IFAD Gender Mainstreaming

ESCAP-CSAM Training/Workshop on Enabling Gender Responsive Food Security Programming
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IFAD China Office
❖ IFAD Gender Policy

❖ Gender Actions at Corporate/Country Programme/Project levels

❖ Example of Gender Transformative Project

❖ Lessons Learnt from Operations
Gender at IFAD

IFAD: Investing in Rural People (women being 43% of beneficiaries), strategically promoting GEWE for over 40 years, particularly with the following strategic evolution:

* 1992 农村女性经济改善策略
    Strategies for economic advancement of poor rural women
** 2003-2006: 社会性别主流化行动计划
    Mainstreaming a gender perspective in IFAD’s operations
*** 2012 社会性别政策
    IFAD policy on gender equality and women’s empowerment
**** 2019-2025 社会性别变革行动计划
    Action plan for Gender Transformative Approaches (GTA) in projects (after gender policy review)
In order to mainstream gender equality and women’s empowerment in development, IFAD organizes its action around **three strategic policy objectives**:
Gender at IFAD

- IFAD is moving beyond mainstreaming to creating transformative gender impact. See next slide-Gender mainstreaming vs. transformative

- IFAD promotes “household methodologies” as an innovative approach to gender equality and social inclusion for transformation within households and communities
  - These methodologies shift the focus from the individual to the household level, from things – such as assets, resources and infrastructure – to people, their needs, priorities and goals.
<table>
<thead>
<tr>
<th>Gender Mainstreaming</th>
<th>Gender Transformative</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>“Doing a lot”</strong></td>
<td><strong>“Doing something different”</strong></td>
</tr>
<tr>
<td><strong>Economic empowerment</strong></td>
<td><strong>Strengthening women's access to and ownership of land, and to a wider range of financial services.</strong></td>
</tr>
<tr>
<td>• Providing a range of financial services and products which meets women`s needs.</td>
<td><strong>Creating new spaces/opportunities/markets and support for women<code>s economic engagement; sensitizing men and boys, religious and community leaders for expanding women</code>s job opportunities.</strong></td>
</tr>
<tr>
<td>• Training, coaching and mentoring services to develop women`s technical skills for new crops/enterprises, farming as a business, entrepreneurship and negotiating skills</td>
<td>• Adopting household perspective for empowerment by engaging HH members in analyzing and addressing gender inequalities in roles, responsibilities, decision-making and sharing benefits.</td>
</tr>
<tr>
<td>• Creating employment opportunities for women in new roles, adding value to traditional and new products, establishing linkages and contracts with buyers, and developing new markets.</td>
<td><strong>Strengthening women`s access to and ownership of land, and to a wider range of financial services.</strong></td>
</tr>
<tr>
<td><strong>Equal voice and influence</strong></td>
<td><strong>Encouraging and capacitating women to lead in non-traditional executive positions and to gain a national voice through networking forums.</strong></td>
</tr>
<tr>
<td>• Ensuring legal recognition for organisations, training women as leaders</td>
<td>• Strengthening women`s voice in the household, including decisions regarding the use of benefits.</td>
</tr>
<tr>
<td>• Ensuring women hold leadership positions in producers organisations, and</td>
<td>• Monitoring and ensuring the quality of women's participation in leadership roles</td>
</tr>
<tr>
<td>• Strengthening women`s voice in improved governance structures for value chains</td>
<td><strong>Equitable workload &amp; sharing of economic and social benefits</strong></td>
</tr>
<tr>
<td><strong>Introducing equipment to improve the productivity and quality of production; reduce domestic workloads; and ensure a safe and healthy working environment.</strong></td>
<td><strong>Redistributing household tasks among household members or providing technologies which liberate women from traditional gender roles</strong></td>
</tr>
</tbody>
</table>
Action at three levels

Corporate level

- Longer term strategic documents
- Replenishment Cycle targets (next slide)
- Gender parity among all staff (40% within IFAD12), Gender related training in LMS, Gender resources and toolkits
- Policy and research papers, Gender Newsletter
- Gender award
- Gender partnership: RBA joint program on GTA

Summary of IFAD11 (2019-2021) mainstreaming targets

### Targets at design
- Gender Transformative: 25%
- Nutrition Sensitive: 50%
- Youth Sensitive: 50%
- Climate focussed finance: 25%

### Project cycle
- Design
- Implementation
- Completion

### Targets at completion
- Gender mainstreamed: 60%
  - Completed projects rated 5+ 90%
  - Completed projects rated 4+ 85%
- Adaptation to climate change: 85%
  - Completed projects rated 4+ 90%
- Environment and natural resources management: 90%
  - Completed projects rated 4+

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Image: IFAD FIDA logo
Actions at three levels

Country programme level

- COSOP: Country Strategic Opportunity Programme
- Partnerships: UN Women, UNGTG, Youcheng foundation
- Communications, Knowledge, Policy Engagement
Actions at three levels

Project level

- during project design
  - IFAD: Social, Environmental and Climate Assessment Procedures (SECAP)
  - Include poverty targeting and gender specialist in project design mission
  - Conduct gender-sensitive poverty and livelihoods analysis
  - Develop an outline targeting strategy
  - Develop outline gender strategy, identifying opportunities
  - Determine implementation arrangements for gender strategies
  - Review: gender marker rates project design from gender blind (score 1) or gender neutral (score 2), through gender aware (score 3) and gender partial and full mainstreaming (scores 4 and 5), to gender transformative (score 6)
Actions at three levels

Project level

- Designate gender focal point in project management offices at provincial/prefecture/county levels
- Develop Gender Action Plan
- Incorporate gender-responsive activities into annual workplan and budget
- Gender sensitive M&E
- Gender networks and KM
- Supervision and implementation support missions

Examples:
- Awareness training on gender and targeting
- Women credit fund, women associations
- Build capacity for Women Federations and associations etc.
- IGA for women economic empowerment,
- Social facilities and services to reduce women burden and improve health, reduce drudgery etc.
Actions at three levels

Project level

- **Project completion** - evaluation criteria:
  - changes in gender roles or gender relations induced by the project.
  - changes in the status of women within target communities
  - changes promoted at the household level (workload, nutrition status, women influence on decision-making) or at the community level (participation in local elections or decision-making processes, representation in rural producers’ groups).
  - impact of capacities-building activities on the capacities of individual women, or on the institutional capacities of Women Groups
Performance evaluation at completion

<table>
<thead>
<tr>
<th>Score</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Highly unsatisfactory</td>
<td>• No attempts</td>
</tr>
<tr>
<td>2- Unsatisfactory</td>
<td>• Focus vague and erratic</td>
</tr>
<tr>
<td>3 - Moderately unsatisfactory</td>
<td>• Some measures taken</td>
</tr>
<tr>
<td></td>
<td>• Operational measures, procedures and resources inadequate</td>
</tr>
<tr>
<td>4 - Moderately satisfactory</td>
<td>• Significant contribution (2 of 3 gender policy objectives)</td>
</tr>
<tr>
<td></td>
<td>• Women account for a significant number of beneficiaries</td>
</tr>
<tr>
<td></td>
<td>• Operational measures procedures and resources somewhat adequate</td>
</tr>
<tr>
<td>5 - Satisfactory</td>
<td>• Significant contribution (all 3 gender policy objectives)</td>
</tr>
<tr>
<td></td>
<td>• Women account for a substantial number of beneficiaries</td>
</tr>
<tr>
<td></td>
<td>• Gender-related impacts are likely to be sustainable</td>
</tr>
<tr>
<td></td>
<td>• Operational measures, procedures and resources adequate (including M&amp;E)</td>
</tr>
<tr>
<td>6 – Highly satisfactory</td>
<td>• Significant contribution to gender transformation (all 3 gender policy objectives + policy dialogue)</td>
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<tr>
<td></td>
<td>• Addressing root causes of gender inequalities</td>
</tr>
<tr>
<td></td>
<td>• Women account for a substantial number of beneficiaries</td>
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<td>• Gender-related impacts are likely to be sustainable</td>
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Impact-Empowerment indicator

- Indicator: individuals demonstrating an improvement in empowerment
- Multi-dimensional indicator based on Pro-WEAI*
- Disaggregated by sex to compare between women and men

**Intrinsic agency**
- Autonomy in income
- Self-efficacy
- Attitudes about intimate partner violence

**Instrumental agency**
- Input in productive decisions
- Ownership of land and other assets
- Access to and decisions on financial services
- Control over use of income
- Work balance

**Collective agency**
- Group membership
- Membership in influential groups

* the project-level Women's Empowerment in Agriculture Index developed by IFPRI, OPHI and USAID
Impact-Empowerment indicator

Data collection

• Measured through surveys conducted at Baseline, Mid-Term and Completion
• **Survey unit:** household (1 respondent per household)
• **Sample:** Representative sample reflecting the proportion of women (men) targeted by the project
• **Enumerators** sex of the enumerators should also mirror the proportion of women targeted by the project

Questionnaire

• **Questions includes:**
  
  [1] GROUP MEMBERSHIP AND INFLUENCE
  [2] TIME ALLOCATION
  [3] AUTONOMY IN DECISION-MAKING
  [4] NEW GENERAL SELF-EFFICACY SCALE
  [5] ATTITUDES ABOUT DOMESTIC VIOLENCE
<table>
<thead>
<tr>
<th>Empowerment area</th>
<th>Domain</th>
<th>Baseline</th>
<th>Midterm</th>
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</thead>
<tbody>
<tr>
<td><strong>Intrinsic agency</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Autonomy in income</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Self-efficacy</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Violence</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Instrumental Agency</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
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<td></td>
<td>Input in productive decisions</td>
<td></td>
<td>1</td>
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<tr>
<td></td>
<td>Ownership of land / other assets</td>
<td>1</td>
<td>1</td>
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<tr>
<td></td>
<td>Financial services</td>
<td>1</td>
<td>1</td>
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<tr>
<td></td>
<td>Control over use of income</td>
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<td></td>
<td>Work balance</td>
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<tr>
<td><strong>Collective Agency</strong></td>
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<tr>
<td></td>
<td>Group membership:</td>
<td></td>
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<tr>
<td></td>
<td>Membership in influential groups</td>
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</table>

**Total Points**

Baseline: 4 / 10
Midterm: 6 / 10

**Empowerment Score**

Baseline: 40%
Midterm: 60%

_The respondent has experienced an improvement in empowerment._
Example of gender transformative project

Hunan Rural Revitalization Demonstration Project

- Implementation: 2021-2026
- Project total financing: $173,274,000 (IFAD investment $60,199,000)
- Outreach: 328,000 (50% women, 30% youth, and 30% belong to ethnic minorities)

<table>
<thead>
<tr>
<th>Project structure</th>
<th>Funding %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Component A: Inclusive Private Sector Investment Models</td>
<td>52.4</td>
</tr>
<tr>
<td>Sub-component A.1: Demonstrating inclusive rural business development models</td>
<td>45.3</td>
</tr>
<tr>
<td>Sub-component A.2: Providing rural business development and livelihood services</td>
<td>5.5</td>
</tr>
<tr>
<td>Sub-component A.3: Promoting Gender Sensitive Professional Farmer Training (RBL Pilot)</td>
<td>1.5</td>
</tr>
<tr>
<td>Component B: Climate-proofed public infrastructure planning, development and improvement</td>
<td>40.3</td>
</tr>
<tr>
<td>Sub-component B.1: Improving infrastructures' climate resilience</td>
<td>8.9</td>
</tr>
<tr>
<td>Sub-component B.2: Improving rural infrastructure system</td>
<td>31.4</td>
</tr>
<tr>
<td>Component C: Project Management, Knowledge Management, M&amp;E, and Policy Engagement</td>
<td>7.3</td>
</tr>
</tbody>
</table>
Example of gender transformative project

The project was validated as Gender Transformational. Gender strategies at design:

- Promote **women participation** in supported new economic entities:
  (i) support at least four women-led economic entities per county;
  (ii) sex-disaggregated eligibility criteria applied to select the economic entities to be supported by the project: percentage of women; women in the cooperative’s board; female participants to trainings and capacity building activities.

- Promote **women entrepreneurship** by awarding at least 25% of the start-up investment support to women.

- Incremental number of women completing the New Professional Farmer Development training program is set as one of the indicators to trigger disbursement of IFAD financing, as a **pilot result-based lending (RBL) approach**.

- Organize event together with line departments and relevant agencies and partners (Women Federation, UNWomen, etc.) to discuss – based on the lessons and experience generated by the project

- **Institutional setting**: Chairperson of County Women Federation will be assigned the role of deputy project director at the county PMO

- **Partnership**: UN Women

- **M&E** with gender empowerment dimensions
Example of gender transformative project

Progress:

Awareness raising:
- GTA training organized at start-up workshop
- Training toolkits and online course are in the developing process
Progress:

Gender action plan was developed to guide the transformative endeavours

Example of activities:

- Activity Stream 1.3.1: Develop women entrepreneurs’ networks among the project areas and with women’s networks in rest of China to facilitate experience and skill sharing *(Across project implementation period)*

- Activity Stream 1.3.3: Encourage women to learn from each other and share their experiences by internal supports and setting up role models. *(During the cultivation of women-led businesses and across the project implementation period)*

- Activity Stream 2.2.2: Develop capacity and methods to communicate easy-to-read market price forecasts of climate-sensitive crops, vegetables, plants, livestock and other agricultural produce to village cooperatives and smallholder farmers including men and women *(After baseline survey and across project implementation period)*
Example of gender transformative project

Progress:

Partnership:
- UN Women: MOU signed, joint trainings and gender action plan, local WF networks
- Youcheng Foundation: jointly organized first pilot joint training for women entrepreneurship in Fenghuang County.
Example of gender transformative project

Progress:
**Baseline survey conducted**
- intra-household analysis supported by UN Women
Lessons Learnt from Operations

- Government support for GEWE tends to rest on a higher abstract level, reaching real-life impact can be challenging.
- Awareness and capacity at local (County level) is often a challenge.
- Limited specialisation among gender focal points.
- Moving from awareness/consensus to actions, persistent commitment and ensuring results: reaching last mile.
- Majority of funds tends to be dedicated to infrastructure investment rather than social capital and gender transformative, gender transformative activities may risk falling out of focus.
- Be ambitious but also realistic about achievable outcomes with available resources – do what’s feasible and link to core activities – projects in the case of IFAD.
- Importance of partnerships: UNW, Youcheng etc.
- Important to have a holistic/programmatic approach, contextualize and prioritise.