plan Strategy - Covenanted

Bangladesh: Third Rural Infrastructure Development Project

Project Components	Gender Action Plan Elements
Feeder Roads	Women Laborers recruited (target 3000) Pay equity
Market Infrastructure	Shops allotted to women/facilities Training in shop management; Women on Market Management Committees
Growth Center Markets with areas allocated to women (279)	Space allocated to women/facilities – 200 Women Market Sections; Women participate in management
Tree Plantation and Routine Maintenance (1250 km) with employment for destitute women	Labor Contracting Societies (LCS) formed/savings/skills training; train 250 LCS Women responsible for 5 km road maintenance
Bridges, Culverts, Ghats (39), flood refuge centers (30)	Women UP members consulted in design Specific physical design features for women
Union Parishad Complexes (105) Physical design	Separate room and toilets for women UP members Women laborers recruited, waiting rooms and toilets for women at ghats
Training – 400 Ups, 50 local contractors	GAD training for all stakeholders Gad integrated into UP training

Bangladesh: Third Rural Infrastructure Development Project - Results

Participation in Project Activities	<ul style="list-style-type: none"> ● Women participate in all project elements ● Women involved in operation and maintenance of infrastructure
Access to resources	<ul style="list-style-type: none"> ● Increased access to economic resources from LCS, trading in WMS and access to savings – 133 WMS completed; 816 shops to women ● Business skills – 733 female traders trained on shop management
Practical Benefits	<ul style="list-style-type: none"> ● Employment in Infrastructure Construction <ul style="list-style-type: none"> ● 2200 women (1.34m days) on tree planting & maintenance & trained ● 4.62m work days generated for women & 14.56m generated for men ● Improved household nutrition from increased incomes ● Enhanced livelihood options and reduced vulnerability ● Women's specific needs met in infrastructure design <ul style="list-style-type: none"> ● Women's private corner in 14 flood refuges ● Women's waiting room & toilet in ghats ● Separate women's room & toilet in 74 UP complexes
Strategic in gender relations	<ul style="list-style-type: none"> ● Household level <ul style="list-style-type: none"> ● Women traders operating in previously exclusively male activity, bringing enhanced status ● Women in LCS control income and experienced formal banking; increased confidence and status from employment ● Community level <ul style="list-style-type: none"> ● Progress towards wage parity for construction work ● Increased access to local governance structures through UP women members ● Changing community attitudes towards female traders ● Increased mobility – more women come to market as purchasers ● UP women members participating in decision-making

Project Gender Action Plans

- Gender mainstreaming tool
- Template easily replicated – how
- Roadmap for implementation of gender mainstreaming design features
- Easily monitorable
- compulsory**

Gender Action Plans

- Policy based program loans
- Pakistan – Gender reform Action Plans
- Nepal – Governance Reform Program
- Infrastructure



Loan Monitoring: GAD

GAD Thematic

Gender Equality and Empowerment of Women -outcome

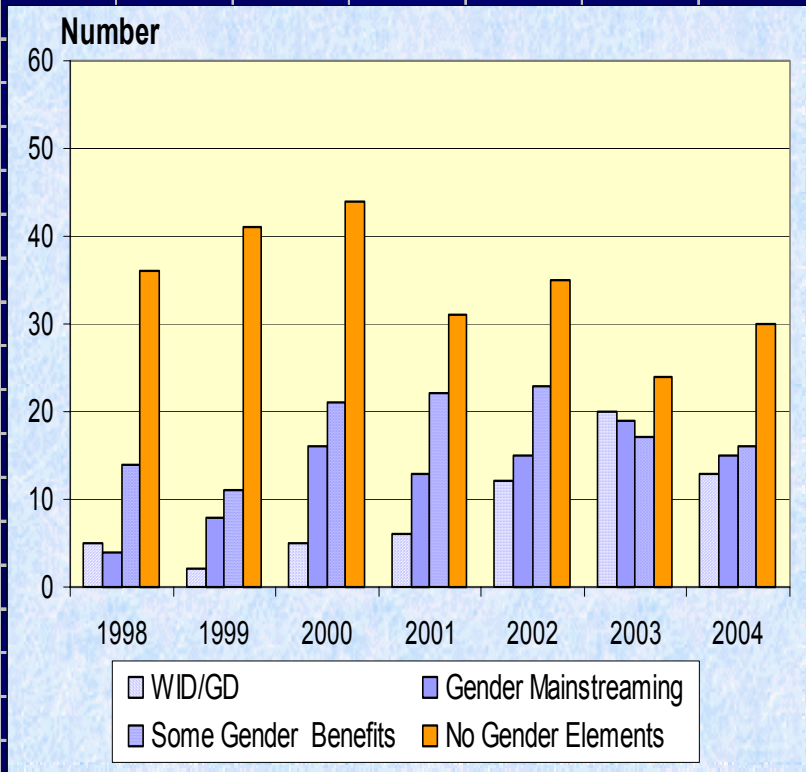
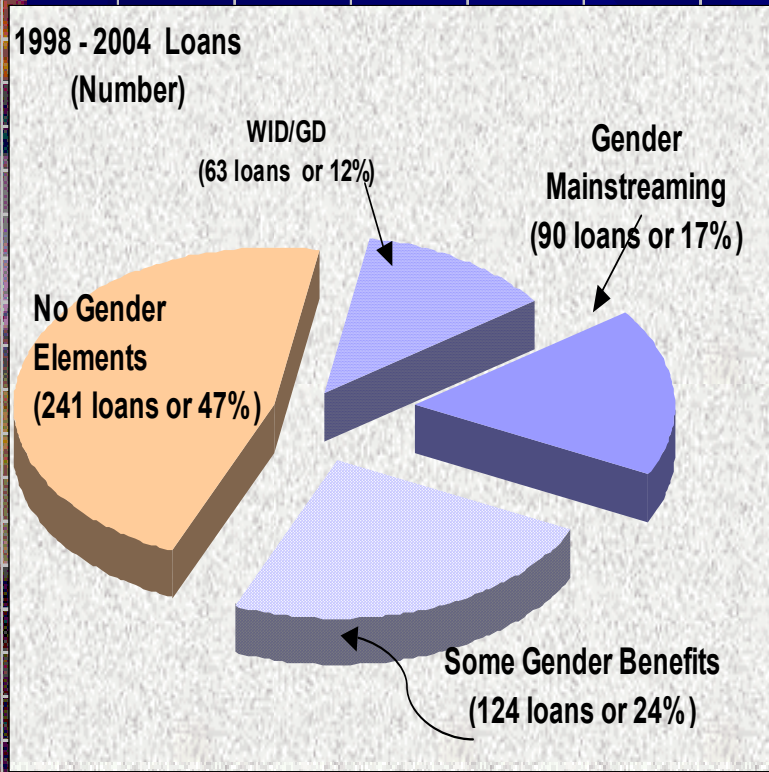
Effective Gender Mainstreaming

Gender analysis conducted; design features to facilitate and ensure women's participation and access to benefits e.g., targets, scholarships, joint-ownership of land, special facilities, project specific gender strategies

Some Gender Benefits

No Gender Benefits

Fig 1





The End