

**Asian Development Bank  
External Forum on Gender and Development  
Fifth Session, 22–24 June 2004  
Outcome of Meetings**

**I. Introduction**

1. The External Forum on Gender and Development (EFG) of the Asian Development Bank (ADB) held its fifth session at ADB Headquarters on 22-24 June 2004. During this session, the EFG met with Vice Presidents Liqun Jin, Khempheng Pholsena and Geert van der Linden, with senior staff from a number of departments, including several senior women staff, and with members of the Professional Women's Committee. The EFG also met with gender specialists working in the Regional and Sustainable Development Department (RSDD) and some regional departments for an in-depth discussion of ADB's experience with gender mainstreaming. In addition, the EFG carried out a self-assessment, which will be an input to the overall review of ADB's Policy on Gender and Development (GAD) commencing this year. The agenda for the session is included in Appendix 1. EFG members who attended the session are listed in Appendix 2. This document reports on the main outcomes of the session, including recommended actions to improve the gender focus in ADB's operations and plans for future EFG activities to support this goal. The EFG's recommendations are summarized in Appendix 3.

2. We first wish to thank ADB's Management and staff for taking the time to meet with us. We appreciated the detailed briefings on recent developments at ADB, and the opportunity for dialogue on both operational and institutional gender issues. Having met previously with President Chino and Vice President Eichenberger, we welcomed the opportunity to meet the other members of ADB's Management team during this session. The discussion of gender mainstreaming with ADB's gender specialists was especially fruitful, and we look forward to continuing this discussion at our next session, with a focus on gender issues in particular sectors. We appreciated the update from senior staff in the Budget, Personnel and Management Systems Department (BPMSD) on the Gender Action Program (GAP II) and other institutional gender issues. We also appreciated the invitations from senior staff in the Strategy and Policy Department and Office of External Relations to provide input on issues related to the recent Asian Development Fund replenishment (ADF IX) and the draft Public Communications Policy, and will follow up with them separately.

**II. Seminar on Gender and Urban Development**

3. Part of the EFG's mandate is to share its expertise with ADB staff and expand ADB's contacts with civil society groups, for example, by conducting seminars on gender-related issues. In conjunction with this session, former EFG member Sundar Burra organized a seminar on gender issues in urban development as a joint initiative between ADB and Slum/Shack Dwellers International (SDI), a network of 23 people's organizations and NGO partners. Some EFG members stayed to participate in the seminar, which was held on 25 June. The seminar included presentations by slum and shack dwellers from several Asian and African countries, who are affiliated with SDI. The presenters spoke about their experiences in obtaining secure land tenure, playing an active role in demolition and resettlement programs, establishing viable savings and credit schemes, and designing and managing slum upgrading and sanitation projects. ADB staff also made presentations on urban development projects in Indonesia and

the Philippines that are addressing gender issues through separate components or mainstreamed activities. This seminar was a unique opportunity for ADB staff to hear directly from low-income women about their needs and priorities, and also about their successes in working collectively to improve the quality of life in their communities. We were therefore disappointed that more staff from ADB's regional departments did not attend the workshop. However, we are pleased to hear that ADB staff and SDI are discussing opportunities to collaborate in the future.

### III. Progress and Continuing Concerns

4. At our last session, we took stock of the concerns we had raised previously and the steps ADB had taken in relation to these concerns, and summarized these concerns and actions in a matrix for our own reference. In our recent meeting with Vice President van der Linden, he suggested that the matrix would be a useful working document for future meetings with Management and staff. Therefore, we have updated the matrix and include it in Appendix 3 to this report.

5. In this section, we note the progress ADB has made on several fronts since our last session, and our continuing concerns in certain areas. In the next section, we highlight the relevance of gender to some of ADB's new initiatives, such as its commitments to "managing for development results" and capacity building.

6. **Gender Mainstreaming.** We were very pleased to hear that the review of ADB's Poverty Reduction Strategy (PRS) reaffirmed the importance of gender as a cross-cutting theme in ADB's poverty reduction work. We encourage ADB to carry this through by restoring gender as a thematic priority in its next Medium-Term Strategy. We also understand that the ADF contributing countries have urged ADB to mainstream gender concerns more consistently in all of its operations. We look forward to following ADB's efforts to meet its ADF IX commitments on gender and development.

7. Gender considerations are relevant to all of ADB's poverty reduction efforts, including the financing of basic infrastructure such as rural roads, irrigation systems, and water supply and sanitation systems. Therefore, we were encouraged by the further increase in loans with a GD theme in 2003—15 loan projects with gender themes, compared with 12 in 2002 and 6 in 2001. Notably, all of the 2003 loan projects have poverty reduction objectives and over half are for rural infrastructure—including water supply and sanitation—and rural development.

8. In the past, we have noted the importance of institutional support for gender mainstreaming at ADB, in terms of staff resources and capacity building. Therefore, we were pleased to meet the two new gender specialists who have recently joined RSDD.<sup>1</sup> We were also impressed with a recent experiment in peer technical assistance, in which officials from key line ministries in several developing member countries (DMCs) participated in a workshop in Viet Nam to exchange good practices in addressing gender concerns in rural development projects. Some of these officials are now organizing follow-up workshops in their home countries (including one already held in Sri Lanka). We encourage ADB to use this "lateral learning" model for future gender training of ADB and executing agency staff.

9. Based on our discussions with several of ADB's gender specialists, we have found that ADB's gender mainstreaming experience is similar to that of many other development

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<sup>1</sup> One of them has filled an existing gender specialist position.

organizations and government agencies with which we work. For example, there are some common misunderstandings about the meaning and purpose of gender mainstreaming. In many development organizations, gender analysis and other tools have come to be seen as ends in themselves, rather than as *processes* or *approaches* to achieve the goals of gender equality and women's empowerment. There is also an underestimation of the skill base and resources needed to mainstream gender concerns in programs and projects. Recent studies of other organizations confirm that gender mainstreaming does not just happen. The most successful gender mainstreaming experiences have occurred where there is a core group of gender specialists providing guidance to operational teams, plus gender specialists in the main operational areas to provide direct gender support. At ADB, we see very positive synergy between the gender specialists at headquarters and the local gender specialists in resident missions. However, there are still too few gender specialists at headquarters to effectively support gender mainstreaming in all of the regional departments.

10. Therefore, we continue to recommend that ADB establish a central gender unit in RSDD—similar to the NGO Center or the new Knowledge Management Unit—and that ADB adjust its staffing so that there is at least one gender specialist in each regional department. It is also important to ensure that these gender specialists—and the local gender specialists in resident missions—can focus primarily on gender-related work. Finally, we continue to recommend that ADB introduce stronger performance incentives for operational staff to address gender issues in their work. For example, under the new Human Resources Strategy, the general competencies for managers in RSDD and the regional departments could include their support for gender as a cross-cutting theme in the operational work that they supervise.<sup>2</sup>

11. **MDGs and Rights-Based Approaches.** We are pleased that ADB has reaffirmed its support for the Millennium Development Goals (MDGs) in its ADF IX commitments and in its review of the PRS. In particular, we note ADB's commitment to intensify support to its DMCs in reaching the MDGs, especially in relation to social development. We look forward to hearing more about ADB's efforts in this regard. Next year will be particularly significant, since the MDG 3 target of gender parity in primary and secondary education is supposed to be met by 2005. We are considering the possibility of organizing a seminar during our next session to review progress in achieving this target in Asia and the Pacific, and will follow up on this suggestion with the Poverty and Social Development Division (RSPR). This could be combined with a seminar to review the region's ten years of experience in implementing the Beijing Platform for Action, the outcome document of the Fourth World Conference on Women in 1995.

12. In addition to the MDGs and international platforms such as the Beijing Platform for Action, ADB's member countries have made a number of international treaty commitments that are closely related to poverty reduction, social inclusion and gender equality. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC). Since several EFG members have extensive experience in working with these treaty frameworks, we are also planning to organize a seminar for country teams and project lawyers to discuss how they could use the country reports prepared under the treaties, and concluding comments of the expert committees that review these reports, in their country and project work.

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<sup>2</sup> We understand that the new competencies for managers will include gender awareness and sensitivity in handling *personnel* matters. This is a very positive development in itself, but does not address the *technical* competency of managers to ensure that gender issues are appropriately addressed in ADB's operations.

13. **Partnerships with Ministries, Civil Society Groups and Other Agencies.** We were pleased to learn that ADB is preparing several loan projects for which women's ministries will be the executing or implementing agencies. ADB is also continuing its gender capacity building work with the agriculture ministries in several DMCs, with support from the new GAD Cooperation Fund, and there are plans for further support of national women's ministries. We commend these efforts, and urge ADB to work creatively with other donors to further strengthen the gender capacity of line ministries and the general capacity of women's ministries. For example, where a women's ministry has very limited staff and capacity, one strategy might be to encourage the ministry to partner with a local NGO or local gender institute. Because of its close relationship with finance and planning ministries, ADB is also in a unique position to support gender training programs in these key ministries.

14. At our last session, we were informed about a new regional technical assistance (RETA) to support civil society initiatives, in which an institutional commitment to gender equality is an eligibility criterion. We are pleased that some women's organizations have applied for funding under this RETA. We encourage the NGO Center to be proactive in engaging with civil society organizations that represent women's concerns. ADB's new Public Communications Policy also provides an opportunity for more effective engagement with these civil society groups, as well as women in project-affected areas.

15. At this session, we were briefed on ADB's recent collaboration with World Bank, UNDP, UNIFEM and other agencies to produce joint country gender assessments in three countries, and on ADB's participation in interagency workshops and other exchanges. We encourage ADB to further expand these partnerships. For example, ADB could give further consideration to UNIFEM's proposal for an ADB-UNIFEM Memorandum of Understanding.

16. **Women Staff.** We received detailed briefings from Hideo Nakajima (Director General of BPMSD), Hyong-Jong Yu (Director of the Human Resources Division), and their colleague Susan Kerr about ADB's internal Gender Action Program, Phase II (GAP II) and the new Human Resources Strategy that is being prepared. We also discussed GAP II in lunch meetings with Vice President Pholsena (Vice President for Finance and Administration) and Thelma Diaz (Deputy Director General of BPMSD). We commend ADB for its recent appointment of a female Vice President and promotions of additional women to senior positions, including the Director General of a regional department. We are impressed by the high level of support for GAP II, and by the recent steps ADB has taken to improve career opportunities for women. We are also impressed by the commitments ADB is making in its new Human Resources Strategy to include gender awareness and sensitivity in the core competencies of managers at all levels, and to provide accelerated training to managers in these areas.

17. Despite these efforts, we understand that some professional women continue to have difficulties with some managers and colleagues, although the cases are generally more subtle than in the past. These experiences confirm the continuing need for an affirmative program to level the playing field for female and male staff, and to strengthen the supervision and mentoring skills of managers. We therefore encourage ADB's Management and BPMSD to continue the accelerated actions under GAP II. To complement the GAP II targets for women's representation at intermediate levels, Management and BPMSD could also consider setting a general target for women at senior levels. We look forward to following up on GAP II and the Human Resources Strategy at our next session.

#### IV. New Issues

18. **Managing for Development Results.** Bruce Purdue, Head of the new Results Management Unit, briefed us on ADB's renewed focus on development effectiveness and "managing for development results" (MfDR). We commend ADB for taking this initiative. We believe the success of a results-based approach depends in part on the "results" that are sought. In ADB's case, poverty reduction and achievement of the MDGs are its ultimate objectives or "results". As numerous studies have documented, strategies to reduce gender disparities and empower women and girls are among the most effective ways to reduce poverty and achieve the MDGs. The recent PRS review reached a similar conclusion in affirming the importance of gender as a cross-cutting theme in ADB's poverty reduction work. Therefore, we encourage the Results Management Unit to ensure that gender concerns are highlighted in the training of ADB staff on MfDR, in the piloting of results-oriented Country Strategies and Programs, and in the selection of performance indicators for programs and projects. We look forward to following up on these MfDR initiatives at our next session.

19. **Other ADF IX Outcomes.** Christopher Maccormac (Director of the Strategic Planning, Policy and Interagency Relations Division) briefed us on the main outcomes of the ADF IX replenishment, including several new opportunities to mainstream gender considerations in ADB's assistance to the poorer countries in the region. In particular, he invited our comments on ways to reflect gender concerns in the performance-based allocation system for ADF resources, in the guidelines for allocation of ADF IX grants, and in ADF IX progress indicators. We appreciate this invitation, and will follow up with him separately on these issues.

20. **Capacity Building for Poverty Reduction.** We understand that the recent review of the PRS identified capacity building as a new thematic priority in ADB's poverty reduction work. We strongly support this new emphasis. With respect to gender, we have encouraged ADB to expand its capacity building support for national women's ministries, and its capacity building of key line ministries on gender issues. We have also recommended practical, sector-specific gender training for ADB staff working in operations. Under a recent RETA, we understand that ADB supported capacity building programs for locally elected women officials in several South Asian countries. We encourage ADB to provide similar capacity building to elected women officials in other Asian countries, especially at the local level, where these officials can have a direct impact on the living conditions in poor communities.

21. **Public Communications Policy.** We were briefed by Ann Quon (Director of the Office of External Relations) on the new Public Communications Policy that is being prepared, based on consultations inside ADB and with a wide range of stakeholder groups. We strongly support the proposals to expand the types of ADB documents that are publicly available, to make more ADB documents available in local languages, and to increase outreach to civil society organizations and communities affected by ADB-funded programs and projects. This new policy also provides opportunities for ADB to engage more effectively with civil society groups who represent women's concerns, and with women in project-affected areas. We appreciate Ms. Quon's invitation to provide specific comments on the draft policy from a gender perspective, and will follow up with her separately on these issues.

#### V. EFG Role and Future Activities

22. During this session, we began an internal assessment of our performance and effectiveness over the past two-and-a-half years. This self-assessment will be shared with RSPR staff to include in the general review of the GAD Policy that is being carried out this year.

We also provided initial comments to RSPR staff on the scope of the GAD Policy review, and we look forward to participating in country consultations and other aspects of the review. As mentioned above, we will also be responding to requests from the Strategy and Policy Department and the Office of External Relations for input on certain ADF IX issues and on the Public Communications Policy.

23. We tentatively agreed to hold our next session at ADB headquarters in late spring 2005, following the March 2005 session of the United Nations Commission on the Status of Women, which will review the implementation of the Beijing Platform for Action over the past 10 years. For our next session, we agreed with RSPR staff that it would be useful to hold an in-depth, technical discussion of gender mainstreaming experiences in a particular sector, such as infrastructure or governance, including gender and sector specialists from the regional departments and, if possible, some of the local gender specialists from the resident missions. Other possible topics for discussion include strategies for building capacities of national women's ministries and for engaging more effectively with women's organizations in ADB's member countries.

24. For the next session, EFG members plan to organize seminars for ADB staff on one or more of the following topics: (a) outcomes of the Beijing + 10 review; (b) the MDG 3 target for 2005; and (c) relevance of the CEDAW and CRC reporting processes to ADB programs and projects. These activities are included in our updated work program (Appendix 4). Individual EFG members may also organize workshops on subregional gender issues, in cooperation with ADB's resident missions and other development partners.

**Asian Development Bank  
External Forum on Gender and Development  
22-24 June 2004 Session**

**Final Agenda<sup>1</sup>**

**DAY 1 – 22 June 2004**

- 9:00        **Welcome** – B. Prakash and S. Lateef
- 9:15        **Discussion of Proposed Agenda** – S. Lateef, E. McGill and EFG
- 9:30        **Introduction of New Gender Specialists** – S. Lateef, J. Francis and F. Tornieri
- 10:00       *Coffee/Tea Break*
- 10:15       **Update on ADB Activities** – S. Lateef
- 11:15       **EFG Working Session** (plan session work)
- 12:00       *Lunch hosted by G. van der Linden, Vice President (Knowledge Management and Sustainable Development) (PDR 2)*
- 2:00        **Update on ADF IX Negotiations** – C. Maccormac (Director, SPPI)
- 3:00        *Coffee/Tea Break*
- 3:15        **Managing for Results** – B. Purdue (Head of Results Management Unit, SPD)
- 4:00        **Discussion of GAD Policy Review** – S. Lateef and EFG
- 5:00        Close
- Evening free

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<sup>1</sup> Unless otherwise noted, all meetings are in Room 4454S (4<sup>th</sup> floor near South Core elevator).

**DAY 2 – 23 June 2004**

- 9:00 **Discussion of Gender Mainstreaming** – S. Lateef, S. Handayani, M. Sultana, S. Wendt and EFG
- 10:45 *Coffee/Tea Break*
- 11:00 **Update on Gender Action Plan II** – H. Nakajima (Director General, BPMSD), H-J. Yu (Director, BPHR) and S. Kerr (BPHR)
- 12:00 *Lunch hosted by Mme. Khempheng Pholsena, Vice President (Finance and Administration) (PDR 2)*
- 2:00 **New Public Communications Policy** – A. Quon (Director, OER)
- 2:45 *Coffee/Tea Break*
- 3:00 **Meeting with L. Jin, Vice President (Operations 1)**
- 4:00 **Meeting with Professional Women’s Committee**
- 5:00 Close
- 6:30 *Dinner at Patricia Licuanan’s (transport provided from hotel)*

**Day 3 – 24 June 2004**

- 9:00 **EFG Working Session** (EFG self-assessment)
- 12:00 *Lunch with Senior Women Staff (PDR 2)*
- 1:30 **EFG Working Session** (drafting of outcome document)
- 4:00 **Wrap-up Meeting** – S. Lateef and EFG
- 5:00 Close

**Asian Development Bank  
External Forum on Gender and Development**

1. Dono Abdurazakova
2. Andrew Byrnes (absent due to prior commitment)
3. Savitri Goonesekere (chairperson)
4. Caren Grown
5. Imrana Jalal
6. Patricia Licuanan
7. Khunying Supatra Masdit
8. Smita Notosusanto
9. Yukiko Oda (absent due to prior commitment)
10. Wu Qing

## EFG Concerns, Recommendations and Actions Taken

	Issue/Concern	Recommendation [and first recommendation date]	Action Taken		Consequences/ Comments	Further Recommendations
			As of Sept. 2003 (4 <sup>th</sup> EFG Meeting)	As of June 2004 (5 <sup>th</sup> EFG Meeting)		
I.	<b>GENDER MAINSTREAMING</b>					
I.A.	Lack of visibility of gender in ADB organization	Consider establishing a highly visible, strategically located gender unit. [Nov. 2001]	None.	None.		ADB: Establish a gender unit in RSDD (similar to the NGO Center or new KM Unit).
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]	None.	PRS review reaffirmed gender as cross-cutting theme.		ADB: Reaffirm gender as cross-cutting theme in next MTS.
I.A.2.	Gender not seen as central to implementation of PRS		PRS under review.	PRS review reaffirmed gender as cross-cutting theme.		EFG: Follow up on PRS implementation at next session.
I.A.3.	Number of loans with GAD objectives	Increase number of GD loans. [June 2002]	Notable increase in 2002 (12 GD loans, compared with 6 in 2001).	Further increase in 2003 (15 GD loan projects).		EFG: Follow up on 2004 results at next session.
I.A.4.	Gender audit of ADB	Consider gender audit to examine implementation of gender commitments, including issues of organizational culture. [Nov. 2002]	None.	GAD Policy review will consider institutional capacity and support for gender mainstreaming.		ADB: Include relevant aspects of gender audit methodology in GAD Policy review (consider experience of other international and bilateral agencies).
I.B.	<b>Gender expertise in ADB</b>					
I.B.1.	Gender specialists in RSDD	Maintain and reinforce existing strength and numbers. [Sept. 2003]	None.	One additional gender specialist assigned to RSPR.	Total of 3 in RSPR (compared with 4 in OESD before reorganization).	ADB: See recommendation in I.A (for gender unit in RSDD).
I.B.2.	Gender specialists in RDs	Ensure at least one gender specialist in each RD. [June 2002]	None.	None.	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.B.3.	Gender specialists in RMs	Increase numbers. [June 2002]	Increase from 6 to 9 over 2-year period; 3 specialists converted to staff positions.	No further change.		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.

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			As of Sept. 2003 (4 <sup>th</sup> EFG Meeting)	As of June 2004 (5 <sup>th</sup> EFG Meeting)	
I.	<b>GENDER MAINSTREAMING, CONTINUED</b>				
I.B.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 and training for DMC officials and project directors; RM gender specialists provide training to RM and EA staff; sector-specific GAD training has been attempted, but difficult to schedule because of RD staff travel.	Very successful lateral learning exercise in Hanoi in March 2004; Regional Seminar on Gender, Poverty and Rural Development, with senior EA staff from 8 DMCs sharing good practices in designing gender-responsive projects and programs.	ADB: Continue GAD training of new staff, DMC officials and project directors; conduct more sector-specific training for ADB project staff and EA officials, linked to actual work programs and involving lateral learning (as in Hanoi seminar).
II.	<b>ADF VIII and IX</b>				
II.A	<b>Performance-based allocation of ADF resources</b>	Add gender-sensitive performance criteria to PBA system. [Nov. 2002]	None (recommendation sent to SPD to consider in general review of PBA system).	SPD invited EFG input on inclusion of gender in revised PBA system.	EFG: Follow up with SPD.
II.B	<b>ADF IX grants</b>	Include gender considerations in allocation of ADF IX grants and progress indicators. [June 2004]		SPD invited EFG input on guidelines for ADF IX grants and ADF IX progress indicators.	EFG: Follow up with SPD.
III.	<b>RIGHTS-BASED APPROACHES TO DEVELOPMENT</b>				
III.A	MDGs	Support MDGs in ADB operations. [June 2002]	MDGs now included in CSPs; MDG working group formed. None.	MDGs routinely addressed in CSPs; highlighted in PRS review and MfDR. None.	EFG: Follow up on integration of gender in ADB's MDG support at next session. EFG: Organize seminar for ADB country teams and OGC, to discuss relevance of CEDAW/ CRC and concluding observations of treaty bodies to ADB operations; follow up with CEDAW and CRC secretariats to invite ADB to attend sessions as an observer.
III.B.	CEDAW/CRC as a framework	Use concluding observations of UN treaty bodies in country analysis, programming and project design. [June 2002]			EFG: Follow up at next session.
III.C.	ILO core labour standards	Support core labour standards through loan covenants and other means. [Nov. 2002]	Recent ADB loan agreements routinely include provisions on equal pay and child labor; RSPR is preparing staff guidelines on CLS.	Staff guidelines on CLS are being finalized for printing.	

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			As of Sept. 2003 (4 <sup>th</sup> EFG Meeting)	As of June 2004 (5 <sup>th</sup> EFG Meeting)		
IV.	<b>PARTNERSHIPS</b>					
IV.A.	<b>Support for women's ministries</b>					
IV.A.1	Capacity-building	Provide more capacity-building to women's ministries and executing agencies. [June 2002]	TA recently provided (or ongoing) to Cambodia, Fiji, Lao and Viet Nam; new GAD Cooperation Fund will provide specific funding for women's ministries and focal points over 3-year period.	Follow-up TAs are being processed for Cambodia and Vietnam (to build gender capacity in ministries of agriculture); possible regional seminar/workshop for ministers of women's affairs.		ADB: Explore options to further strengthen women's ministries, including coordination with other donors and promotion of partnerships between women's ministries and local women's NGOs and gender institutes; continue gender capacity building of sector ministries (such as agriculture); consider organizing gender training for planning and finance ministries.
IV.A.2	Involvement in country programming, project design, processing and implementation.	Include women's ministries more systematically in consultations on country program and projects. [June 2002]	Some progress made in Bangladesh, Cambodia, Fiji, Nepal and Pakistan, often related to capacity-building TAs and/or work of RM gender specialists.	Four loans are being processed with women's ministries as proposed EAs (1 each in Bangladesh and Nepal; 2 in Pakistan).		ADB: Involve women's ministries more systematically in country programming consultations, fact-finding and appraisal missions for loan projects, and project steering committees.
IV.B.	<b>Support for NGOs/CBOs</b>	Build capacity of NGOs and CBOs that represent women's concerns to engage with ADB and other external agencies on gender issues. [June 2002]	Several TAs support NGO capacity and activities (GAD Initiatives RETA, Gender and Governance RETA, new NGO RETA, Fiji TA – FWRM activities).	Several recent proposals for funding under NGO RETA; OER invited EFG to comment on draft PCP.		EFG: Follow up with OER to identify opportunities under new PCP for ADB to engage more effectively with women's NGOs and with women's groups in project-affected areas.
IV.C.	<b>Partnerships with other international organizations</b>	Strengthen gender focus in cooperation with other international organizations; explore links with others (e.g., UN treaty bodies). [June 2002]	Recent cooperation through MDB Working Group on Gender; coordination with World Bank on country gender assessments; sharing work on human trafficking with IDB; ADB-IDB-INDES training; ongoing coordination with ILO, UNIFEM and UNICEF.	Continuing cooperation through MDB Working Group; joint CGAs completed or under way for Cambodia, Indonesia and Mongolia (with World Bank, UNDP, UNIFEM and others); participated in interagency workshops on gender and PRSPs, and gender and MDGs.		ADB: Follow-up on UNIFEM proposal for ADB-UNIFEM MOU. EFG: Facilitate link with UN treaty bodies (e.g., invitation to ADB to attend CEDAW and CRC Committee meetings as observer).

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			As of Sept. 2003 (4 <sup>th</sup> EFG Meeting)	As of June 2004 (5 <sup>th</sup> EFG Meeting)		
V.	ADB HUMAN RESOURCE ISSUES					
V.A.	Recruitment and advancement of women in the ADB	Consider additional strategies to advance professional women and/or recruit senior women from outside. [June 2002]  GAP II should include numerical goals; assessment of opportunities to acquire managerial experience; employ outside expertise to prepare. [Nov. 2002]	GAP II, including benchmarks up to Level 6 and for RM positions, has been prepared with assistance of external expert and approved; Gender Working Group established; improvements in % of women at various professional levels (e.g., 42% at Level 4, 28% at Level 5, 15% at Level 6).	First female VP appointed; further progress under GAP II (e.g., 10 senior women appointed or designated, compared with 6 in Dec. 2001; Gender Working Group has been expanded and meets regularly); GAP II is incorporated in draft HRS.	An additional woman was promoted to senior level in late June 2004.	ADB: Continue positive initiatives under GAP II; consider target for senior staff positions.
V.B.	Gender-sensitive work environment	Consider measures to improve work environment for women in a predominantly "male" organizational culture. [June 2002]	GAP II includes measures to improve the organizational culture for gender equality and improve work/life balance.	Proposed HRS will provide accelerated training for managers in personnel matters and mentoring (including gender sensitivity and diversity); competencies and evaluation criteria for managers will include gender sensitivity; Work/Life Balance Group is considering proposals for more flexible work arrangements.		EFG: Follow up with BPMUSD on implementation of GAP II and new HRS at next session.
V.C.	Gender competence as a relevant professional qualification	Ensure that selection and promotion criteria include knowledge of relevant gender issues; ensure evaluations of operational staff (especially heads of country and project teams, divisions and departments) include indicators on quality of gender mainstreaming in their areas of responsibility. [June 2002]	None.	Proposed HRS will include gender sensitivity in competencies and evaluation criteria for managers (as a <i>personnel issue</i> ).	Gender awareness in operations 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.

	Issue/Concern	Recommendation [and first recommendation date]	Action Taken		Consequences/ Comments	Further Recommendations
			As of Sept. 2003 (4 <sup>th</sup> EFG Meeting)	As of June 2004 (5 <sup>th</sup> EFG Meeting)		
VI.	EFG ROLE AND CONTRIBUTION					
VI.A	Seminars for ADB staff	Organize seminars on (i) gender and macroeconomic policy, (ii) gender and post-conflict reconstruction, (iii) gender and MDGs, and (iv) gender and urban development. [June 2002] Provide input to ADF VIII progress report and modalities for future grant funding of GAD activities. [Nov. 2002]	Seminars (i) and (ii) held in November 2002; seminar (iii) held in September 2003.	Seminar (iv) held in June 2004.		EFG: Organize seminars in 2005 on Beijing + 10 outcomes, MDG 3 targets for 2005, and/or CEDAW/CRC.
VI.B	Input to particular ADB activities related to GAD	Provide input on GAD Policy review, revision of PBA system, ADF IX grant guidelines and progress indicators, and draft PCP. [June 2004]	Text box on EFG activities and concerns, and comments on GAD/grant issue provided in December 2002.	EFG provided initial input on GAD Policy review; SPD invited input on PBA system, ADF IX grant guidelines and ADF IX progress indicators; OER invited input on draft PCP.		EFG: Provide input to RSPR on review of GAD Policy; follow up with SPD on PBA system, ADF IX grant guidelines and ADF IX progress indicators; follow up with OER on draft PCP.
VI.C	Resources for gender training of ADB staff or government officials		EFG member coordinated with URM on publication of gender statistics.	EFG members participated in SLRM consultation on Sri Lanka country gender assessment and NARO consultation on gender issues in ADB operations.	EFG chairperson participated in July 2004 workshop in Sri Lanka for senior EA staff to share good practices in designing gender-responsive projects.	EFG: Individual members will participate in country or regional consultations on GAD Policy review.
VI.D	Liaise with women's NGOs in home country		Individual EFG members have maintained country and regional contacts.	Several EFG members are organizing and/or participating in Asia-Pacific NGO Forum on Beijing + 10 (Bangkok, June-July 2004).		EFG: Individual members will coordinate with RM gender specialists in home countries, and identify other opportunities to liaise with NGOs.

## ABBREVIATIONS

ADB	-	Asian Development Bank
ADF	-	Asian Development Fund
BPMSD	-	Budget, Personnel and Management Systems Department
CBO	-	community-based organization
CEDAW	-	Convention on the Elimination of All Forms of Discrimination Against Women
CGA	-	country gender assessment
CLS	-	core labor standards
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 for loans)
HQ	-	Headquarters
HRS	-	Human Resources Strategy
IDB	-	Inter-American Development Bank
ILO	-	International Labour Organization
KM	-	knowledge management
LTSF	-	Long-Term Strategic Framework
MDG	-	Millennium Development Goal
MTS	-	Medium-Term Strategy
NARO	-	North American Representative Office
NGO	-	nongovernmental organization
OER	-	Office of External Relations
OESD	-	Office of Environment and Social Development
PBA	-	Performance-Based Allocation
PCP	-	Public Communications Policy
PRS	-	Poverty Reduction Strategy
PRSP	-	Poverty Reduction Strategy Paper
RD	-	regional department
RETA	-	regional technical assistance
RM	-	resident mission
RSDD	-	Regional and Sustainable Development Department
RSPR	-	Poverty and Social Development Division
SLRM	-	Sri Lanka Resident Mission
SPD	-	Strategy and Policy Department
TA	-	technical assistance
UNDP	-	United Nations Development Programme
UNICEF	-	United Nations Children's Fund
UNIFEM	-	United Nations Development Fund for Women
URM	-	Uzbekistan Resident Mission
VP	-	vice president

**Asian Development Bank  
External Forum on Gender and Development  
Indicative Program of Activities  
(2004-5)**

Activity	EFG Focal Point	ADB Focal Point
Complete self-evaluation and share with RSPR staff for use in review of GAD Policy	All EFG members	S. Lateef
Provide additional inputs to review of GAD Policy, including participation in country consultations	Various members	S. Lateef
Provide suggestions on incorporating gender concerns in (1) ADB's performance-based allocation system, (2) guidelines for allocation of ADF IX grants and (3) ADF IX performance indicators	S. Goonesekere (on behalf of EFG)	C. Maccormac
Provide comments on ADB's draft Public Communications Policy	S. Goonesekere (on behalf of EFG)	R. Salamon, B. Edes
Organize seminars for ADB staff on: <ul style="list-style-type: none"> <li>(1) results of Beijing + 10 review;</li> <li>(2) MDG 3 target for 2005; and/or</li> <li>(3) relevance of CEDAW and CRC country reports and expert committee recommendations to ADB operations</li> </ul>	<ul style="list-style-type: none"> <li>(1) P. Licuanan/ S. Masdit</li> <li>(2) C. Grown</li> <li>(3) A. Byrnes/S. Goonesekere/ I. Jalal</li> </ul>	S. Lateef
Additional activities (to be discussed further by email and at next session): <ul style="list-style-type: none"> <li>• Explore opportunities for collaborating with resident missions and facilitating engagement with civil society groups</li> <li>• Act as resource for gender training of ADB staff and government officials, and other activities</li> </ul>	Various members	S. Lateef