

**Asian Development Bank
External Forum on Gender and Development
Third Session – 12-14 November 2002
Outcome of Meetings**

I. Introduction

1. The External Forum on Gender and Development (EFG) of the Asian Development Bank (ADB) held its third session at ADB Headquarters on 12-14 November 2002. This session included meetings with senior staff in the Regional and Sustainable Development Department (RSDD) and the Strategy and Policy Department (SPD), lunch with the Professional Women's Committee (PWC), and working meetings with staff in the Poverty Reduction and Social Development Division (RSPR). In conjunction with the session, EFG members also organized two seminars for ADB staff on gender-related issues. The EFG members who attended the session are listed in Appendix 1. The agenda for the session is included in Appendix 2. This document reports on the main outcomes of the session, including results of the EFG-sponsored seminars, further consideration of gender issues in ADB's operations and staffing, and decisions reached about future activities and internal rotation issues.

2. The EFG first wishes to express its appreciation to ADB staff members for making themselves available for meetings and other gatherings, and for attending the seminars organized by the EFG. Once again, the EFG benefited from the candid discussions with staff, and welcomed their concrete suggestions for providing input to key ADB processes.

II. Seminars for ADB Staff

3. EFG members had been encouraged by ADB staff in previous sessions to share their perspectives and experiences with staff from relevant operational departments. In this way, the EFG could serve as a resource to ADB staff on gender mainstreaming. In conjunction with its November session, members of the EFG therefore organized two seminars for ADB staff on (a) gender issues in post-conflict reconstruction, and (b) gender, macroeconomics and trade. The speakers from the second seminar also held a technical meeting with research economists and statisticians in the Economics and Research Department (ERD). The two general seminars are described briefly in Appendix 3.

4. The EFG wishes to express its appreciation to the ADB staff who attended the seminars, especially Mr. Robert Boumphrey, Ms. Leah Gutierrez, Ms. Ruwani Jayewardene, and Ms. Karin Oswald, who provided very valuable comments and observations as discussants in the seminar on post-conflict reconstruction. The EFG also wishes to thank Mr. Jean-Pierre Verbiest, Assistant Chief Economist, for arranging a very fruitful technical meeting with economists in ERD. However, the EFG notes its disappointment at the generally low turnout of ADB staff for the two general seminars. For future seminars, we suggest the following:

- Seminars should be co-sponsored with a relevant operational department;
- Seminar agendas should be organized with input of staff from those departments and members of the EFG;
- Seminars should involve both EFG members (or outside experts recommended by EFG members) and ADB staff as presenters and discussants;
- The seminars should be scheduled to avoid busy travel and project processing periods for operational staff; and
- The seminars should encourage follow-up consultations or projects related to the seminar topics.

5. As a follow-up to the seminar on gender and post-conflict reconstruction, the EFG believes it would be useful to look more closely at the incorporation of gender in the design, implementation and monitoring of selected ADB projects in post-conflict countries. For example, in rural development projects, it would be important to ensure that women have equal access to land, water, extension training and other productive resources, and that women are involved in the various stages of the projects. The EFG requests an opportunity at its next session to meet with ADB staff who are processing or implementing projects in post-conflict countries, to discuss how gender concerns are being incorporated in the projects.

6. As a follow-up to the seminar and technical meeting on gender, macroeconomics and trade, we look forward to continuing discussions with staff in the Macroeconomics and Finance Research Division and the Development Indicators and Policy Research Division of ERD on improved data collection and development of gender indicators for tracking progress toward the Millennium Development Goals (MDGs). A follow-up seminar on employment, productivity and investment in Asia might also be considered.

7. Future seminars to be co-sponsored by the EFG could explore the following topics: (a) gender, environment and energy; (b) gender and agricultural development; (c) gender, governance and legal reform; and (d) gender issues in subregional cooperation (e.g., in the Greater Mekong Subregion).

III. Issues of Continuing Concern

8. During this session, the EFG received useful updates from RSPR and SPD staff on a number of matters, including the progress reports on the Gender and Development (GAD) Policy, the Social Protection Policy, the Asian Development Fund (ADF VIII); the review of the DANIDA RETA which finances local gender specialists in six ADB resident missions; and the gender profile of loans being processed in 2002. The EFG was also briefed on ADB's ongoing review of technical assistance funds and possible implications of the review for future grant funding of gender-related activities. These updates and briefings assisted the EFG in following up on issues it had raised in previous sessions.

9. **Gender Mainstreaming.** The EFG commends ADB for recently completing its interim progress report on implementation of the GAD Policy, and looks forward to hearing more about the steps ADB Management has endorsed in the report to improve the mainstreaming of gender concerns in ADB operations. The EFG is also very pleased to hear about the positive conclusions of the joint ADB-DANIDA review of the DANIDA-funded program to place gender consultants in six resident missions, including the recommendation of a follow-up phase that would expand the program to three

additional developing member countries (DMCs). RSPR's publication of a new staff newsletter, *Gender Network News*, is also welcomed as a way to publicize gender-related events, activities and resources within ADB.

10. From the update provided on loans being processed in 2002 with a gender classification or substantial gender mainstreaming, the EFG remains concerned about the need for more gender specialists in the bank. With a total of only two gender specialists allocated to the five regional departments, it does not appear that the sectoral divisions in these departments have the necessary technical input to mainstream gender concerns in their loan operations. As we have noted before, a critical mass of gender experts is needed for proper gender mainstreaming. We strongly recommend that at least one gender specialist be assigned to each regional department to serve as the focal point for gender mainstreaming activities across the department.

11. The EFG received a very informative briefing from the Strategic Planning, Policy and Interagency Relations Division (SPPI) on the ongoing review of technical assistance activities and options being considered for future funding of technical assistance. The EFG welcomed SPPI's invitation to provide suggestions on the future funding of technical assistance for gender-related activities, and is communicating its views concurrently to SPPI.

12. Looking ahead to the full review and evaluation of the GAD Policy in 2004, we encourage ADB to consider the possibility of conducting a gender audit as a mechanism to examine comprehensively the implementation of ADB's gender commitments from an operational as well as institutional perspective, including issues of organizational culture. Increasingly, international organizations are carrying out gender audits as an effective tool to reinforce their gender commitments and further promote gender equity. This exercise would also be consistent with the gender-sensitive planning and budgeting exercises that several developing countries in Asia and the Pacific are now undertaking with support from ADB and other development agencies.

13. **ADF VIII.** The EFG also appreciated the briefing from SPPI on the status of the draft progress report to the ADF donors on ADF VIII, as well as SPPI's invitation to prepare a text box on the EFG's activities for inclusion in the report. The text box was provided to SPPI earlier in December. The EFG remains concerned about ADB's lack of progress in meeting its gender commitments for ADF VIII – particularly the commitment to increase loans that directly promote gender equality – which we understand will be reflected in the progress report due in 2003. As noted above, we strongly recommend that ADB increase the cohort of gender specialists in its regional departments to assist in designing gender thematic loans and mainstreaming gender concerns more effectively in other loans. We also recommend the continued use of the GAD Action Plan by regional departments as a tool for strengthening the gender content of their country programming, loans and technical assistance.

14. During the briefing on the ADF VIII progress report, the EFG also learned that ADB has introduced a system of performance-based allocations of ADF resources based on criteria related to economic growth, socially inclusive development and governance. Through this system, it is understood that ADB intends to recognize and reward borrowing countries for performance that is related to a high level of development effectiveness. However, the EFG is concerned that these performance criteria do not

explicitly include gender, in contrast to the system used by the World Bank.¹ We recommend that ADB add an explicit gender criterion to its performance-based allocation system. In this regard, we note that the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) provides a useful framework for assessing the extent of effective development for women and girls. The EFG asks to be kept informed of progress and to receive a fuller briefing on this matter at its next session.

15. Rights-based Approaches to Development. At its last session, the EFG commended ADB's endorsement of the MDGs as a comprehensive rights-based agenda for poverty reduction and development. The EFG also welcomed ADB's adoption of core labor standards as an integral part of its Social Protection Strategy, and commends ADB's initial efforts to integrate these standards in its loan operations, as reported in its first progress report on the Social Protection Strategy. Given that nearly all members of the ADB have also ratified CEDAW and the Convention on the Rights of the Child, the EFG reiterates its view that ADB should also adopt provisions of these conventions as standards for promoting and ensuring social protection, gender equity and poverty reduction.

16. The EFG notes that several of ADB's member countries – including Fiji Islands, India, Kazakhstan, Mongolia, Nepal, Sri Lanka, Thailand, Viet Nam and Uzbekistan – have recently reported on their implementation of CEDAW, and that Cambodia, Malaysia and Pakistan are due to report to the expert committee of CEDAW on the progress they have made in realizing their commitments under that convention. The EFG suggests that meetings be organized at its next session with relevant ADB country teams to exchange ideas for integrating the concluding comments of the CEDAW committee into ADB's operations in those countries. The EFG considers that such a dialogue could be helpful in strengthening ADB's institutional impact in helping member countries meet both the MDGs and their CEDAW commitments.

17. Support for Women's Ministries and Civil Society Groups. At its last session, the EFG had encouraged ADB to expand its efforts to build the capacities of both women's ministries and civil society groups that are addressing women's concerns in DMCs, including their capacities to take part in consultations with ADB and other external agencies. The EFG therefore was very pleased to learn of ongoing discussions with some bilateral development agencies on the possible provision of grant funds to

¹ The World Bank's performance-based allocation system for concessional loans includes an explicit criterion on gender, which "assesses the extent to which the country has created laws and policies, and institutions to enforce them, that promote equal access of males and females to productive and economic resources (e.g., employment), human capital development opportunities (e.g., in education and health), and equal status and protection under the laws (e.g., freedom from discrimination on the basis of sex in both the private and public spheres)." World Bank, *Country Policy and Institutional Assessment 2002*, p. 13; see also International Development Association, *Additions to IDA Resources: Thirteenth Replenishment – Supporting Poverty Reduction Strategies*, approved 25 July 2002, Annex 1 (IDA's Performance-Based Allocation System). Indicators are provided for a country gender assessment in six areas: (1) access to assets, (2) employment, (3) education, (4) health services, (5) constitutional and legal rights, and (6) the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). On the basis of these indicators, countries are rated from 1 (unsatisfactory for an extended period) to 6 (good for an extended period). The gender rating is then weighted equally with 19 other criteria to produce an overall country rating.

support ADB's gender-related activities, and encourages ADB to apply part of these funds to capacity building of women's ministries and civil society institutions that promote gender equity and women's empowerment. The EFG also recommends that provincial women's machineries be included in capacity-building programs, and suggests that the concluding comments of the expert committee of CEDAW could be included in any related training programs.

18. **Women Staff.** Based on briefings at its initial session by representatives of the Human Resources Division (BPHR) and the Professional Women's Committee, a lunch meeting with members of the Professional Women's Committee at this session, and EFG members' own encounters with ADB staff, the EFG believes that despite progress in bringing more professional women into the bank, a great deal still remains to be done to ensure gender balance at all levels of the ADB. The EFG considers this to be a matter of fundamental fairness in dealing with its staff, a matter of accountability to its constituencies, and essential to ADB's efforts to promote social and gender justice in its member countries.

19. At this session, the EFG learned that BPHR is preparing a second Gender Action Plan (GAP II) to address institutional GAD issues. The EFG requests a briefing from BPHR on GAP II at its next session. We recommend that this plan ensure that professional women progress through the ADB at all levels (including access to positions in Resident Missions), and that it include numerical goals and a realistic assessment of professional women's opportunities to acquire relevant managerial experience. Based on the experience of other organizations, we also recommend that ADB consider employing outside expertise in preparing and implementing GAP II. In addition, we recommend that ADB prepare a comprehensive report on the status of women in the ADB – similar to the reports prepared by the United Nations and other organizations – which would be made publicly available and updated at least every two years. The initial report could be prepared in conjunction with GAP II, and if possible could be made available to the EFG at its next session.

IV. Future Sessions and Internal Rotations

20. In discussions with RSPR staff, it was agreed that the EFG could function effectively on the basis of one full session each year at ADB Headquarters, supplemented by electronic discussions as needed, and smaller-scale activities involving EFG members throughout the year either at Headquarters or elsewhere in the region (such as participation in gender training programs, country or regional workshops, or International Women's Day activities). On this basis, it was also agreed that there should be fewer yearly rotations of EFG members in order to maintain continuity, and that only two EFG members should resign and be replaced following this session. Her Excellency Mu Sochua and Dr. Mingming Shen graciously offered to resign following the session. They will be replaced in consultation with the remaining EFG members. It was also agreed that the chair of the EFG should rotate every two years for continuity. The EFG expressed its appreciation to Dr. Patricia Licuanan for her excellent leadership as the initial chair, and appointed Professor Savitri Goonesekere to succeed her. The EFG revised its terms of reference slightly to reflect the agreed changes in yearly meetings and rotations. The revised terms of reference are attached as Appendix 4.

21. The EFG tentatively scheduled its next full session for the first week of June 2003. The EFG's updated work program is attached as Appendix 5. The EFG also identified several meetings with ADB staff that would be helpful to its future work.

22. The EFG has found it particularly valuable to meet with staff from various departments of ADB in order to learn about the advances and challenges they face in incorporating gender issues in all of ADB's work. The EFG considers it particularly important to meet regularly with the following senior staff, and therefore requests meetings with them during their next session:

- The Director General of RSDD and RSPR staff, for briefings on bankwide implementation of the GAD Policy and GAD Action Plan;
- The Director Generals of the five regional departments, for briefings on implementation of the GAD Action Plan (particularly the pipeline of loans with gender classification or gender mainstreaming), capacity building of national women's machineries, and engagement with civil society groups representing women's interests in their respective regions;
- The Director of BPHR, for a briefing on progress in promoting the advancement of women in ADB; and
- The NGO Coordinator, for a briefing on ADB's engagement with civil society groups representing women's interests.

23. In view of the EFG's continuing concern about the paucity of gender specialists assigned to the Regional Departments, the EFG would also appreciate meeting in June with staff responsible for reviewing the experience under ADB's recent reorganization and for budgeting of staff resources. As noted above, the EFG also requests a follow-up briefing on ADB's system of performance-based allocations of ADF resources.

24. The EFG appreciated the briefings it received in previous sessions on specific projects that are of particular relevance to women. These included a project on access to justice in Pakistan and a regional study on trafficking in women and girls. The EFG asks that the relevant staff provide an update on implementation of some of these projects during its next session. As noted above, the EFG would also like to meet with staff who are processing or implementing projects in post-conflict countries to discuss the treatment of gender issues in these projects.

25. In light of the Memoranda of Understanding that ADB has recently signed with the International Labour Organization (ILO) and the World Trade Organization (WTO), the EFG is very interested in meeting during its next session with ADB staff working in the following areas:

- **Trade capacity-building and trade promotion:** The EFG noted that, while the recent High-Level Meeting on the WTO Trading System (31 July – 2 August 2002) involved capacity-building in relation to trade negotiations, there appeared to be no discussion of the social and gendered impacts of multilateral trade negotiations and the possibilities that such negotiations might offer to mitigate adverse effects on women and create additional opportunities for women. The EFG requests an opportunity to meet with the Directors of the Governance, Finance and Trade Divisions in the regional departments to discuss how gender concerns could be integrated in ADB's trade-related activities.

- **Strengthening and enforcement of core labor standards:** The EFG noted the discussion in the Social Protection Strategy Progress Report (October 2002) on the incorporation of core labor standards in recent ADB loans and private sector investments, and steps taken to mitigate negative impacts of ADB interventions on workers and vulnerable groups. The EFG requests a briefing on the effectiveness of the Social Protection Strategy in implementing core labor standards so far as they protect the rights of women generally and specifically in relation to the non-discrimination provisions of the relevant ILO conventions and recommendations.

26. Finally, as mentioned above, the EFG also suggests that meetings be organized with relevant ADB country teams to discuss the recent reports submitted by several DMCs to the expert committee of CEDAW, the committee's concluding comments, and how ADB can help the DMCs to make further progress in meeting their CEDAW commitments. Professor Savitri Goonesekere, who is a member of the CEDAW committee through the end of 2002, and other EFG members who are familiar with CEDAW and the particular country reports, would be available to meet with and brief the country teams.

27. The EFG looks forward to continuing to work with ADB to integrate gender concerns more fully in its operations.

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

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| 1. | Dono Abdurazakova | - | Uzbekistan |
| 2. | Sundar Burra | - | India |
| 3. | Andrew Byrnes | - | Australia |
| 4. | Christine Chinkin | - | United Kingdom |
| 5. | Savitri Goonesekere | - | Sri Lanka |
| 6. | Caren Grown | - | United States |
| 7. | Imrana Jalal | - | Fiji Islands
(absent due to a prior commitment) |
| 8. | Patricia Licuanan | - | Philippines |
| 9. | Khunying Supatra Masdit | - | Thailand |
| 10. | Yukiko Oda | - | Japan |
| 11. | Najma Sadeque | - | Pakistan |
| 12. | Shen Mingming | - | People's Republic of China |
| 13. | H.E. Mu Sochua | - | Cambodia |

**Asian Development Bank
External Forum on Gender and Development
12-14 November 2002 Session**

Revised Agenda²

DAY 1 – 12 November 2002

- 9:00 **Welcome**
 B. Prakash (Director, RSPR) and S. Lateef
- 9:30 **Discussion of Proposed Agenda** – EFG members and S. Lateef
- 10:00 **Update on ADB Activities** – S. Lateef
- 10:30 **Update on Meetings with RM Gender Specialists and DANIDA** –
 P. Licuanan
- 11:00 **EFG Administrative Issues** (including rotation, funding, future activities)
 – S. Lateef
- 12:00 Lunch with B. Prakash (PDR 2)
- 2:00 ***Seminar for EFG and ADB Staff on Gender Issues in Post-Conflict
Reconstruction*** – C. Chinkin, S. Goonesekere, P. Licuanan, Supatra
 Masdit and Mu Sochua (OER Briefing Theater, Room 1402W)
- 4:00 **EFG Working Session** (seminar follow-up and planning of group work
 based on work program³)
- 5:00 Close

² Unless otherwise noted, all meetings are in Room 4522N (4th floor near North Core elevator).

³ See June-November 2002 work program, attached.

DAY 2 – 13 November 2002

- 9:00 **EFG Working Session**, continued (group work)
- 11:00 **Meeting with J. van Heeswijk, Director General of RSDD**
- 12:00 Lunch with Professional Women's Committee (PDRs 2&3)
- 2:00 **Seminar for EFG and ADB Staff on Gender, Macroeconomics and Trade** – C. Grown, J. Ghosh, S. Seguino and E. McGill (OER Briefing Theater, Room 1402W)
- 4:00 **Meeting with C. Maccormac and B. Dark, SPPI**
- 5:00 Close
- 5:30 Cocktails co-hosted by J. van Heeswijk and Executive Director Frank Black (PDRs 2 and 3)

Day 3 – 14 November 2002

- 9:00 **EFG Administrative Issues**, continued (rotation of EFG chair and members, next session) – EFG Members and S. Lateef
- 9:30 - 11:30 **Technical Seminar on Gender, Macroeconomics and Trade** for ERD Research Economists – C. Grown, J. Ghosh and S. Seguino]
- 10:00 **EFG Working Session**, continued (wrap-up discussion of group work; outline outcome document)
- 12:00 Working Lunch
- 1:30 **EFG Working Session**, continued (outcome document, future activities)
- 4:30 **Wrap-up Meeting** – EFG members, B. Prakash and S. Lateef
- 5:00 Close

**Asian Development Bank
External Forum on Gender and Development
Work Program
(June – November 2002)**

Activity	EFG Focal Point	ADB Focal Point
Organize two seminars for ADB staff to coincide with next EFG session (11-14 November 2002): (1) Gender and Macroeconomics (2) Gender and Post-Conflict Reconstruction	(1) C. Grown (2) Supatra M./C. Chinkin/P. Licuanan/M. Sochua	S. Lateef, counterparts from ERD and RDs
Provide feedback on various GAD activities at ADB, including review of grant-funded local gender specialists in resident missions, and proposals for gender/poverty fund and gender-related technical assistance	Various members	S. Lateef
Provide input on ADF VIII progress report (on gender-related commitments)	C. Grown	C. Maccormac, S. Lateef
Review ADB MOUs with ILO and WTO and consider ways to sharpen gender focus in cooperative activities under these MOUs (for discussion at next session)	Various members	C. Maccormac
Examine MDGs and related indicators and targets for Asia, and consider ways for ADB to operationalize (for discussion at next session)	Various members	C. Maccormac
Monitor preparations for World Conference on Sustainable Development and consider ways for ADB to integrate gender concerns in its follow-up activities (for discussion at next session)	Y. Oda	S. Lateef
Facilitate dissemination to ADB country teams of recent reports and concluding comments of CEDAW Committee relating to ADB member countries	S. Goonesekere/ A. Byrnes	S. Lateef
Review gender-related covenants in selected ADB loan documents and plan related seminar for ADB lawyers	A. Byrnes/C. Chinkin/S. Goonesekere/I. Jalal	P. Daltrop
Future activities (to be discussed further at next session): <ul style="list-style-type: none"> • Provide input on gender assessment and gender strategy for a Country Strategy and Program under preparation • Explore opportunities for collaboration with resident missions • Act as resource for gender training of ADB staff and government officials 	Various members	S. Lateef

**Asian Development Bank
External Forum on Gender and Development
Seminars for ADB Staff**

I. Seminar on Gender Issues in Post-Conflict Reconstruction
(12 November 2002, 2 p.m., OER Briefing Theater)

ADB has become increasingly involved in post-conflict reconstruction, through its operational support to member countries such as Afghanistan, Cambodia, East Timor, Sri Lanka and Tajikistan. The reconstruction process is complex and challenging. It involves not only the rebuilding of basic infrastructure and restoration of livelihoods, but also the refashioning of political systems and healing of communities. In this difficult process, important principles such as gender equity can be overlooked. International gender experts briefed ADB staff in a seminar on gender issues in post-conflict reconstruction. Through case studies from Afghanistan, Cambodia, East Timor and Sri Lanka, the seminar addressed the following issues:

- How can women's voices be integrated in peace negotiations and institution-building in post-conflict settings?
- How can women's interests be addressed through the allocation of resources and monitoring of development projects in these settings?
- How can human rights and human security issues be integrated in transitional justice and development processes in a post-conflict environment?

The seminar speakers included several members of ADB's External Forum on Gender and Development:

- Professor Christine Chinkin, Professor of International Law at the London School of Economics and Political Science
- Dr. Savitri Goonesekere, Senior Professor of Law at the University of Colombo and member of the UN Expert Committee on the Elimination of All Forms of Discrimination Against Women
- Dr. Patricia Licuanan, President of Miriam College, former Chairperson of the UN Commission on the Status of Women and the Fourth World Conference on Women in Beijing, and special advisor to the Ministry of Women's Affairs in Afghanistan
- Khunying Supatra Masdit, former parliamentarian and Cabinet Minister of the Kingdom of Thailand
- Her Excellency Mu Sochua, Minister of Women's and Veteran's Affairs of the Royal Government of Cambodia

II. Seminar on Gender, Macroeconomics and Trade: New Directions for Policy
(13 November 2002, 2 p.m., OER Briefing Theater)

Recent events and trends in the world economy, including the Asian economic crisis, have brought “social policy” issues to the forefront of macroeconomic and trade debates. At the same time, national and international institutions have begun to pay greater attention to gender issues in economic policymaking. This trend is supported by a growing body of research on how gender inequalities affect, and are affected by, macroeconomic and trade policies. Some of this research has been published in two special issues of the journal *World Development*, which appeared in November 1995 and July 2000.

ADB staff learned more about current research and thinking on gender, economic growth and trade, particularly relating to South and East Asia, at a seminar organized by ADB’s External Forum on Gender and Development.

The seminar addressed such questions as:

- Has economic growth increased the quality of life for women and closed gender gaps in East Asia?
- What has been the impact of trade openness on women’s participation in the labor force, their earnings and conditions of work in South and East Asia?
- How can current trade and investment policy discussions and agreements become more gender-sensitive?
- What are some new directions for incorporating gender in global and regional economic policymaking?

The seminar speakers included Caren Grown, Director of the Poverty Reduction and Economic Growth Team at the International Center for Research on Women, Washington, DC; Jayati Ghosh, Associate Professor of Economics at Jawaharlal Nehru University, Delhi; Stephanie Seguino, Associate Professor of Economics at the University of Vermont, USA; and Eugenia McGill, an international lawyer working on gender, trade and investment issues.

Several of the seminar speakers also had a technical meeting on 14 November with economists in ADB’s Economics and Research Department, and participated in a forum on 15 November at Miriam College in the Philippines. The Miriam College forum was co-sponsored by the Women and Gender Institute of Miriam College, the University of the Philippines School of Economics, and the International Gender & Trade Network/Asia.

Asian Development Bank
External Forum on Gender and Development
Terms of Reference
(Revised)

1. The main functions of the External Forum on Gender and Development (EFG) are to:
 - (a) advise the Asian Development Bank (ADB) on critical gender issues in Asia and the Pacific, and related research, policy developments and advocacy that may be relevant to ADB;
 - (b) provide a forum for dialogue between ADB and different sectors of civil society on ADB's approach and program of activities to address gender equity;
 - (c) share information about ADB's Policy on Gender and Development (GAD) and progress in its implementation with key stakeholders in member countries;
 - (d) facilitate discussion with senior ADB officials and offer suggestions for more effective implementation of ADB's Policy on GAD;
 - (e) advise ADB on innovative and comparative approaches, good practices and lessons related to gender mainstreaming which could be incorporated in ADB financing, strategies, programs and projects; and
 - (f) provide general guidance to ADB on improving the status of women in Asia and the Pacific in conformity with international human rights norms which member countries have accepted.

2. The EFG consists of 10 to 15 experts on GAD and women's rights from different ADB member countries, and representing a variety of disciplines and perspectives. EFG members serve for three years, subject to renewal. After the first three years, new appointments to the EFG will be staggered, and not more than one-half of the members will change in any one year. ADB will appoint new members in consultation with the existing EFG. When new members are appointed, the following should be considered: geographical diversity and balance; expertise in gender research or gender issues; and demonstrated commitment to gender equality and the empowerment of women. The EFG shall select a chairperson from among its members who will serve for two years. The EFG will meet in full session at least once a year, and EFG members may meet electronically or in smaller groups at other times during the year.

3. ADB's responsibilities to the EFG include:
 - (a) facilitating EFG meetings, including proposing meeting dates and an agenda, assembling relevant background documents, arranging briefings and discussions with ADB staff, providing secretariat services, and related support;
 - (b) reimbursing EFG members for travel costs and providing a fixed per diem to cover hotel and other expenses during EFG meetings; and
 - (c) ensuring that EFG recommendations are shared with ADB Management and relevant staff, and informing EFG members periodically of developments related to ADB's Policy on GAD.

4. The responsibilities of EFG members to ADB include:
 - (a) participating in EFG meetings, subject to other outstanding commitments;
 - (b) producing an outcome document at the end of each meeting for submission to ADB's President and senior staff;
 - (c) being available, individually or collectively, to advise ADB on specific gender issues in Asia and the Pacific, and to provide feedback on particular ADB activities related to GAD;
 - (d) periodically convening seminars for ADB staff on gender issues relevant to ADB's operations; and
 - (e) facilitating greater dialogue and cooperation between ADB and members of civil society in order to improve gender equity in development and promote women's rights.

**Asian Development Bank
External Forum on Gender and Development
Work Program
(November 2002 – June 2003)**

Activity	EFG Focal Point	ADB Focal Point
Prepare text box on EFG activities and concerns for inclusion in ADF VIII progress report	S. Goonesekere (on behalf of EFG)	C. Maccormac, S. Lateef
Provide input on modalities for future grant funding of gender-related activities	S. Goonesekere (on behalf of EFG)	C. Maccormac, S. Lateef
Examine MDGs and related indicators and targets for Asia, and consider ways for ADB to operationalize (for discussion at next session)	Various members	C. Maccormac
Prepare briefings for ADB country teams on recent country reports and concluding comments of CEDAW Committee relating to ADB member countries	S. Goonesekere/ A. Byrnes/I. Jalal	S. Lateef
Additional activities (to be discussed further by email and at next session): <ul style="list-style-type: none"> • Organize future seminars for ADB staff on: (1) gender, environment and energy; (2) gender and agricultural development; (3) gender, governance and legal reform; and/or (4) gender issues in subregional cooperation • Provide input on gender assessment and gender strategy for a Country Strategy and Program under preparation • Explore opportunities for collaborating with resident missions and facilitating engagement with civil society groups • Act as resource for gender training of ADB staff and government officials 	Various members	S. Lateef