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# Gender in Development: Theory and Practice

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# Gender Equality Agenda: Brief History and Milestones



- **Convention on the Elimination of All Forms of Discrimination against Women, 1979**
  - ❑ defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.



- **Beijing Declaration and Platform for Action, 1995**
  - ❑ recognizes women's rights are human rights, and poverty eradication requires equal opportunities between women and men



- **Millennium Development Goal 3**
  - ❑ eliminate gender disparity in primary and secondary education by 2005, and in all levels of education by 2015



- **Sustainable Development Goal 5**
  - ❑ end all forms of discrimination against all women and girls everywhere
  - ❑ eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

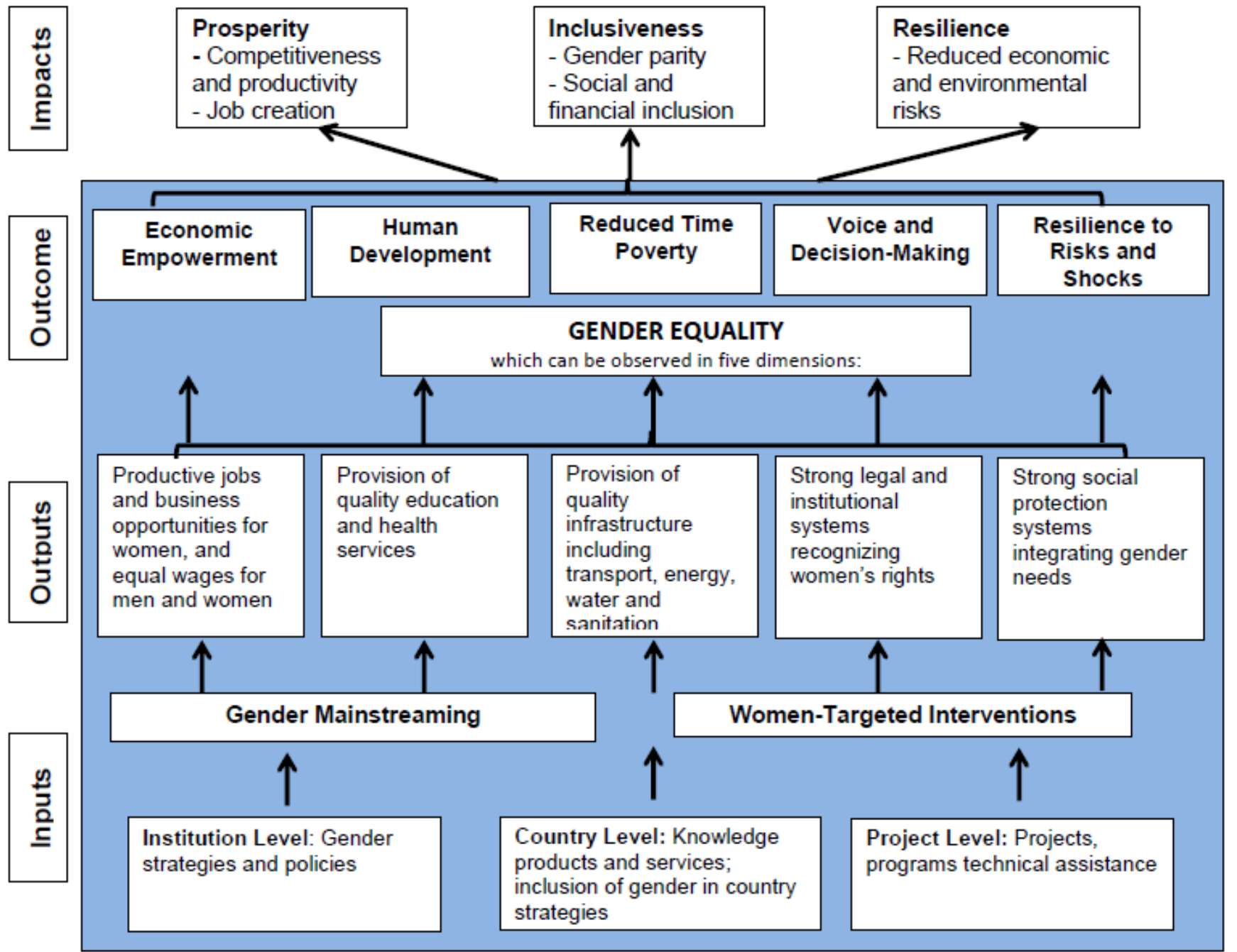
# Gender Equality: Theory and Definition

- Gender equality is an **outcome** in which
  - ❑ women and men enjoy the same well-being, and
  - ❑ realize their full potential to contribute to and benefit from development
- Gender equity is a **process** in which
  - ❑ fair treatment of women and men is ensured

# Gender Equality: Theory and Definition

- Gender equality can be examined in ***five dimensions***:
  - Human Development
  - Reduced Time Poverty
  - Economic Empowerment
  - Voice and Decision-making
  - Resilience to Risks and Shocks

# Gender Equality and Development: Conceptual Framework



# Gender Equality in Asia and the Pacific

- How has Asia and the Pacific fared in promoting gender equality based on the five dimensions?

# Asia's Gender Challenges: Human Development

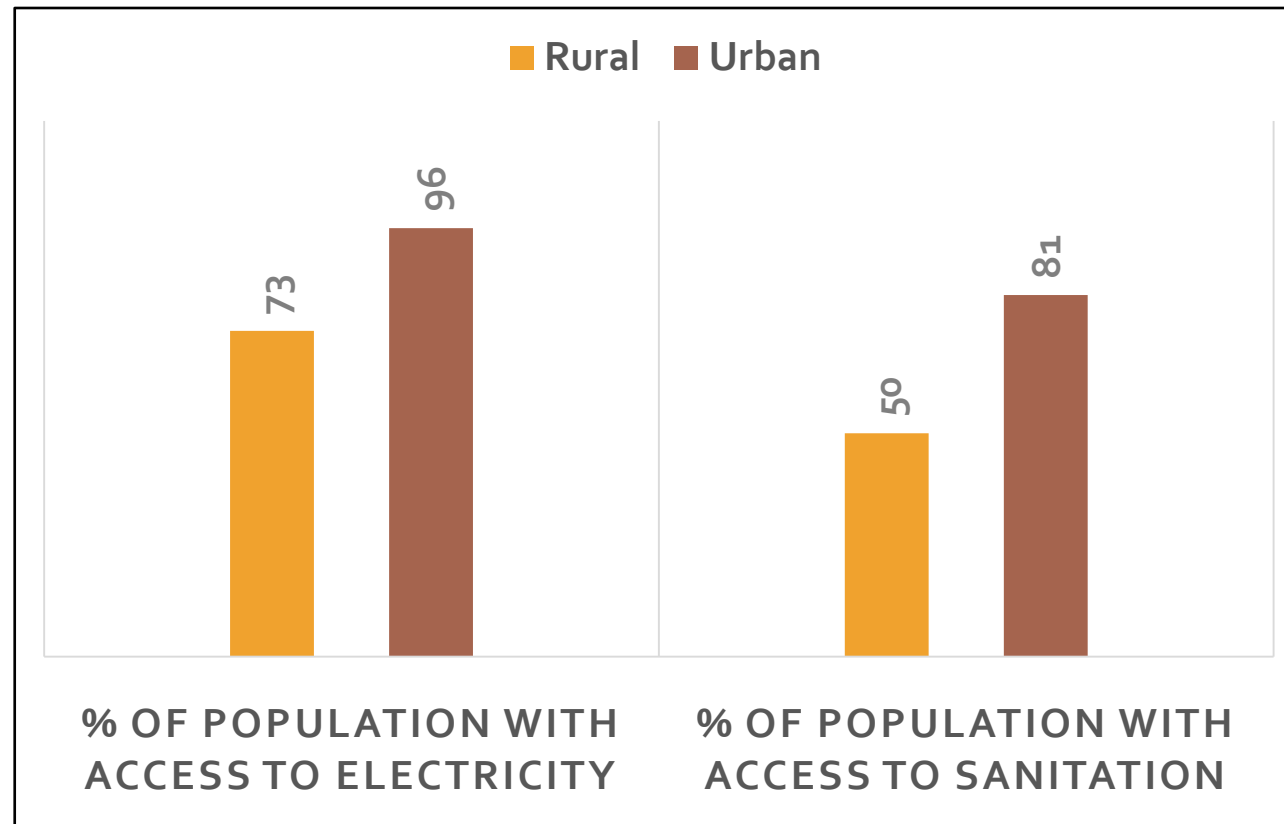
- ✓ **Improved access** to education and health care
- ✗ **Enhancing the quality** of these services remains an issue

Country	Net Primary Enrollment Rate		Gender Equality	Life Expectancy at Birth		Gender Equality
	Female	Male		Female	Male	
Bangladesh	94.45	89.17	1.06	69.32	67.69	1.02
Cambodia	95.04	98.92	0.96	65.89	61.46	1.07
PRC	....	...	...	75.44	72.84	1.04
India	76.84	87.13	0.88	66.16	64.12	1.03
Indonesia	92.88	93.51	0.99	69.49	65.54	1.06
Pakistan	59.34	73.70	0.81	65.21	63.42	1.03
PNG	82.24	88.79	0.93	63.05	58.86	1.07
Philippines	89.83	88.06	1.02	70.73	64.25	1.10
Timor-Leste	79.54	81.63	0.97	65.28	62.34	1.05
OECD Average	96.14	96.22	1.00	81.53	75.81	1.08

# Asia's Gender Challenges: Time Poverty

- ✓ Increased provision of transport, energy, water, and sanitation services
- ✗ But rural–urban gaps persist

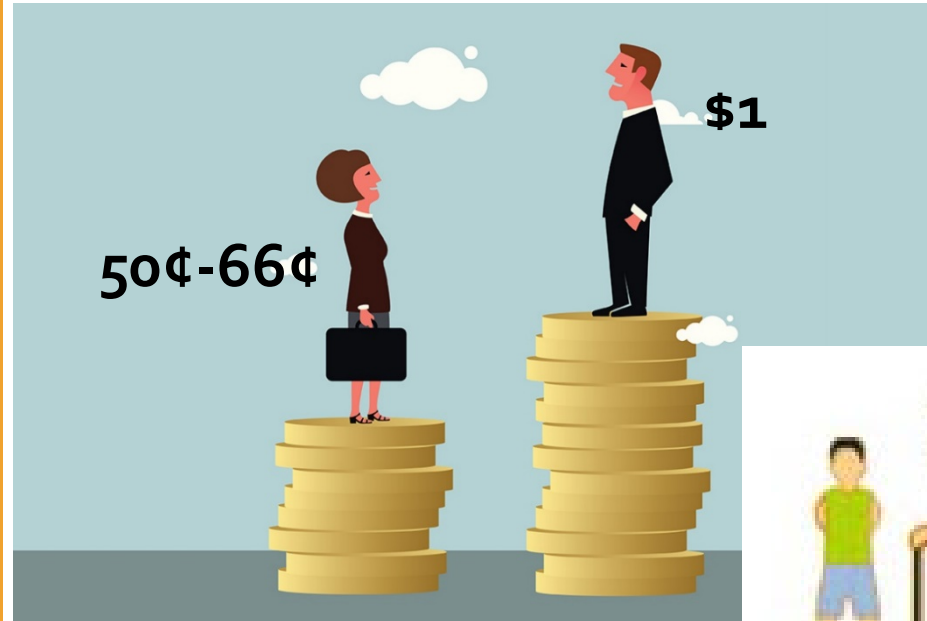
Rural-Urban Gaps in Electricity and Sanitation in Asia, 2016





# Asia's Gender Challenges: Economic Empowerment

- ✓ Female labor force has grown
- ✗ Gender wage gaps remain significant
- ✗ Burden for caregiving reduces female labor force participation

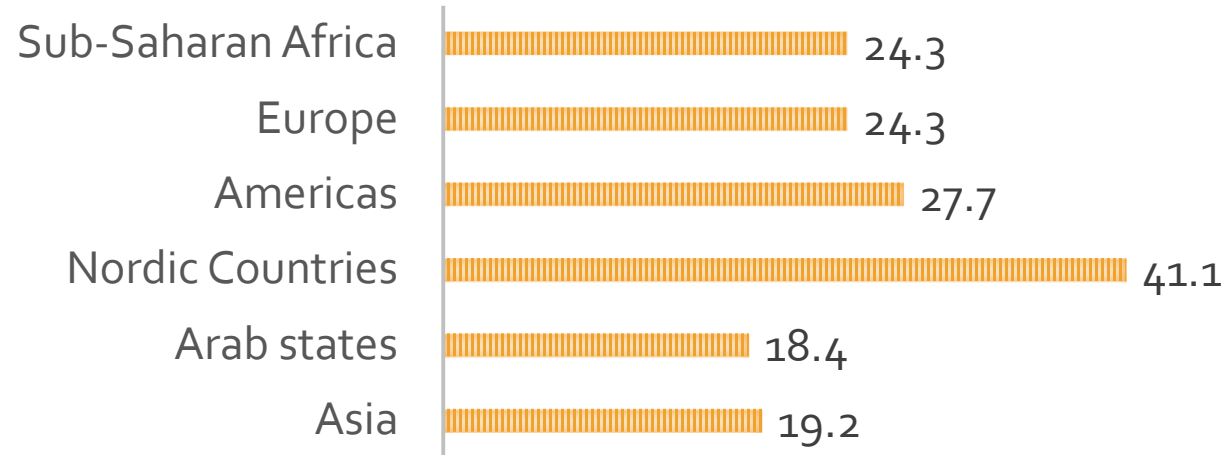


China's elderly dependency rate increased by about 40% over 2000–2014

# Asia's Gender Challenges: Voice and Decision-making

- x women occupy **few political seats**
- x **gender-based violence** remains prevalent

Share of Women Parliamentarians, 2016



Philippines: 1 in 4 women

Cambodia: 2 in 5 women

Pakistan: 2 in 5 women

reported experiencing some form of violence perpetrated by a current or former spouse

# Asia's Gender Challenges: Resilience to Risks and Shocks

× Women **bear more of the impacts of:**

## Climate Change

- because they have limited access to information and early warnings

## Fragile and Conflict Situations

- because they face greater risks of violence and sexual assault and exploitation during conflicts

## Economic Crises

- because they are mostly engaged in informal or low-wage jobs

# Operationalizing Gender: A Case Study on ADB

- How can theory or principles of gender equality be reflected in operations?
- ADB offers a good example.

## ADB's Gender Policy

- ADB's Policy on Gender and Development, 1998 was geared more on the process of gender mainstreaming than on gender results it aims to achieve.
- Priority sectors of Gender Equality and Women's Empowerment Operational Plan, 2013–2020 are aligned with persistent and emerging gender challenges in the region, particularly on lack of women's economic empowerment and gender-based violence.

# ADB's Approach to Gender Equality

## ADB's Dual Approach for its Gender Equality Agenda

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graph TD; A[ADB's Dual Approach for its Gender Equality Agenda] --> B[Gender Mainstreaming: Consideration of gender issues in all aspects of its operations, supplemented by efforts to encourage women's participation in the decision-making process in development activities. Gender considerations will be mainstreamed into all ADB activities including macroeconomic and sector work, and lending and technical assistance operations.]; A --> C[Targeted Interventions: Direct investments in (i) girls' secondary education and completion; (ii) vocational and technical skills training for female youth; (iii) access to productive assets, labor saving technology, employment, and income earning opportunities; (iv) business development services for women entrepreneurs; (v) financial services and access to credit; (vi) policy and legal reforms to tackle issues of gender-based violence and anti-trafficking; and (vii) giving women voice in decision-making in formal and informal institutions.];
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### **Gender Mainstreaming:**

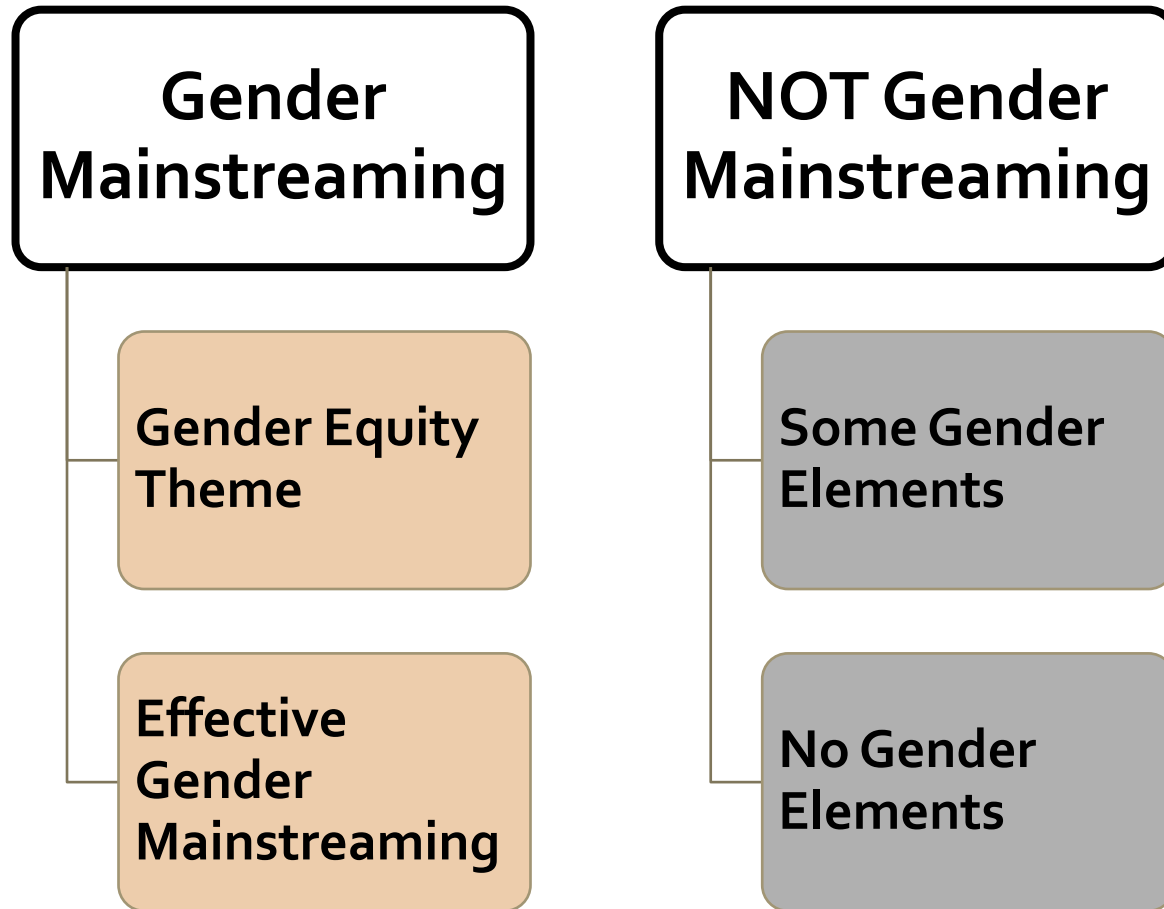
Consideration of gender issues in all aspects of its operations, supplemented by efforts to encourage women's participation in the decision-making process in development activities. Gender considerations will be mainstreamed into all ADB activities including macroeconomic and sector work, and lending and technical assistance operations.

### **Targeted Interventions:**

Direct investments in (i) girls' secondary education and completion; (ii) vocational and technical skills training for female youth; (iii) access to productive assets, labor saving technology, employment, and income earning opportunities; (iv) business development services for women entrepreneurs; (v) financial services and access to credit; (vi) policy and legal reforms to tackle issues of gender-based violence and anti-trafficking; and (vii) giving women voice in decision-making in formal and informal institutions.

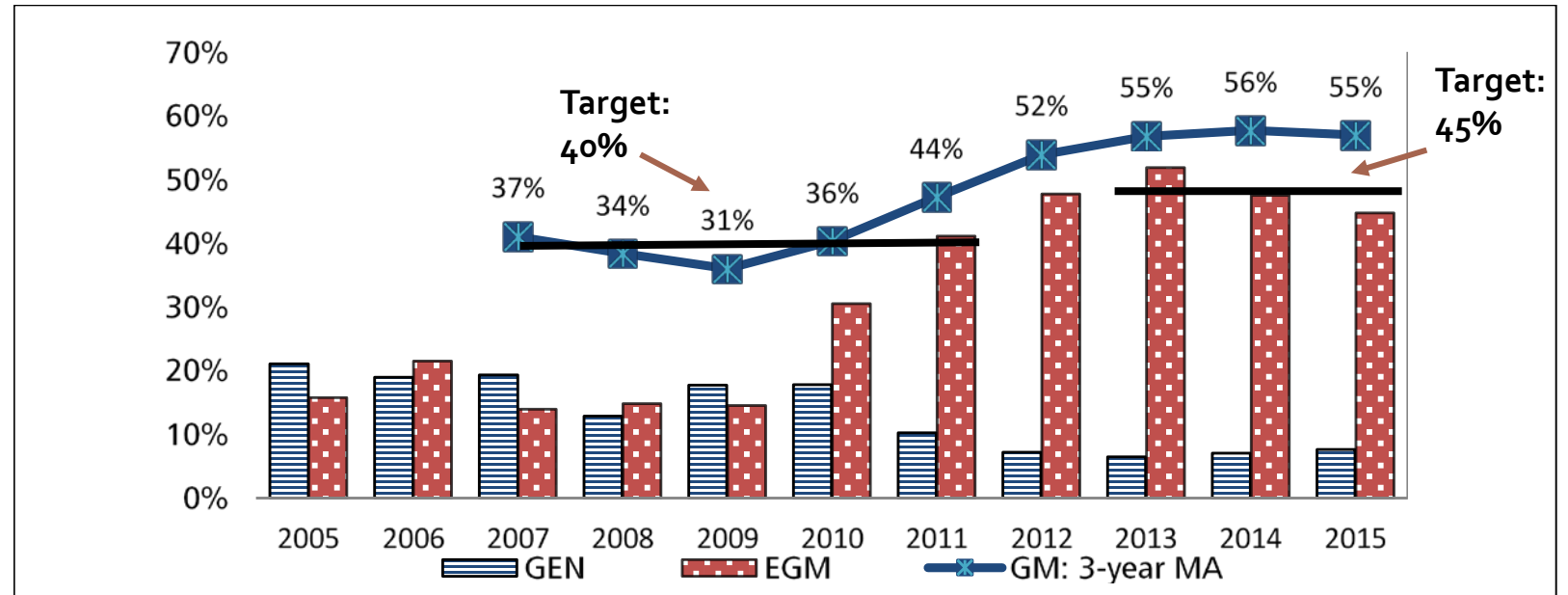
# ADB's Tools for Integrating Gender into Operations

## Four Project Gender Categories



# ADB's Tools for Integrating Gender into Operations

## Corporate Targets for Gender Mainstreaming





# Gender and ADB's Portfolio, 2005 –2015

Agriculture  
Education  
Health  
Urban Water

23% of ADB  
portfolio

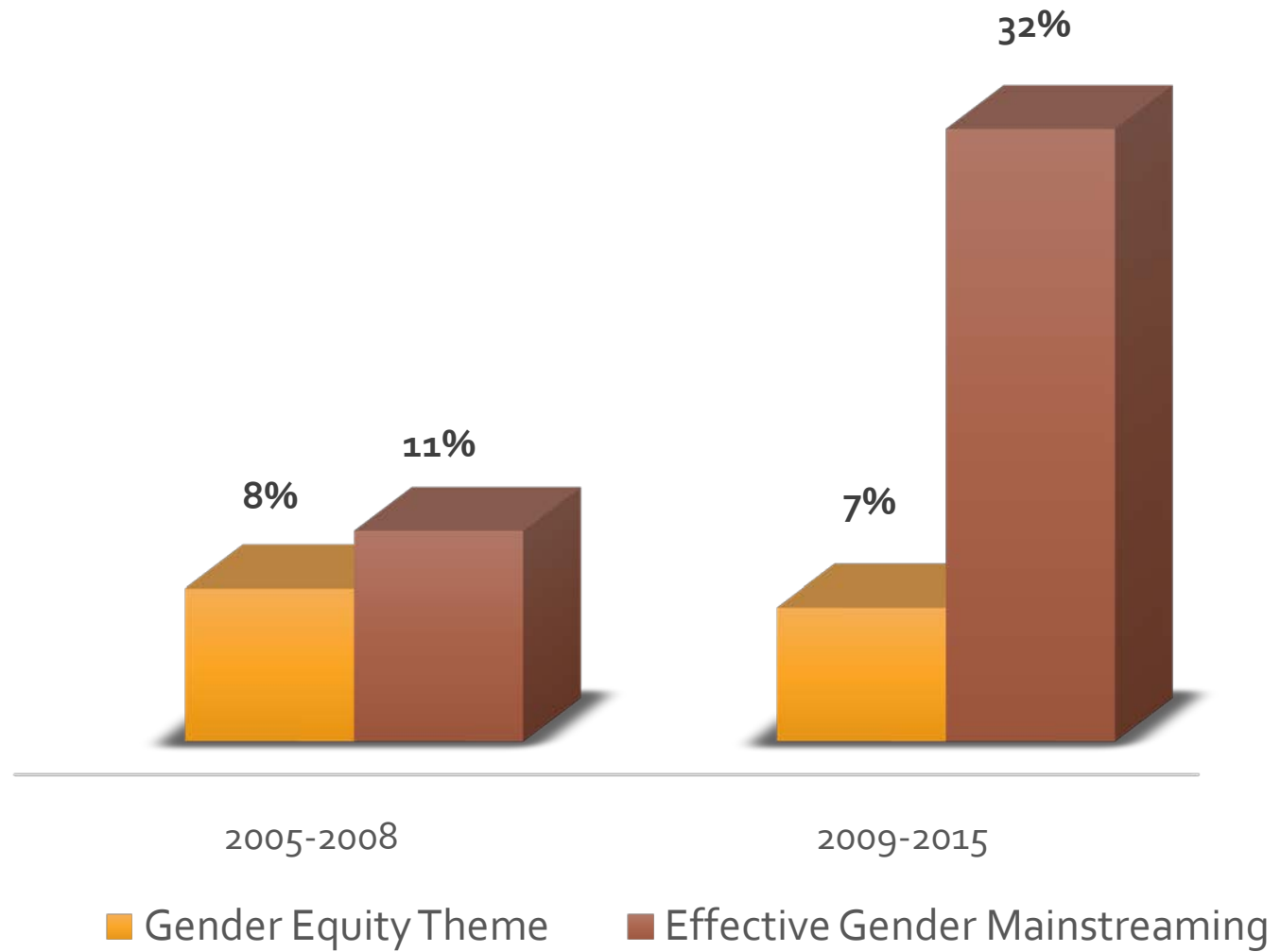
67% of gender-  
mainstreamed  
projects

Transport  
Energy

>50% of ADB  
portfolio

33% of gender-  
mainstreamed  
projects

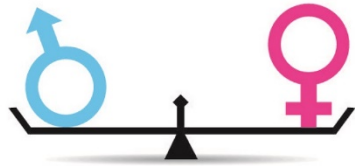
# Gender and ADB's Portfolio, 2005 –2015



# Gender and ADB's Country Strategies



ADB's country strategies tend to focus on integrating gender considerations into the portfolio than on gender equality or women's empowerment as independent objectives.



Gender equality is not likely to play a major role in determining the composition of country portfolios.

# Gender and ADB's Projects

## What determines the success gender-mainstreamed projects?

- ❑ **Successful projects** supported:
  - ✓ Women's participation in community-based activities
  - ✓ Women's mobilization into various groups
    - Second Urban Governance and Infrastructure Improvement Project in Bangladesh supported the formation of pourashava gender committees
  - ✓ Recruitment of NGOs to implement gender activities
    - Second Rural Roads Improvement Project in Cambodia recruited NGO to encourage women's employment in construction activities.
  - ✓ Use of TA projects to carry out gender components
    - Small and Medium Sized Enterprise Development Project's TA support used for GAP implementation in Bangladesh

# Gender and ADB's Projects

## What determines the success gender-mainstreamed projects?

### ❑ Unsuccessful projects had:

- Limited engagement of gender specialists
  - × Hinders proper design, implementation, and monitoring of GAPs
- Design issues
  - × Secondary Education Sector Development Program in Bangladesh had no gender-related condition
- Unavailable sex-disaggregated data
  - × Tonle Sap Environment Management Project in Cambodia had no gender disaggregated targets

## Gender and ADB's Projects

### Contributions of ADB Projects to Gender Equality



**Human Development:** Increased women's access to education and health services through education, health, transport, and WUS projects  
e.g. 45% of surveyed women beneficiaries for the Metropolitan Health and Sanitation Project in Indonesia reported better health environments



**Time Poverty:** Less time spent by women on travel and fetching water through transport and WUS projects  
e.g. Second Urban Governance and Infrastructure Improvement Project in Bangladesh improved households' access to safe water, thereby reducing the time women spend on fetching water

## Gender and ADB's Projects

### Contributions of ADB Projects to Gender Equality



**Economic Empowerment:** Limited legal and regulatory support addressing barriers to women's entry to labor markets



**Voice and Decision-Making:** Women's participation in projects or their membership in community groups encouraged, but few projects tackled gender-based violence



**Resilience to Risks and Shocks:** Resilience through microfinance than by strengthening social protection and safety nets

## Gender and ADB's Institutional Arrangements

- ❑ **Human Resource:** Increased number of *gender specialists* in headquarters; but insufficient staffing and skills gaps in resident missions
- ❑ **Technical Capacity:** *ADB staff's* weak technical capacity on gender
  - Management and staff commitment to the gender equality agenda is also pivotal.
- ❑ **Funding:** Declining *technical assistance funds* and *resources from Gender and Development Cooperation Fund* lasting only until 2018, hampering ADB's gender equality agenda. They finance pilots and knowledge solutions on gender.



# Going Forward: What's Next for ADB's Gender Equality Agenda?

## Policy

- Specify the types of gender results to be supported in Strategy 2030 (sovereign & non-sovereign)

## Operations

- Develop gender knowledge products with other development agencies
- Increase women-targeted interventions
- Design projects with:
  - ✓ gender diagnostics
  - ✓ lessons learned
  - ✓ results monitoring
- Ensure reliable funding and partnerships

## Organization

- Strengthen staff's technical capacity to integrate gender work in projects



**Policy  
Directions**

**Operations  
Management**

**Organizational  
Requirements**