

**Asian Development Bank
External Forum on Gender and Development
Seventh Session, 29-31 May 2006
Outcome of Meetings**

I. Introduction

1. The External Forum on Gender and Development (EFG) of the Asian Development Bank (ADB) held its seventh session at ADB Headquarters on 29-31 May 2006. During this session, the EFG met with Vice Presidents C.L. Greenwood, L. Jin, K. Pholsena and G.H.P.B. van der Linden, and with staff from several departments. The EFG also conducted two seminars for ADB staff. The final agenda for the session is included in Annex 1. This document reports on the main outcomes of the session and related recommendations, which are summarized in Annex 2.

2. We want to thank the Vice Presidents and senior staff, including the Director General of the Strategy and Policy Department, the Deputy Director General of the Regional and Sustainable Development Department, and the Directors of the Gender, Social Development and Civil Society Division and the Human Resources Division, for taking the time to meet with us. As in previous meetings, we appreciated their willingness to discuss issues of concern to the EFG, mainly related to ADB's institutional commitment to its Policy on Gender and Development (GAD), and opportunities to improve its performance under the policy.

3. As discussed further below, we remain concerned that gender equality is not viewed as fundamental to ADB's overall goal of poverty reduction in Asia and the Pacific, and therefore the GAD Policy is under-resourced and treated as one of many competing policies and strategies. We hope that the GAD plan of action being developed as a follow-up to the recent review of the GAD Policy, and the upcoming review of ADB's Long-Term Strategic Framework, will provide opportunities for ADB to reaffirm the importance of gender equality to its development mission, and to provide the necessary support and direction to better address gender concerns in its future work.

II. Progress and Continuing Concerns

A. Gender Mainstreaming

4. **Implementation review of the GAD Policy.** After having provided input on the implementation review of the GAD Policy during our session in May/June 2005, we were pleased to see the final report. It provides a detailed assessment of both the successes and gaps in mainstreaming gender issues in ADB operations, which should guide future action under the GAD Policy. In general, ADB has achieved impressive results with very few resources. Notably, it has mainstreamed gender concerns across an increasing range of sectors, including agriculture, rural and urban infrastructure, governance, and small and medium enterprise (SME) development. However, the report notes that ADB's good practices in gender mainstreaming are concentrated in a few countries – mainly those with access to Asian Development Fund resources, and where there is a local gender specialist working in ADB's resident mission. ADB's achievements to date have been due mainly to the initiative and drive of a few gender experts at headquarters and in its resident missions.

5. It is unlikely that ADB will be able to make further progress under the GAD Policy without stronger institutional support, discussed further below. The GAD Policy also needs to be reinforced by other key policies and strategies. For example, as also discussed below, the results of the review of the GAD Policy are not reflected in ADB's new Medium-Term Strategy.

6. **ADB's 2005 performance.** We understand from RSGS that the number of projects and programs with a GAD theme was only slightly higher in 2005 compared with the previous year. We hope this does not reflect a loss of momentum in integrating gender issues in ADB projects. At the same time, we received briefings on several projects approved in 2005 that have integrated gender concerns in their design. These included projects in agriculture and fisheries, health, decentralized social services and transport. The decentralized social services loan highlighted the challenges of integrating gender concerns in policy-based lending. In the transport project, we were pleased to see that the experience of addressing gender-related issues such as HIV/AIDS and human trafficking risks is being transferred from the Mekong and South Asia to road projects in Central Asia. Following on our video conference last year with ADB staff who were implementing post-tsunami reconstruction loans, we were pleased to learn that the earthquake emergency loan subsequently extended to Pakistan includes a gender action plan. We encourage ADB to strengthen this practice by integrating gender concerns in any new loan or grant projects to Indonesia to support reconstruction following the recent earthquake there.

7. **Capacity support for gender mainstreaming.** We commend ADB for establishing the Gender, Social Development and Civil Society Division (RSGS) in the reorganized Regional and Sustainable Development Department (RSDD). Although this division covers several cross-cutting areas in addition to gender, we are pleased that its title gives some recognition to gender in ADB's organizational structure.¹

8. In ADB's current "zero-budget environment," however, we are concerned that the GAD Policy may remain seriously under-resourced relative to the bank's other thematic priorities. As the recent review of the GAD Policy points out, gender has the fewest technical specialists at ADB headquarters of all the thematic priorities. With respect to current vacancies, we understand that RSGS is making a concerted effort to recruit for the position of principal gender and development specialist. We urge ADB to continue to make this a top priority, and EFG members will be happy to assist in identifying appropriate candidates, if needed.

9. Under the recent restructuring of the regional departments, we understand that only two of the five departments have a gender specialist, and even these specialists are expected to cover other social issues in addition to gender. To ensure quality and consistency in future implementation of the GAD Policy, each regional department should have at least one gender specialist working primarily on gender mainstreaming in that department. In ADB's current environment of constrained resources, we strongly recommend that the GAD Policy receive priority in any new hiring or reassignment of staff in order to reach this minimum staffing level. We understand that a number of staff vacancies may become available under the bank's special separation program. This affords an opportunity to correct ADB's gender staffing deficit, which is a serious obstacle to further progress in gender mainstreaming.

10. We were pleased to learn that an additional gender specialist consultant has been assigned to the Mongolia resident mission. As noted in the recent review of the GAD Policy, the

¹ As noted in Annex 2, we had recommended for some time that ADB establish a centrally located gender unit, comparable to those in the World Bank and Inter-American Development Bank.

gender specialist consultants who have been working in some resident missions under a regional technical assistance project have been extremely successful in improving both the design and implementation of ADB projects. As in the past, we encourage ADB to continue expanding this program to more resident missions.

11. The new GAD plan of action that is under preparation will be a key tool for improving ADB's performance under the GAD Policy. Based on the experience of other development organizations, we recommend that the GAD plan of action (a) include clear and monitorable targets for gender mainstreaming in all key sectors; (b) establish clear accountability for results, especially in the regional departments and resident missions; (c) ensure adequate staffing of gender specialists to provide technical support to ADB staff working on country programming and projects; and (d) provide for systematic and sector-specific gender training for operational staff at all levels, including briefings for senior staff on current gender issues in the key sectors in their regions. To strengthen ownership of the GAD Policy, especially in the regional departments, we reiterate our earlier recommendation that basic competency in gender mainstreaming be included in the criteria for hiring and promoting operational staff and managers.

12. With regard to training, we were pleased to learn that RSGS, collaborating with the gender specialists in ADB's resident missions, recently held a second peer-exchange workshop in Phnom Penh for project directors from 10 developing member countries. As in the previous workshop in Hanoi, we understand that the participants – senior sector specialists and officials from key line ministries implementing ADB-funded projects – shared good practices in mainstreaming gender concerns in their projects. Not surprisingly, these sector specialists were extremely effective trainers and motivators for their peers. Based on the success of this workshop, we understand that RSGS may introduce similar peer training workshops for sector specialists at ADB headquarters. We commend and encourage this approach to more effective and relevant gender training.

B. Rights-Based Approaches

13. We welcome the recent joint publication by ADB, UNDP and UNESCAP, *Promoting Gender Equality through the Millennium Development Goals in Asia and the Pacific*, which notes the strong linkages between Millennium Development Goal 3 (to promote gender equality and empower women), the Beijing Platform for Action,² and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). We encourage ADB to reflect these linkages in its support for the Millennium Development Goals. We note that the revised country performance assessments used to allocate Asian Development Fund resources include the ratification of CEDAW as a factor in determining the gender rating for the assessment. We also commend ADB's publication of a new *Core Labor Standards Handbook*.

14. As we have noted in the past, we believe ADB could benefit from making use of the periodic reports that its member countries submit to the expert committees for CEDAW and the Convention on the Rights of the Child, as well as the concluding comments of those committees on the country reports, especially in policy dialogue with member countries. Many of ADB's member countries have also made constitutional and statutory commitments to gender equality, which could be more consistently recognized and supported through policy dialogue and specific programs and projects. As ADB increases its support for private sector development, it

² The outcome document of the Fourth World Conference on Women in 1995, which was endorsed by virtually all of ADB's developing member countries.

will also be important to encourage socially responsible corporate practices, consistent with international norms and the standards adopted by other development finance institutions such as the International Finance Corporation.

C. Internal Gender Issues

15. We commend the increase in the percentage of senior staff who are women – from 9.4% in 2004 to 11.8% currently – and encourage ADB to continue improving the gender balance at senior levels. Regrettably, we understand that there has been a sharp drop in the percentage of recently hired staff who are women – from a high of 48.5% in 1999 to only 21% in 2005. This is a troubling development in terms of further increasing the proportion of female professional staff at all levels. We strongly encourage the Human Resources Division (BPHR) to take more proactive measures to attract and recruit female candidates, especially from nontraditional fields such as engineering. For example, BPHR could intensify its outreach to graduate schools, professional societies and member countries such as the Central Asian Republics that have historically trained large numbers of women in technical fields. We recommend that priority be given to recruiting women to fill the vacancies created under ADB's special separation program. BPHR could also consider targeted use of summer internships and scholarships to recruit more women from technical fields.

16. We understand that BPHR is completing its review of the second internal Gender Action Program (GAP II), which included an independent survey and staff interviews, and is now preparing a GAP III. We strongly encourage BPHR to include numerical targets for recruitment and promotion in the GAP III. We also recommend that there be both female and male representation on all recruitment and promotion panels. We encourage ADB to continue efforts to improve the work/life balance for all staff. In this regard, we were pleased to hear about the recent work/life initiatives ADB has taken, including a pilot program to permit staff spouses to work as consultants and a provision for rest days after extended mission travel.

III. New Issues

A. MTS II and LTSF Review

17. We appreciated the briefing from senior staff in the Strategy and Policy Department (SPD) on ADB's new Medium-Term Strategy (MTS II). While the MTS II recognizes that gender equality and women's empowerment are key factors in achieving the non-income Millennium Development Goals, we are disappointed that gender and development is not highlighted as a priority for ADB in the MTS II. The document states that efforts will be made to integrate gender concerns in all sectors, but emphasis is placed only on health, education and microfinance. This focus on "traditional" sectors is inconsistent with the GAD Policy, and out of step with the evolution of thinking and practice related to gender over the past 10 years. It also ignores the progress ADB has already made in integrating gender concerns in "nontraditional" sectors, as documented in the recent review of the GAD Policy. Given the emphasis in the MTS II on infrastructure and private sector development, it would seem especially important for ADB to build on its recent experience in integrating gender considerations in rural and urban infrastructure projects, transport projects and SME development. We were pleased that in our discussions, senior staff in SPD and members of Management confirmed that gender should be mainstreamed in all of the "Group 1" sectors identified in the MTS II and in private sector development. We also note that, although law and policy reform is identified as a "Group 2" sector, governance and legal/regulatory issues will continue to be relevant in all sectors that ADB supports.

18. Senior staff in SPD also advised us of the upcoming review of ADB's Long-Term Strategic Framework (LTSF), and of the appointment of a panel of eminent experts to advise ADB on this review. We strongly recommend that gender equality be reaffirmed as a cross-cutting priority in the new LTSF, and recognized as important to the effectiveness and impact of all of ADB's operations including those in the "hard" sectors. We suggest that SPD staff and the LTSF advisory panel consult with gender experts from the region to gain a fuller perspective on gender issues and trends that may be relevant to ADB's future operations. EFG members would be happy to meet with SPD staff or members of the LTSF panel in this regard.

B. New Gender Initiatives

19. In light of the many changes under way within ADB, the Director of RSGS asked the EFG to make some recommendations for new initiatives that RSGS could undertake in the area of gender and development. We welcome this opportunity to contribute to RSGS's strategic planning for future implementation of the GAD Policy. One of the strengths of ADB's approach to gender in recent years has been the focus on integrating gender concerns in its core business, namely its lending activities. Going forward, we think it is extremely important to ensure that gender concerns are identified and effectively addressed in the sectors ADB has identified as priorities, and that ADB's gender mainstreaming approaches are adapted to the new types of financing that ADB is introducing. We therefore suggest that RSGS prioritize its technical gender support in the following areas:

20. **Gender mainstreaming in infrastructure projects.** As reported in the review of the GAD Policy, ADB has recently developed innovative practices to mainstream gender concerns in both rural and urban infrastructure projects in countries such as Bangladesh, and has addressed the risks of HIV/AIDS transmission and human trafficking in transport projects in an increasing number of countries. It appears that somewhat less work has been done to integrate gender concerns in energy sector projects, except through mitigation plans and provisions in some loans to make energy connections more affordable to poor households (which are likely to benefit women as household managers and owners of home-based businesses). We recommend that RSGS consolidate and strengthen its technical support for innovative approaches to gender mainstreaming in infrastructure projects, particularly in the energy sector where little work has been done so far.

21. This could include: (a) developing a general framework for integrating gender concerns in energy projects and programs, based on conceptual work and experience of the Energy, Poverty and Gender Network based at the World Bank, Energia (the International Network on Gender and Sustainable Energy), UNDP, the Global Environment Facility, bilateral development agencies and NGOs; (b) developing user-friendly tools by and for sector specialists and consultants, such as a guidance note or checklist; (c) identifying possible entry points in energy sector programs and projects that are already being developed, and providing technical support to the program or project teams; (d) developing new pilot projects using low-cost alternative energy technologies, either stand-alone or as components of larger projects being developed; and (e) helping to develop appropriate targets and indicators for gender mainstreaming in these projects. Possible project or program activities might include: (i) pro-poor and gender-inclusive policy reforms such as tariff exemptions, lifeline tariffs, and installment payment schemes for electrical connections for poor households; (ii) targeted subsidies, favorable tax treatment or other incentives for clean energy and alternative energy technologies, especially those that can be used and maintained by poor households and small businesses; and (iii) loan or grant-based projects to promote these clean and alternative technologies, especially in poor or rural areas

beyond the national electricity grid, and with specific measures to provide micro and small business opportunities for women in supplying and maintaining the relevant equipment. Pilot projects such as the Bangladesh Opportunity for Women in Renewable Energy Technology Utilization Project, supported by the World Bank and UNDP, could provide useful models.³

22. **Gender mainstreaming in program loans and new financing modalities.** We understand that ADB may be shifting more of its lending activities into program-based rather than project-based lending, and that ADB is also in the process of developing a number of new lending products such as multi-tranche financing facilities (MFFs) to respond better to the financing needs of its member countries, and local governments and state-owned enterprises within those countries. This is another area where we recommend that RSGS strengthen and expand its technical gender support to the regional departments, since conventional approaches to gender mainstreaming – developed mainly in the context of traditional investment projects – do not necessarily lend themselves to more programmatic lending and other new types of development finance.

23. Specifically, RSGS could (a) identify entry points and good practices for gender mainstreaming in program loans, sector development loans and MFFs, based on a survey of good practices identified in the recent review of the GAD Policy and on the experience of other development banks, UNDP, bilateral agencies such as the UK Department for International Development, and others in integrating gender concerns in program-based lending, sector-wide approaches and direct budget support; (b) prepare practical tools for operational staff based on the experience of ADB and other development banks with policy-based loans; (c) identify policy-based loans or MFFs in the ADB pipeline with good potential for gender mainstreaming, and provide focused technical support to the teams developing these loans; and (d) develop appropriate targets and indicators for effective gender mainstreaming in these loans.

24. **Gender mainstreaming in private sector development.** The MTS II also prioritizes private sector development, but we understand ADB has done very little work thus far to address gender concerns in its private sector activities, except through microfinance projects in several countries and a small business development project in Bangladesh (which were funded through loans to governments). We recognize that ADB provides support to the private sector through various channels, including loans to governments for legal and policy reforms, infrastructure development and other activities, and direct investments in and loans to private sector firms. In general, we believe that the quality of ADB's private sector activities would be enhanced by recognizing the important roles that women play in the region as entrepreneurs, employees and customers/clients. In the short term, we encourage RSGS to carefully review the design of public sector loans and grants that indirectly support private sector development, to ensure that these projects provide benefits to both male and female business owners, employees and customers/clients. In the longer term, we recommend that ADB's Private Sector Department expand its consideration of social factors in its direct support to private sector firms, drawing on the conceptual work and experience of the International Finance Corporation (IFC) and others in the areas of corporate social responsibility, private sector working conditions and support for women entrepreneurs.

³ See C. Grown, "Quick-Impact Initiatives for Gender Equality: A Menu of Options" (Appendix 1), prepared for the World Bank High-Level Consultation on Promoting the Gender Equality Millennium Development Goal: The Implementation Challenge, 16 February 2006, Washington, DC. [<http://siteresources.worldbank.org/INTGENDER/Resources/GrownQuickImpactInitiativesForGenderEquality.pdf>]

25. With respect to corporate social responsibility and working conditions, some relevant models and resources include (a) IFC's new Performance Standard on Working Conditions; (b) the International Labour Organization's (ILO's) Decent Work program; (c) the Calvert Women's Principles developed by the Calvert Group, Ltd. together with the United Nations Fund for Women to assess corporate performance on gender equality issues; (d) the Equator Principles adopted by the major international commercial banks to address environmental and social concerns in their project finance lending; (e) the OECD Guidelines for Multinational Enterprises; and (f) the proposed UN Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises. With respect to the promotion of women as business owners, some relevant models include (i) IFC's Gender Enterprise Markets (GEM) initiative; and (ii) ILO's Women's Entrepreneurship Development and Gender Equality (WEDGE) program.

C. Gender Ratings in Country Performance Assessments

26. We commend ADB for including an explicit gender rating in its revised country performance assessments (CPA) used to allocate Asian Development Fund resources, and appreciated the briefing from RSGS staff on ADB's recent experience in applying this new rating. We appreciate the benefits of generally harmonizing ADB's CPA system with the World Bank's Country Performance and Institutional Assessment (CPIA) system.⁴ However, as we discussed with RSGS staff, we believe that the World Bank guidelines for administering the gender rating, which ADB is now using, place too much weight on the existence of gender-equitable laws and policies, and not enough emphasis on their implementation. The guidelines also focus on countries' ratification of CEDAW, but not on their reports to the CEDAW expert committee or their implementation of the committee's recommendations. We encourage RSGS to consult with its counterparts at the World Bank on possible revisions to their common guidelines for CPA and CPIA gender ratings, in order to better assess countries' progress in promoting gender equality. In refining these guidelines, it will also be important to consider the availability of data to support the various gender rating criteria.

D. ADB's Accountability Mechanism

27. A few members of the EFG also met with officials involved in implementing ADB's revised Accountability Mechanism, including the Chair of the Compliance Review Panel, the Assistant Secretary to the Panel, the Special Project Facilitator and the Senior Project Facilitation Specialist. These EFG members appreciated the opportunity to learn more about the Accountability Mechanism and ADB's recent experience with it. They were particularly interested to learn that one of the complaints recently reviewed through this mechanism included claims related to the lack of attention to gender issues in a highway project, and that the Compliance Review Panel recommended certain steps to address the gender gaps, which were approved by ADB's Board of Directors.

28. EFG members were also informed of efforts by both the Special Project Facilitator and Compliance Review Panel to publicize the Accountability Mechanism in ADB's developing member countries. EFG members commend these efforts, but note that the mechanism is still not well known or understood, especially among civil society groups in the region. We encourage ADB to support wider dissemination of information about the mechanism, which can only enhance ADB's transparency and accountability for results.

⁴ We had recommended the inclusion of a gender rating in ADB's CPA system in our previous outcome documents, noting that such a rating was already included in the World Bank's CPIAs.

IV. EFG Role and Activities

A. Seminars and Other Recent Activities

29. During the past year, EFG members participated in ADB-sponsored workshops and events in Fiji, the People's Republic of China, the Philippines and Sri Lanka. In Sri Lanka, Savitri Goonesekere of the EFG coordinated with the gender specialist in ADB's resident mission to conduct a gender training workshop for gender focal points from key government ministries.

30. The EFG organized two seminars for ADB staff in conjunction with this session, on (a) national and regional gender trends relevant to ADB operations, and (b) "quick-impact" initiatives and financial requirements for achieving gender equality in Asia and the Pacific. EFG members' briefings in the first seminar will be reported in an upcoming issue of ADB's *Gender Network News*. Caren Grown's presentation in the second seminar, as well as the two papers on which she based her presentation, are available on ADB's website.⁵

B. Administrative Matters

31. During this session, the EFG appointed a new chairperson, Smita Notosusanto. We are grateful to Imrana Jalal for her able leadership over the past year. We also discussed with RSGS staff the rotation and replacement of some EFG members, and this will be followed up over the next few months. We tentatively agreed to hold our next session at ADB headquarters in May/June 2007.

C. Future Work

32. The Director of RSGS asked us to review the general format of our annual sessions and to consider whether it is still useful or whether other meeting formats and modes of engagement would be more productive. Given that resources permit only one activity involving all EFG members per year, we believe it is still important to convene once a year at ADB headquarters, where we have an opportunity to meet with members of ADB's Management as well as staff in RSDD, the regional departments and BPHR. However, we agree that the format of our annual meetings has become somewhat routine, and would be happy to explore ideas for alternative formats with RSGS over the coming months.

33. For example, we found it extremely useful to meet with the local gender specialists from ADB's resident missions during one of our previous sessions. We would welcome the opportunity to meet again with at least some of them during our next annual session. It might also be useful to focus our attention in future sessions on ADB's work in a particular sector or region. In addition, we could supplement our annual session at headquarters with more activities in ADB's developing member countries. Individual EFG members will continue to be available to participate in workshops, seminars and training events sponsored by ADB's resident missions. With assistance from RSGS, two or three EFG members might also visit one of ADB's resident missions, as well as selected projects in the same country, to directly observe ADB's efforts to mainstream gender concerns in its country operations and to better understand the related challenges and constraints.

⁵ See <http://www.adb.org/Documents/Events/2006/Gender-Equality/default.asp>.

34. Vice-President van der Linden suggested that the EFG might also consider developing benchmarks to compare ADB's progress in gender mainstreaming with other international development institutions, particularly the other development banks. We welcome this suggestion, which might best be undertaken as a joint exercise involving RSGS and its counterparts at the other development banks, with support from the EFG and similar advisory groups at the other banks. We look forward to communicating further with RSGS about this proposal. This and other possible activities are included in our updated work program (Annex 3).

35. At the next session, we look forward to meeting again with members of Management and staff to discuss recent developments related to gender at ADB, and to follow up on our recommendations from this session. In particular, we will be interested in following developments related to (a) the new GAD plan of action for ADB's operations, (b) the review of the LTSF, and (c) the new GAP III addressing internal gender issues. We will also confer with RSGS about future seminars that we might organize for ADB staff, including seminars on (i) recent developments in the region related to gender, (ii) emerging good practices in addressing gender concerns in energy or other infrastructure projects; (iii) gender issues related to private sector development and corporate social responsibility, (iv) gender issues in land titling and land reform; and/or (v) gender and disability issues relevant to ADB's operations.

ASIAN DEVELOPMENT BANK
7TH MEETING OF THE EXTERNAL FORUM ON GENDER AND DEVELOPMENT (EFG)
RSDD Conference Room 4654 East Core, ADB Headquarters, Manila
29-31 May 2006

DAY 1 – Monday, 29 May 2006

- 9:00 am *Welcome*
Mr. Klaus Gerhaeusser, Deputy Director General, Regional and Sustainable Development Department (RSDD)
- 9:05 am *Opening Remarks*
Mr. Robert J. Dobias, Director, Gender, Social Development and Civil Society Division (RSGS)
- 9:15 am *Discussion of Proposed Agenda*
Ms. Eugenia McGill, Facilitator for EFG Meeting
- 9:30 am *Update on the Implementation Review of ADB's Policy on Gender and Development (GAD)*
Ms. Shireen Lateef, Chair, Gender and Social Development Committee; and Director, Southeast Asia Social Sectors Division
- 11:00 am *Update on the GAD Action Plan*
Mr. Robert J. Dobias
- 12:00 pm
Private Dining
Room 2 *Lunch hosted by Mr. Klaus Gerhaeusser*
- 2:00 pm *ADB's Medium Term Strategy II*
Mr. Kazu Sakai, Director General, Strategy and Policy Department (SPD)
Mr. Sudipto Mundle, Advisor, SPD
- 3:00 pm *Continuation of morning discussions*
- 4:00 pm *Internal Gender Action Program III*
Mr. Hyong-Jong Yu, Director, Human Resources Division (BPHR)
Ms. Susan Kerr, Head, Policy and Recruitment Planning Unit, BPHR
- 5:00 pm *Wrap-up*
- 7:00 pm *Pick-up time at hotel lobby for dinner hosted by Mr. Robert J. Dobias*
Dobias Residence, Valle Verde, Pasig City

DAY 2 – Tuesday, 30 May 2006

- 9:00 am *EFG Working Session*
- 10:00 am *Gender Ratings in Country Performance Assessments*
Mr. Francesco Tornieri, Social Development Specialist (GAD), RSGS
- 11:00 am *Mr. G.H.P.B. van der Linden, Vice-President (Knowledge Management and Sustainable Development)*
- 12:00 pm *Lunch Seminar: EFG Updates on National and Regional Gender Trends*
- 2:00 pm *Gender Mainstreaming in Recent Loans, Technical Assistance and Knowledge Products*
Mr. Sekhar Bonu, SAUD; Ms. Sri Handayani, EASS; Mr. Rustam Ishenaliev, CWID and Mr. Yukihiro Shiroishi, CWSS; and Ms. Manoshi Mitra, SEAE
- 3:30 pm *Mr. C. Lawrence Greenwood, Jr., Vice-President (Operations 2)*
- 4:30 pm *Wrap-up*
- 6:30 pm *Pick-up time at hotel lobby for dinner hosted by Dr. Patricia Licuanan*
Licuanan Residence, Loyola Heights, Quezon City

Day 3 – Wednesday, 31 May 2006

- 8:30 am *Mme. Khempheng Pholsena, Vice-President (Finance and Administration)*
- 9:30 am *Mr. Liqun Jin, Vice-President (Operations 1)*
- 10:30 am *Professional Women's Committee*
- 12:00 pm *Lunch Seminar: Achieving Gender Equality in Asia and the Pacific – Quick-Impact Initiatives and Financial Requirements*
Dr. Caren Grown, EFG Member; Senior Scholar and Co-Director, Gender Equality and Economy Program, Levy Economics Institute, Bard College
- 1:30 pm *EFG Working Session*
- 4:00 pm *Wrap-up*
Mr. Robert J. Dobias
Ms. Shireen Lateef
- 4:30 pm *Closing*
Ms. Eugenia McGill

EFG Concerns, Recommendations and Actions Taken

	Issue/Concern	Recommendation [and first recommendation date]	Status/Action Taken as of May 2006 (7th EFG Meeting)	Further Recommendations
I.	GENDER MAINSTREAMING			
I.A.	Lack of visibility of gender in ADB organization	Consider establishing a highly visible, strategically located gender unit. [Nov. 2001]	A new Gender, Social Development and Civil Society Division (RSGS) was established in 2005 as part of the RSDD reorganization.	ADB: Fill vacant position of principal GAD specialist in RSGS.
I.A.1.	Loss of gender as one of strategic objectives in LTSF	Make achievement of gender equality a specific strategic objective of LTSF. [Nov. 2001]	PRS review reaffirmed gender as a cross-cutting priority, but new MTS (MTS II) does not treat gender as a strategic priority. (In MTS II, gender is one element of "inclusiveness," to be addressed primarily through health, education and microfinance interventions.)	ADB: Reaffirm gender as cross-cutting priority in review of LTSF.
I.B.	Integration of gender concerns in ADB operations			
I.B.1.	Number of loans with GAD objectives	Increase number of GD loans. [June 2002]	Increases in GD projects in 2002 (12) and 2003 (15); decrease in 2004 (11) and slight increase in 2005 (12).	ADB: Include targets for GD loans in new GAD plan of action.
I.B.2	Attention to gender in "results" agenda	Include gender concerns in results-oriented CSPs. [June 2004] Include gender-related performance indicators in design of programs and projects. [June 2004]	GAD policy review found that recent results-based CSPs have included some gender-related targets and indicators in their results frameworks. The review found that few loans have included gender-related targets or indicators in their design and monitoring frameworks, even where a detailed gender action plan was developed as part of the project design.	ADB: Include gender-related targets and indicators more systematically in program frameworks for CSPs and in design and monitoring frameworks for loans; address in new GAD plan of action.
I.C.	Gender expertise in ADB			
I.C.1.	Gender specialists in RSDD	Maintain and reinforce existing strength and numbers. [Sept. 2003]	Two gender specialists in RSDD (senior position currently vacant), compared with 4 in OESD before 2002 reorganization.	ADB: Restore staffing of gender specialists in RSDD to 2001 level (4).
I.C.2.	Gender specialists in RDs	Ensure at least one gender specialist in each RD. [June 2002]	No change (only 2 specialists among 5 RDs, doing gender and social development work).	ADB: Adjust staffing so there is at least 1 gender specialist in each RD.
I.C.3.	Gender specialists in RMs	Increase numbers. [June 2002]	Increase from 6 to 10 specialists over 3-year period (3 converted to staff positions; remaining 7 funded from GAD Cooperation Fund).	ADB: Assign specialists to more RMs and ensure that their primary focus is on gender-related activities; suggest that specialists meet relevant VPs and regional department heads during next HQ visit.
I.C.4	Gender training for all ADB staff	Make gender training a requirement for all existing and new staff in the RDs. [Nov. 2001]	GAD module is part of staff induction program (quarterly); RM gender specialists provide training to RM staff; sector-specific GAD training has been offered in forestry, urban development, water supply/sanitation and irrigation.	ADB: Continue GAD training of new staff at HQ and in RMs; conduct more systematic and sector-specific training for ADB operational staff linked to actual work programs and involving lateral learning (as in the peer exchange workshops mentioned in I.C.5); provide briefings to senior staff on key gender issues in their regions and sectors – address in new GAD plan of action.

	Issue/Concern	Recommendation [and first recommendation date]	Status/Action Taken as of May 2006 (7 th EFG Meeting)	Further Recommendations
I.C.5	Gender training and capacity building for DMC officials and staff		GAD module is part of annual training for DMC officials and project directors at ADB HQ; RM gender specialists provide training to EA and project staff (including peer exchange workshops for senior EA staff and training for gender focal points in government agencies).	ADB: Continue GAD training of DMC officials and project directors at HQ; continue sector-specific training for EA officials linked to actual work programs and involving lateral learning (as in peer exchange workshops).
II. RIGHTS-BASED APPROACHES TO DEVELOPMENT				
II.A	MDGs	Support MDGs in ADB operations. <i>[June 2002]</i> Recognize linkages between MDG 3, CEDAW and the Beijing Platform for Action in ADB's support for the MDGs. <i>[May 2006]</i>	MDG targets and indicators are included in results-based frameworks for new CSPs; ADB, UNDP and UNESCAP jointly published <i>Pursuing Gender Equality through the MDGs in Asia and the Pacific</i> in 2006.	EFG: Follow up on integration of gender in ADB's MDG support at next session.
II.B.	CEDAW and CRC as frameworks	Use concluding observations of UN treaty bodies in country analysis, programming and project design. <i>[June 2002]</i>	EFG organized seminar for OGC on relevance of CEDAW norms and country reporting process to ADB operations (June 2005); ratification of CEDAW is a factor in determining country gender ratings in ADB's revised country performance assessments.	EFG: Follow up at next session.
II.C.	Core labor standards	Support core labor standards through loan covenants and other means. <i>[Nov. 2002]</i>	ADB loan agreements routinely include provisions on equal pay and child labor; <i>Disability Brief</i> was published in 2005; <i>Core Labor Standards Handbook</i> is being published in 2006.	EFG: Follow up at next session.
III. HUMAN RESOURCE ISSUES				
III.A.	Recruitment and advancement of women in the ADB	Consider additional strategies to advance professional women and/or recruit senior women from outside. <i>[June 2002]</i> GAP II should include numerical goals and assessment of opportunities to acquire managerial experience. <i>[Nov. 2002]</i>	GAP II includes benchmarks up to Level 6 and for RM positions; first female VP was appointed in 2004; women represent 29.3% of all professional staff and 11.8% at Level 7 and above. Female percentage of newly recruited professional staff declined to 21% in 2005. Review of GAP II has been completed and GAP III is being prepared.	ADB: Consider targets for recruitment and promotion in GAP III, including targets for Level 7 and above; accelerate efforts to recruit female professional staff, especially in engineering and other "nontraditional" areas.
III.B.	Gender-sensitive work environment	Consider measures to improve work environment for women in a predominantly "male" organizational culture. <i>[June 2002]</i>	Competency framework under new HRS includes core competency on working effectively with individuals of different views, culture and gender; and managerial competency on building workgroups with balance of skills, gender and nationality. Diversity briefing was provided to VPs and senior staff; gender awareness briefing was provided to senior staff.	EFG: Follow up on GAP III and HRS at next session.

	Issue/Concern	Recommendation [and first recommendation date]	Status/Action Taken as of May 2006 (7 th EFG Meeting)	Further Recommendations
III.C.	Gender competence as a relevant professional qualification	Ensure that selection and promotion criteria include knowledge of relevant gender issues; ensure that evaluations of operational staff (especially senior staff and team leaders) include indicators on quality of gender mainstreaming in their areas of responsibility. [June 2002]	Gender awareness <i>in operations</i> is included in competencies for gender and social development specialists, but not for other operational staff (although gender is a cross-cutting theme).	ADB: Improve performance incentives for operational staff (including evaluation and promotion criteria) to address gender concerns in their work. E.g., for staff in operations, include support for gender as a thematic priority in core or functional competencies (and as a managerial competency for senior staff in operations).
IV. EFG ROLE AND CONTRIBUTION				
IV.A	Seminars for ADB staff	Organize seminars on gender-related topics relevant to ADB operations. [June 2002]	Since November 2002, seminars have been held on (i) gender and macroeconomic policy, (ii) gender and post-conflict reconstruction, (iii) gender and urban development, (iv) gender and the MDGs, (v) CEDAW, (vi) links between the Beijing + 10 and Millennium + 5 reviews, (vii) regional and national gender trends, and (viii) "quick-impact" initiatives and financial requirements to achieve gender equality.	ADB & EFG: Consider additional, relevant seminar topics for future sessions.
IV.B	Input to particular ADB activities related to GAD	Provide input to ADF VIII progress report and modalities for future grant funding of GAD activities. [Nov. 2002] Provide input on GAD policy review. [June 2004]	Text box on EFG activities and concerns for the ADF VIII progress report, and comments on GAD/grant issue, provided in December 2002. EFG conducted self-assessment and provided technical input to GAD policy review.	EFG: Provide feedback on GAD plan of action.
IV.C	Resources for gender training of ADB staff or government officials		EFG members recently participated in consultations on country gender assessments in CARs, Fiji and PRC; Sri Lanka workshops for government gender focal points and for senior EA staff; and International Women's Day activities at ADB HQ.	EFG: Individual members will continue to provide technical support in gender training programs and other gender-related activities of ADB, in coordination with gender specialists in HQ and RMs.
IV.D	Liaise with women's NGOs in home country in relation to ADB		Several EFG members were active in regional and international events for the Beijing + 10 review and in civil society work on post-tsunami relief and reconstruction; EFG members are now involved in monitoring regional progress toward the MDGs.	EFG: Individual members will coordinate with RM gender specialists in home countries, and identify other opportunities to liaise with NGOs in relation to ADB.

ADB = Asian Development Bank; CEDAW = Convention on the Elimination of All Forms of Discrimination Against Women; CARs = Central Asian Republics; CPA = Country Performance Assessment; CRC = Convention on the Rights of the Child; CSP = country strategy and program; DMC = developing member country; EA = executing agency; EFG = External Forum on Gender and Development; GAD = gender and development; GAP II = Gender Action Program II (organizational); GD = gender and development (thematic classification of ADB loans); HQ = headquarters; HRS = Human Resources Strategy; LTSF = Long-Term Strategic Framework; MDGs = Millennium Development Goals; MTS = Medium-Term Strategy; NGO = nongovernmental organization; OESD = Office of Environment and Social Development (under previous organizational structure); OGC = Office of the General Counsel; PRC = People's Republic of China; PRS = Poverty Reduction Strategy; RD = regional department; RM = resident mission; RSDD = Regional and Sustainable Development Department; RSGS = Gender, Social Development and Civil Society Division; TA = technical assistance; UNDP = United Nations Development Programme; UNESCAP = United Nations Economic and Social Council for Asia and the Pacific; VP = vice president.

**Asian Development Bank
External Forum on Gender and Development
Indicative Program of Activities
(2006-7)**

Activity	EFG Focal Point	ADB Focal Point
Respond to RSGS requests for technical input on gender-related activities, such as: <ul style="list-style-type: none"> ▪ Development of new GAD plan of action ▪ Development of benchmark indicators for effective gender mainstreaming in development bank operations (possible joint activity with other development banks) ▪ Refinement of gender rating criteria for country performance assessments 	Smita Notosusanto (EFG chair); other members	R.J. Dobias
Provide technical support to ADB gender training programs and other gender-related activities in ADB headquarters and resident missions	Various members	R.J. Dobias; RM gender specialists
Confer with RSGS regarding format of future meetings	Smita Notosusanto; other members	R.J. Dobias
Organize seminars for ADB staff on relevant gender-related topics (to be discussed further by email)	Various members	R.J. Dobias
Explore opportunities to facilitate engagement with civil society groups in relation to ADB	Various members	R.J. Dobias; RM gender specialists