



**GENDER EQUALITY AND WOMEN'S EMPOWERMENT  
OPERATIONAL PLAN  
(2013–2020)**

**2016 PERFORMANCE SUMMARY**

April 2017

Sustainable Development and Climate Change Department

*Asian Development Bank*

## ABBREVIATIONS

ADB	Asian Development Bank
ADF	Asian Development Fund
CPS	country partnership strategy
CWRD	Central and West Asia Department
DMC	developing member country
DMF	design and monitoring framework
EARD	East Asia Department
EGM	effective gender mainstreaming
GAP	gender action plan
GEN	gender equity theme
GM	gender mainstreaming
ICT	Information and Communication Technology
LAO	Lao People's Democratic Republic
LSE	lower secondary education
LSS	lower secondary school
MFF	Multitranches Financing Facility
MTR	Midterm Review
MYA	Myanmar
NEP	Nepal
NGE	no gender elements
OP	Operational Plan
PARD	Pacific Department
PCR	Project/program completion report
PRC	People's Republic of China
RBL	Results-based loan
REG	regional
RY	reporting year
SARD	South Asia Department
SDCC	Sustainable Development and Climate Change Department
SERD	Southeast Asia Department
SGE	some gender elements
SOL	Solomon Islands
VIE	Viet Nam

## NOTE

In this report, "\$" refers to US dollars.

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## I. OVERVIEW

1. This report summarizes ADB's 2016 performance in delivering on key gender targets and indicators set in the corporate results framework (as reported in the annual Development Effectiveness Review Report) and the Gender Equality and Women's Empowerment Operational Plan 2013–2020 (Gender OP) results framework. It indicates that greater efforts of operations departments have resulted in generally positive performance towards achieving the overall Gender OP outcome of "improved gender equality results of ADB operations." In 2014–2016, both gender mainstreaming at entry and gender equality results at project completion, met the corporate targets. However, for the first time since 2009, ADB's performance in approving projects with gender mainstreaming on an annual basis fell below the corporate targets for both ADB projects at 44% (against the target of 45%) and Asian Development Fund (ADF) projects at 51% (against the target of 55%). The constant decline indicates a worrisome trend that requires urgent attention. Despite some challenges, major efforts by committed staff resulted in the increased number of approved operations with gender equity theme from 6% in 2015 to 9% in 2016.

## II. COMPLETED OPERATIONS DELIVERING INTENDED GENDER EQUALITY RESULTS (LEVEL 2)

2. By 2016 (on a 3-year average), ADB aims to achieve that 70% of completed sovereign ADB and the ADF operations (number of projects) categorized as a gender equity theme (GEN) or effective gender mainstreaming (EGM) fully meets the following criteria: (i) reported results using sex-disaggregated data; (ii) reported successful achievements against the project gender action plan activities (measured as at least 70% of activities are implemented and completed) and targets (measured as at least 75% of gender-related targets are achieved); and (iii) justifications as to why the gender equality results are achieved if an overall PCR rating is partially successful or not successful. Project completion reports (PCRs) approved for the Reporting Year (RY), which starts from July of the previous year to June of the reporting year are used for the base of analysis. Criterion (iii) has been used in the analysis since RY 2015.

**Table 1: Project Completion Reports (PCRs) and Intended Gender Results, 2012–2016**

GEN/EGM PCRs Rated Successful						
Reporting Year	Total GEN/EGM No. (a)	ADB		Total ADF GEN/EGM No. (b)	ADF	
		No.	% of (a)		No.	% of (b)
2012	30	17	57%	27	15	56%
2013	20	13	65%	19	12	63%
2014	18	11	61%	18	11	61%
2015	26	21	81%	23	19	83%
2016	22	17	77%	17	14	82%
<b>2012–2014</b>	68	41	60%	64	38	59%
<b>2013–2015</b>	64	45	70%	60	42	70%
<b>2014–2016</b>	66	49	74%	58	44	76%

ADB = Asian Development Bank, ADF = Asian Development Fund, GEN = gender equity theme, EGM = effective gender mainstreaming theme, PCR = project/program completion report

3. On a 3-year average, ADB's rate of completed sovereign operations delivering its intended gender equality results consistently increased from 60% in 2012–2014 to 74% in 2014–2016, exceeding the 70% target which was achieved for the first time in 2013–2015. The

2014–2016 rate for the ADF operations was slightly higher at 76% (Table 1). The list of completed sovereign operations categorized as GEN and EGM in RY 2016 is in Appendix 1.

**Box 1. NEP: Gender Equality and Empowerment of Women Project**

The Project is a unique and singular project for ADB being the only purely “gender loan” taken out by a DMC, and with a targeted gender equity theme. Its unique provenance acknowledges that women in Nepal face multiple layers of disadvantage exacerbated not only by gender and poverty, but also by ethnicity and social caste. Recognizing that reducing gender disparities and making progress on multiple gender equality fronts requires a multi-pronged approach, the project simultaneously tackled multiple facets of gender discrimination—legal, social, and economic. About 71,189 households from the project areas benefited directly and indirectly from small community infrastructure, and 100,000 from legal awareness, exceeding the target of 70,000. Sixty-two percent (62%) were from disadvantaged caste and ethnic groups, and had never received this type of support previously. This is especially true for the Dalit people, who comprised 23% of the project beneficiaries. Against the original target of 50,000 women to have improved regular sources of production and income, 51,445 women obtained direct access to microfinance, community infrastructure, legal services, and income-improving resources. In addition, 8,597 women became user committee members who managed and/or supervised civil works, thereby improving their management and leadership skills. Seed money and support in the forms of tools and equipment improved working conditions for 1,406 wage-laboring women. A large number of women (12,187) received basic and advanced microenterprise training, and 52% became entrepreneurs running their own businesses. Income was increased by 80% on average. A total of 1,332 women underwent legal training, became members of the dispute resolution committees, and actively engaged in paralegal work, thereby gaining recognition from their communities. Over 3,700 women received citizenship certificates and 1,700 marriage registration documents. In some cases, time saved for women through the use of time-saving technologies and community infrastructure showed that about an average of three-quarters of an hour per day has been saved (almost 5 hours a week). In other situations, women of beneficiary communities saved at least 1.5 hours per day through time-saving technologies, and their time spent on menial tasks was reduced by 20%.

4. The overall continued improvement in reporting sex-disaggregated project benefits and gender equality results in PCRs during the 2016 reporting year contributed to the high performance and achievement of the target since 2015. Some of the PCRs demonstrated significant effort to provide better qualitative data through beneficiary interviews and focus group feedback, particularly in the Southeast Asia region. Although most regions continued to show marked progress in the quality of reporting, there is still room for improvement and need for better monitoring.

**Box 2. LAO: Nam Ngum River Basin Development Sector Project**

The Project is highly successful from a gender perspective, covering the agriculture, natural resources and rural development sectors. Of note, and of significant strategic importance, is that over 4,700 women are now joint land use certificate owners, as a result of specific gender designs in the project gender action plan (GAP) with female numerical targets, which contributed to a wider national push towards giving women more land rights. The GAP required the project to train women in land use planning processes, to inform and agree among target villagers the concept of joint land certificates, and to ensure that by 2015, at least 80% of farmers must obtain joint land use certificates issued in the name of both husband and wife in 30 villages. Thus, 4,917 families in 42 villages obtained joint land-use certificates. Women’s participation in enhanced agriculture and livelihood opportunities increased, and their participation in production and infrastructure group management exceeded targets. Almost 85% of new borrowers (719) received loans, out of which 609 (84%) were female (for agriculture, livestock and handicraft). While estimated incomes of Hmong and Khmu ethnic groups rose less than that of Lao-Tai groups, their participation in designing and implementing project activities was high.

5. These operations helped developing member countries advance gender equality on several fronts including helping enroll thousands of disadvantaged girls into schools, providing women with basic health and maternity care services, improving incomes of female farmers, creating employment, and increasing access to finance and skills with the potential for economic empowerment.

6. ADB continues to demonstrate its commitment to gender equality through the improvement of implementation of gender designs in projects, although much more needs to be done to improve qualitative reporting on how investments have a positive impact on the quality of women's lives.

**Box 3. VI: Lower Secondary Education for the Most Disadvantaged Regions Project**

The Project tackled multiple issues of gender and ethnicity and, where possible, improved opportunities for, and the performance of, females and ethnic minority students. It contributed to changing attitudes about the value of lower secondary education (LSE), particularly among the ethnic minority communities and the parents of girls. It increased access to LSE in the most disadvantaged regions by constructing new classrooms, semi-boarding facilities, laboratories, and libraries. These initiatives allowed lower secondary schools (LSS) to enroll an additional 99,075 LSE students (47% girls) who gained access to much closer LSS and now had gender-segregated and well-secured accommodation. The majority (about 60%) of additional LSE students were from ethnic minorities from remote areas of the project provinces which did not have LSE previously. Some key project features, including separate toilets for girls, priority to female teachers for occupancy of new teacher housing, and e-consultations to help address and resolve adolescence issues such as teenage pregnancy, helped the project demonstrate a significant and meaningful impact on ethnic minority girls. More than 220,000 teachers, 54 % of them female and 24.7% from ethnic minorities, participated in a range of in-service teacher training programs, all of which aimed to improve the participants' sensitivity to and knowledge of gender and ethnic minority participation and learning. Through strengthened teacher capacity, student dropout rates decreased from 4.2% in school year 2008 to 1.9% in 2013, student promotion rates increased from 93.1% in 2008 to 96.7% in 2013, and completion rates increased from 96.2% in 2008 to 98.4% in 2013. The proportion of girls in LSE at the end of 2014 was 48.8%, which, because the percentage of female population aged 11–14 years old in project districts is 47.7%, is considered to be gender parity.

### **III. OPERATIONS SUPPORTING GENDER MAINSTREAMING AT APPROVAL (LEVEL 3)**

7. By 2016 (on a 3-year average), ADB aims to achieve 45% of sovereign ADB operations and 55% of ADF operations (counted in approved project numbers) to be categorized as GEN or EGM.

#### **A. Gender Mainstreaming in ADB Operations**

8. On an annual basis, 44% of all ADB sovereign operations were gender mainstreamed, a significant decline from a constant 55% in 2012, 2013, and 2014, to 52% in 2015 (Figure 1). On a 3-year average, 50% of all ADB sovereign operations were gender mainstreamed in 2014–2016, also on a decreasing trend from 2013–2015 (54%) and 2012–2014 (55%) (Table 2). Both ADB and ADF rates (para 14) of gender mainstreaming have dropped while their differences have narrowed to a marginal difference. Gender mainstreaming investments in ADB operations accounted for 40% in 2014–2016. The list of GEN and EGM projects approved in 2016 is in Appendix 2.

9. Despite the positive scenario of an increase in the number of operations with GEN category, improvement in the inclusion of gender baseline data in the design and monitoring

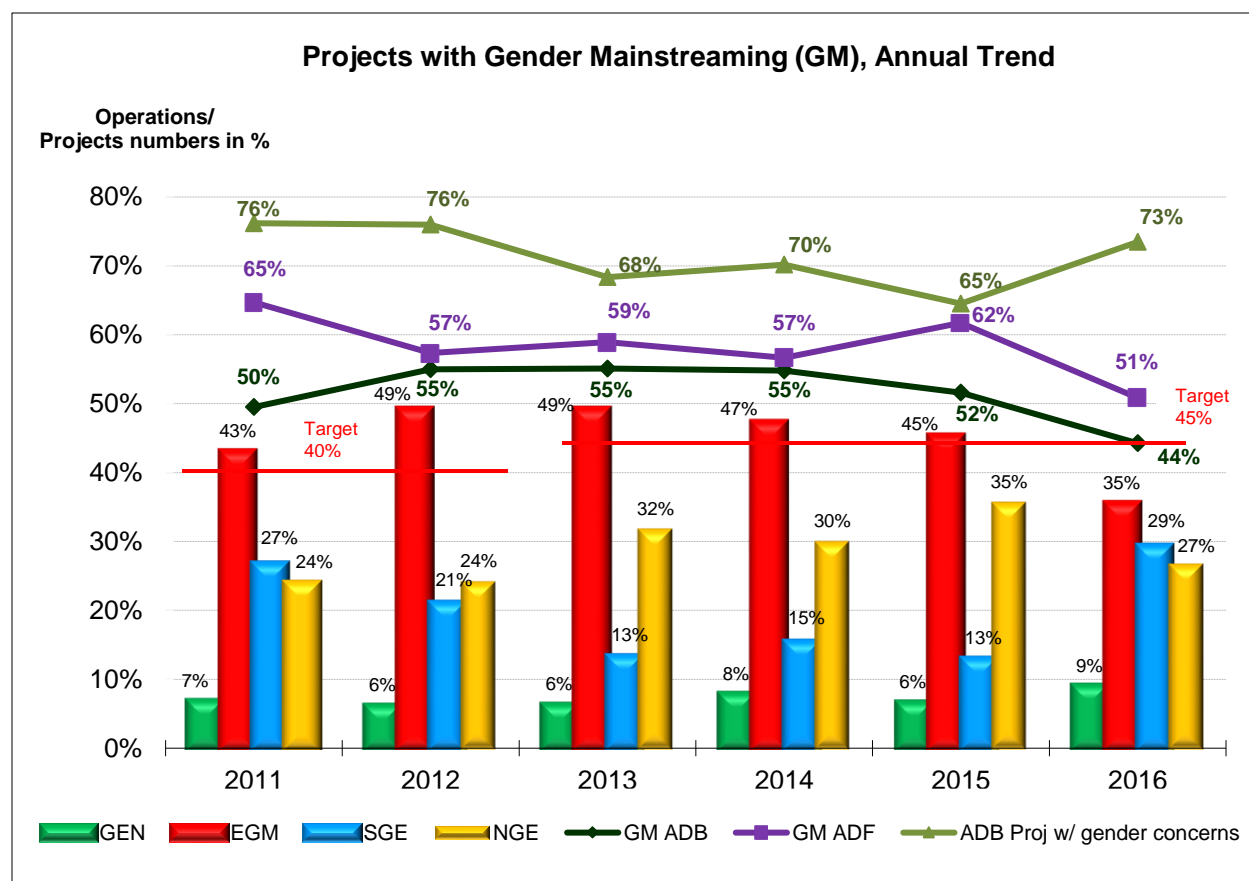
framework, and more gender-inclusive designs, overall, the pressure for speedier processing for larger volumes with the limited financial and staff resources has impacted both quantity and quality of gender mainstreaming.

**Table 2: All ADB Projects Addressing Gender Concerns, 2012–2016\***

Year	Gender Equity Theme		Effective Gender Mainstreaming		Gender Mainstreaming		Some Gender Elements		Projects Addressing Gender Concerns		Total ADB-Wide
	(1)	% of total	(2)	% of total	(1+2)	% of total	(3)	% of total	(1 + 2 + 3)	% of total	
2012	6	6%	49	49%	55	55%	21	21%	76	76%	100
2013	6	6%	48	49%	54	55%	13	13%	67	68%	98
2014	8	8%	49	47%	57	55%	16	15%	73	70%	104
2015	6	6%	42	45%	48	52%	12	13%	60	65%	93
2016	10	9%	40	35%	50	44%	33	29%	83	73%	113
2012–2014	20	7%	146	48%	166	55%	50	17%	216	72%	302
2013–2015	20	7%	139	47%	159	54%	41	14%	200	68%	295
2014–2016	24	8%	131	42%	155	50%	61	20%	216	70%	310

\*Note: Computations (1) include approved projects with additional financing; and (2) exclude PDAs.

**Figure 1: All ADB Projects Addressing Gender Concerns (Annual Trend)**



10. **Gender equity theme (GEN):** The renewed commitment in the Midterm Review of the Strategy 2020 to explore more GEN projects became evident in 2016 with the percentage of ADB approved sovereign GEN operations reaching 9% (10 out of 113 projects), an increase from 6% in 2015 and 8% in 2014. Majority of the GEN projects in 2016 came from Southeast Asia (SERD) with a high of seven GEN projects (from one in 2016); followed by South Asia (SARD) with two (from four in 2015); and Pacific (PARD) with one (from zero in 2015). Central and West Asia (CWRD) (from one in 2015) had no GEN project in 2016. East Asia (EARD) had no GEN project approved in the past 2 years. A notable GEN project example of Equipping Youth for Employment Project in Myanmar is described in Box 4.

**Box 4. MYA: Equipping Youth for Employment Project (GEN)**

Supporting Myanmar's transition toward a modern, market-based economy, the project will strengthen the education and skills base of the young males and females. By 2022, the project aims, under the new curricula, for 350,000 males and 350,000 females lower secondary education graduates (from its 2015 baselines of 278,500 males and 271,650 females) and 200,000 males and 200,000 females upper secondary education graduates (from its 2015 baselines of 54,000 males and 81,500 females); and 21,000 male and 14,000 female graduates certified with job ready skills and employed in a related skill area within 3 months of completion, including 5,000 females in male-dominated skill areas from a baseline of 0 in 2015. The project will also conduct social marketing campaigns to reach out to employers to support female employment in male-dominated skill areas, as well as to promote primary–secondary transition and prevent dropouts.

11. **Effective gender mainstreaming (EGM):** The percentage of all ADB sovereign projects categorized as EGM has further decreased since 2013 from 49% to a low of 35% in 2016, bringing the latest 3-year average down to 42%. Like the previous year, EGM projects in 2016 gravitated towards the water and other urban infrastructure and services sector and the transport sector, followed by the agriculture, finance, and energy sectors. One of the notable projects with the EGM category is the Solomon Islands Sustainable Transport Infrastructure Improvement Program (Box 5).

**Box 5. SOL: Sustainable Transport Infrastructure Improvement Program (EGM)**

The program is the first infrastructure results-based loan (RBL) approved as EGM. The program includes explicit gender-responsive features in rehabilitated roads, wharfs, and other transport infrastructure, such as resting and waiting areas, safe access to water, and laundry facilities, which are specified in the disbursement-linked indicators. Other gender actions, included in the program action plan, also include setting up market areas along selected roads for women-run businesses, employment of women contractors for labor-based road maintenance, awareness-raising and training on sexual harassment for local police and transport operators, and collection of sex-disaggregated data for all project activities. The program will support the government to achieve its target to fully restore and maintain its transport infrastructure which comprises about 1,500 kilometers of sealed and unsealed roads, and 80 wharfs.

12. **Some gender elements (SGE):** The percentage of SGE sovereign projects significantly increased from 13% in 2015 to 29% in 2016, close to the pre-Gender OP high of 31% (average for 2010–2012). This is attributed to more transport projects which did not meet the EGM threshold and had to be categorized as SGE. The number of approved public sector management operations, a sector where policy-based lending modality is usually applied and which often posed challenges to gender mainstreaming as more prior resources for gender



analysis and policy dialogues than project investments are often required, also increased which added to the number of projects approved as SGE.

13. **No gender elements (NGE):** Sovereign projects under this gender category made up 27% of the total ADB sovereign portfolio in 2016, a decrease from 35% in 2015 and 30% in 2014, and closer to the latest 3-year average of 30% amidst gender category screening that was kept stringent in 2016. This reflects ADB's conscious allocation of resources to those projects where gender is more meaningfully addressed. In the last 3 years, most of the NGE projects were from the energy and transport sectors, as well as public sector management.

## B. Gender Mainstreaming in Asian Development Fund (ADF) Operations

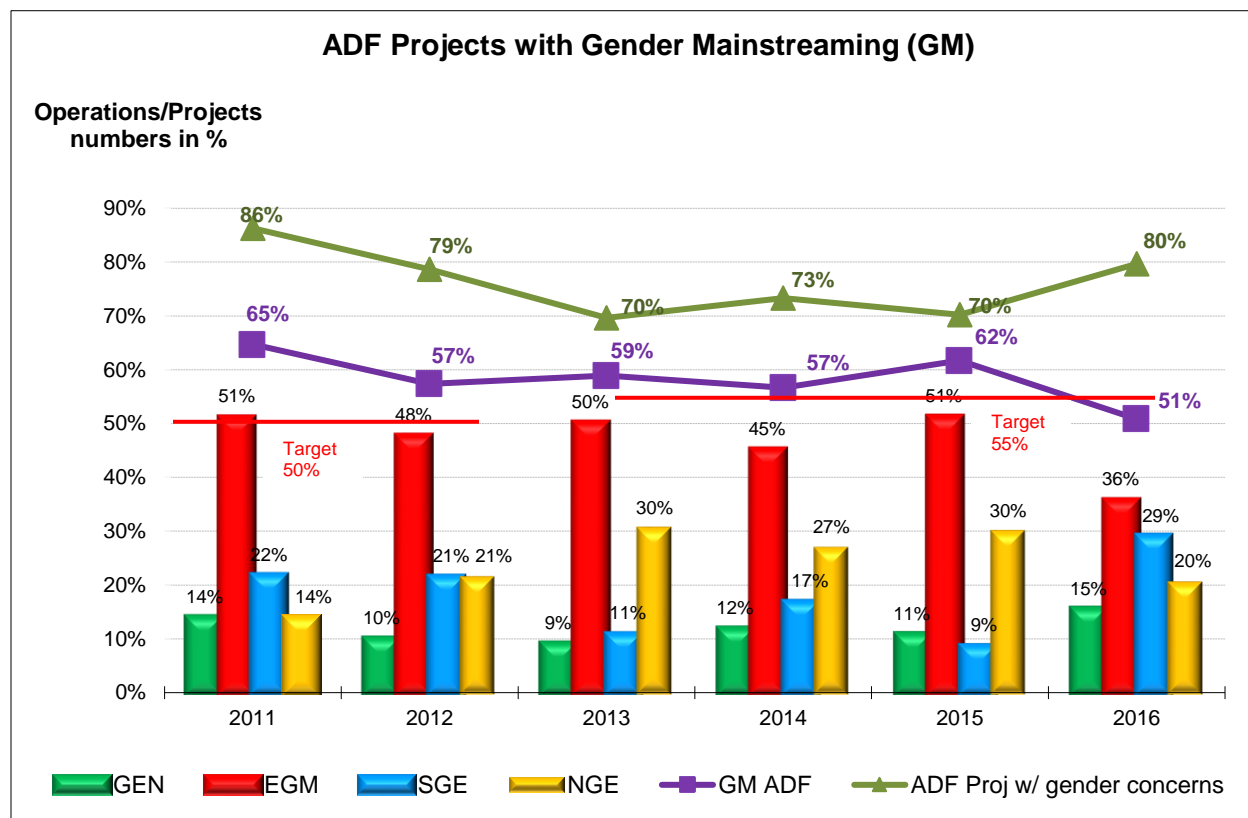
14. The proportion of gender mainstreamed ADF-financed projects was 51% in 2016 on an annual basis, much lower than 62% in 2015 and 57% in 2014 (Table 3 and Figure 2). The average for 2014–2016 was 56%, still above the 55% target by 2016. For GEN projects, the average was 13% for 2014–2016, higher than 10% in 2013–2015 and 2012–2014. The ratio of ADF projects addressing gender concerns (those that are classified under the gender equity theme, effective gender mainstreaming, and some gender elements categories) versus total ADF projects have gone up to 75% in 2014–2016 from 71% in 2013–2015 and 74% in 2012–2014. This uptick of projects addressing gender concerns has been associated with the decrease in the proportion of NGE projects which has gone up but down again from 27% in 2014 to 30% in 2015 and 20% in 2016. Gender mainstreaming investments accounted for 58% of ADF projects in 2014–2016.

**Table 3: Asian Development Fund Projects Addressing Gender Concerns, 2012–2016**

Year	Gender Equity Theme		Effective Gender Mainstreaming		Gender Mainstreaming		Some Gender Elements		Projects Addressing Gender Concerns		Total ADB-Wide
	(1)	% of total	(2)	% of total	(1+2)	% of total	(3)	% of total	(1 + 2 + 3)	% of total	
2012	6	10%	29	48%	35	57%	13	21%	48	79%	61
2013	5	9%	28	50%	33	59%	6	11%	39	70%	56
2014	7	12%	27	45%	34	57%	10	17%	44	73%	60
2015	5	11%	24	51%	29	62%	4	9%	33	70%	47
2016	9	15%	21	36%	30	51%	17	29%	47	80%	59
<b>2012–2014</b>	<b>18</b>	<b>10%</b>	<b>84</b>	<b>47%</b>	<b>102</b>	<b>58%</b>	<b>29</b>	<b>16%</b>	<b>131</b>	<b>74%</b>	<b>177</b>
<b>2013–2015</b>	<b>17</b>	<b>10%</b>	<b>79</b>	<b>48%</b>	<b>96</b>	<b>59%</b>	<b>20</b>	<b>12%</b>	<b>116</b>	<b>71%</b>	<b>163</b>
<b>2014–2016</b>	<b>21</b>	<b>13%</b>	<b>72</b>	<b>43%</b>	<b>93</b>	<b>56%</b>	<b>31</b>	<b>19%</b>	<b>124</b>	<b>75%</b>	<b>166</b>

\*Note: Computations (1) include approved projects with additional financing due to cost overruns; and (2) exclude PDAs.

Figure 2: ADF Projects Addressing Gender Concerns (Annual Trend)

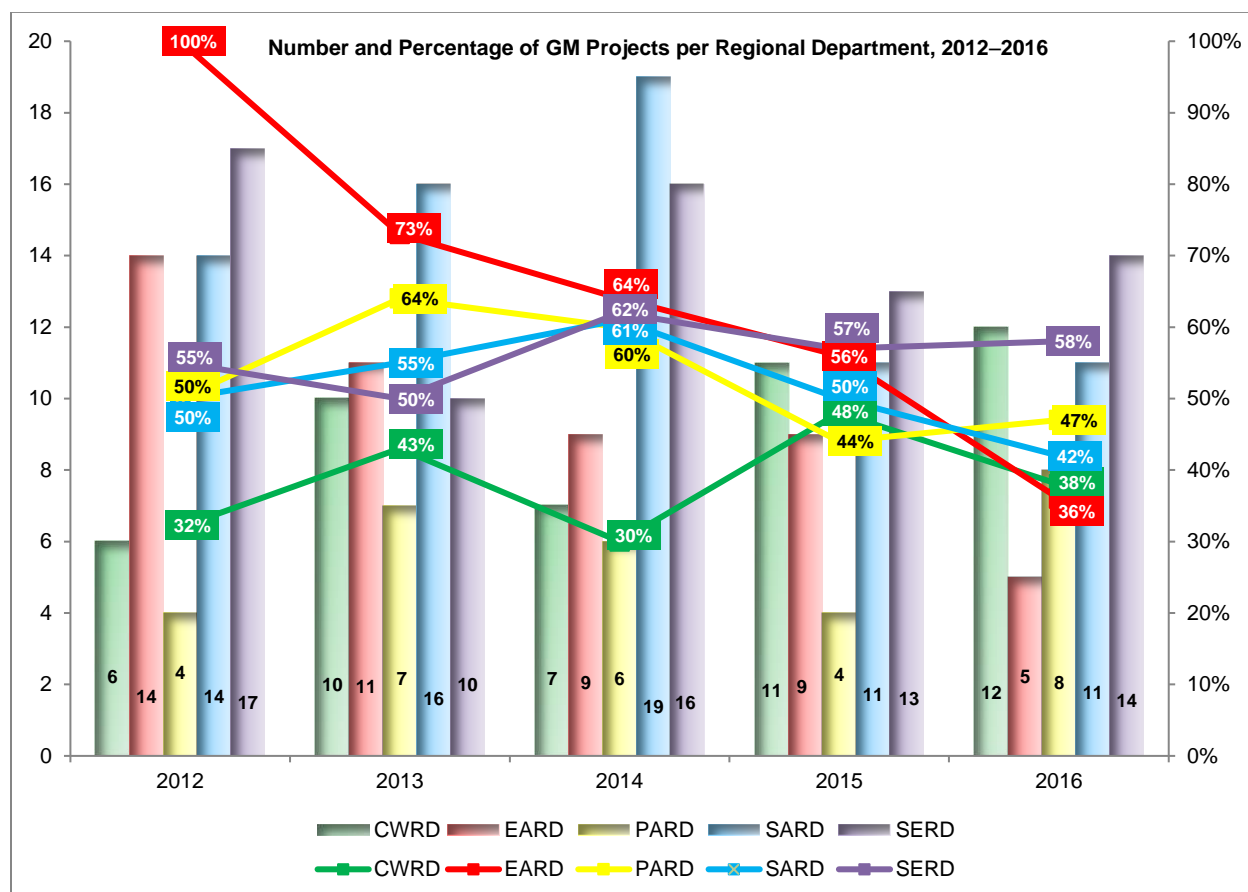


### C. Gender Mainstreaming Distribution by Region (Annual Trend)

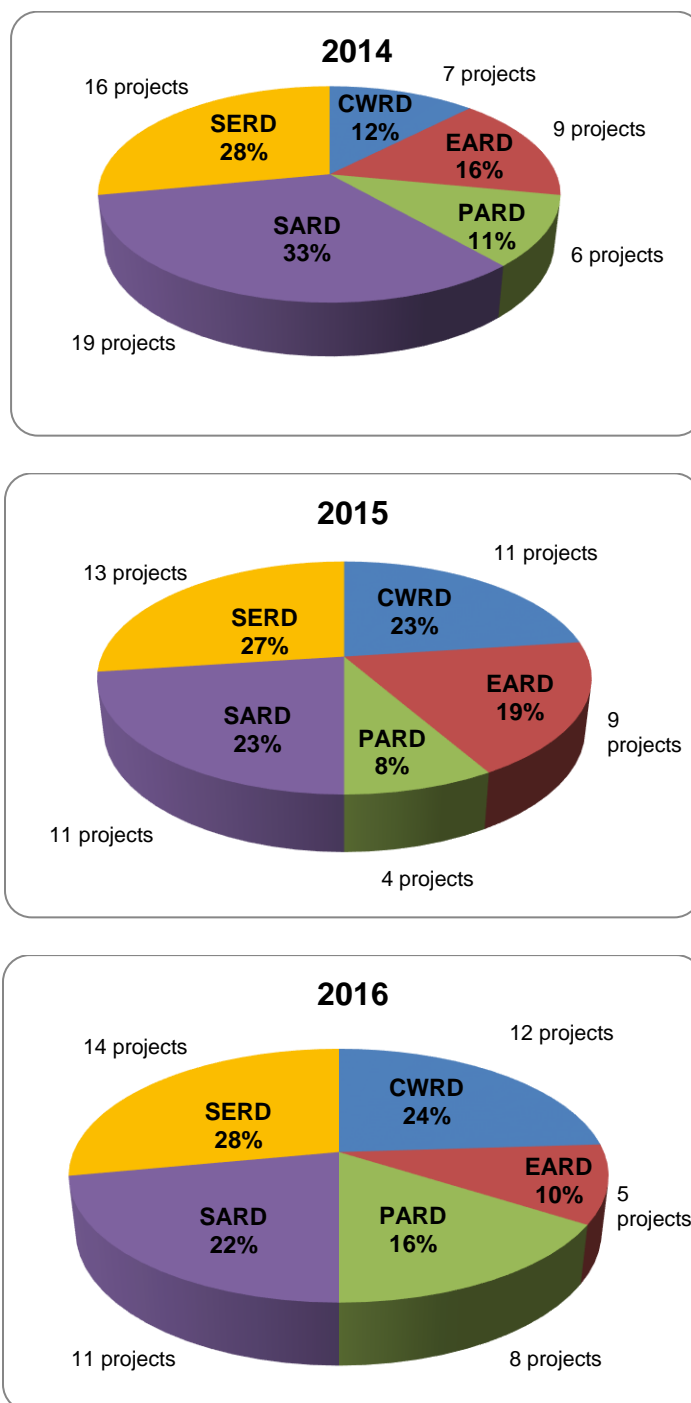
15. At 58% gender mainstreamed sovereign operations in 2016 (Figure 3), SERD posted the highest—relatively performing constantly over the past 5 years, followed by PARD with 47%—recovering slightly after a continued decrease since 2013. EARD continued to decrease to 36%. SARD has been declining since 2014 with only 42% in 2016. CWRD declined to 38% after reaching its highest of 48% the previous year. EARD continued decreasing since 2012 to 36%, the lowest in 2016. Across all five regions, the range between the lowest (36%, EARD) and highest (58%, SERD) has become slightly wider than in 2015 (44% to 57%) but not as wide as in 2014 (30% to 64%).

16. In 2016, SERD (28%) contributed the most number of projects approved with gender mainstreaming followed by CWRD with 24% (Figure 4) and SARD with 22%, a continued decline since 2014. PARD which had previously been the lowest contributor since 2012 accounted for 16%. EARD's share decreased by almost half from 19% in 2015 to 10% in 2016.

Figure 3: Gender Mainstreaming in all ADB Projects by Region



**Figure 4: Contribution to Overall Gender Mainstreaming by Region**



\*Note: Computations (1) include approved projects with additional financing due to cost overruns; and (2) exclude PDAs.

## D. Gender Mainstreaming by Sector

17. In the past 3 years, education, and water and other urban infrastructure and services delivered 88% and 90% gender mainstreamed projects, respectively; other infrastructure; health; agriculture, natural resources, and rural development; and industry and trade delivered within a range of 73% to 81%. The gender mainstreaming share in the transport sector has continually dropped from 55% in 2012–2014 to 42% in 2014–2016, same as in the energy sector which has hovered from 22% to 25%, settling at 23% in the latest 3-year average. Finance increased from 40% to 50% while public sector management delivered less—a low of 23% (Table 4). In the sectors with low gender mainstreaming rates (energy, transportation, finance, and public sector management), concerted efforts are needed to pilot new approaches and program future pipeline in the subsectors that lend themselves more to gender mainstreaming (e.g., expansion of small and medium-sized enterprise finance to micro enterprises, using renewable energy generation to expand women’s job opportunities).

**Table 4: Gender Mainstreaming Across Sectors in ADB Projects Approved in 2016**

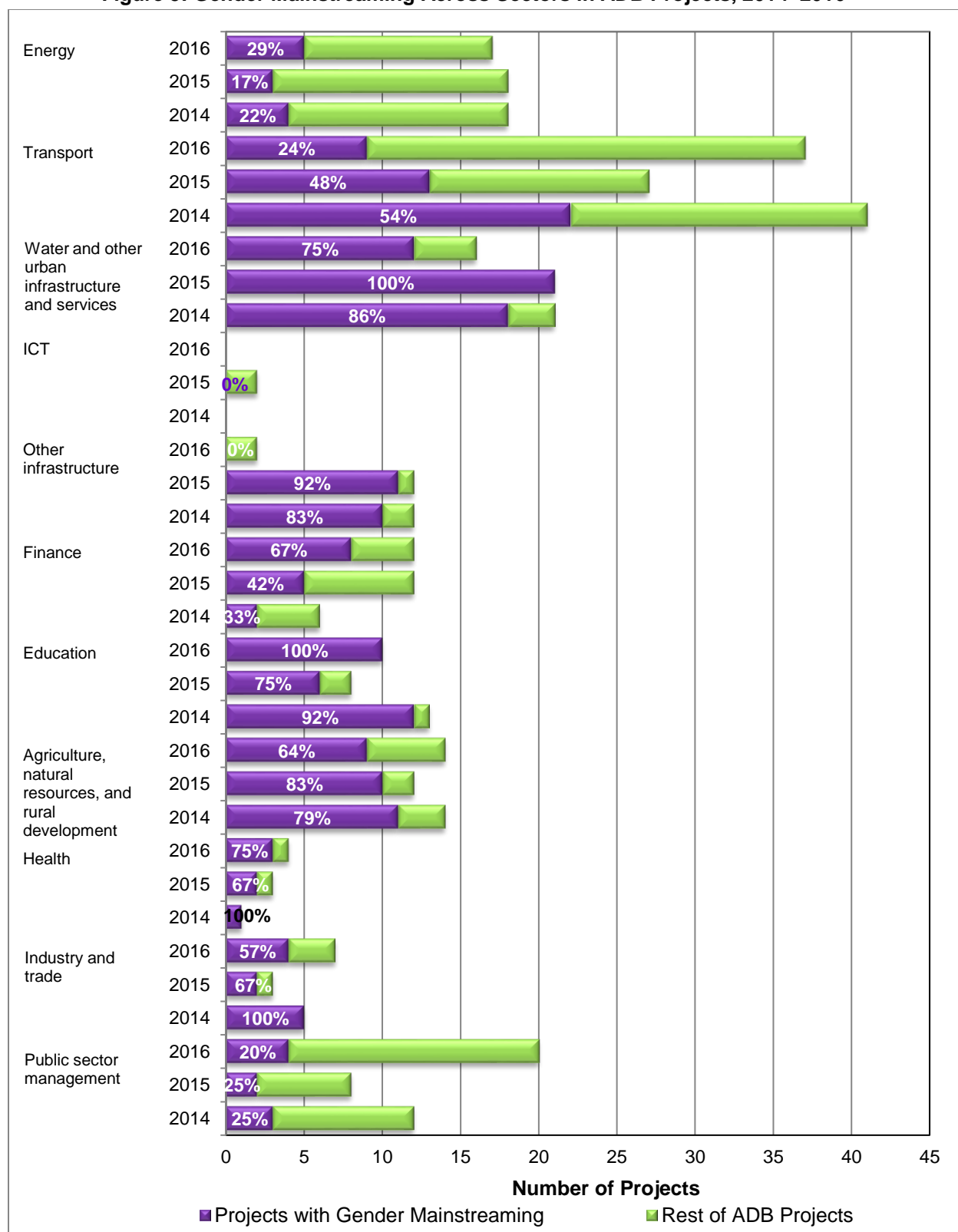
Sector	Projects by Sector <sup>b</sup>	Projects with Gender Mainstreaming		Projects with Gender Mainstreaming	
		No.	%	Latest: 2014–2016	Benchmark: 2010–2012 <sup>c</sup>
Energy	17	5	29%	23%	26%
Transportation	37	9	24%	42%	46%
Water and other urban infrastructure and services	16	12	75%	88%	87%
ICT	0	0	0%	0%	--
Other infrastructure <sup>a</sup>	2	0	0%	81%	89%
Finance	12	8	67%	50%	42%
Education	10	10	100%	90%	78%
Agriculture, natural resources, and rural development	14	9	64%	75%	70%
Health	4	3	75%	75%	93%
Industry and trade	7	4	57%	73%	25%
Public sector management	20	4	20%	23%	33%

<sup>a</sup> Other infrastructure includes the following subsectors: other urban services, renovation, and protection of cultural heritage, urban housing, urban policy, institutional and capacity development, and urban slum development.

<sup>b</sup> A project may be assigned one or more sectors.

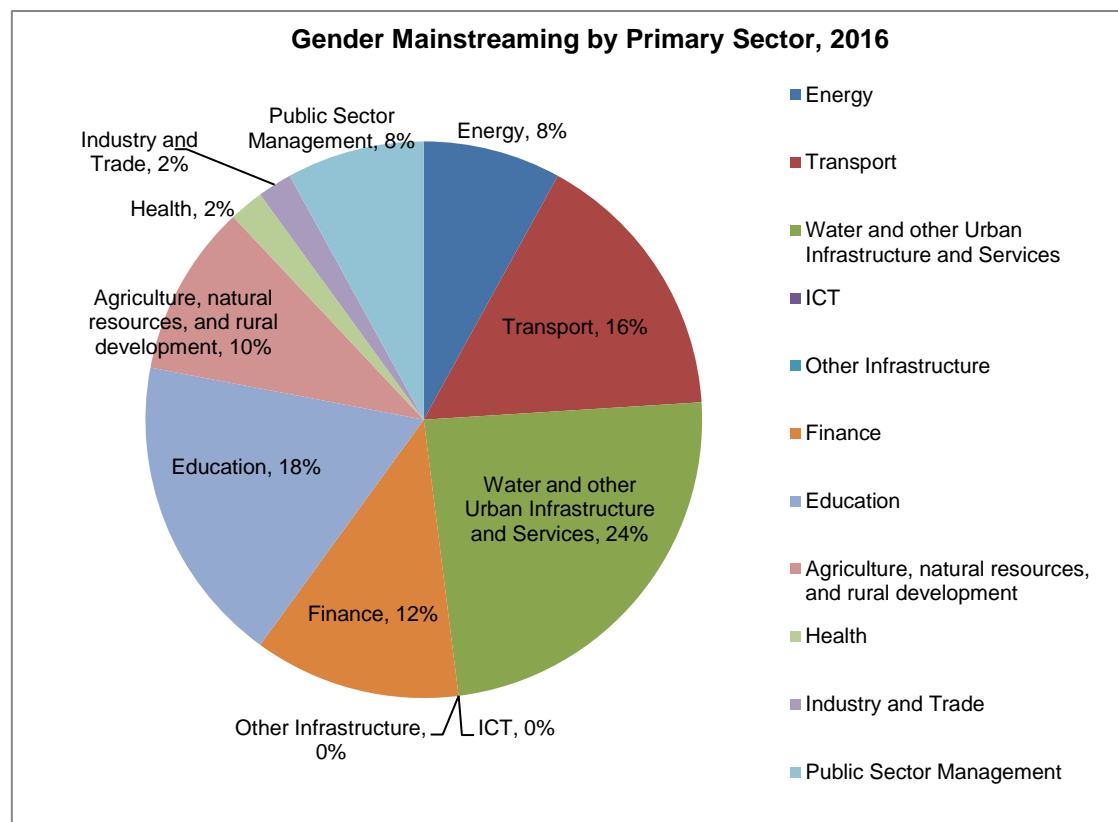
<sup>c</sup> Project counts include projects approved for additional financing due to cost overruns. This led to slight adjustments to the 2010–2012 benchmarks versus those recorded in the Results Framework under the Gender Equality and Women’s Empowerment Operational Plan, 2013–2020.

**Figure 5: Gender Mainstreaming Across Sectors in ADB Projects, 2014–2016**

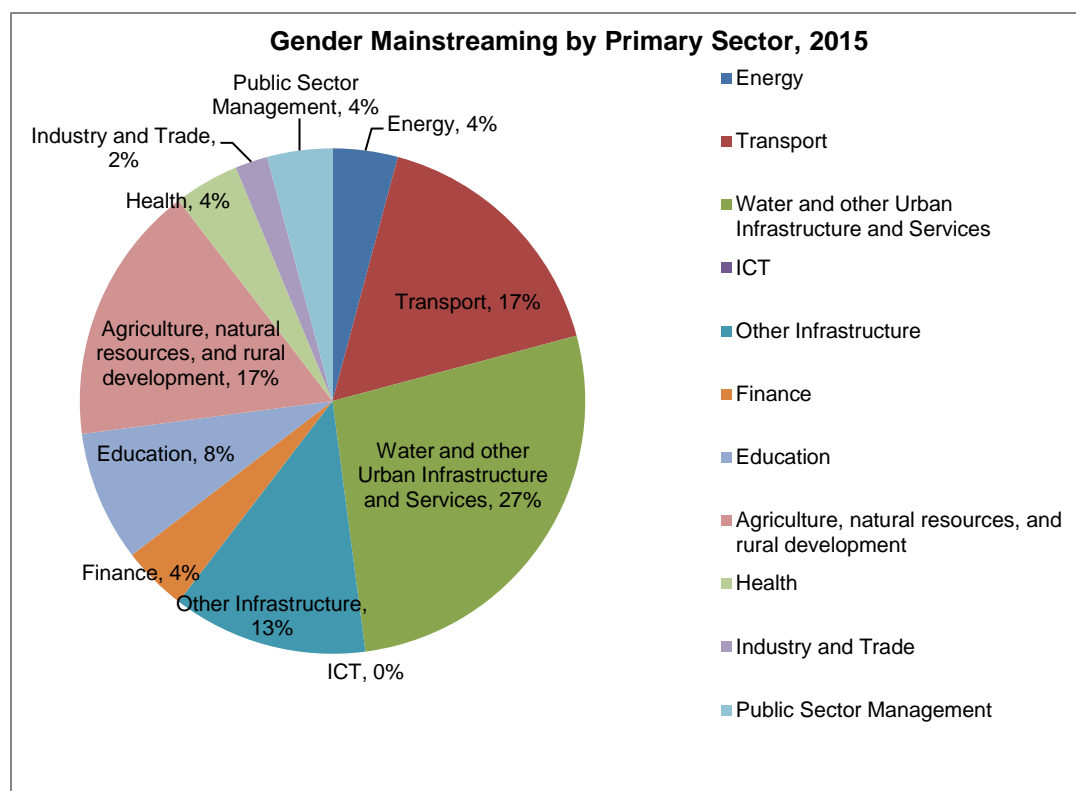


18. The infrastructure subsectors of water and other urban infrastructure and services, transport, and other infrastructure which had comprised majority of approved gender mainstreaming projects in the last 3 years contributed much less (30%) in 2016 (Figure 6). On the other hand, the number of approved public sector management operations increased significantly in 2016 but gender mainstreaming was only 20% within the sector (Figure 5). Most of the operations approved in this sector were in the policy-based lending modality, which also posed challenges to gender mainstreaming, as more prior resources for gender analysis and policy dialogues than project investments are often required in such programmatic modality.

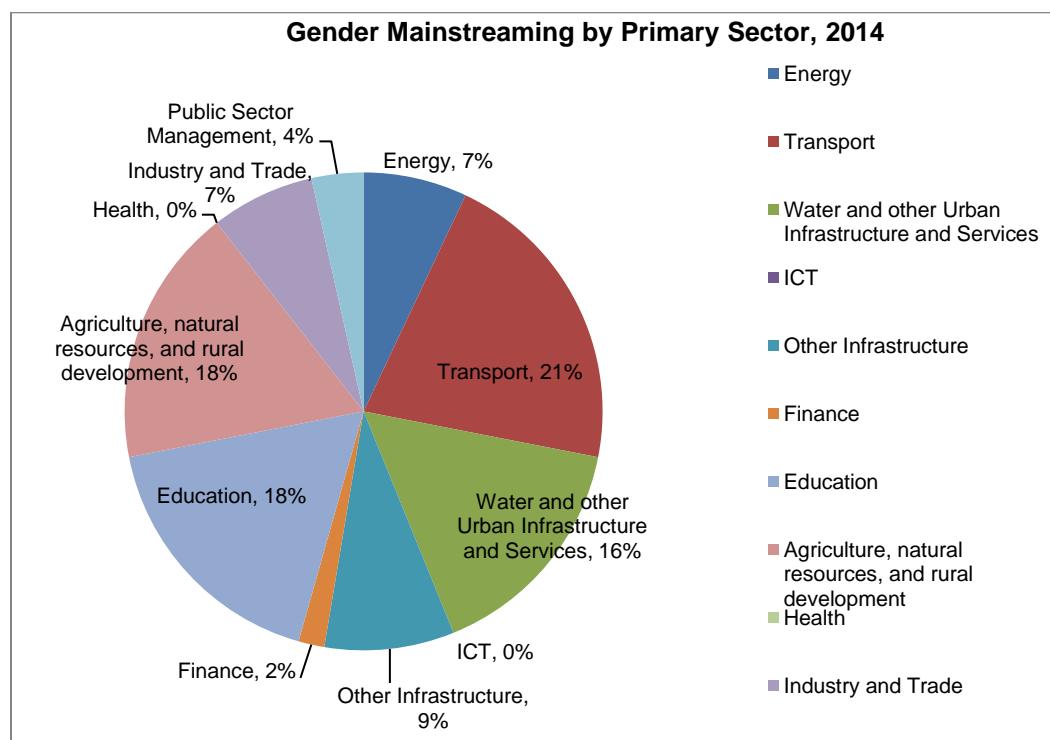
**Figure 6: Gender Mainstreaming by Primary Sector**



Notes: Only primary sector classifications are counted.  
Number of gender mainstreamed projects in 2016 = 50



Notes: Only primary sector classifications are counted.  
Number of gender mainstreamed projects in 2015 = 48



Notes: Only primary sector classifications are counted.  
Number of gender mainstreamed projects in 2014 = 57



## E. Nonsovereign Operations Supporting Gender Mainstreaming

19. While no numerical target has been set for the proportion of projects approved as GEN and EGM in nonsovereign operations, Gender OP's results framework requires monitoring of the trend to increase from the baseline of two projects per year (2010–2012).

20. In 2016, on an annual basis, three were GEN (11%), three were EGM (11%) and a total of gender mainstreaming was 23% of approved nonsovereign operations.

### **Box 6. REG: Agripacific Holdings Kunming Hasfarm Flowers High-Value Horticulture Development Project**

The project is ADB's first nonsovereign project in the agriculture sector in Viet Nam and Indonesia. ADB will help Agripacific set a benchmark in terms of high productivity, climate resilience, and inclusiveness in the horticulture subsector. ADB will increase the visibility of Agripacific's business model, enabling smaller or less-advanced horticulture companies throughout Asia and the Pacific to learn from it. The project is an inclusive business assistance designed to provide decent employment and income opportunities to low-income people including women (60% Agripacific's employees and farmers) and ethnic minorities (25% of Agripacific's employees in Viet Nam). Agripacific's employees in Viet Nam earned \$260–290 per month in 2016, around 1.8x more than employees of other flower farmers in Da Lat, and are provided with complete social security benefits. Agripacific commits to implement a gender action plan that will increase the proportion of women employees from 60% in 2015 to 65% in 2020, increase the proportion of women in management and supervisory position from 53% in 2015 to 63% in 2020, and enhance the group's human resource policy to include provisions on gender equality in recruitment and salary and to prohibit sexual harassment in the work place.

#### **IV. MIDTERM REVIEWS OF GENDER MAINSTREAMED PROJECTS**

21. By 2016, Gender OP aims to achieve 80% of ADB sovereign operations with gender mainstreaming to report on gender action plan implementation status at project midterm review, both in the mission aide-memoire and the back-to-office report.

22. In 2016, of the 26 midterm review (MTR) missions of projects categorized GEN or EGM at approval, 22 reported on the implementation progress of gender action plans (GAPs). This represents 85% of the MTR documents for gender mainstreamed operations, a slight dip from the peak of 86% in 2014 and 84% in 2015 but a notable progress from the 61% in 2012 and 77% in 2013. The 3-year average, which stands at 85% for 2014–2016, has constantly increased since it was first recorded for 2009–2011 at 43%. However, despite the 80% target set, 100% of reporting should be the norm to achieve the project completion target. The four projects that did not report GAP (or gender elements) implementation were in Azerbaijan (1), PRC (2), and Lao PDR (1).

23. Notably 16 (61% of the total) of the MTR reports indicate that the project had startup or operational problems. Of these, 15 reported on GAP implementation status while one did not. Of the 10 MTRs revealing that the project was on track, seven reported on GAP implementation status (Appendix 3).

**Appendix 1: Reporting Year 2016 PCRs of Completed Sovereign Operations Categorized as GEN and EGM**

Dept	DMC	Loan/ Grant No.	Project Name	Category	PCR Rating	Gender Rating
CWRD	KAZ	2689	Small and Medium Enterprise Investment Program Tranche 1	EGM	S	S
CWRD	PAK	2446/2447/2524/2525	Accelerating Economic Transformation Program	EGM	U	NS
CWRD	TAJ	2313/0072-G/0111-G	Rural Development Project	GEN	LS	NS
CWRD	TAJ	0251-G	Strengthening Public Resource Management Program	EGM	S	S
CWRD	UZB	2634	Second Small and Microfinance Development Project	EGM	S	S
PARD	NAU	0300-G	Public Financial Management Reform Program	EGM	S	S
SARD	BAN	2117	Secondary Towns Integrated Flood Protection Project (Phase 2)	GEN	LS	S
SARD	BAN	2254	Second Rural Infrastructure Improvement Project	GEN	S	S
SARD	BAN	2549	Small and Medium-Sized Enterprise Development Project	GEN	S	S
SARD	BAN	2266/2267	Secondary Education Sector Development Program	EGM	S	NS
SARD	IND	2312	North Karnataka Urban Sector Investment Program, Tranche 1	EGM	LS	NS
SARD	IND	2159	Chhattisgarh Irrigation Development Project	EGM	S	NS
SARD	NEP	2143	Gender Equality and Empowerment of Women Project	GEN	S	S
SARD	NEP	0063-G	Commercial Agriculture Development Project	EGM	S	S
SERD	CAM	0090-G	Enhancing Education Quality Project	EGM	S	S
SERD	INO	2416	Vocational Education Strengthening Project	EGM	S	S
SERD	LAO	1949/2809	Smallholder Development Project	EGM	S	S

Dept	DMC	Loan/ Grant No.	Project Name	Category	PCR Rating	Gender Rating
SERD	LAO	0172-G/0173-G	Health Sector Development Program	GEN	S	S
SERD	LAO	1933/2780	Nam Ngum River Basin Development Sector Project	EGM	S	S
SERD	PHI	2872/3233	Increasing Competitiveness for Inclusive Growth Program (Subprograms 1 & 2)	EGM	HS	S
SERD	VIE	2272	Central Region Small and Medium Towns Development Project	EGM	S	S
SERD	VIE	2384	Lower Secondary Education for the Most Disadvantaged Regions Project	GEN	HS	S

PCR rating: HS = highly successful: LS = less than successful: PS = partly successful: S = successful

Gender PCR rating: S = successful: NS = not fully successful

## Appendix 2: GEN and EGM Projects Approved in 2016

Dept	DMC	Loan/ Grant No.	Project Name	Category
CWRD	AZE	3411	Water Supply and Sanitation Investment Program - Tranche 4	EGM
CWRD	GEO	3417/ 3418	Improving Domestic Resource Mobilization for Inclusive Growth Program, Subprogram 3	EGM
CWRD	GEO	3441	Urban Services Improvement Investment Program - Tranche 6	EGM
CWRD	KAZ	3447	Supporting Resilience of Micro, Small and Medium-Sized Enterprise Finance Project	EGM
CWRD	KGZ	3410/ 0487-G	Second Investment Climate Improvement Program, Subprogram 2	EGM
CWRD	PAK	3473	National Disaster Risk Management Fund	EGM
CWRD	PAK	3476	Access to Clean Energy Investment Project	EGM
CWRD	TAJ	3434/ 0498-G	Water Resources Management in Pyanj River Basin	EGM
CWRD	TAJ	3513/ 0530-G	Investment Climate Reforms Program - Subprogram 2	EGM
CWRD	UZB	3405	Small Business Finance Project	EGM
CWRD	UZB	3457	Tashkent Province Water Supply Development Project	EGM
CWRD	UZB	3471	Horticulture Value Chain Development Project (Formerly: Innovations for Agriculture Modernization Project)	EGM
EARD	PRC	3401	Henan Hebi Qihe River Environmental Improvement and Ecological Conservation Project	EGM
EARD	PRC	3443	Qinghai Haidong Urban-Rural Eco Development Project	EGM
EARD	PRC	3450	Fujian Farmland Sustainable Utilization and Demonstration	EGM
EARD	PRC	3444	Ningxia Liupanshan Poverty Reduction Rural Road Development Project	EGM
EARD	PRC	3485	Jiangxi Xinyu Kongmu River Watershed Flood Control and Environmental Improvement Project	EGM
PARD	REG	3445	Higher Education in the Pacific Investment Program - Tranche 2	GEN

Dept	DMC	Loan/ Grant No.	Project Name	Category
PARD	FIJ	3512	Urban Water Supply and Wastewater Management Investment Program	EGM
PARD	KIR	0502-G	South Tarawa Sanitation Sector Improvement Project	EGM
PARD	PNG	3496/ 3497	Civil Aviation Development Investment Program, Tranche 3	EGM
PARD	SOL	3392	Sustainable Transport Infrastructure Improvement Program	EGM
PARD	SOL	0514-G	Solar Power Development Project	EGM
PARD	TON	3509/ 0528-G	Outer Island Renewable Energy Project - Additional Financing	EGM
PARD	TUV	0511-G/ 0512-G	Outer Island Maritime Infrastructure Project	EGM
PSOD	BAN	3480	Sustainable Projects in the Textile and Garment Sector	EGM
PSOD	IND	3423	IndusInd Bank Limited for Supporting Access to Finance for Women in Less-Developed States	GEN
PSOD	PAK	3500	Expanding Access to Credit for Agriculture and MSME Borrowers (formerly Senior Loan to Khushhali Bank for On-lending to Farmers and Micro, Small and Medium-Sized Enterprises (Project Khadi)	EGM
PSOD	PRC	3390	Microfinance in Poverty-Stricken Counties	GEN
PSOD	REG	3510/ 3511	High-Value Horticulture Development Project	EGM
PSOD	REG	7482	Micro-Credit Ratings International Limited-Strengthening the Microfinance Ecosystem Project	GEN
SARD	BAN	3468	Skills for Employment Investment Program - Tranche 2	GEN
SARD	BAN	3367	Second Small and Medium-Sized Enterprise Development Project	EGM
SARD	BAN	3397	Dhaka Water Supply Network Improvement	EGM
SARD	BAN	3438/ 3439	SASEC Chittagong-Cox's Bazar Railway Project	EGM
SARD	IND	3413	Kolkata Environmental Improvement Investment Program - Tranche 2	EGM
SARD	IND	3424	Visakhapatnam-Chennai Industrial Corridor Development Program	EGM

<b>Dept</b>	<b>DMC</b>	<b>Loan/ Grant No.</b>	<b>Project Name</b>	<b>Category</b>
SARD	NEP	3452	Supporting School Sector Development Plan	GEN
SARD	NEP	3478	South Asia Subregional Economic Cooperation Roads Improvement Project	EGM
SARD	SRI	3370	Small and Medium-Sized Enterprises Line of Credit Project	EGM
SARD	SRI	3409	Supporting Electricity Supply Reliability Improvement	EGM
SARD	SRI	3431	Local Government Enhancement Sector Project (Additional Financing)	EGM
SERD	CAM	3433	Second Rural Water Supply and Sanitation Sector Project (Additional Financing)	GEN
SERD	CAM	3426/ 3427	Upper Secondary Education Sector Development Program (formerly Strengthening Secondary Education and Teaching of Math and Science)	GEN
SERD	CAM	3414/ 3415	Decentralized Public Service and Financial Management SP2(Decentralized Rural Infrastructure)	EGM
SERD	CAM	3442	Provincial Roads Improvement Project–Additional Financing	EGM
SERD	INO	3440	Flood Management in Selected River Basins Sector Project	EGM
SERD	LAO	3435/ 0500-G	Second Strengthening Higher Education Project (formerly Higher Education Sector Development Project II)	GEN
SERD	LAO	0503-G	Second Strengthening Technical and Vocational Education Project	GEN
SERD	MYA	3472	Equipping Youth for Employment Project	GEN
SERD	MYA	3477	Irrigated Agriculture Inclusive Development Project	EGM
SERD	PHI	3369	Social Protection Support Project (Additional Financing)	GEN
SERD	PHI	3389	Water District Development Sector Project	EGM
SERD	REG	3467 /3464/ 3466/ 3465/ 0516-G	Greater Mekong Subregion Health Security Project	EGM
SERD	VIE	3493/ 3494	Second Secondary Education Sector Development Program	GEN
SERD	VIE	3499	Support to Border Areas Development	EGM

### Appendix 3: Analysis of Midterm Review Reports

Dept	DMC	Loan/ Grant No.	Project Name	Category	Overall Progress	BTOR	MOU	Gender Action Plan (GAP) Matrix	Remarks 1= reported; 0 = not reported
CWRD	AZE	2842	Water Supply and Sanitation Investment Program - Tranche 2	EGM	Overall, implementation is on track and the outputs are being met.	x	x	x	0
CWRD	GEO	3078	Urban Services Improvement Investment Program - Tranche 3	EGM	All works contracts awarded and estimated disbursement in FY 2016 for T3 would be \$9.53M less than projected at the beginning of the year due to non-performance of KUT-01 contract (\$36M) for which mitigation actions have been taken by UWSCG.	x	√	x	1
CWRD	KAZ	3231	MFF Small and Medium Enterprise Investment Program Tranche 3	EGM	As of 31 Aug 2016, 62.4% of the total loan allocation has been utilized. The 3 PFIs are in compliance with covenants of the loan and project agreements, but the other was in breach of the eligibility criteria of the project agreement.	x	√	x	1
CWRD	TAJ	0356-G	Central Asia Regional Economic Cooperation Corridors 3 and 5 Enhancement Project	EGM	Implementation is generally on track.	√	√	x	1
EARD	MON	2963	Fifth Health Sector Development Project	EGM	Project implementation is significantly delayed.	√	√	√	1
EARD	PRC	2980	Shaanxi Weinan Luyang Integrated Saline Land Management Project	EGM	The project is currently rated as an "actual problem". Progress continues to be extremely slow.	x	√	x	1
EARD	PRC	2915	Jiangxi Fuzhou Urban Integrated Infrastructure Improvement Project	EGM	The implementation period needs to be extended by 1.5 years (first extension) due to initial implementation delays.	x	√	x	1
EARD	PRC	2838	Jiangsu Yancheng Wetlands Protection Project	EGM	The implementation progress is generally on track while the disbursement has been relatively slow. The loan closing date may need a one-year extension to allow adequate time to complete activities that have been delayed due to slow disbursement.	x	x	x	0
EARD	PRC	2941	Anhui Chao Lake Environmental Rehabilitation Project	EGM	Overall progress was about 43% against an elapsed loan period of 66% from loan effectiveness. Overall project disbursement progress is considered slow.	x	√	x	1



Dept	DMC	Loan/ Grant No.	Project Name	Category	Overall Progress	BTOR	MOU	Gender Action Plan (GAP) Matrix	Remarks 1= reported; 0 = not reported
EARD	PRC	2821	Guangxi Beibu Gulf Cities Development Project	EGM	The overall progress is 50.9% against the elapsed loan period of 77.6%. Although the progress has significantly improved, a delay of 12 months in project completion is foreseen in all three subproject cities.	√	√	x	1
EARD	PRC	2885	Shanxi Energy Efficiency and Environment Improvement Project	EGM	The overall project implementation is rated on track.	x	x	x	0
EARD	PRC	2973	Ningxia Irrigated Agriculture and Water Conservation Demonstration Project	EGM	Overall project progress was about 43% against 60% of time elapsed.	x	√	x	1
PARD	PNG	2785/ 0259-G	Rural Primary Health Services Delivery Project	GEN	The project has generally performed well.	x	√	x	1
PARD	SOL	3152	Transport Sector Flood Recovery Project	EGM	The project is rated as potential problem with 96.2% contract awards and 15.8% disbursement.	x	√	√	1
PARD	TON	0265-G	Nuku'alofa Urban Development Sector Project	EGM	The project rating is satisfactory with implementation at 58% against the grant utilization period of 60%.	√	√	√	1
PARD	VAN	2832	Port Vila Urban Development Project	EGM	The project faces major challenges including substantial implementation delay and a reduced financing envelope as a result of foreign exchange losses.	√	√	√	1
SARD	BAN	2763	Second Chittagong Hill Tracts Rural Development Project	GEN	The overall project progress stood at around 52.6% against the elapsed loan period of 60%, still lower than expectation.	x	√	√	1
SARD	IND	3065	Rural Connectivity Investment Program - Tranche 2	EGM	The mission was satisfied with the institutional arrangement, outcome, and output being achieved, which have exceeded the targets.	√	√	√	1
SARD	NEP	3000	Kathmandu Valley Wastewater Management Project	EGM	Overall, the procurement process is taking much longer than expected for Loan 3000 and the project is suffering as a result.	x	√	x	1
SERD	CAM	2889	Third Education Sector Development Program	GEN	The project is currently rated as on track.	x	√	√	1
SERD	INO	3122	Neighborhood Upgrading and Shelter Project (Phase 2)	EGM	The project has been experiencing implementation delays.	√	√	√	1

Dept	DMC	Loan/ Grant No.	Project Name	Category	Overall Progress	BTOR	MOU	Gender Action Plan (GAP) Matrix	Remarks 1= reported; 0 = not reported
SERD	LAO	0309-G	Governance and Capacity Development in Public Sector Management Program - Subprogram 1	EGM	Overall progress is satisfactory.	x	x	x	0
SERD	PHI	3100	KALAHI-CIDSS National Community-Driven Development Project	GEN	The project is on track towards achieving the DMF performance targets by 2017. The progress toward the achievement of 4 outcome indicators is on track and likely to be met at project completion.	√	√	√	1
SERD	VIE	2968	Low Carbon Agricultural Support Project	EGM	Physical progress was estimated to be at 16.4% compared with elapsed loan period of 57%.	x	√	√	1
SERD	VIE	2961	Water Sector Investment Program - Tranche 2	EGM	Little progress has been made as reflected by the overall contract award and disbursement status. Much time was lost with redesigning and re-approving project scopes, cost estimates and procurement plans. This indicates that the project was in a low state of readiness at approval.	√	√	√	1
SERD	REG	2937	Greater Mekong Subregion Flood and Drought Risk Management and Mitigation Project (LAO/VIE)	EGM	The project is on track.	√	√	√	1