



IFAD Gender Mainstreaming

**ESCAP-CSAM Training/Workshop on Enabling Gender Responsive Food Security Programming
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- ❖ 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)



Gender at IFAD

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.



IFAD - Gender mainstreaming vs. transformative

	Gender Mainstreaming <u>“Doing a lot”</u>	Gender Transformative <u>“Doing something different”</u>
Economic empowerment	<ul style="list-style-type: none"> • Providing a range of <u>financial services</u> and products which meets women`s needs. • Training, coaching and mentoring services to develop women`s <u>technical skills</u> for new crops/enterprises, farming as a business, entrepreneurship and negotiating skills • Creating <u>employment opportunities</u> for women in new roles, adding value to traditional and new products, establishing linkages and contracts with buyers, and developing new markets. 	<ul style="list-style-type: none"> • Strengthening women's access to and ownership of <u>land</u>, and to a wider range of financial services. • Creating <u>new spaces/opportunities/markets</u> and support for women`s economic engagement; sensitizing <u>men and boys</u>, religious and community leaders for expanding women`s job opportunities. • Adopting <u>household perspective</u> for empowerment by engaging HH members in analyzing and addressing gender inequalities in roles, responsibilities, decision-making and sharing benefits.
Equal voice and influence	<ul style="list-style-type: none"> • Ensuring legal recognition for organisations, <u>training</u> women as leaders • Ensuring women hold leadership positions <u>in producers organisations</u>, and • Strengthening women`s voice in improved <u>governance structures for value chains</u> 	<ul style="list-style-type: none"> • Encouraging and capacitating women to lead in <u>non-traditional executive positions</u> and to gain a <u>national voice</u> through networking forums. • Strengthening women`s <u>voice in the household</u>, including decisions regarding the use of benefits. • Monitoring and <u>ensuring the quality of women`s participation</u> in leadership roles
Equitable workload & sharing of economic and social benefits	<ul style="list-style-type: none"> • Introducing <u>equipment</u> to improve the productivity and quality of production; reduce domestic workloads; and ensure a safe and healthy working environment. 	<ul style="list-style-type: none"> • <u>Redistributing household tasks among</u> household members or providing technologies which liberate women from traditional gender roles

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

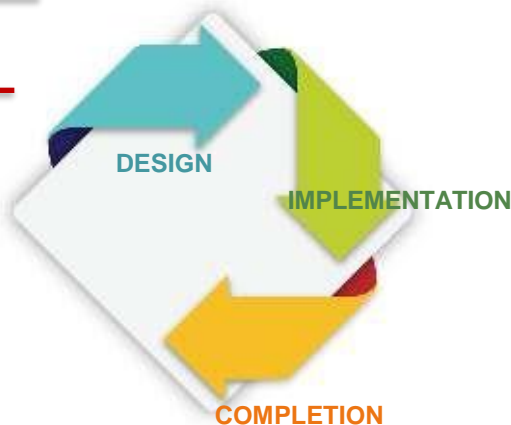


Summary of IFAD11 (2019-2021) mainstreaming targets ^{NJ3}

Targets at design

- **Gender Transformative** 25%
- **Nutrition Sensitive** 50%
- **Youth Sensitive** 50%
- **Climate focussed finance** 25%

Project cycle



Targets at completion

- **Gender mainstreamed**
Completed projects rated 5+ 60%
- **Completed projects rated 4+** 90%
- **Adaptation to climate change**
Completed projects rated 4+ 85%
- **Environment and natural resources management**
Completed projects rated 4+ 90%

6



Actions at three levels

Country programme level

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



IFAD and UN Women join hands for rural women's empowerment in China

Estimated reading time: 4 minutes



Zhang Yuhan, now 14 years old. Until recently, they lived close to China's national poverty line, each making do with around US\$2 a day.



Madam Mao in her new home, preparing traditional Babao tea for one of the project staff members (right)



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

- during implementation

- 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

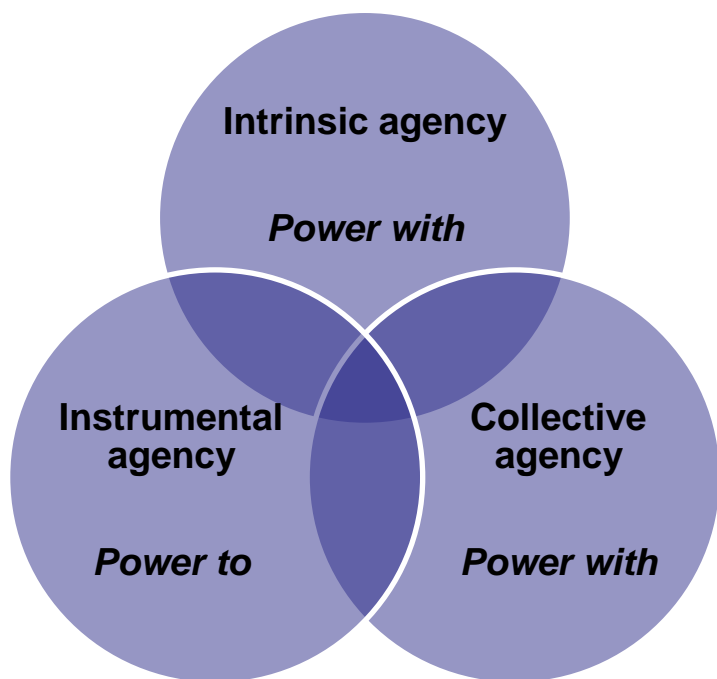


Performance evaluation at completion

Score	Justification
1 - Highly unsatisfactory	<ul style="list-style-type: none"> No attempts
2- Unsatisfactory	<ul style="list-style-type: none"> Focus vague and erratic
3 - Moderately unsatisfactory	<ul style="list-style-type: none"> Some measures taken Operational measures, procedures and resources inadequate
4 - Moderately satisfactory	<ul style="list-style-type: none"> Significant contribution (<u>2 of 3</u> gender policy objectives) Women account for a significant number of beneficiaries Operational measures procedures and resources <u>somewhat adequate</u>
5 - Satisfactory	<ul style="list-style-type: none"> Significant contribution (<u>all 3</u> gender policy objectives) Women account for a substantial number of beneficiaries Gender-related impacts are likely to be <u>sustainable</u> Operational measures, procedures and resources adequate (including M&E)
6 – Highly satisfactory	<ul style="list-style-type: none"> Significant contribution to gender transformation (<u>all 3</u> gender policy objectives + <u>policy dialogue</u>) Addressing <u>root causes</u> of gender inequalities Women account for a substantial number of beneficiaries Gender-related impacts are likely to be sustainable Operational measures, procedures and resources adequate (including M&E)

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

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

Empowerment area	Domain		Baseline		Midterm
Intrinsic agency	Autonomy in income		1		1
	Self-efficacy				
	Violence		1		1
Instrumental Agency	Input in productive decisions				1
	Ownership of land / other assets		1		1
	Financial services		1		1
	Control over use of income				1
	Work balance				
Collective Agency	Group membership:				
	Membership in influential groups				
Total Points			4 / 10		6/10
Empowerment Score			40%		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)

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



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



Example of gender transformative project

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

