



Gender Network News

The Quarterly Newsletter of the Gender Network

ADB

Newsletter No. 9/10, June–December 2004

The quarterly newsletter aims to facilitate the exchange of information on the Asian Development Bank's (ADB's) gender and development activities. For any inputs/feedback/questions, contact Jennifer Francis (Telephone 632-6983; E-mail: jfrancis@adb.org) or Zarah Zafra (Telephone 632-6995; E-mail: zmzafra@adb.org).

CONTENTS

- A. GAD Activities and Achievements
 - 1. Gender Scan of ADB Water Operations—Results
 - 2. Rapid Gender Assessments of Loans in 4 Developing Member Countries
 - 3. Loans Targeting Gender Equality and Women's Empowerment
 - 4. Gender Technical Assistance Projects
 - 5. Gender and Development Policy Implementation and Review
- B. Gender Good Practices in 2004 ADB Loans
 - 1. Nepal Community Managed Irrigated Agriculture Sector Project
 - 2. Bangladesh Secondary Town Integrated Flood Protection II
 - 3. Punjab Devolved Social Services Loan
- C. Gender Events in ADB
 - 1. Fifth Session of the External Forum on Gender and Development
 - 2. Joint Seminar on Urban and Gender Development
 - 3. Training on Gender and Water
 - 4. Gender Seminar for DMC-Project Directors
- D. External Events
 - 1. Integrating Gender in Water Issues in Central Asia held in Almaty, 26-28 May
 - 2. Beijing +10 NGO Forum held in Bangkok, 1-3 July
 - 3. 9th Triennial Conference of Pacific Women and 2nd Pacific Ministerial Meeting held in Suva, 16-20 August 2004
 - 4. High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action, and the Regional Global Outcomes held in Bangkok, 7-10 September
- E. Useful References

A. GAD Activities and Achievements

1. Gender Scan of ADB Water Operations – Results

Under the Gender and Water Partnership agreement between the Gender and Water Alliance and ADB, a Gender-Scan of ADB Water Operations was carried out in June. The aim of the review was to study the extent to which gender responsive practice is currently promoted in ADB's water related policy and programs.

The methodology for the review was structured into 4 areas of activity: (i) desk reviews of ADB's gender and water policies, CSPs, gender reports and other relevant documents; (ii) desk reviews of 25% sample of projects/loans approved after 1997 (21 loans); (iii) interviews with Project Officers and key informants at ADB and in the field; and (iv) field visits to 2 projects each in Sri Lanka and Viet Nam.

The study findings (Box 1) indicate that the water sector is making progress in terms of mainstreaming gender. Out of the 21 projects reviewed, there are proportionately more water-related projects that are significantly mainstreaming gender and fewer with no gender elements. This achievement bears testimony to the work that has gone into implementing ADB's GAD and Water Policies, promoting awareness of and conformity with ADB's gender requirements, and supporting their incorporation into policy and project design.

The issues of concern relate mainly to *qualitative improvements* on effective implementation of gender commitments to achieve positive impact on the lives of poor men and women.

A draft copy of the findings and recommendations is available at <http://adb.org/Water/Gender/scan.asp>.

Box 1: Gender Scan of ADB Water Operations-Results

Summary of Findings

- The gender elements of ADB water-related projects are part of community level, participatory activities. This approach is promoted and reinforced by the Water Policy.
- Water-related projects focusing exclusively on infrastructure hardware either had "no gender elements", or had gender elements that were confined to very small community-related components.
- Executing agencies met in the field accept the need for gender mainstreaming, but require further assistance in implementation.
- Gender analytical information (GAI) provides important base-line data for effective gender mainstreaming. All of the 21 projects reviewed have some GAI, but quality and relevance of the information varies considerably.
- Project Officers (PO) have little information on the implementation of gender plans. Gender issues are rarely assessed in loan review missions.
- Few water-related POs have received gender training either in ADB or elsewhere. Interestingly, POs who demonstrated the most commitment to gender issues had learned not from gender training courses but from experience.
- There is a clear link between gender mainstreaming and poverty-focused participatory planning and implementation processes. Recognizing this link and incorporating it in capacity building, support and exchange programs will yield positive results.

Recommendations

- Staff from ADB's Gender Group and the Water Group should work together to improve the adaptation of gender procedures to fit the circumstances of different projects, executing agencies and cultures.
- Discuss how and whether gender should be included in major infrastructure projects with no community participatory elements.
- During policy dialogue processes, enable EAs to understand how gender mainstreaming will assist them in achieving national water policy objectives.
- Identify practical and realistic ways of overcoming budgetary and time constraints for generating gender analytical information.
- Identify ways of effectively using the planning process to spearhead, promote and support gender mainstreaming in implementation.
- Build the capacity of EAs and POs to implement gender-related activities.
- Develop and document joint pilot initiatives on poverty, participation and gender mainstreaming to ensure that staff working on these areas benefit from each other's expertise and experience.

2. Rapid Gender Assessments of Loans in 4 DMCs

Rapid Gender Assessments (RGAs) were undertaken of 12 loan projects under implementation in Bangladesh, Cambodia, Nepal and Pakistan. The aim of the RGAs was to assess whether the introduction of project-specific Gender Action Plans (GAPs) and strategies had any impact on improved implementation, better outreach and results for women compared with men. The assessment also explored the usefulness and effectiveness of GAPs as a tool for promoting and facilitating improved participation and benefits for women

in ADB loans. The loans reviewed span the following sectors: agriculture, infrastructure, education, governance, livestock and health.

The assessment of gender-related results focused on achievements including: (i) the level of women's participation in major project activities; (ii) how improved participation has resulted in access to project resources and actual benefits for females and males; (iii) identifying unintended practical and strategic results for women and men; (iv) changes in gender relations, focused on changes in decision-making by women (in the project, community, household, other); (v) control over resources related to loan/TA activities; and (vi) changes in livelihood due to loan/TA activities. The results also identified external factors and conditions contributing to gender-related results.

Box 2: Rapid Gender Assessments of Loans

Summary of Findings

Strong evidence that project gender action plans/strategies are effective for:

- Ensuring that women participate and benefit
- Improving implementation, better outreach and significant improvement on results for women
- Making progress towards gender equality and women's empowerment
- Achieving poverty reduction objectives
- Improving the sustainability of benefits

Lessons for Gender Plans/Strategies

- **Quality social and gender analysis**
 - Systematic and comprehensive
 - Identify constraints to participation and benefits
- **GAP design process**
 - Participatory GAP design
 - Develop strategies for all loan components
 - Realistic targets linked to loan objectives
 - Re-visit gender design strategies early in implementation
 - Owned by the EA
- **Gender capacity building of EA and IA**
 - Formal/structured and ongoing
 - Promotes ownership and commitment
- **Skills and resources**
 - Gender specialist on project team
 - NGOs with demonstrated gender capacity
 - ADB RM gender specialist
- **Good management and strong leadership in EA**
- **Monitoring**
- **Loan covenants and ADB monitoring**

Findings of the RGAs confirmed that GAPs have contributed to improved implementation, better outreach and significant improvement in results for women. While GAPs in themselves are important features for project success, ownership of the GAPs by executing agencies are vital to enable EAs to appreciate the value of incorporating GAD elements in projects. Leadership from senior project managers is crucial for GAP elements being realized. This leadership ensures that a strong and consistent rationale for challenging traditional social attitudes is articulated through the project and demonstrates the importance of GAD to partners who may not share similar commitments. Incorporating implementation of the GAP into loan assurances and covenants also ensures on-going monitoring of gender equality targets. The development of gender sensitive indicators to monitor the differentiated access and control of women and men to resources and benefits and their participation in projects was mentioned as an area for improvement (see Box 2).

Four separate country reports are currently being prepared, in addition to a synthesis report consolidating findings from all the RGAs. The next issue of Gender Network News will be a special issue featuring the RGA results.

3. Loans Targeting Gender Equality and Women's Empowerment

(i) NEPAL: Gender Equality and Empowerment of Women Project

Recognizing the strong need for reducing poverty through advancement of women's socioeconomic conditions, the proposed loan (for approval in December 2004) aims to empower poor rural women and members of disadvantaged groups and improve their socio-economic conditions through a process of economic, social, legal and political empowerment. The project components reflect multi-sectoral interventions in four areas: (i) **economic**—enhancing rural women's skills, opportunities, and control over productive assets through improved business knowledge, entrepreneurial skills and access to financial resources; (ii) **social**—enhancing social processes at community level to improve women's personal

development through time-saving household technologies and community infrastructure; (iii) **legal**—improving legal awareness of women’s rights among all stakeholders, providing access to legal services and gender responsive capacity building of judicial and administrative institutions; and (iv) **building institutional capacity** of the implementing agency to increase their gender responsiveness and promote gender equality.

The project will cover 15 districts, 8 in Midwestern and Far Western regions and 7 in the Central region to be implemented until December 2009. The Department of Women and Development of the Ministry of Women, Children, and Social Welfare will be the Executing Agency of the project. To deliver project services effectively to the 15 core districts, management of the project will be supported and institutionalized by delegating responsibilities to the women development office in each district. The project will use demand-driven processes that enable the targeted women to determine their own strategies for economic and social empowerment, after strengthening their individual capabilities. The total estimated cost of the project is US\$15.5 million, US\$10 million of which will be financed from ADB’s Special Funds resources.

(ii) BANGLADESH: Social Protection for Disadvantaged Women and Children

Bangladesh has made considerable progress in reducing poverty, improving health and education outcomes, and reducing gender gaps particularly in education. However, maternal and child mortality rates, are still among the lowest in Asia-Pacific Region. The increasing migration of young women from rural areas to urban centers for work opens up new opportunities, but also introduces new risks. As Bangladesh becomes more integrated in global and regional markets, it must update and strengthen social protection schemes and mechanisms to provide adequate safety nets for most vulnerable groups, poor women and street children.

A proposed loan—the first social protection project of ADB— aims to reduce poverty and vulnerability to abuse and exploitation of disadvantaged women and children. Interventions will focus on three priority target groups: vulnerable women and children in remote rural areas, the urban squatter settlements and street children in the urban area. The project will offer a package of integrated social protection services and legal support which include activities such as: (i) basic services delivery including credit and health related inputs; (ii) improved legal aid and awareness raising on legal rights through the provision of project funded lawyers to enhance dispute prevention and settlement mechanisms; and (iii) capacity building for the women machineries involved in the project through training on several issues such as governance, gender and management processes. The Ministry of Women and Children Affairs will be the executing agency of the loan. The proposed loan is expected for approval in the second quarter of 2005.

4. Gender Technical Assistance Approved

(i) NEPAL: Promoting Pro-Poor and Gender-Responsive Service Delivery

A technical assistance grant to Nepal to make service delivery in the agriculture and livestock sectors more responsive to poor and disadvantaged groups, including women, was approved on 7 July 2004. The assistance will target poor men and women, line agencies, and local elected bodies in two districts, Doti and Kanchanpur, in the Far-Western Development Region. Activities will include initiating homestead agricultural activities that will have quick impact, helping organize community-based organizations, improving livelihoods, strengthening line agencies and local bodies, and identifying an approach that effectively promotes the participation of disadvantaged groups while systematically mainstreaming gender.

Nepal’s gender empowerment index, at 0.191 underscores the lack of women’s participation in the economic, political and professional spheres compared to men. Even when formal rules have required that women and disadvantage populations participate in local bodies, lack of knowledge and weak organization

New Publications



Gender checklists on Education, Health, Water Supply and Sanitation, Resettlement, Urban Development and Agriculture are now available in Bahasa Indonesia, Russian and Bangladeshi. Translations in Khmer and Vietnamese are currently ongoing with two checklists (Agriculture and Water Supply and Sanitation) in Vietnamese already completed.

New Publications



CGAs for Bangladesh, the Philippines and Sri Lanka are now available at <http://adb.org/gender/cga.asp> and in hard copy with RSPR. Currently under preparation are a joint ADB/World Bank CGA for Mongolia and a multi-donor CGA for Indonesia.

often prevent their effective participation. The TA will thus contribute to forming women's forums in the village development committee and building capacity for collective bargaining that support women's interests.

The Department of Women Development is the Executing Agency of the TA. The total cost of the TA is US\$250,000, of which US\$200,000 is a grant from the Poverty Reduction Fund financed by the United Kingdom.

(ii) CAMBODIA: Implementation of the Gender Mainstreaming Action Plan in the Agriculture Sector

The Cambodia Agriculture Sector Development Program (ASDP) loan, approved on 26 November 2003, is aimed at promoting sustainable growth of market-based agriculture and improving agricultural productivity. A gender action plan (GAP) was prepared under the ASDP.

A technical assistance grant was approved on 26 November 2004, to build the capacity of MAFF to implement the GAP for mainstreaming gender in the agriculture sector.

The TA components include (i) promotion of women's participation in the MAFF extension support services for farmer groups (50% of the members should be women); (ii) strengthening support services for agro-based enterprises through formation of women's enterprise associations; and (iii) institutional strengthening for promoting

women's participation in agriculture commercialization.

The MAFF will be the executing agency for this TA. The total cost of the TA is US\$398,000, of which US\$300,000 is a grant from the Gender and Development Cooperation (GAD) Fund financed by Canada, Denmark and Norway.

(iii) VIET NAM: Gender Mainstreaming Action Plan for Agriculture and Rural Development

Under a recently completed TA "*Gender Strategy and Implementation Plan for Agriculture and Rural Development*" (June 2002 to February 2004), the Ministry of Rural Development and Agriculture (MARD) was assisted to develop and formulate a gender strategy and plan of action to mainstream gender equity considerations into their policies, programs, planning, and implementation processes.

A new TA (approved on 26 November 2004) financed under the GAD Fund will build on the earlier work to support MARD to effectively implement the plan of action through gender capacity building of planners, decision makers, managers and public service providers at all levels of MARD-related departments and agencies. Project activities will include (i) development of sex disaggregated data collection system; (ii) development of guidelines on planning with sex disaggregated targets; (iii) preparing suitable training materials on gender mainstreaming in MARD for different targets groups; (iv) gender training for agency staff such as planners, decision makers, managers and public service providers of MARD at all levels; (v) TOT for teachers of the MARD related management schools, colleges and vocational schools (vi) establishment of network and systems of trainers on gender mainstreaming amongst MARD staff and public service providers; and (vii) development of management information system on gender planning, implementation, monitoring and evaluation on the MARD programs.

MARD will be the executing agency for the TA. The TA will be implemented from May 2005 to April 2006. The total cost of the TA is US\$315,000, of which US\$250,000 is a grant from the GAD Fund. \

(iv) VIET NAM: Supporting the Preparation of a Law on Gender Equality

The Comprehensive Poverty Reduction and Growth Strategy (CPRGS) of Viet Nam, identifies insufficient access to the law and protection of women's rights, as one of the causes poverty. As powerlessness and vulnerability are significant factors of non-income poverty, the CPRGS gives emphasis to the empowerment of women and for improving their access to legal information and the judicial system. Against this background, the fourth meeting of the National Assembly in 2003, adopted a resolution to draft and promulgate a Law on Gender Equality was adopted. In support of this, ADB approved a technical assistance (TA) on 26 November 2004 to assist the Government in developing a Law on Gender Equality with a view to reduce poverty and inequality based on gender. The TA aims to (i) facilitate the process of gender mainstreaming in drafting and amendment of legislation, (ii) build gender-sensitive legal institutions; and (iii) enhance gender awareness in the legal system.

The TA has three components: (i) **a diagnostic analysis** which includes a review of documents and reports on gender equality in legal systems including existing laws on gender equality, its implementation and enforcement systems in countries that have enacted such laws and a stakeholder consultation to further share the results and findings of the review; (ii) **drafting of the law** on gender equality which will include activities such as the identification of the key issues to be addressed by the law and expert support to the Working Group responsible for defining the format, content and drafting of the law; and (iii) **awareness raising and public advocacy** activities designed and implemented to improve women's legal literacy and better awareness of the role of judiciary, administrative and law enforcement agencies before and after the Law on Gender Equality is promulgated.

The Viet Nam's Women Union will be the Executing Agency for the TA. The total cost of the TA is US\$465,000, of which US\$ 370,000 is a grant from the Poverty Reduction Fund.

(v) RETA: Preventing the Trafficking of Women and Children and Promoting Safe Migration in the Greater Mekong Subregion

The Greater Mekong Subregion (GMS) has traditionally been an area of high migration, within its countries and across borders. Improved connectivity in recent times has led to increased migration, and unprecedented rise in human trafficking. In response to this, ADB approved a technical assistance grant on 4 October 2004—covering Cambodia, Lao PDR, Thailand, and Viet Nam—to encourage subregional cooperation in the GMS countries for promoting safe migration and addressing trafficking issues in subregional projects.

The TA will have four components: (i) preparation and implementation of pilot programs for the prevention of trafficking; (ii) support to subregional cooperation on anti-trafficking and mobility in collaboration with United Nations Inter-Agency project on Human Trafficking in the Greater Mekong Sub-Region; (iii) advocacy and policy dialogue with ministries of economy and finance and other line ministries to mainstream such issues into national policy making and resource allocation processes; and (iv) project management support for purposes of evaluation of outcomes and preparation of dissemination strategies. ADB's Agriculture, Environment, and Natural Resources Division of the Mekong Department is the Executing Agency of the TA. Each country will have a focal ministry to coordinate TA activities.

The TA amounting to US\$700,000 will be financed from the Poverty Reduction Fund.

(vi) CAMBODIA: Preventing Poverty and Empowering Female Garment Workers Affected by the Changing International Trade Environment

Approved in 2003, this TA aims to address the potential downside risks caused by the ending of the guaranteed access to export market in textiles and clothing provided under the Multi-Fiber Arrangement (MFA). The implications of the MFA phase-out in the end of 2004 are uncertain. However, unless the competitiveness in Cambodia's garment sector is improved, the quota lifting is likely to result in the reduced economic growth, slow poverty reduction, and a significant level of job loss among the garment workers who are predominantly young uneducated women. The TA has been designed to analyze the likely impact of the

MFA phase-out on the industry and its workers and prepare possible scenarios and options to minimize and mitigate any negative impacts.

Having completed Phase 1 of the TA, which assessed the situation of the garment industry and its job creation in order to develop competitive options and interventions for the garment industry and its workers, Phase 2 commenced in October 2004 with two pilot projects. The first pilot is to strengthen the productivity and reduce vulnerability of female garment workers. It will undertake two types of training: (i) Skills Development Program to upgrade the skills of workers within the industry, conducted by the Cambodian Garment Training Centre; and (ii) Alternative Skills Development Program in the non-garment sectors for the workers or retrenched workers who wish to go back to their provinces. The alternative skills development will be carried out in conjunction with the formation of self-helps groups for social safety net mechanisms and implemented by an NGO called PADEK. IA part-time project coordinator was recruited to monitor these activities under the overall guidance of the Ministry of Women's Affairs and the Ministry of Commerce. The second pilot is a small-scale study to identify the key gaps in the provisions related to workers' rights under the Labor Law. The two pilots are scheduled to complete in March 2005.

5. ADB's Gender and Development Policy Implementation and Review

The GAD Policy approved in 1998 provides for an interim progress report to be prepared after two years, with a full review of implementation after five years. The interim progress report, covering the period 1998-2001, was completed in 2002. The full review of implementation began in mid-2004 and is being coordinated by RSPR. A final report on the review will be completed in the second quarter of 2005. Inputs to the review include desk reviews, rapid assessments of selected loan projects in implementation, a gender scan of ADB's water loans, a self-assessment by the External Forum on GAD, consultations with ADB staff at Headquarters and in the Resident Missions, and consultations with government and nongovernment stakeholders in selected member countries. The desk reviews and other assessments have been substantially completed. An issues paper, based on the desk reviews and initial staff consultations, will be posted on the ADB website for external comment in early 2005. Additional consultations with staff and external consultations are being planned for the first quarter of 2005. [For further information, contact Shireen Lateef, RSPR.]

B. Gender Good Practices in 2004 ADB Loans

1. NEPAL: Community Managed Irrigated Agriculture Sector Project (CMIASP)

The CMIASP approved on 17 November 2004 aims to improve agriculture productivity and sustainability of existing Farmer Managed Irrigated Systems (FMIS) suffering from low productivity and high incidence of poverty, thereby enhancing the livelihood of poor men and women in rural Nepal. The project is replicating lessons learned from the previous Irrigation Management Transfer Project (IMTP), which demonstrated that irrigation projects that consider women's roles as irrigators, water users and farmers will result in optimal results in irrigation management, cost-recovery and agricultural production.

The Project has two components: (i) participatory irrigated agriculture development for FMIS, and (ii) institutional strengthening and project management (ISPM). The output of the first component is substantially improved agricultural productivity and reduced poverty and improved livelihood for over 270,000 poor men and women, including ethnic minorities and indigenous peoples. The second component will culminate in operation of mechanisms for improved service delivery to develop productive and sustainable FMIS through (i) further improved irrigation policies, regulations, and plans; (ii) strengthened Department of Irrigation, Department of Agriculture, local governance institutions (LGIs), and Water Users Associations (WUAs); and (iii) enhanced institutional linkages to deliver services in coordination with NGOs and the private sector.

The project's GAP underscores the fact that while the 33% government quota for women's representation in all Water User Associations (WUA) provides opportunities to increase women's access to irrigated agricultural technology and extension in Nepal, by itself it will not necessarily ensure women's participation in the irrigation sector, unless specific measures are planned for, budgeted, implemented and monitored.

Hence, the project's GAP was developed to include specific design measures to enhance women's participation and benefits from the project (see Box 3).

Box 3: NEP-Community Managed Irrigated Agriculture Project

Gender Action Plan

- **Provision of Gender Specialists (GS).** A local GS will be employed to support all gender-related activities. GSs will also be hired to facilitate women's participation in each district. The lead GS will work in conjunction with the Women's Development Officers and District Development Committee (DDC) gender focal points. The GS will develop a Project Gender Operational Strategy to guide Project staff and stakeholders in maintaining a participatory development process in the irrigation sector.
- **Women's representation in WUAs.** Part of the social mobilization process will include bringing women's participation rate up to at least 33% of WUAs. The Project will also target for women not only as members of the WUAs, but as leaders as well. The GS will provide gender sensitization training to WUA members, and leadership training to women to facilitate an increased and more active participation of women in WUA activities.
- **Gender training.** The GS will organize gender for all Project staff. GAD issues will be included as part of the main Project orientation training. District GSs will play a catalytic role in the district for gender promotional efforts.
- **Increasing the numbers of women in contact with extension services.** The low representation of women staff in the executing agencies has been an impediment in outreach to poor women. Hence at least 50% of Community Organizers will be women who will complement the work of Association Organizers.
- **Integration of gender data.** Information on gender roles in irrigation and agriculture activities will be included in the baseline survey of each district. The lead GS with the support the GS in each district to ensure this data is included in subproject planning, implementation and monitoring and evaluation.
- **Gender policy development and dialogue.** To facilitate the development of a gender policy within the government, the GS will organize one national and two regional workshops.
- **Field channel groups.** Each field channel group will have at least 35% women farmers. From each group two leaders, a male and female, will be selected who will be trained to serve as local extension agents.
- **Creating opportunities for female centered households.** At least 35% women and/or female centered households will be provided with an opportunity to access non-conventional irrigation projects such as drip and sprinkler, and water harvesting among others to increase production on small plots of land with very small investment.
- **Monitoring and Evaluation.** The GS will assist the executing agency in establishing a Project monitoring system that includes data disaggregated by gender, ethnicity and caste. Bi-annual reviews will address achievement of gender goals. Under the guidance of the lead GS, the district GSs will develop a gender action plan reflecting local attitudes and practices for each district which will be an integral part of the subproject preparation process

2. BANGLADESH: Secondary Town Integrated Flood Protection II

The Project will promote economic growth and reduce poverty in nine selected towns by providing a flood-free and secure living environment within the framework of integrated flood protection. The integrated approach, combining river protection works with drainage and basic municipal services, is appropriate for the urban areas in Bangladesh, which are prone to frequent river flooding, particularly in low-lying areas with poor drainage systems. While the Project will benefit the entire urban community in the project towns, some components will focus on upgrading the conditions of the poorest and most needy groups in the slum areas in particular.

The project which has four components including (i) flood protection works; (ii) urban drainage system improvement; (iii) urban environment improvement; and (iv) capacity building and implementation assistance aims to promote the equal participation of women and men as agents and beneficiaries in the project's development process.

The GAP prepared under this project will give particular attention to (i) women’s poverty alleviation, and (ii) women’s empowerment in decision-making and public life. It will ensure women’s participation in infrastructure activities in construction, in management and maintenance. Equality wage for women and men for similar work will be promoted. The GAP also promotes women’s equal participation in public life, in environmental management and in Pourashava governance.

Box 4: BAN-Secondary Towns Flood Protection II

Component	Activities
Flood Protection Works	<ul style="list-style-type: none"> Consultation with and affected women for land acquisition, and resettlement. Special compensation package for affected women. Involvement of Female Ward Commissioners (FWC) and citizens involved in resettlement activities. Employment opportunities for poor women (50%) in flood protection related earthwork.
Urban Drainage System	<ul style="list-style-type: none"> Promotion of wage parity in construction, and operation and maintenance of infrastructure. Skill training for women (50%) in construction and O&M works. Establishment of labor contracting societies to employ women laborers in construction and O&M Employment of women (100%) in tree plantation and routine maintenance activities
Urban Environmental Improvement	<ul style="list-style-type: none"> Awareness raising amongst women and other stakeholders in their roles in solid waste management Organization of periodic campaigns to orient households on proper disposal of solid waste Ward based rallies for awareness about environment involving FWCs on environment, sanitation and hygiene.
Urban Drainage System Improvement	<ul style="list-style-type: none"> Participation of women in the sanitation program as motivators Completion certificate for sanitation signed by women Location of public toilets to suit women’s needs Suitable clause in lease deeds to include women in management
Capacity Building and Implementation Assistance	<ul style="list-style-type: none"> Engagement of women staff as staff consultants and facilitators Congenial work environment set-up for women and men Gender and Development orientation for the EA, IA and Pourashava officials Delineation of responsibilities of FWCs by the Municipal Counsel Formation of a Gender and Environment Committee headed by FWCs Preparation and implementation of town-wise GAPs Inclusion of women in community development and poverty reduction activities Women’s access to the poverty reduction fund, slum infrastructure and community empowerment activities Training for the Chairmen and Ward Commissioners on decentralized governance and gender responsive urban development Micro-finance opportunities for women Awareness raising among the displaced, migrants and floating people about the risks of human trafficking and child labor Involvement of women in tax collection and resource mobilization Capacity building for EAs and Project Implementation Units (PIUs) on gender based monitoring Gender based monitoring, evaluation and reporting based on gender-disaggregated data

3. PAKISTAN: Punjab Devolved Social Services Program

The proposed project’s objective is to strengthen devolved social services for a more equitable, efficient, effective, and sustainable delivery of social services in line with the Punjab Local Government Ordinance 2001. In order to achieve the objective, it will be necessary to support reforms and capacity building to help (i) expand coverage of health services (especially for women and children), increase school enrollment rates, and improve access to water supply and sanitation facilities; (ii) move away from provincially-driven programs that are identified and implemented by local governments; and (iii) enhance the capacity of local governments to assume new roles and responsibilities in social services.

In Punjab, inequalities of provision of social services is not always due to the lack of established social service facilities, but often because of discrimination and neglect of service providers towards the poor. The GAP prepared under the as ensures design and implementation features for pro-poor service delivery packages to ensure greater benefit to the poor women and children. Measures include better access to health facilities for women, creation of educational facilities especially for handicapped children and girls and capacity building for service providers all levels for increased gender sensitive planning and implementation (see Box 5).

The proposed loan comprises two program loans and a grant to support program implementation, capacity building, sector specific reforms, and partnership development of private sector.

Box 5: PAK-Punjab Devolved Social Services Program

Gender Action Plan

The following interventions will be incorporated in the various components of the PDSSP to address gender issues:

- **Capacity Building of Service Providers.** Training program and awareness raising activities of the male and female officials of line agencies and Local Government, male and female representatives of the union council and the health service providers (doctors, paramedics, education officers) will include subjects on gender sensitization , pro-gender and pro-poor planning, implementation of services for the poor and gender mainstreaming to ensure benefit to the women and poor communities.
- **Health Services for Women and Children.** Health sector interventions will include (i) implementation of essential package of services in the district hospitals, *tehsil* hospitals, rural health centers, and basic health units (BHU) with a focus on women and children; (ii) recruitment of additional trained midwives, female health workers for expansion of service delivery, especially for planning, midwifery, and emergency services; (iii) recruitment of additional lady health visitors (LHV) for BHUs and incentive packages for them; and (iv) ensuring placement and attendance of the existing LVHs and BHUs.
- **Strengthening the Role of Women Councilors of Union Council (UC) for service Delivery.** The elected women councilors of UC will be provided with training on leadership, negotiating skills, roles and responsibilities of the councilors, planning processes; the functions of the three tiers of local government, linkages of line agencies, role of monitoring committees at the union and facility level such as SMC and health committees; and existing development projects/programs on the social sectors.
- **Secondary School Facilities for Girls.** In the secondary school up gradation, it will be ensured that textbook scholarships, and expansion of education facilities for handicapped children should include schools from the deprived districts. School councils of the primary and/or middle school will include female teachers, mothers, and elected representatives of the UCs. Community mobilization activities will be undertaken to increase enrolment of girls. Toilet facilities, school boundaries, and educational aid materials will be available for girls at secondary school.
- **Steering Committee and Program Support Unit (PSU).** Representation of women professionals in the steering committee and provincial support unit will be ensured. Any capacity building of the government officials (national and international) will include at least 20% of female officials from the relevant government agencies. Gender sensitization training will be provided to the members of steering committee, and officials from line agencies at the district level.
- **Gender and Development Consultant.** The consulting service package will include a gender and development (GAD) specialist for a period of 30 person months. The GAD specialist will work closely with the community development experts to ensure that gender-based grassroots level development schemes are planned by CBOs/CCBs under the conditional grant and public-private partnership program. The GAD consultant will operationalize the gender action plan will include a budget for activities, time frame for implementation of activities, and monitoring indicators. The management information system (MIS) of the PDSSP will include gender disaggregated monitoring indicators by different socioeconomic groups.

C. Gender Events in ADB

1. Fifth Session of the External Forum on Gender and Development

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. The EFG met with Vice Presidents Liqun Jin,

Khempheng Pholsena and Geert van der Linden, other senior staff, and members of the Professional Women's Committee. The EFG also held discussions with gender specialists working in the Regional and Sustainable Development Department (RSD) and some regional departments for in-depth discussions of ADB's experience with gender mainstreaming. The EFG were pleased that the review of ADB's Poverty Reduction Strategy (PRS) reaffirmed the importance of gender as a crosscutting theme in ADB's poverty reduction work. They recommended that ADB carry this through by restoring gender as a thematic priority in its next Medium-Term Strategy. 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 outcome document is available online at <http://www.adb.org/Gender/forum.asp>

2. Joint Seminar on Urban and Gender Development

In conjunction with the Fifth Session of ADB's External Forum on Gender and Development, a joint seminar with Slum Dwellers International, a network of 23 people's organizations and NGO partners worldwide, was organized and held on 25 June 2004. The seminar was a collaboration between the Social Development, Gender and Social Protection Committee and the Urban Development, Municipal Services and Housing Committee.

The objective of the Seminar was to have a dialogue between ADB and SDI on how the integration of gender issues in project design, preparation and implementation makes for better and more poverty alleviating projects. The Seminar highlighted SDI's and ADB's work focusing on the successes and challenges of integrating gender in (i) securing land tenure; (ii) demolitions and rehabilitation; (iii) access to finance and credit; and (iv) slum upgrading and slum sanitation. The seminar included presentations by slum and shack dwellers from several Asian and African countries and by ADB staff on urban development projects in Indonesia and the Philippines. The presentations highlighted how gender issues were being addressed either through separate project components or mainstreamed activities. At the end of the half-day seminar, a site visit was organized to the "Muntinlupa Voluntary Relocation of Vulnerable Slum Dwellers" Project. The seminar provided an opportunity for ADB staff to hear directly and learn from low-income women about their successes in working collectively to improve the quality of life in their communities.

3. Training on Gender and Water



Training on Gender Mainstreaming in Water Supply and Sanitation was conducted in ADB Headquarters from 14-15 September 2004. ADB operational staff from HQ and RM's participated in the workshop to enhance their skills in mainstreaming gender in water supply and sanitation projects. How to conduct gender analysis, design gender features in loans and prepare gender action plans was the focus of the training using loans that participants are currently preparing. Participants also exchanged experiences in implementing projects with gender components through case study presentations and a video screening.

4. Gender Seminar for ADB-Project Directors, Sri Lanka

Organized by SLRM and BRM gender specialists, a 2-day workshop, held from 19-20 July in Colombo, concluded successfully with thirty participants attending. The workshop provided a forum for lateral learning among executing agency project directors from Sri Lanka and Bangladesh. Project Directors from both countries presented case studies of gender-inclusive loan projects in education, rural infrastructure development and the water sectors and shared lessons learned in addressing gender issues in these loans. Key to the discussions was the differential impacts on women and men as an important element in the analysis, design, implementation and monitoring of projects. The workshop brought out clearly that gender issues emerge even in unlikely sectors such as roads.

5. Resident Mission Gender Specialists Annual Workshop

National gender specialists (GS) from eight Resident Missions—Bangladesh, Cambodia, Indonesia, Nepal, Pakistan, Sri Lanka, Viet Nam, and Uzbekistan— were at ADB Headquarters from 20-24 November for their Annual Workshop.



The program of the workshop included among others sessions for GS's to (i) report on their progress of the past year regarding loan processing and implementation activities; (ii) upgrade their technical skills in integrating gender in hard sectors such as transport and large infrastructure; and (iii) inform them on ADB's new reform agenda on development effectiveness and poverty reduction. The GS's had the opportunity to meet and share their experiences with Vice Presidents Geert van der Linden and Mme. Khempheng Pholsena.

The workshop presented an opportunity for GS's to share good practices with each other and to meet with staff from regional departments to plan collaborative efforts in GAD during the coming year.

6. Seminar: Gender Equality Results in ADB Loan Projects

A one-day seminar conducted on 19 November presented findings from Rapid Gender Assessments (RGAs) conducted of 12 loan projects under implementation in 4 DMCs (Bangladesh, Cambodia, Nepal, Pakistan) in the following sectors: agriculture, livestock, rural development, governance, health and education. The RGAs were undertaken to assess the effectiveness of project gender action plans and strategies. The presentations focused on:

- (i) How effective have project gender plans, strategies and provisions been at improving implementation, outreach and results for women and for overall project objectives?
- (ii) What design and implementation features improve the effectiveness of loan projects for achieving improved results?

The resident mission gender specialists and ADB staff attended the seminar.

D. External Events

1. Integrating Gender in Water Issues in Central Asia

A two-day Conference on “Water Partnerships in Central Asia” was held in Almaty, Kazakhstan from 26–28 May 2004. Jennifer Francis, Social Development Specialist (GAD) of the Poverty Reduction and Social Development Division (RSPR) participated in the Conference as a resource person and facilitator for the special session on Gender and Water. ADB Uzbekistan Resident Mission (URM) Gender Specialist, Mekhri Khudayberdiyeva, participated in the Conference and made a presentation on URM's gender and development activities. Approximately 120 participants from Central Asia, Europe and Asia representing government attended the Conference. The two-day discussions resulted in the affirmation of commitment and cooperation of the various organizations to establish an informal gender and water network to implement activities in the areas of (i) raising awareness of gender issues in the region; (ii) developing knowledge and understanding of gender issues in water management; and (iii) exchanging experience and best practice of gender sensitive water management.

2. Beijing +10 NGO Forum

The Asia-Pacific NGO Forum on Beijing+10 was held from 1-3 July 2004 in Bangkok, Thailand. Jennifer Francis, Social Development Specialist (GAD) of RSPR participated in the Forum. The purpose of the NGO

Forum on Beijing +10 was to set in motion a process of review of the overall gains as well as critical issues that remain in the ten-year implementation of the Beijing Platform for Action. This review process would assist women NGOs and other civil society groups to prepare, consolidate and advocate their findings and recommendations during the UN Commission on the Status of Women high-level meeting scheduled for 2005. About 700 women from all over the Asia and Pacific Region attended representing NGOs dealing with women's and gender issues. The first two and half days of the forum held four plenary sessions: (i) *Celebrating Women's Gains-Confronting Women Issues*; (ii) *Asian Women in Muslim Societies- Perspective and Struggles*; (iii) *Transnational Women's Movements-Challenges and Future Politics in the Period of Globalization*; and (iv) *Women's Rights, Democracy and the Challenges of Sustainable Development*. In parallel, a total of 62 seminars and workshops were held dealing with a wide range of issues and actions undertaken in the implementation of the BPFA to empower women.

3. 9th Triennial Conference of Pacific Women and 2nd Pacific Ministerial Meeting

The 9th Triennial Conference of Pacific Women and the Second Pacific Women's Ministers Meeting held from 16-20 August in Nadi, Fiji Islands was attended by representatives of 20 Pacific Island countries and territories, development agencies and non-government organizations. Shireen Lateef, Principal Social Development Specialist of RSDD participated in both meetings. During these meetings, Pacific delegates reviewed the status of Pacific women and considered the way forward on advances towards gender equality. The theme of the Conference was "Gender Equality: Commitment or Tokenism" with the primary goal of providing the (Pacific) region with its first quantitative and qualitative analysis of the status of women within the region. The objectives of the Conference were to:

- Monitor and evaluate the implementation of the Pacific Platform for Action (PPA) and consequently the Beijing Platform for Action on the status of women in the region.
- Identify the achievements and gaps relating to the implementation of the PPA.
- Influence government and public policies, programs and projects in dealing with women's issues and concerns and gender and development at both national and regional levels.
- Recommend and adopt strategies at the regional and national levels.

The Conference concluded with endorsement of the Nadi Declaration and a Ministerial Communiqué.

4. High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action, and the Regional Global Outcomes

Following the Beijing +10 NGO forum, a high-level intergovernmental meeting (the Conference) organized by ESCAP was held in Bangkok from 7–10 September, to review and identify achievements, gaps, and challenges in the member countries' implementation of the BPFA. There were two plenary discussions: i) presentations on issues related to globalization and economic empowerment of women, violence against women, trafficking of women and children, a gender responsive information society, and governance and political participation of women; and ii) partnership and regional cooperation, gender mainstreaming, a right-based approach and working with men.

ADB, represented in the second panel by Shireen Lateef, Principal Social Development Specialist of RSDD, presented a paper on "Partnerships and Regional Cooperation for Promoting Gender Equality." Susanne Wendt, Social Development Specialist of the Southeast Asia Department also attended the Conference. ADB's presentation focused on the value of regional cooperation as it provides a vital opportunity for all stakeholders to share knowledge, expertise, tools, strategies and good practices for greater impact at all levels. "Partnerships and cooperation avoids duplication of efforts, helps replicate good practices and common solutions. It provides an effective tool when addressing common needs and shared problems such as HIV/AIDS, trafficking, violence against women, migration and globalization. It also encourages and supports policy collaboration and strategy development", said Ms. Lateef.

The Conference resulted in the Bangkok Communiqué reaffirming the countries' commitment to the BPFA and the outcome of the Beijing +5 review process.

E. Useful References

1. IMPACT/Cambodia - Self-Care Booklets for People Living with HIV/AIDS.

<http://www.fhi.org/en/HIVAIDS/pub/guide/cambodiaselfcare.htm>

2. Synergy Resource Center on HIV/AIDS

http://www.synergyaids.com/new_resources.asp

3. “Big Purple Book” on the Beijing Platform for Action

<http://ap-ngo-forum.isiswomen.org/index.htm>

4. Gender Equality in the World of Work

ILO Newsletter available at

<http://www.ilo.org/public/english/standards/relm/ilc/ilc92/pdf/rep-vi.pdf>

5. Useful Web Sites

<http://www.wedo.org>

<http://www.siyanda.org>.