

**Asian Development Bank
External Forum on Gender and Development
Tenth Session – 14-17 July 2009
Outcome of Meetings**

Summary

ADB's External Forum on Gender and Development (EFG) held its tenth session at ADB Headquarters on 14-17 July 2009. The main objectives of this session were to (i) provide feedback on ADB's implementation of its Gender and Development (GAD) Plan of Action 2008-10 and rapid gender assessments; (ii) provide recommendations to better engender ADB's response to the global economic crisis; and (iii) provide recommendations to better mainstream gender equity in ADB's support for heavy infrastructure projects. Our main recommendations from the session are summarized below.

1. Strategy 2020 and ADB's Results Framework:

- ADB maintains its targets on gender mainstreaming and gender balance among professional staff, and existing criteria for defining progress in achieving these targets;
- The current review and alignment of ADB's existing policies with Strategy 2020 also consider whether these policies are consistent with ADB's GAD Policy;
- The ongoing review of business processes preserves key gender mainstreaming processes, such as inclusion of a gender strategy in country partnership strategies, and gender analysis and gender action plans in the design phase of new projects; and
- The working group on gender mainstreaming includes senior gender specialists from RSDD and the regional departments, and ensures that its recommendations are consistent with international best practices for mainstreaming gender equity in projects, and with ADB and other development banks' commitments to harmonize systems for measuring progress on gender mainstreaming.

2. Implementation of GAD Plan of Action:

- Regional departments ensure that:
 - a gender strategy is included in each new country partnership strategy (CPS),
 - gender concerns are integrated in the related sector roadmaps and results framework, and
 - the ministry of women's affairs (or other national women's machinery) and women's NGOs are included in all country consultations;
- ADB continues to invest in sectors where it can directly support gender equality and women's empowerment, and follows good gender mainstreaming practices in these projects, through gender analysis, quality gender actions plans and supportive covenants in the financing agreements;
- Regional departments and resident missions ensure that project gender action plans are fully implemented and monitor gender-related impacts of projects;

- Regional departments without a gender specialist at headquarters fill these positions as soon as possible;
- In resident missions, additional gender consultants are converted to national staff, and all gender specialists continue to work primarily on gender issues;
- The gender and development module is restored in the induction program for new staff, and operations staff receive mandatory refresher briefings on ADB's GAD Policy and good practices in gender mainstreaming; and
- Management and senior operations staff take the lead in setting gender performance targets, ensure that their departments have the requisite gender expertise and resources to meet these targets, and hold themselves and their staff accountable for their gender mainstreaming performance.

3. Global Economic Crisis:

- ADB explicitly analyzes the different impacts of the economic slowdown on women and men, and addresses the negative impacts on women in many aspects of their lives, including as workers, small business owners, returning migrants and heads of households.

4. Heavy Infrastructure Sectors:

- In sectors such as energy and transport, operations staff apply gender analysis to the supply and demand factors in the respective sector, identify gender-related targets and indicators, and support projects that have more potential to promote gender equity, such as rural and urban electrification, rural roads, and urban transport.

5. Gender Balance of Professional Staff and Improved Work Environment:

- Departments set more ambitious targets for recruitment and promotion of women professionals, and senior staff are held accountable for their departments' performance;
- The new hiring window proposed for professional staff is used to accelerate the recruitment of women professionals at entry and more senior levels; and
- The Human Resources Division extends the work-life balance pilot programs introduced recently; appoints an ombudsperson to field staff complaints; undertakes a comparative study of work-life policies at other international financial institutions for practices that may be adopted in ADB; and reviews and strengthens the internal rules of behavior for staff so that the work environment is conducive to respectful gender attitudes and relations.

The EFG looks forward to supporting ADB's gender mainstreaming activities over the coming year, and proposes to meet again with Management and staff in June/July 2010 to discuss ADB's progress toward the gender targets in its Results Framework and recommended actions. For that session, we also propose to co-organize another set of technical seminars for ADB staff on gender mainstreaming in other priority areas such as climate change and private sector development.

I. Introduction

1 The EFG held its tenth session at ADB Headquarters on 14-17 July 2009. During the session, we met with the President and other members of Management, as well as staff from several departments. We also co-sponsored two seminars for ADB staff on (i) gender implications of the global economic crisis and (ii) gender mainstreaming in heavy infrastructure projects. The final agenda for the session is included in Annex 1.

2 We would like to thank President Kuroda, Vice-Presidents Greenwood, Schaefer-Preuss and Zhao, Managing Director General Nag, and senior staff from the Regional and Sustainable Development Department (RSDD), Strategy and Policy Department (SPD), regional departments, Budget, Personnel and Management Systems Department (BPMSD), Gender and Social Development Committee, Gender Action Program III (GAP III) Committee, and Professional Women's Committee for taking the time to meet with us. We were glad to have the opportunity in this session to discuss ADB's plans to improve its performance both in promoting gender equity through its operations and in improving the gender balance among professional staff. We also appreciated receiving a detailed briefing on the latest rapid gender assessments of selected projects, indicating the positive benefits to women when gender and women's empowerment features are included in ADB projects, as well as reports from the gender specialist consultants in ADB's resident missions in Mongolia and Sri Lanka on ADB's in-country gender mainstreaming activities.

3 The main objectives of this tenth session were to (i) provide feedback on ADB's implementation of its Gender and Development (GAD) Plan of Action 2008-10 and rapid gender assessments; (ii) provide recommendations to better engender ADB's response to the global economic crisis; and (iii) provide recommendations to better mainstream gender equity in ADB's support for heavy infrastructure projects. This report summarizes the main outcomes of our session and recommendations in these areas, as well as on other gender-related developments under Strategy 2020 and on the status of GAP III.

II. Strategy 2020 and Results Framework

4 **2008 Development Effectiveness Review.** We appreciated SPD's briefing on the 2008 Development Effectiveness Review, including its assessment of ADB's performance on gender mainstreaming and gender balance under the Results Framework linked to its long-term strategic framework, Strategy 2020. We commend ADB once again for identifying gender equity as a change driver in Strategy 2020, and for including targets in its Results Framework on promoting gender equity in its operations as well as improving the gender balance among its professional staff. We share Management's concern that the Development Effectiveness Review found ADB is "off track" on both of these targets. However, we see this result as an opportunity for ADB to redouble its efforts in both areas. We encourage ADB to maintain these targets as well as the existing criteria for defining progress toward achieving the targets (discussed further below).

5 **Gender mainstreaming working group.** In our discussions with representatives of the regional departments, we were encouraged by their candid assessments of their recent performance in promoting gender equity through their country partnership strategies, loan/grant projects and technical assistance, and their proposals for improving this performance. SPD also informed us about the working group that is being established to examine ways to improve the mainstreaming of gender equity in ADB's operations. We commend this initiative, and underline that the participation of senior gender specialists from RSDD and the regional departments will be essential to its success and credibility. We also urge the working group to ensure that its recommendations are consistent with international best practices for

mainstreaming gender equity in projects,¹ and with the commitment that ADB and other development banks have made to harmonize their systems for measuring progress in this area.

6 **Alignment of policies to support Strategy 2020.** SPD informed us of the initiative under way to review and align all of ADB's policies with Strategy 2020. We were very pleased to hear from SPD that ADB's GAD Policy and related Plan of Action have been reviewed and found to be fully consistent and aligned with Strategy 2020. Since gender equity is one of the change drivers under Strategy 2020, we suggest that the review of ADB's other policies also consider whether they are consistent with the GAD Policy.

7 **Streamlining of business processes to support Strategy 2020.** SPD also briefed us on the ongoing efforts to further streamline ADB's business processes. We appreciate the importance of ensuring that ADB's financial and technical support is delivered as effectively as possible to its developing member countries. However, we note that there is a tension between, on the one hand, shifting to larger, faster-disbursing loans and grants with fewer time-consuming processing requirements, while on the other, needing to ensure that more of ADB's projects mainstream gender equity concerns. This should involve gender analysis, consultations with both women and men, and specific strategies to ensure that the projects support gender equality or women's empowerment. We recommend that SPD, in consultation with the senior gender specialists in RSDD and regional departments, ensure that the business process review preserves key gender mainstreaming requirements such as the inclusion of a gender strategy in country partnership strategies, and gender analysis and the development of gender action plans in the design of new projects.

III. Progress on GAD Plan of Action

8 We appreciated the briefing from the Poverty Reduction, Gender and Social Development Division (RSGS) on ADB's progress in 2008 in implementing the GAD Plan of Action, which was complemented by a briefing on the latest round of rapid gender assessments of selected projects now in implementation. Taken together, the briefings confirmed that ADB continues to show impressive results in promoting gender equality and women's empowerment through selected country partnership strategies, projects and technical assistance, but these good practices are still not followed consistently in all of ADB's operations. Regional departments also briefed us on their gender mainstreaming performance, and we were pleased to hear of the concrete steps they are taking to address gender equity concerns more consistently in their country portfolios.

a. **Country partnership strategies (CPSs).** We were pleased to learn that all of the CPSs completed in 2008 included gender analysis, but disappointed that very few of these included a country gender strategy, and that only one CPS included a gender section in its results framework. There also continues to be only sporadic use of normative and policy frameworks from international treaties (such as the Convention on the Elimination of All Forms of Discrimination Against Women and the Convention on the Rights of the Child) that developing member countries have widely ratified. In the business process review under way, we encourage SPD and RSDD to reconfirm the importance of including a gender strategy in each CPS, and of identifying opportunities to promote gender equity in the sector roadmaps for each CPS, especially for the more challenging sectors.

¹ ADB's current approach to gender mainstreaming in projects, including the use of gender action plans, has been recognized internationally. In a recent World Bank publication, for example, ADB's Third Rural Infrastructure Development Project in Bangladesh was showcased as an example of successful gender mainstreaming. See Mehra and Rao Gupta, "Gender Mainstreaming: Making It Happen," in *Equality for Women: Where Do We Stand on Millennium Development Goal 3?* (Buvinic et al., eds. 2008).

b. **Loan and grant projects.** The proportion of projects approved in 2008 with “significant gender mainstreaming” elements (27%) is well below the 40% target in the Results Framework. However, this percentage represents an improvement over 2007, and we are pleased that these projects spanned a wider range of sectors than in 2007. We learned that several additional projects in the agriculture/natural resources, water supply/sanitation, food security, and governance sectors could, with stronger attention to gender equity concerns, have been included in the “significant gender mainstreaming” category. We encourage the regional departments therefore to maximize all opportunities to promote gender equity in the design of new projects, and to use all available technical support from gender specialists at ADB headquarters, in resident missions, and on project design teams.

The latest round of rapid gender assessments of selected projects in implementation confirmed the importance of including gender analysis and a gender action plan (GAP) in the design of new projects. The projects reviewed with GAPs were able to demonstrate gender equality results, while the project without a GAP could not. Moreover, the assessments highlighted that the quality of the GAP is important. The GAP needs to include realistic gender-related targets and indicators, and key targets and indicators also need to be included in the overall design and monitoring framework for projects.² We would emphasize the importance of collecting and analyzing sex-disaggregated data, including data on time use and unpaid work. To be effective, the GAP also needs to be reflected in and supported by covenants in the financing documents. All of these steps increase the likelihood that good-quality GAPs will be included in ADB-funded projects and will be implemented as planned, and that both ADB and its partner agencies will be accountable for gender-related results in their projects.

The rapid gender assessments found that even well-designed project GAPs were not always implemented completely. This highlights the importance of focusing not only on the “quality at entry” of project GAPs, but also on monitoring their implementation. Successful implementation of project GAPs was found to occur where there is a gender specialist on the project implementation team, gender training of other project implementers, and project monitoring and support from the gender specialist in ADB’s resident mission.

c. **Policy dialogue.** The CPS process presents an important opportunity for ADB to engage with its developing member countries on gender issues. As in the past, we encourage country teams to include the national women’s machinery (usually the ministry of women’s affairs or other national agency promoting gender equality) in country consultations on the CPS, and to broaden the country consultations to include women’s organizations and other NGOs working on gender issues. We were also pleased to learn that several policy-based programs approved in 2008 included gender equality reforms, and that these spanned several sectors including governance, food security/nutrition, education and support for the Millennium Development Goals.

d. **Gender capacity development in partner countries.** As we have noted in the past, in countries where there is a gender specialist in the resident mission, ADB is providing very effective capacity development support on gender issues to government agency staff and project implementation teams. We also commend ADB for hosting another successful lateral learning event in 2008, bringing together the project directors from several infrastructure projects to exchange good practices in gender mainstreaming. Since this event coincided with a meeting of the Multilateral Development Bank (MDB) Working Group on Gender, ADB also had the opportunity to share this approach with the other MDBs.

² The RSGS review of 2008 projects found that most projects with “significant gender mainstreaming” still did not include gender-related targets and indicators in their design and monitoring frameworks.

e. **Organizational effectiveness.**

- **Gender specialists at ADB headquarters.** We were very pleased to hear that the second gender specialist position in RSGS has now been filled, and that most regional departments have plans to speed up the appointment of a gender specialist to guide their gender work from headquarters (a recommendation we have been making for several years). We urge the regional departments to fill these positions as soon as possible. Under the new hiring window proposed to increase ADB's professional staff capacity for the coming years, we also recommend that ADB consider hiring additional gender specialists for RSGS and the regional departments to ensure that the gender equity driver in Strategy 2020 receives adequate technical support. As the number of gender specialists increases in different departments and resident missions, there will also be greater need for coordination to ensure consistency of core messages and good practices among gender specialists and focal points.
- **Gender specialists in resident missions.** We commend ADB for recruiting gender specialist consultants for two additional resident missions – Lao PDR and Papua New Guinea – and for filling most of the vacancies in existing positions in other resident missions. We were concerned to hear that the position in the Pakistan Resident Mission is still vacant, and recommend that it be filled as soon as possible. We also recommend that more of the gender specialist consultant positions be converted into national staff positions, and that these specialists continue to work primarily on gender issues and not be diverted to other work. We were encouraged to hear that some regional departments are considering appointing gender specialists in additional resident missions, and hope they will move quickly on this.
- **Gender capacity development for ADB staff.** To improve ADB's performance in promoting gender equity through its operations, there is a great need for gender capacity development across the regional departments. We commend RSGS for giving briefings to regional department staff on gender mainstreaming this summer. We also recommend that the GAD module in the orientation program for new staff be restored as soon as possible, and were pleased by the Human Resource Division's positive response to this suggestion. Mandatory refreshers on the GAD policy and good practices in gender mainstreaming are also needed for all operations staff at all levels. Here we recommend a lateral learning approach, perhaps modeled on the successful lateral learning events that RSGS has organized for DMC project directors, and involving exchanges of experience across regions and sectors.
- **Gender knowledge sharing.** ADB continues to produce high-quality publications on GAD topics, including its country gender assessments and gender checklists. However, these resources still seem to be underutilized by operations staff across departments and at all levels. We recommend leveraging the Gender and Social Development Committee and Gender Network to better publicize these resources among staff, and to ensure wider awareness and sharing of successful approaches to gender mainstreaming in ADB, especially in more challenging sectors. We also recommend that Management give clear support for knowledge-sharing activities on gender issues, for example, by directing staff in their departments to attend gender learning events. We recommend that efforts by staff to enhance their gender mainstreaming skills should also be recognized and encouraged through the individual performance assessment process. We appreciate Vice-President Schaefer-Preuss' attendance at gender learning events, and commend Vice-President

Greenwood for also committing to attend upcoming gender events and to encourage his staff to attend as well.

- **Leadership and accountability of Management and senior operations staff.** International experience has demonstrated the importance of high-level commitment and leadership to effectively mainstream gender equity in development organizations. We encourage ADB's Management and senior operations staff to take the lead in setting gender performance targets for their departments, ensuring that these departments have the gender expertise and resources to meet these targets, and holding themselves and their staff accountable for their performance in gender mainstreaming.

IV. ADB's Response to the Global Economic Crisis

9 We commend ADB for its timely responses to the global economic crisis, including the establishment of a Countercyclical Support Facility and provision of additional Asian Development Fund resources to eligible countries. We are pleased that the loans and grants extended so far are intended in part to help governments maintain or expand key social expenditures (including social assistance programs, health and education services, and skills training and other support for laid-off workers and returning migrants). However, we are concerned that the documentation for these loans and grants includes little or no discussion of the different impacts of the crisis on women and men, and only one loan/grant package (to Mongolia) includes a GAP. It is especially important to recognize the impact of the crisis on female workers, who represent the majority of the workforce in some of the sectors hardest hit by the crisis in Asia, including light manufacturing and tourism.

10 As discussed in the seminar we co-sponsored on 15 July, because of gender segregation in labor markets, and gender differences in migration and remittance patterns, asset ownership and household responsibilities, women and men tend to be affected differently by economic crises and also have different coping mechanisms. We recommend that ADB remain aware and alert to these differences in developing responses to the current crisis to ensure that its loans and grants promote gender equity and do not inadvertently reinforce negative impacts on women or perpetuate gender biases. The research that ADB and other partners are undertaking to understand the impacts of the crisis should also inform ADB's assistance to affected countries.

11 Maintaining and expanding social protection programs consistent with gender equity is critical to cushion the negative impacts of the crisis. Well-designed and targeted programs can assist women as the primary caregivers and "providers of last resort" in most households. However, it is also important to consider the different impacts of the crisis on women as workers small business owners and returning migrants. ADB should ensure that its government stimulus measures assist women as key economic actors, and not only as caregivers or heads of households, although many women perform all of these roles. Public investment and employment creation programs need to provide jobs for both women and men, and avoid reinforcing the outdated assumption that men are the sole breadwinners in households.

V. Gender Mainstreaming in Heavy Infrastructure Sectors

12 The technical seminar that we co-sponsored on 16 July on gender mainstreaming in the energy and transport sectors was in response to concerns expressed by ADB staff in previous sessions about difficulties they were encountering in trying to promote gender equity in heavy infrastructure projects. The seminar speakers suggested several approaches that should be

helpful to RSDD and the regional departments in mainstreaming gender equity in the energy and transport sectors:

- ADB should **consider gender equity in each sector and include gender considerations in its sector analysis and sector roadmaps**. A gender lens needs to be applied to both the supply and demand factors in the sector, and both women and men need to be recognized as potential consumers, workers, managers, and business owners in the sector, even where ADB staff may assume there are “no gender issues”. Based on this gender analysis, gender-related targets and indicators should be identified, and sex-disaggregated data collected, including time-use data, to monitor the impacts of sector investments on both women and men. Gender specialists in headquarters and resident missions can assist in this process.
- **In the energy sector**, demand analysis should consider men’s and women’s different uses of energy, different access to energy sources, and affordability. The supply analysis should consider (a) policy measures and investments to ensure that both women and men have affordable access to energy, and (b) opportunities to maximize the participation of women as well as men in national and local regulatory bodies, as management and staff of energy utilities, and as operators of energy-related businesses.
- **In the transport sector**, demand analysis should consider men’s and women’s different transport needs, schedules, and routes; use of public or private transport; affordability levels; and safety concerns. The supply analysis should consider (a) policy measures and investments to meet the transport needs and constraints of women as well as men, and (b) opportunities to maximize both women’s and men’s participation in national and local decision-making bodies, as supervisors and staff in transport ministries, and as owners, managers and workers in transport-related businesses. This analysis should also consider that road network improvements in themselves may not bring substantial net benefits to women, and that additional strategies or investments may be needed to enable women or others to capture the benefits of these improvements (“road plus” strategies)

13 The presentations by technical experts also highlighted that in both the energy and transport sectors, some projects will have more potential than others to directly promote gender equity – for example, rural and urban electrification, renewable energy, rural road improvements, and urban transport projects. We encourage ADB to continue to invest in these types of projects, and to apply good gender mainstreaming practices that ADB has successfully developed in other types of urban and rural infrastructure projects. The gender specialists in headquarters and resident missions can provide technical support for this work. Regional departments could identify energy and transport projects in which a comprehensive gender mainstreaming approach could be piloted, designed and implemented, including gender-related indicators to track different impacts of the projects on women and men.

VI. Other Operational Issues

14 **Safeguard policy review.** We appreciated the update from the Environment and Safeguards Division (RSES) on the development of a new Safeguard Policy Statement, which we understand was approved by ADB’s Board of Directors shortly after our meeting. We were very impressed by the efforts ADB staff have made to integrate gender awareness and gender-sensitive procedures in the Safeguard Policy Statement. We encourage RSES to ensure that these procedures are reflected in the revised Operations Manual sections and guidelines. It will also be important to publicize these procedures in internal and external briefings on the updated

safeguard policies, so that staff and stakeholders are aware of them. In external consultations on the updated policies and in future projects that raise safeguard issues, it will be important to ensure opportunities for women to be heard, including women from indigenous or ethnic minority groups.

15 **Accountability mechanism.** We also appreciated the staff briefing on ADB's accountability mechanism for project-affected groups. We are concerned about the low level of participation by women in these processes, but are reassured that staff are aware of this and plan to continue publicizing the accountability procedures and taking other actions to expand public awareness in developing member countries.

VII. Progress on GAP III

16 We had very constructive discussions with the Deputy Director General, BPMSD, and members of the GAP III Committee and Professional Women's Committee about the implementation status of ADB's third internal Gender Action Program (GAP III). We welcome the increased representation of women at senior levels (from 13.6% in 2007 to 18.2% in 2008), although we note that the percentage slipped in the first half of 2009 (to 16.8%). We also welcome the piloting of extended maternity leave with benefits, expanded flex-time and telecommuting options, and a spouse employment initiative. We encourage ADB to make these improvements permanent and to consider further flexibility in work hours and telecommuting. We also heard that the Human Resources Division (BPHR) has committed to appoint an ombudsperson for staff, which we strongly endorse, and encourage BPHR to make this appointment as soon as possible.

17 We share Management's concern, however, that ADB is still far from the gender staffing targets included in ADB's Results Framework and GAP III, and in fact seems to be losing ground. As noted above, the female percentage of senior staff declined in the first half of 2009, and is far from the Results Framework/GAP III target of 25%. The overall representation of female professionals has also declined from 29.3% in 2007 to 28.6% in the first half of 2009, well below the Results Framework/GAP III target of 35%. We were pleased to see that recruitment of professional women improved from 19.1% of new hires in 2008 to 26.7% in the first half of 2009, but this is still well below the percentage needed to improve the staff gender balance. We made several recommendations to BPHR in our last outcome document to improve the recruitment of professional women, especially for the priority areas under Strategy 2020, and will not repeat them here. We urge ADB to use the proposed increase in professional staff and resources as an opportunity to accelerate progress in improving the staff gender balance. We also recommend that Vice-Presidents hold the heads of their departments accountable for more concerted efforts to meet gender staffing targets that are consistent with the bank-wide targets on gender balance.

18 We are also concerned about reports of overwork (generally within ADB, but with differing gender impacts), an intimidating work environment, lack of mentoring for women, and continued loss of women at entry and pipeline levels. We strongly support the work-life balance initiatives introduced to address some of these issues, and encourage ADB to make stronger efforts to build on these improvements. To guide further progress on these issues, we recommend that BPHR conduct a comparative study of work-life policies at other international financial institutions (IFIs) to draw on and implement positive policy measures. BPHR could

work through its contacts at ORIGIN, and with input from the Professional Women's Committee and Staff Council (which can draw on its contacts in the new forum of IFI staff associations). We also recommend that BPHR review and strengthen the internal rules of behavior for staff at all levels, with input from other relevant offices and divisions such as the Integrity Division, to ensure a work environment consistent with ADB's policy commitments to gender equality and women's empowerment.

19 We were pleased to hear that the midterm review of GAP III is planned for the third quarter of 2009, and look forward to hearing the results. In connection with this review, we recommend that BPHR post the baseline numbers and targets for GAP III on ADB's website.

VIII. EFG Activities and Future Work

20 In conjunction with this session, the EFG co-organized two seminars for ADB staff, on (i) gender implications of the global economic crisis and (ii) gender mainstreaming in heavy infrastructure projects. While we recognize that ADB staff are extremely busy, we were disappointed at the low staff turnout for both seminars. We therefore will suggest changes in the format of future seminars to encourage greater staff participation.

21 As RSDD and the regional departments work together to accelerate progress in mainstreaming gender equity in operations, we welcome additional opportunities to contribute to this process. As in the past, we look forward to participating in workshops, consultations and training events at ADB Headquarters, resident missions and representative offices. We will follow up with RSGS to identify areas where we can provide technical gender support over the coming year. Looking ahead to our next meeting, we would propose to co-organize seminars for ADB staff on gender mainstreaming in other priority areas under Strategy 2020, such as climate change and private sector development. In preparation, we suggest that a resource person or persons be retained to review ADB's portfolio in these sectors and develop recommendations for mainstreaming gender equity more effectively in these sectors. We suggest that the terms of reference for the background studies be developed jointly with the relevant operations departments or communities of practice (CoP), and that the seminars be co-sponsored by these departments /CoPs with attendance required for relevant staff.

22 At our next session, proposed for June/July 2010, we look forward to meeting again with ADB's Management and staff. In addition to co-organizing technical seminars on gender mainstreaming in additional priority areas under Strategy 2020, we will be particularly interested in updates on ADB's progress toward the gender targets in the Results Framework, GAD Plan of Action and GAP III.

23 As in the past, we request that this outcome document be shared with Management, senior staff (including country directors) and the Board of Directors for information, and we would appreciate a formal response to our recommendations. We also welcome the suggestion of Vice-President Schaefer-Preuss to maintain contact during the coming year.

ASIAN DEVELOPMENT BANK
10TH MEETING OF THE EXTERNAL FORUM ON GENDER AND DEVELOPMENT (EFG)
Auditorium Zone D, ADB Headquarters, Manila
14 - 17 July 2009

Background

The External Forum on Gender and Development (EFG) was established in 2001 to promote and facilitate dialogue between ADB and external experts and advocates on gender and development issues. To date, the EFG has met nine times at ADB headquarters. Background information on the EFG members, and outcome documents of their previous meetings, are posted on ADB's website (<http://www.adb.org/Gender/forum.asp>).³ The Poverty Reduction, Gender and Social Development Division (RSGS) of the Regional and Sustainable Development Department (RSDD) hosts the EFG's meetings and serves as the organizational link between the EFG and other parts of ADB.

Expected Outcomes of the Meeting

The expected outcomes of the EFG's 10th session are:

- Recommendations to better engender ADB's response to the global economic crisis;
- Recommendations to strengthen gender mainstreaming in ADB's support for heavy infrastructure projects;
- Feedback on ADB's implementation of its GAD Plan of Action 2008-10 and gender equality results assessments; and
- Submission of an outcome document to the Vice President (Knowledge Management and Sustainable Development) through RSGS and RSDD.

Final Program

Tuesday, 14 July 2009

9:00 am	<i>Welcome Remarks</i> Ursula Schaefer-Preuss, Vice-President (Knowledge Management and Sustainable Development) Xianbin Yao, Director General, Regional and Sustainable Development Department (RSDD)
9:25 am	<i>Goals of Meeting and ADB's Response to EFG's 2008 Recommendations</i> Sonomi Tanaka, RSGS
9:40 am	<i>Proposed Agenda</i> Eugenia McGill, Facilitator for EFG Meeting
9:45 am	<i>Briefing and Discussion of Gender-Related Developments at ADB</i> [including 2008 GAD Plan of Action Report and 2008 Development Effectiveness Review] Sonomi Tanaka, RSGS

³ EFG members attending this session included Andrew Byrnes (Australia), Vanessa Griffen (Fiji – Chair), Caren Grown (United States), Aurora Javate-de Dios (Philippines), Yasuko Muramatsu (Japan), Eugene Ryazanov (Kyrgyz Republic), and Wu Qing (PRC). Savitri Goonesekere (Sri Lanka) and Md. Wahidur Rahman (Bangladesh) could not attend because of other commitments.

- 11:15 am *EFG Internal Discussion*
- 12:15 noon *Welcome Lunch hosted by Ursula Schaefer-Preuss, Vice-President (Knowledge Management and Sustainable Development) (Private Dining Room 6)*
- 1:30-2:15 *Meeting with Central and West Asia Department (Operations 1)* [discussion with each regional department included integration of gender concerns in any new country partnership strategies; new loans, grants and technical assistance; implementation of ongoing projects; and any recent evaluations of completed projects]
Robert Siy Jr., Director, Country Coordination and Regional Cooperation Division
- 2:15-3:00 *Meeting with South Asia Department (Operations 1)*
Frederick Roche, Deputy Director General
Francesco Tornieri, Social Development Specialist (Gender and Development), Office of the Director General
- 3:00-3:45 *Meeting with Pacific Department (Operations 2)*
Sungsup Ra, Director, Pacific Operations Division
Sally Pedersen, Principal Public Management and Human Capacity Development Specialist
Sakiko Tanaka, Social Development Specialist
- 4:00 pm *Meeting with Rajat Nag, Managing Director General (Exec. Conference Rm. 8733E)*
- 6:30 pm *Departure from Hotel - Dinner at Aurora Javate De Dios' Residence*

Wednesday, 15 July 2009

- 8:30 am *EFG Internal Discussion*
- 9:00 am *Meeting with Strategy and Policy Department*
[including gender mainstreaming categories for projects; gender mainstreaming in 2008 Development Effectiveness Review; and streamlining of business processes and implications for gender mainstreaming]
Kazu Sakai, Director General
Indu Bhushan, Director, Strategy, Policy and Interagency Relations Division
Noriko Ogawa, Advisor, Strategy and Policy Department, concurrently Head, Results Management Unit
- 10:00-10:40 *Meeting with East Asia Department (Operations 2)*
Amy S.P. Leung, Director, Urban and Social Sectors Division
Wendy Walker, Social Development Specialist
- 10:40-11:10 *Update on ADB's Accountability Mechanism*
Karin Oswald, Principal Project Facilitation Specialist, Office of the Special Project Facilitator
Dewi Utami, Associate Secretary, Compliance Review Panel

- 11:20-12:00 *Meeting with Xiaoyu Zhao, Vice-President (Operations 1) (VPO1's Office, 8149N)*
- 12:15 pm *EFG Lunch Seminar: Gender Dimensions of the Economic/Financial Crisis in Asia (Auditorium D)*
Drs. Caren Grown, EFG; Yasuko Muramatsu, EFG; and Marina Durano, DAWN
[open to ADB staff]
- 2:30-3.00 pm *Meeting with Haruhiko Kuroda, President (President Kuroda's Office, 8104E)*
- 3:15 pm *Meeting with GAP III Committee [including gender issues related to staff recruitment, promotion and retention, and work/life balance initiatives]*
- 4:15 pm *Briefing and Discussion of Issues Related to Human Resource Strategy [including staff learning and development on gender mainstreaming; gender specialist staffing; GAP III and professional women staffing]*
Hyong-Jong Yu, Deputy Director General, Budget, Personnel and Management Systems Department
- 5:15 pm *Group Photo Session (ADB Courtyard)*

Thursday, 16 July 2009

- 8:30 am *Update on ADB's Safeguard Policy Review*
Xiaoying Ma, Principal Environment Specialist, Environment and Safeguards Division (RSES)
Indira Simbolon, Senior Social Development (Safeguards) Specialist, RSES
- 9:00-9:40 am *Meeting with Southeast Asia Department (Operations 2)*
Shireen Lateef, Director, Social Sectors Division
- 10:00 am *Briefing and Discussion of Second Rapid Gender Assessments (RGAs) of Selected Loan and Grant Projects*
Juliet Hunt, RGA Consultant, and Resident Mission Gender Specialists (Oyunbileg Baasanjav, Mongolia Resident Mission, and Nelun Gunasekera, Sri Lanka Resident Mission) **[open to ADB staff]**
- 12:00 noon *Lunch with RGA Consultant, RM Gender Specialists, and Members of ADB's Gender and Social Development Committee (Private Dining Room 6)*
- 2:00 pm *Technical Working Session on Gender Mainstreaming in Infrastructure Projects*
Drs. Govind Kelkar, ENERGIA (Energy Sector), and Kyoko Kusakabe, Asian Institute of Technology (Transport Sector)
[open to ADB staff]
- 4:00 pm *Meeting with C. Lawrence Greenwood, Jr., Vice President (Operations 2) (Exec. Conference Rm. 8733E)*
- 6:45 pm *Departure from Hotel - Dinner at Sonomi Tanaka's Residence*

Friday, 17 July 2009

8:30 am *Meeting with Representatives of Professional Women's Committee (PWC)*
 [including gender issues related to staff recruitment, promotion and retention, and
 work/life balance initiatives]

9:15 am *EFG Working Session*

12:00 pm *Working Lunch*

2:00 pm *EFG Feedback and Wrap-up Discussion with Ursula Schaefer-Preuss, Vice
 President (Knowledge Management and Sustainable Development)*

3:00 pm *Closing*