



GENDER AND DEVELOPMENT PLAN OF ACTION (2008-2010)

2008 ANNUAL IMPLEMENTATION PROGRESS REPORT

September 2009

**Poverty Reduction, Gender, and Social Development Division
Regional and Sustainable Development Department**

Asian Development Bank

ABBREVIATIONS

ADB	Asian Development Bank
ADF	Asian Development Fund
CGA	country gender assessment
CPS	country partnership strategy
DFID	Department for International Development
DMC	developing member country
EFG	External Forum on Gender and Development
GAD	gender and development
GAP	gender action plan
MDG	Millennium Development Goal
MTS	medium-term strategy
NGO	non-government organization
OCR	ordinary capital resources
RD	regional department
RSDD	Regional and Sustainable Development Department
RM	resident mission
TA	technical assistance

NOTE

In this report, "\$" refers to US dollars.

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EXECUTIVE SUMMARY

This report provides a summary of progress made by the Asian Development Bank (ADB) in 2008 in implementing its Gender and Development Plan of Action (2008-2010). Overall, ADB's implementation of the Plan of Action was mixed in 2008.

ADB performed well in the areas of:

- strategic institutional GAD commitments through *Strategy 2020* and the Results Framework that monitors performance results;
- preparing and disseminating comprehensive Country Gender Assessments;
- supporting implementation of project gender action plans (GAPs) through resident mission-based gender specialists;
- providing GAD training and capacity development support to government agencies and civil society partners in its developing member countries (DMCs);
- building, maintaining or leading partnerships on GAD, including the External Forum on Gender and Development and the Multilateral Development Banks Working Group on Gender; and
- leveraging the GAD Cooperation Fund for larger gender equality impacts.

ADB made some progress or sustained efforts in the areas of:

- improving performance on addressing gender issues in large-scale infrastructure sectors, mainly through mitigation measures as evident in the increased percentage of projects with "some gender benefits" ;
- continuing with gender mainstreaming in policy-based lending;
- collecting evidence of gender equality results of ADB-financed projects through rapid gender assessments and project and technical assistance (TA) completion reports;
- pursuing policy, law, and institutional reforms through policy-based and other loans; and
- recruiting additional professional staff for GAD.

More efforts are needed in the areas of:

- making progress toward achieving the 2012 gender targets by reducing "missed opportunities" in sectors that lend themselves more easily to gender mainstreaming and scaling up innovations in more difficult sectors that offer potential for gender mainstreaming;
- ensuring the consistent quality of project GAPs and their implementation;
- integrating sex-disaggregated and gender performance targets in the project design and monitoring frameworks;
- ensuring that all country partnership strategies (CPSs) include a separate gender strategy in the appendix reflected in the results framework and sector roadmaps;
- increasing the number of country-specific GAD advisory TAs;
- promoting enhanced roles of GAD national focal agencies in developing a gender strategy in CPS;
- ADB staff training on GAD, particularly in ensuring quality of GAP; and
- more frequent website updates with case studies and good practices.

I. INTRODUCTION

1. In December 2007, the *Gender and Development Plan of Action (2008-2010)*¹ was approved as the Asian Development Bank's "roadmap" for translating its 1998 *Policy on Gender and Development*² (GAD) into concrete actions. This is the second plan of action under the current GAD policy³. The Plan of Action (2008-2010) sets out three key action areas: (i) country partnership strategies and lending operations; (ii) policy dialogue and support to developing member countries (DMCs); and (iii) organizational effectiveness. An implementation matrix provides the overall impact, outcomes, outputs, and activities with key performance indicators in each action area.

2. This report summarizes key progress made in 2008, the first implementation year of the Plan of Action (2008-2010), in accordance with the annual review requirement set out in the Plan. The key progress and achievements are highlighted in each of the three key action areas, followed by the recommendations, and are summarized in Appendix 1. Six other appendixes provide more detailed information.

II. IMPLEMENTATION PROGRESS IN 2008

3. **Overall Context.** ADB took some important steps for GAD in 2008. In April, ADB's Board of Directors approved the long-term strategic framework - *Strategy 2020*⁴ with gender equity as one of the five drivers of change. The explicit inclusion of gender equity in *Strategy 2020* elevated gender and development issues strategically and institutionally. The accompanying Results Framework of Strategy 2020 sets out numerical targets to be met—40% of all ADB projects and 50% of all Asian Development Fund (ADF) X financed projects to have "significant gender mainstreaming"⁵ by 2012. Commencing in 2009, ADB will annually report on the progress towards these targets in its Development Effectiveness Review. These commitments, together with others, were integrated into four GAD commitments made by ADB President Kuroda in July as part of the Global Torch Initiative for the Millennium Development Goal (MDG) 3 on Gender Equality and Women's Empowerment.

4. The growing strategic importance of GAD in ADB was matched by improving, albeit slowly, the GAD staffing situation. In June, after three years of vacancy, a Principal Social Development Specialist (Gender and Development) was appointed. The South Asia and the Central and West Asia Regional Departments initiated recruitment of GAD specialist professional staff at headquarters.

5. Despite the positive strategic changes, a general concern with the declining percentage of projects with significant gender mainstreaming during the period 2006–2007 was noted and

¹ ADB. 2007. *Gender and Development Plan of Action (2008-2010)*. Manila.

² ADB. 1998. *Policy on Gender and Development*. Manila.

³ The first plan of action was implemented in 2000-2003. In 2004, the implementation review of the GAD Policy was commenced and completed in 2006. During this time, the plan of action was not prepared.

⁴ ADB. 2008. *Strategy 2020. The Long-Term Strategic Framework of the Asian Development Bank 2008-2020*. Manila.

⁵ At the approval stage, ADB loans and grants are categorized into 4 categories (i) GAD theme; (ii) "effective gender mainstreaming"; (iii) "some gender benefits"; and (iv) "no notable gender elements". The first two categories are combined and referred to as projects with "significant" gender mainstreaming. The detailed criteria are in Appendix 2. Until 2008 the data measured the number of loans and ADF grants. However, from 2009 onwards, for purposes of ADB-wide consistency, the data refers to the number of "projects". This has resulted in some minor discrepancies in the figures reported in the past, including the Biennial Thematic Reports.

discussed in both the Biennial Thematic Report on GAD in 2006-2007⁶ and the Development Effectiveness Report 2007⁷. Both reports highlighted the need to make greater efforts to improve ADB's gender mainstreaming performance to meet the 2012 gender targets.

A. Country Partnership Strategies and Lending Operations

Output 1: Projects with Significant Gender Mainstreaming

(a) Gender Mainstreaming in All Projects

6. **Overview.** The Plan of Action (2008-2010) intends to maintain the momentum gained over the past decade in mainstreaming gender equality issues into ADB-financed projects, as measured by the number of projects classified with "significant gender mainstreaming" i.e., a combined GAD theme and "effective gender mainstreaming" (para 3). In 2008, 27% of all loans and grants⁸ featured significant gender mainstreaming (Table 1 and Figure 1). This was a notable increase from 23% in 2007, but was lower than the high Results Framework baseline of 35% in 2004-2006 and the five-year average of 30% in 2004-2008. The downward trend recorded between 2004 and 2007 was slightly reversed in 2008. However, the share of projects with significant gender mainstreaming in 2008 (27%) remains far below the 40% target for 2012.

7. **GAD Theme⁹ and Effective Mainstreaming.** The proportion of projects with significant gender mainstreaming (27% of total approvals) comprised 12% with a GAD theme and 15% with effective gender mainstreaming. The share of projects with a GAD theme increased from 8% to 12% between 2007 and 2008, while projects with effective gender mainstreaming remained at the same level. Projects with a GAD theme are mainly in sectors such as education, health, water supply and sanitation, community-based irrigation, rural infrastructure, industry and trade and multi-sector. However, there was one governance support program approved with a GAD theme in 2008. The sector composition of projects with effective gender mainstreaming was similar to that of projects with a GAD theme (see Appendix 3 for the list).

8. **Some Gender Benefits and No Gender Elements.** The proportion of projects with "some gender benefits" increased significantly from 18% in 2007 to 38% in 2008. Conversely, projects with "no gender elements" decreased significantly from 58% to 35%. As a result, with "significant" and "some" gender benefit combined, 65% of ADB projects approved in 2008 had some level of explicit attention to gender issues. These figures signal two very positive results. Firstly, a larger percentage of projects in 2008 in more difficult sectors made solid efforts to address gender issues. Secondly, compared with 2007 there are fewer projects in ADB's portfolio that did not address gender issues. Both signify positive development towards consideration of gender issues in project design. Projects in the "some gender benefits" category (Appendix 2) are typically large-scale infrastructure projects that include gender inclusive mitigation measures in resettlement, prevention of HIV and human trafficking initiatives, and sometimes targets for women's employment in construction, provision for equal pay for equal work and core labor standards. The significant increase of projects in this category and the decrease in the "no gender elements" category means that there was more conscious and concerted efforts made to integrate gender issues in large scale infrastructure projects. The slightly better gender performance in 2008 compared with 2007 can be attributed to the visibility

⁶ ADB. 2009. *Biennial Thematic Report on Gender and Development 2006-2007*. Manila.

⁷ ADB. 2008. *2007 Development Effectiveness Review*. Manila.

⁸ Approved sovereign projects, financed by ordinary capital resources (OCR) and Asian Development Fund (ADF).

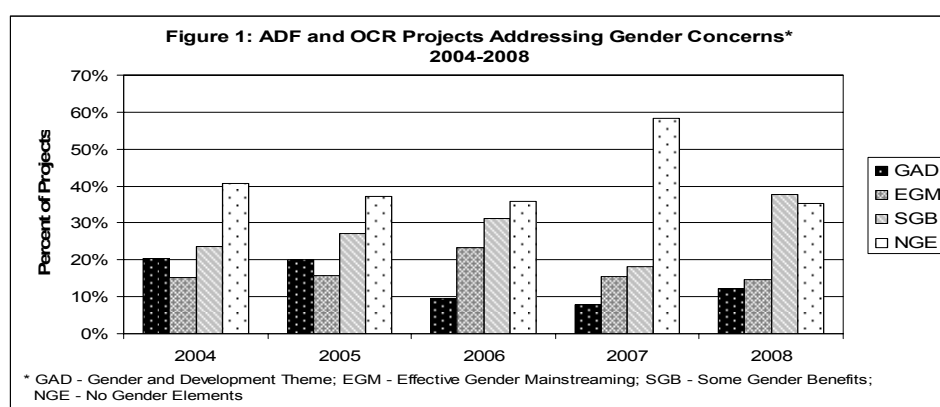
⁹ The GAD theme was renamed gender equity (GEN) in January 2009. However, this 2008 report uses GAD theme and will start using the new term in its 2009 report.

of gender equity in Strategy 2020, the associated results framework with concrete gender targets and the implementation of the Plan of Action. All stimulated heightened awareness of gender issues among staff, including heads of departments. Nonetheless, major efforts are still needed to make progress towards achieving the 2012 target of 40%.

9. Significant Gender Mainstreaming—Trend Analysis. As explained in the 2006-2007 Biennial Report, the downward trend since 2004 can be attributed to a combination of factors including (i) the changing sector and portfolio distribution towards large-scale infrastructure and financial sector which offer limited opportunities to directly support gender equality and women's empowerment objectives; and (ii) inadequate systematic monitoring of the GAD pipeline resulting in "missed opportunities" in sectors that easily lend themselves to gender-inclusive design. From the analysis of projects with "some gender benefits" and "no gender elements" (Appendix 2), there were clearly some missed opportunities for gender mainstreaming in agriculture and natural resources, water supply and sanitation, food security, law, economic management and public policy sectors. For example, in 2008 there were at least 10 (12%) of projects that were assessed as missed opportunities for gender mainstreaming. Likewise, an additional 6 projects (7%) in the "no gender elements" category in the law, economic management and public policy sector, had potential entry points for gender mainstreaming. If missed opportunities were avoided, the percentage of projects with significant gender mainstreaming could have been increased to 34-39% (as opposed to 27% actual).

Table 1: All Projects (OCR and ADF) Addressing Gender Concerns (2004-2008)¹⁰

Year	GAD Thematic Classification (a)		Effective Gender Mainstreaming		Significant Gender Mainstreaming		Some Gender Benefits		Total ADB-Wide
	(a)	% of Total ADB Projects	(b)	% of Total ADB Projects	(a)+(b)	% of Total ADB Projects	(c)	% of Total ADB Projects	
2004	12	20	9	15	21	36	14	24	59
2005	14	20	11	16	25	36	19	27	70
2006	6	9	15	23	21	33	20	31	64
2007	6	8	12	16	18	23	14	18	77
2008	10	12	12	15	22	27	31	38	82
5 Year Total (2004-2008)	48	14	59	17	107	30	98	28	352



¹⁰ The table excludes preparatory technical assistance, supplementary loans/grants and nonsovereign loans but includes grants funded by the Asian Tsunami Fund and the Pakistan Earthquake Fund. A GAD theme is assigned to projects with objectives and outcomes that directly address gender equality and women's empowerment and specifically target women and/or address gender imbalances. An effective gender mainstreaming category is assigned to projects with specific design features that promote and facilitate women's access to and benefits from the project. Footnote 5 and Appendix 2 provides detailed criteria of each project category.

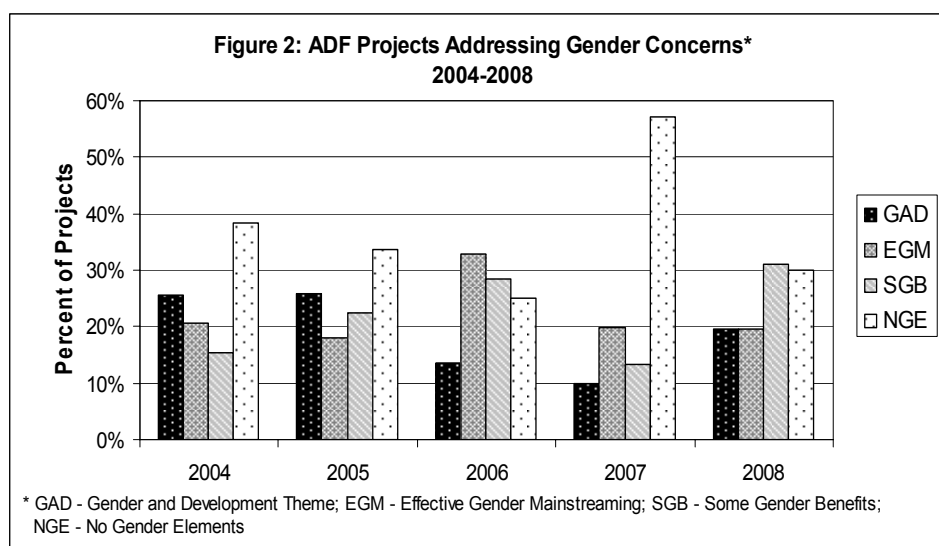
(b) Gender Mainstreaming in ADF Projects.

10. **Overview.** In 2008, 39% of all ADF projects had significant gender mainstreaming (Table 2, Figure 2), a significant improvement from 30% in 2007, but still lower than the high Results Framework baseline of 45% in 2004-2006 and the five-year average of 41% in 2004-2008. The percentage of projects with a GAD theme and those with effective gender mainstreaming elements were the same (20%). To reach the 50% target in 2012, ADB's performance needs to improve at least 2.9% percentage points each year. Half of the increase in 2008 came from the two food crisis emergency assistance in Cambodia and Mongolia.

Table 2: ADF Projects Addressing Gender Concerns (2004-2008)*

Year	GAD Thematic Classification		Effective Gender Mainstreaming		Significant Gender Mainstreaming		Some Gender Benefits		Total ADF ADB-Wide
	(a)	% of Total ADF Projects	(b)	% of Total ADF Projects	(a)+(b)	% of Total ADF Projects	(c)	% of Total ADF Projects	
2004	10.0	26	8.0	20	18.0	46	6.0	15	39.0
2005	11.5	26	8.0	18	19.5	44	10.0	22	44.5
2006	6.0	14	14.5	33	20.5	47	12.5	28	44.0
2007	4.5	10	9.0	20	13.5	30	6.0	13	45.5
2008	8.5	20	8.5	20	17.0	39	13.5	31	43.5
5 Year Total (2004-2008)	40.5	19	48.0	22	88.5	41	48.0	22	216.5

*An ADF project is counting as "0.5" when it is cofinanced by OCR. This is due to the new project counting method adopted in 2009.



(c) Other Project Gender Mainstreaming Issues

11. **Quality Gender Action Plans (GAPs).** The project-specific GAPs approved in 2008 were of varying quality. There were some good examples, such as the GAP for *Indonesia Vocational Education Strengthening Project*, which identified detailed actions and targets to respond to the needs of female and male vocational senior secondary school students and teachers and provide expanded new opportunities for girls to train in different skills areas for eventual entry into the labor market. There were also good innovations in some policy-based loans. In the *Nepal Governance Support Program-SubProgram 1*, a detailed set of affirmative action policies and targets were included as tranche conditions in the policy matrix's (e.g., government approval of gender budget audit guidelines and a gender equality and social

inclusion strategy for local governance and community development). The program GAP included support for measures to enhance participation of women and disadvantaged groups in local governance and resources management. However, some projects GAPs did not have clear benefit enhancing mechanisms or targets, were not included in the core appendix of RRs¹¹, gender targets were not reflected in the design and monitoring framework (para. 12), and GAP implementation was not covenanted. Consequently, these projects did not meet the effective gender mainstreaming classification and fell into the "some gender benefits" category. This points to the urgent need for staff training on GAP preparation.

12. **Implementation of Project GAPs.** In 2008, 53 project GAPs in nine countries were closely monitored during implementation by RM gender specialists. This included: technical inputs to ADB loan review missions, supervision of project gender specialists preparing and updating detailed GAPs, providing hands-on training to project gender specialists and implementation staff of executing and implementing agencies, and making recommendations for project design corrections as needed.

13. **Sex-Disaggregated Targets.** In 2008, eight out of 22 projects with significant gender mainstreaming included sex-disaggregated performance targets in the design and monitoring framework (DMF). While there was no comparable baseline collected in 2007, more efforts are required to ensure gender monitoring is incorporated in the DMF. There were also some good practices observed. For example, the *Greater Mekong Subregion Sustainable Tourism Project* (Lao PDR and Viet Nam) included gender and/or sex-disaggregated targets and indicators at the outcome (e.g., percentage of women among direct beneficiaries), outputs and activities levels, fully reflecting the content of the project GAP.

14. **TAs and Japan Fund for Poverty Reduction (JFPR) Projects.** While the Plan of Action does not include reference to TAs and JFPRs, it is important to monitor approval trends. In 2008 they continued to play an important complementary role to make the "hard sector" loan designs "softer" or to enhance gender inclusive designs of associated loans. Three TAs with a GAD theme and five JFPRs with significant gender mainstreaming elements were approved in 2008 (Appendix 3). For example, a JFPR project on *Livelihood Improvement of Vulnerable Ethnic Minority Communities* in Viet Nam supports a number of initiatives to promote gender equal benefits from livelihood restoration and community mobilization. A GAP was prepared as part of the resettlement action plan and ethnic minority development plan for the counterpart Song Bung 4 Hydropower Project to ensure effective implementation. However, it should be noted that only three out of 104 country-specific advisory TAs approved in 2008 carried a GAD theme, a very small proportion considering that gender is one of the five drivers of change.

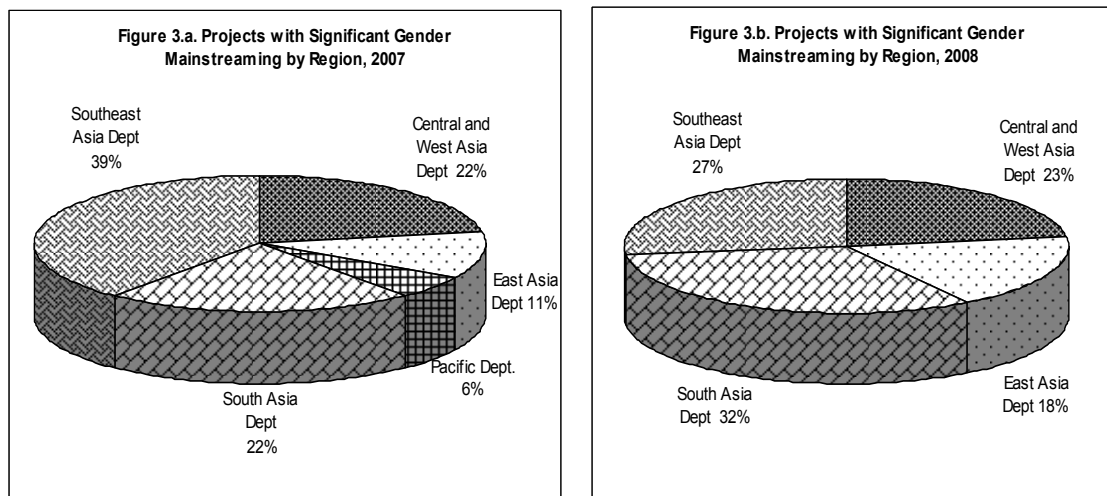
Output 2: Diversification of Projects with Gender Mainstreaming by Region and Sector.

15. The Plan of Action aims to diversify the composition of projects with significant mainstreaming. In 2008, there was more diversity by sector and lending modality than in 2007. But the composition by source of funds remained similar to that in 2007. Regional composition changed but did not diversify (see Appendix 3).

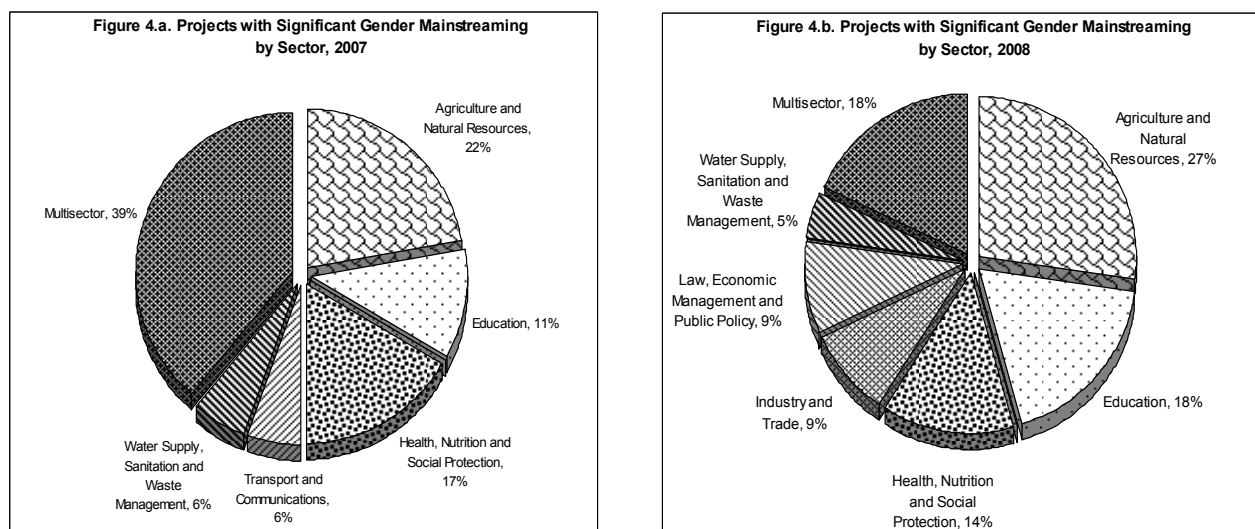
16. **By Region.** In 2008, South Asia had the highest percentage of projects with significant gender mainstreaming increasing its performance from 22% to 32% from 2007. While the Southeast Asia region had the second highest percentage, their performance declined from

¹¹ As required under Operations Manual C2.

39% in 2007 to 27% in 2008. The Central West region marginally increased its performance from 22%-23% in 2008. Compared with 2007, East Asia improved its performance by increasing from 11%-18% in 2008 due to the health and food security projects in Mongolia and an agriculture project in the People's Republic of China (PRC). There was no contribution by the Pacific Region in 2008.



17. **By Sector.** In 2008, the gender mainstreaming in sectors was more evenly distributed than in 2007. The largest number of projects with significant gender mainstreaming were in agriculture and natural resources (27%), followed by education and multisector (each 18%); health (14%); industry and trade and law, economic management and public policy (each 9%); and water supply, sanitation and waste management (5%). There were no projects with significant gender mainstreaming in energy, finance, and transport and communications sectors (although in 2007 transport was represented).



18. **Innovations in Infrastructure Sectors.** Out of 22 projects with significant gender mainstreaming 10 involved building or rehabilitating economic infrastructure, such as water supply and sanitation, water resources management, market, and community infrastructure. In India, the *MFF—Orissa Integrated Irrigated Agriculture and Water Management Investment Program* included a detailed gender action plan (both for the entire Framework and to be prepared for each tranche) comprising: (i) creating a staff position in the project implementation

unit to look after social and vulnerable groups; (ii) developing training programs for program staff to enhance women's participation; (iii) increasing and setting 20% target for women engaged as field implementation team members, with increased female staff in the government department; (iv) promoting 30% target for women representatives elected to water user associations following revision of the Water User Associations Act; (v) establishing links with the ongoing women-targeted government programs carried out by the Department of Women and Child Development; and (vi) undertaking sex-disaggregated surveying and monitoring.

19. Innovations to address gender issues were also include in some large-scale infrastructure projects classified with "some gender benefits":

Nepal: Information and Communication Technology (ICT) Development Project

- The project will build WiFi broadband connections and telecenters in remote rural areas and promote villagers' access to information and their participation in networking through E-governance and E-citizen services. Women will be particularly encouraged to participate in the community mobilization and awareness raising process and will be provided with training. The project is expected to provide significant education outcomes for women and girls through the improved ICT infrastructure and services.

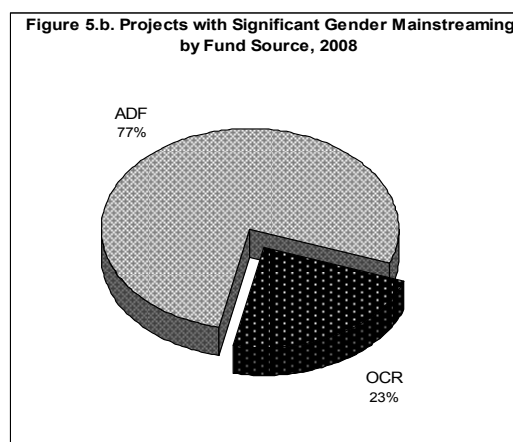
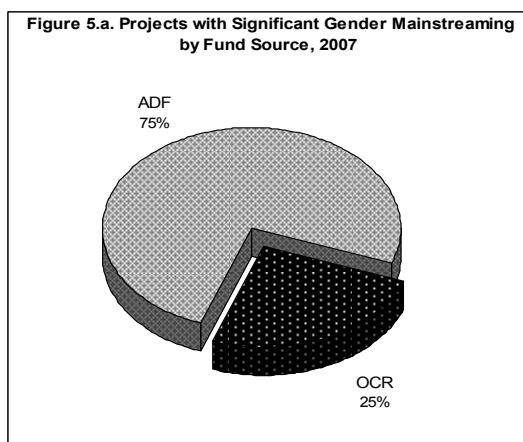
Pakistan: MFF-Sindh Cities Improvement Investment Program

- The Urban Services Corporation's customer outreach program will be designed to be gender-sensitive, so that service feedbacks are provided by women and girls who manage water and sanitation matters within the households. Further, a target was also set of at least one-third of the Corporation's independent board members to be women.

Viet Nam: Song Bung 4 Hydropower Project

- The project includes a gender action plan (GAP) to ensure that the mitigation measures to address adverse impacts or social risks (e.g., resettlement, increased exposure to HIV/AIDS and human trafficking risks) will be designed and implemented to be gender-inclusive. The key elements of the GAP include: (i) women's participation in resettlement site selection and site development; (ii) women's participation in awareness raising and training on resettlement and income restoration plan implementation; (iii) women's participation in resettlement and the grievance committees; and (iv) women leaders to be trained on HIV/AIDS, human trafficking, public health and other social risks.

20. **Projects by Source of Fund.** The ADF to OCR ratio in projects with significant gender mainstreaming remained about the same in 2008 (see Figures 5.a. and 5.b.) as in 2007.



21. **Project Approvals by Modality.** By 2020, the Plan of Action aims to achieve by 2010 at least 10% of projects with significant gender mainstreaming in new or more difficult financing modalities (e.g., MFF, sub-sovereign lending, program loans). In 2008, 1 MFF and 5 program loans (27%)¹² were approved with significant gender mainstreaming. For the first time, ADB experimented with providing grant cofinancing resources from the GAD Cooperation Fund (GDCF) to support GAD components in an OCR loan in the Philippines and an ADF grant in Lao People's Democratic Republic. The Philippines Governance in Justice Sector Reform Program approved in 2008 included an innovative program subcomponent to support gender-responsive reforms in the Supreme Court, Department of Justice, Philippines National Police, and National Prosecution Service (e.g., performance standards for family courts, rules of court and administrative procedures for handling gender-based violence issues). The outcomes of the GDCF grant-financed project component will be monitored carefully.

Output 3: Country Gender Assessments (CGAs) and Country Partnership Strategies (CPSs).

22. **CGAs.** In 2008, ADB assisted in preparing and publishing three joint CGAs (Cambodia, Philippines, and Sri Lanka), finalized one CGA for 2009 printing (Pakistan) and initiated gender assessments in two countries (Nepal and Mongolia). The Philippines CGA was prepared jointly with development partners¹³ and in close cooperation with the Philippine Government's National Commission on the Role of Filipino Women (NCRFW). The Cambodia CGA was prepared by the Ministry of Women's Affairs, with ADB as one of the contributing partners. The Sri Lanka and Pakistan CGAs were prepared by ADB with inputs from key country stakeholders. At the regional level, 14 country gender profiles were finalized for the Pacific Island countries (Box 1).

Box 1: Country Gender Profiles in the Pacific Region

As the first phase of a regional gender study, ADB's Pacific Regional Department conducted a desk review on gender issues in 14 Pacific countries in 2008. ADB used this as a tool for discussion with other development partners to identify specific follow-up actions such as capacity building of national women's machineries and civil society organizations, policy reforms and interventions through ADB's pipeline. This has resulted in a gender component in a regional technical assistance (RETA) on Strengthening Pacific Policy Analysis. The RETA is jointly conducted by the Secretariat of the Pacific Community and identifies specific actions to follow in six selected countries to inform CPSs to be prepared in 2009.

23. **CPSs.** Seven CPSs were approved in 2008 (Appendix 4), with all of them including a gender situation analysis section. The Afghanistan CPS was the only one that included both a separate gender strategy as an appendix and an explicit section on gender in the results framework. The Sri Lanka CPS included a separate gender strategy but no gender reference in the results framework. The Samoa CPS had a short reference to gender mainstreaming as a strategy, but all of the remaining (Cook Islands, Georgia, PRC, and Tuvalu) did not include a country gender strategy¹⁴ nor gender elements integrated into the results frameworks. There has been a noticeable absence of country gender strategies in CPS appendices since the new CPS format was adopted in 2007. The CPS business process is being further streamlined in 2009 and a working group established. It is important that the working group be reminded of the

¹² Of all projects with significant mainstreaming.

¹³ Canadian International Development Agency (CIDA), the European Commission (EC), the United Nations Children's Fund (UNICEF), the United Nations Development Fund for Women (UNIFEM), and the United Nations Population Fund (UNFPA)

¹⁴ A country gender strategy appendix is a requirement under the GAD Policy and the related OM C2.

OM C2 requirement of including a country gender strategy in each CPS. Using CPS for programming projects with gender mainstreaming in advance is essential to promote the gender equity driver of Strategy 2020 and in achieving the Results Framework targets. Greater commitment by regional departments for inclusion of gender strategies in CPSs is required to correct this trend.

24. In 2008, there were no new regional cooperation strategies approved. Two regional operations business plan (ROBP) were prepared. The Greater Mekong Subregion ROBP included two RETAs with a GAD theme: one on HIV/AIDS and another on anti-trafficking. In the South Asia ROBP, no RETAs or loan pipeline with a GAD theme was included.

Output 4: Gender Equality Results Review

25. **Rapid Gender Assessment (RGA).** RGAs of 12 projects in four countries (Indonesia, Mongolia, Sri Lanka and Viet Nam) were initiated in September 2008, selected on the following criteria: (i) advanced stage of project implementation; (ii) sector balance; (iii) focus on projects with GAPS or other unique elements (e.g., an HIV and anti-trafficking component in a transport project in Mongolia). The four country reports and one synthesis report will be finalized in May 2009 (see Box 2¹⁵) for an example of one of the project assessments).

Box 2: Preliminary Gender Equality Results from Viet Nam Central Region Urban Environmental Improvement Project (Approved in 2003; 44 million from ADF)

Its implementation started in 2004 for completion by December 2009. The project had the following key outputs: (i) community environmental awareness and pro-poor sanitation; (ii) drainage and flood protection; (iii) waste water and public sanitation; (iv) solid waste management; and (v) enhanced capacity for project implementation. The project was designed with a comprehensive GAP that includes provision of a full-time GAD specialist, and facilitation by the Viet Nam Women's Union. Some impressive gender equality results were noted: 90% of members of community management committee for the awareness raising component were women; both men and women participated in sanitation awareness training; 90% of CMC members were women; women participated in CBS boards of management; all CMS directors were female; 89% of urban motivators were women; 75% women trained in management skills; 74% on IEC and 67% women trained in gender and sanitation. In the larger scale civil works, women actively participated in resettlement consultation meetings, and women household heads received special assistance, allowance and land title deeds. Gender sensitization training was conducted for staff in urban environment companies, community leaders, and provincial and community management committees. Women staff of the environment companies benefited from training on management skills, information, education and communication methods and other topics. In the community-based sanitation component, the sense of ownership from the community members was so strong that their labor, financial, and in-kind contribution exceeded the originally projected levels. Finally, in the solid waste component, the urban environment companies changed the designs of both household garbage cans and garbage carts used by collectors to make them lighter and more suitable for women's use—a direct result of gender sensitization provided by the project.

26. **Project Completion Reports (PCRs).** Of 47 projects that completed PCRs in 2008, seven were rated as including significant gender mainstreaming at the time of approval. Four of these projects were rated successful overall, two partially successful and one unsuccessful. There were varying degrees of gender impact analysis in the PCRs, corresponding to the

¹⁵ ADB. 2009. *Rapid Gender Assessment. Viet Nam Country Report (Draft)*.

degree to which the original project design included sex-disaggregated or gender targets in the project outputs and the DMF. Gender equality and women empowerment results documented in the PCRs include: improved enrolment and attainment of girls in primary and secondary schools; increased income earned by women; increased number of scholarships provided to girls; women's participation in professional, skills development, and management training; women's participation in group formation; employment generated for women; women's access to microfinance. Some even reported on more strategic changes such as the improved image of women within the household and community (see Box 3 for a PCR example)¹⁶.

**Box 3: Gender Equality Results from
Basic Education (Girls) Project in Lao People's Democratic Republic
(Approved in 1998; \$20 million from ADF)**

The project's implementation started in 1999 and was completed in January 2008. The project objective was to expand access to primary education particularly for girls in ethnic areas through provision of primary schools, enhancing teacher and school management quality and promoting community participation in school management through community grants. The project initially encountered significant difficulties to physically reach remote areas and transfer money to the targeted households. These problems took time to overcome. In the end, these efforts paid off. Net enrolment for girls in project schools increased significantly from 66% to 88% between 2002 and 2006 (67% to 88% for boys). The completion ratio for grade 5 girls improved significantly from 12% to 54% between 2003 and 2006 (16% to 55% for boys). The community expressed so much enthusiasm to bring a primary school to their village that their contribution exceeded expectations. The project made available a total of between \$150 and \$250 per community per year, enabling girls from poorer families to attend school through the purchase of clothes, shoes, pens, and paper. The annual growth rate of enrolments for girls in the ethnic districts served by the project was 6.8% from 1999/2000 to 2006/2007, while the national average was 2.2%. Ethnic communities have seen the advantage of young girls acquiring literacy, numeracy skills and communication capacity in the Lao language. This changed the attitudes of the families and communities despite pressing labor needs for agriculture work and household care work. Transfer rates to lower secondary education also improved. Four hundred eighty-six ethnic teachers (326 women) were additionally recruited, exceeding the targets.

27. **TA Completion Reports (TCRs).** TCRs of 12 advisory TAs/RETAs with a GAD theme were prepared in 2008 (Appendix 4), many of which were financed by the Poverty Reduction Cooperation Fund and the GAD Cooperation Fund. Three TAs were rated highly successful, eight were rated successful and one was partially successful. They resulted in improved DMC capacity and solid strategies for gender equality or women empowerment. In Cambodia, a TA provided needed technical support to the Ministry of Agriculture, Forestry and Fisheries to effectively implement the Ministry's gender action plan prepared under the Agriculture Sector Development Program. A similar TA in Viet Nam that supported the Ministry of Agriculture and Rural Development was rated partially successful as it failed to integrate gender into the Ministry's public administration provision, although four other outputs such as gender-responsive planning indicators and gender training were all successfully delivered and the sensitization of the Ministry's staff on gender mainstreaming was largely successful.

¹⁶ ADB. 2008. *Project Completion Report. Basic Education (Girls) Project (Lao People's Democratic Republic)* (Loan 1621-LAO). Manila

B. Policy Dialogue and Support to DMCs

Output 5: Expansion of Effective Policy Dialogue

28. Gender-Responsive Policy or Law Reforms. The Plan of Action encourages gender-related policy/law reforms through the process of CPS preparation and policy-based loans. All the CGAs prepared in 2008 assessed gender discriminatory policies and laws. However, none integrated gender-responsive policy and/or law reforms as part of the key elements of the respective country gender strategy or CPS. On the other hand, at the project level ADB continued to play a role in policy and law reforms. For example, ongoing policy dialogue under *Urban Governance and Infrastructure Improvement Project* in Bangladesh (approved in 2002) resulted in the Pourashava Ordinance 2008 that mandates the formulation of fifty-member Pourashava Committees comprising diverse groups of citizens including women. It also provides for at least 40% target of women in the ten-member Ward Committees. Five policy-based loans¹⁷ were approved with significant gender mainstreaming elements in 2008, all of which included gender-responsive policy, institutional or law reforms (see Box 4 for an example).¹⁸

**Box 4: Gender-Related Institutional Reforms in Program Loan
Punjab Millennium Development Goals Program–Subprogram 1 (ADF \$100 million) in Pakistan**

The policy matrix of the Pakistan Punjab Millennium Development Goals Program-Subprogram 1 includes a number of institutional reforms to improve access, quality, and equity of primary health services, particularly maternal, neonatal and child health (MNCH). Gender-related tranche triggers for Subprogram 1 include, among others: placement of and budget allocations for midwives, gynecologists, and health visitor positions; implementation of minimum service delivery standards for primary and secondary health services, particularly MNCH; reorganization of district level health management for MNCH; introduction of improved planning and budgeting system for MNCH at the provincial level; conditional grants to district governments for implementation of the MNCH-related minimum service delivery standards; and studies on out-of-pocket expenditures that would help identify how to meet the needs of poor women.

29. Participation of National GAD Focal Agencies in CPS. National GAD focal agencies and other key agencies such as planning were consulted in preparing CGAs. However, GAD focal agencies were generally not involved in the CPS formulation or played a proactive role in influencing the country gender strategy, sector roadmaps or CPS results framework. There is a need to involve them more closely.

30. Partnerships with Development Partners. In 2008, ADB played an active role in building partnerships with other development partners through knowledge sharing and the implementation of joint projects (see Appendix 4 for events calendar). At the international level, ADB attended three key meetings: United Nations Commission on the Status of Women Meeting in February (topic: financing for gender equality), OECD-DAC GenderNet Meeting in July (topic: measuring gender equality results), and the Multilateral Development Banks Working Group on Gender (MDB-WGG) in November for which ADB acted as the host organization. ADB also participated in a range of regional (e.g., UN Thematic Working Group on

¹⁷ Including: Mongolia food and nutrition social welfare, Nepal local governance, Nepal education sector reform, Pakistan MDG and Philippines Justice Sector Reform.

¹⁸ Source: ADB. 2008. *Report and Recommendation of the President to the Board of Directors. Proposed Program Cluster and Loan for Subprogram 1. Islamic Republic of Pakistan. Punjab Millennium Development Goals Program.* Manila.

Gender Equality and Empowerment of Women led by UNESCAP and UNIFEM on MDG3 monitoring) and in-country (e.g., Sri Lanka, Mongolia, etc.) consultative groups on GAD. A range of partnership initiatives took place with civil society organizations at the regional and country levels. For example, ADB provided significant technical inputs to the global meeting on the gender and climate change held in Manila in October 2008 in collaboration with the Center for Asia Pacific Women in Politics and Governance, a regional NGO.

Output 6: Increased DMC Capacity¹⁹

31. **Gender Capacity Development Support.** ADB continued active GAD capacity development support mostly through and within the context of ADB-financed projects (see Box 5). Most of the ten resident mission (RM) based GAD specialists (two national officers and eight long-term consultants) in nine countries (para. 39) played active roles in the in-country training of project executing and implementing agencies, nongovernment organizations, and national GAD focal agencies. Much of the in-country GAD training was provided in the context of loan implementation and especially implementation of project gender action plans.

32. At the regional level, ADB developed modules for briefings on the GAD Policy and the implementation of project GAPs as part of the implementation training program for DMC officials. Two training sessions for DMC project directors on ADB policies and project implementation were held in Manila in 2008 (one organized by BPHR and another by COSO), included a session on the GAD Policy and gender mainstreaming requirements. In addition, a lateral learning program between Sri Lanka and Bangladesh was organized in Sri Lanka in April, showcasing successful gender mainstreaming initiatives in water supply and sanitation and inland fisheries projects for executing agencies staff and national officers from Bangladesh Resident Mission. RM Gender Specialists in both countries tailored the entire program based on identified needs of the executing agencies.

Box 5: GAD Training for Project Counterparts

In Bangladesh, ADB gender specialists trained some 300 individuals involved in the implementation of ADB-financed projects on gender mainstreaming and gender-sensitive communication techniques in a number of sectors such as integrated water resources management, secondary towns flood protection and other infrastructure development, participatory livestock, crop diversification, and resettlement.

In Indonesia, the resident mission-based gender specialist placed an emphasis on organizing regular exchange meetings with gender specialists recruited for projects financed by ADB (e.g., rural development, urban neighborhood, education, governance). This exchange was found useful in identifying common problems and solutions.

In Sri Lanka, project staff from the Southern Transport Development Project were trained by the resident mission-based gender specialist on gender in the transport sector. The specialist also provided field-based training on gender and aquaculture and participatory appraisal methods to project staff and women development officers in the local government offices.

33. A regional lateral learning event for partner countries was organized by ADB, in collaboration with the World Bank, hosted by the MDB-WGG. The Manila Workshop on *Mainstreaming Gender Equality in Infrastructure Projects: Asia Regional Meeting* received

¹⁹ "DMC capacity building" was presented only as an "activity" and not as an "output" in the original GAD Plan of Action Implementation Matrix. This report proposes an amendment to this.

highly positive feedback from more than 70 government officials from 12 countries²⁰. Fifteen case studies from the region were shared from sectors such as rural infrastructure, urban development, transport, energy, water supply and sanitation sectors, and information and communication technology. Similar regional meetings sponsored by the MDB-WGG are scheduled for Latin America and Africa in 2009.

34. **Regional TAs for DMC Capacity.** In 2008 ADB approved four regional technical assistance (RETA) projects to enhance DMC capacity on GAD and related issues (see Appendix 4), including (i) accelerating mainstreaming human trafficking concerns into regional cooperation²¹ (covering the Greater Mekong Subregion and South Asia); (ii) gender-responsive decentralized governance²² (covering Cambodia, Indonesia, and Nepal); (iii) HIV prevention in infrastructure projects in GMS; and (iv) impact of maternal and child health private expenditure on poverty and inequity. Two RETAs—one on statistical capacity building on the informal sector which includes collection of sex-disaggregated data²³ and another on rural women's entrepreneurship in Central Asian Republics²⁴—continued implementation in 2008.

C. Organizational Effectiveness

Output 7: Strategic Direction of GAD in ADB

35. **Clear Strategic Directions.** As mentioned earlier in detail (para. 3), in 2008, ADB heightened its commitment to gender mainstreaming in *Strategy 2020* by including gender equity as one of the five drivers of change. ADB's Results Framework includes targets to measure ADB's performance on gender mainstreaming. To build on these strong institutional commitments, in July, the President added two other commitments to strengthen ADB's GAD-related partnerships and knowledge work as part of the Global Millennium Development Goal 3 Torch Initiative²⁵.

Box 6: Proposed Criteria for Additional Funding to ADFX by DFID

Decision Point: The Government of the United Kingdom is satisfied that ADB is committed to gender mainstreaming and has taken specific steps to increase its capacity to promote gender equality and women's empowerment in Asia and the Pacific.

Result: ADB has the ability to deliver tangible results on gender equality and women empowerment through operations.

Target 1: ADB's ability to design and implement projects to deliver results on gender clearly demonstrated in its Rapid Gender Assessments (to be completed by Third Quarter 2009)

Result: ADB's regional departments are equipped with adequate staff skills and resources to promote gender mainstreaming in operations.

Target 2: At least one professional staff dedicated to work on gender in each of the five regional departments in place within 2009.

Target 3: At least 30 project team leaders trained on gender-responsive project design and implementation.

²⁰ More details are found at: <http://www.adb.org/Documents/Events/2008/Gender-Equality-Infrastructure/default.asp>

²¹ ADB. 2008. *Integrating Human Trafficking and Safe Migration Concerns for Women and Children into Regional Cooperation*. Manila (RETA 6448).

²² ADB. 2008. *Gender-Responsive Decentralized Governance in Asia*. Manila (RETA 6493).

²³ ADB. 2007. *Measuring the Informal Sector*. Manila (RETA 6430)

²⁴ ADB. 2007. *Promoting Rural Women's Entrepreneurship in Transition Economies*. Manila (RETA 6431).

²⁵ For all the commitments made, see: <http://www.adb.org/Documents/Speeches/2008/ms2008061.asp>

36. In November, the Department for International Development (DFID) of the Government of United Kingdom offered to provide additional ADF funding if the mid-term review shows adequate institutional progress towards gender mainstreaming into operations. ADB and DFID agreed on the set of criteria using ADB's ability to deliver tangible results on gender equality (Box 6).

Output 8: Stronger Commitment to and Skills for Gender Mainstreaming

37. **Staff Job Descriptions, Work Plans, and Performance and Development Plans (PDPs).** The Plan of Action proposes to include demonstrated commitment to gender mainstreaming in job descriptions, work plans, and PDPs of operational staff directly involved with projects with a GAD theme classification or effective gender mainstreaming. Given the limited staff numbers, in RSGS, no action was taken on this issue. RSGS, together with the Gender and Social Development (GSD) Committee, should discuss the feasibility and importance of undertaking these actions with regional departments and the Human Resources Division of the Budget, Personnel, and Management Systems Department.

38. **Staffing.** ADB demonstrated renewed institutional commitment to gender mainstreaming by filling the long-vacant Principal Social Development (Gender and Development) Specialist position in RSGS and advertising for two GAD technical specialists (international professional staff) in HQ in 2008: one in SARD and another in CWRD.²⁶ The position in SARD was replacement of a previous GAD specialist, while CWRD created a new GAD position. SERD has a vacancy which is due to be advertised in 2009. Once these positions are filled, there will be a total of five GAD specialists in HQ, i.e., three in RDs and two in RSGS.

39. **RM Gender Specialists.** National gender specialists (national officers and national consultants) in 9 ADB resident missions²⁷ were the key to monitoring GAP implementation and providing GAD capacity building at the country level. ADB initiated recruitment of two additional national gender consultants in Papua New Guinea and Afghanistan in late 2008. In Cambodia, ADB's long-term gender specialist consultant was appointed as the Secretary of State in the Ministry of Women's Affairs, and the recruitment for her replacement took place in 2008. On the other hand, in Pakistan, the long vacant GAD national officer position was converted into another national officer position, and the person assigned to the fixed-term gender and governance specialist position (financed by DFID) left the position at the end of 2008, leaving no dedicated person to deal with GAD issues in the Pakistan Resident Mission. The annual gender specialist consultation meeting in Manila held in October 2008²⁸ not only served to exchange knowledge and experience but also to discuss their work program priorities and progress made.

40. **GAD Professional Staff Job Descriptions.** The Plan of Action proposes to update job descriptions of GAD technical specialists to increase interaction between regional departments and RSDD. The job descriptions of the newly advertised GAD technical specialist positions in SARD and CWRD were reviewed by RSGS to ensure the effective coordination between the regional departments and RSDD.

41. **Divisional Gender Focal Points.** RSDD did not formally request RDs to appoint divisional focal points, as de facto GAD focal points in all key divisions. However, SARD and PARD assigned focal points for better information management and communication on GAD

²⁶ CWRD position's actual advertisement was in January 2009, but the preparation started in 2008.

²⁷ Uzbekistan and Pakistan for CWRD; Mongolia for EARD; Bangladesh, Nepal, and Sri Lanka for SARD; and Cambodia, Indonesia, and Viet Nam for SERD

²⁸ See: <http://www.adb.org/documents/periodicals/gnn/gnn-march2009.asp>

issues within the department and with RSDD. In 2009, with more headquarter-based GAD specialists in place, there is a need to formalize the divisional gender focal points system.

42. **Staff Training on GAD.** A half-day gender training session tailored for ADB staff was undertaken as part of the Social Development Learning Week 2008 (eventually postponed till January 2009), receiving positive feedback by about 20 participants. There is a need to expand the frequency and the number of trainees, targeting headquarter staff, particularly mission leaders. A refresher course on GAD for mission leaders would be useful in this regard, while for new staff, a GAD module for the induction course which used to exist needs to be reintroduced. Further work on GAD training for staff needs to be explored.

43. **Knowledge Generation and Dissemination.** As mentioned in para 22, ADB prepared and published three CGAs (Pakistan, Philippines, and Sri Lanka²⁹) in 2008. In addition, the Economics Research Department released a working paper on gender differences in remittance behavior in Viet Nam³⁰. Three quarterly Gender Network Newsletters, SEAGEN WAVES (the Southeast Asia gender newsletter) and gender-related articles in RM newsletters were also published. ADB's gender website added a link to a new human trafficking subsite³¹ but the frequency of updating the gender website with new information needs to be improved, particularly with the emerging gender equality results stories and good practice in project GAPs and DMFs³². RSGS should strengthen coordination with RDs, to provide frequent inputs to web updates.

44. **Seminars.** Eight GAD seminars on a range of topics were organized in Manila mainly for staff as part of CoP activities. This included one by a Cambodian Minister for Women's Affairs on gender-responsive governance (Appendix 5). Further, a regional workshop on gender and Infrastructure was held in November sponsored by the MDB-WGG. ADB's EFG also organized seminars on (i) Supporting Gender Equality and Women's Empowerment and Coordinating Regional Activities, and (ii) Financing Gender Equality and Women's Empowerment.

45. **External Forum on Gender and Development (EFG).** The Plan of Action extends the EFG for the period of the Plan. The 9th annual meeting of the EFG was organized on 15-17 October 2008 in Manila. The outcome document³³ prepared by the EFG members commended ADB for its strengthened commitment to gender equity, reflected in Strategy 2020 and the related Results Framework, and provided further recommendations for improvement, particularly on increasing projects with gender mainstreaming. The EFG also agreed to continue its functions to better respond to the technical needs of ADB, such as providing expertise on integrating gender concerns in infrastructure and macroeconomics.

46. **GAD Cooperation Fund.** The Plan of Action proposes to ensure sufficient funds until 2010. With the replenishment in late 2007, the GAD Cooperation Fund had sufficient resources in 2008.³⁴ With the experimental use of the Fund for grant components within loans and ADF

²⁹ Printing of Cambodia CGA (para. 22) was not done by ADB.

³⁰ ADB. 2008. *Gender Differences in Remittance Behavior: Evidence from Viet Nam*. ADB Economics Working Paper Series No.135. Manila.

³¹ <http://www.adb.org/Human-Trafficking/default.asp>

³² Other knowledge products initiated in 2008 for 2009 dissemination include: Rapid Gender Assessment Phase II (para. 25); *Legal Empowerment for Women and Disadvantaged Groups* (key findings and recommendations from a regional technical assistance); *HIV Prevention in Asia—Increasing the Gender Focus of ADB Infrastructure Operations*; and *Institutionalizing Gender and Development Within the Asian Development Bank: The Bangladesh Resident Mission Experience*.

³³ See <http://www.adb.org/Gender/forum/meetings.asp>

³⁴ As of 31 December 2008, the Fund valued \$11.9 million in total (including interest, income from investments and exchange gain).

grant projects, the annual commitment level of subprojects increased from \$1.0 million in 2007 to \$1.9 million in 2008 (see Appendix 6 for the list of approved subprojects and grant components in 2008).

III. CONCLUSION

47. Overall, progress in implementing the Plan of Action was mixed in 2008.

48. ADB performed well in the areas of: (i) making institutional commitments on GAD through *Strategy 2020* and related Results Framework that sets gender targets to be met; (ii) preparing and disseminating comprehensive and participatory Country Gender Assessments; (iii) providing support to implementation of project gender action plans (GAPs) through resident mission-based gender specialists; (iv) delivering GAD training and capacity development support to government and civil society partners in its developing member countries (DMCs); (v) building, maintaining or leading partnerships on GAD, including the EFG and MBD-WGG; and (vi) leveraging the GAD Cooperation Fund for larger gender equality impacts.

49. ADB made some progress or sustained efforts in the areas of: (i) increasing the proportion of projects with significant gender mainstreaming from 2007 although the percentage is still below the baseline of 2004-2006 both for ADF and overall; (ii) increasing projects in the "some gender benefits" category in large-scale infrastructure sectors; (iii) continuing with gender mainstreaming in policy-based lending; (iv) collecting evidence of gender equality results through rapid gender assessments and project and TA completion reports; (v) pursuing policy, law, and institutional reforms through policy-based and other loans; and (vi) recruiting additional staff for GAD.

50. More efforts are needed in the areas of: (i) making progress toward achieving the 2012 gender targets by reducing "missed opportunities" in sectors that lend themselves more easily to gender mainstreaming (such as social sectors, rural water supply and sanitation, agriculture and natural resources) and scaling up innovations in more difficult sectors that still offer potential for gender mainstreaming (such as public resource management, urban development, rural electrification); (ii) ensuring the consistent quality of project GAPs; (iii) integrating sex-disaggregated or gender performance targets in DMFs; (iv) ensuring that all CPSs include a separate gender strategy in the appendix reflected in the results framework and sector roadmaps; (v) increasing the number of country-specific GAD advisory TAs; (vi) promoting enhanced roles of GAD national focal agencies; (vii) strengthening ADB staff training on GAD; and (viii) more frequent website updates with case studies and good practices.

51. For 2009, the following specific actions are suggested:

Country Partnership Strategies and Lending Operations

- RSDD to closely work with RDs on the following:
 - Facilitate RDs meet gender targets in ADB's Results Framework;
 - improving gender mainstreaming across sectors;
 - including country gender strategy in CPS appendix, gender-responsive results framework and sector roadmaps in CPSs; and
 - monitoring and report on the progress in project GAP implementation during loan review missions.

- RSDD and GSD Committee to offer divisional staff training/briefings on gender-responsive project designs and GAPs;
- RSDD and RDs to monitor the pipeline with significant gender mainstreaming elements;
- RDs (particularly resident missions) to continue and further enhance close monitoring of project GAP implementation; and
- RSDD to discuss with SPD the new business process and the need to modify the CPS guidelines to explicitly mention the mandatory nature of the country gender strategy as part of the CPS;

Policy Dialogue and Support to DMCs

- RSDD to guide country teams for new CPSs to involve the national GAD focal agencies for country gender strategy development, not just CGAs;
- Resident mission gender specialists and Regional Departments to proactively explore more opportunities for policy and law reforms for gender equality; and
- RSDD and regional departments, particularly gender specialists in the resident missions, to continue and expand capacity development of DMC stakeholders, particularly officials in the line ministries.
- Develop more GAD advisory TAs targeted at sector ministries as well as national GAD focal agencies.

Organizational Effectiveness

- RDs and RSDD to accelerate the recruitment of GAD technical professional staff;
- Three RDs (CWRD, EARD, and SERD) to appoint divisional GAD focal points;
- Expand the countries with resident mission-based gender specialists where demands exist;
- GSD Committee to explore whether the inclusion of changing job descriptions, work plans and PDPs of staff directly involved with projects with significant gender mainstreaming (Output 8) should be retained in the Plan of Action;
- RSDD and RDs, with assistance from the GSD Committee, develop more staff training and briefings on GAD; and
- RDs to provide updated good practice materials to RSDD to populate the website.

Appendix 1: GAD Plan of Action 2008-2010 Implementation Matrix and Progress Updates (January-December 2008)

Impact: ADB's performance in gender mainstreaming for the achievement of greater gender equality and the empowerment of women and girls in Asia and the Pacific is strengthened.

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
1. Country Partnership Strategies and Lending Operations						
Progress consolidated in mainstreaming GAD concerns in the design and especially in the implementation of ADB operations.	Output 1: Selected projects reflect either a GAD theme or effective gender mainstreaming.	Include adequate gender mainstreaming activities in project design.	Current levels of loans with a GAD theme or effective gender mainstreaming maintained during the period of the PoA.	With support from RSDD/RSGS, RDs identify, annually process, and monitor projects with gender classifications; RSGS provides technical support with GS.	<ul style="list-style-type: none"> • Gender mainstreaming of total projects (OCR&ADF): 23% (2007) • Gender mainstreaming of ADF projects (loans and grants): 30% (2007) 	<ul style="list-style-type: none"> • Gender mainstreaming of total loans/grants: 27% (12% GAD and 15% effective mainstreaming) • Gender mainstreaming of ADF loans and grants: 39%
		Continue to develop realistic project GAPs for all loans/grants with GAD themes and gender mainstreaming potential.	All loans with GAD theme or gender mainstreaming contain a GAP, which is regularly monitored for progress in implementation.	RDs inform RM-based NO/GSs on a regular basis of forthcoming loans/TAs for involvement.	N/A	Quality of GAPs monitored by RSGS through direct operational support or project document review. But quality varied.
		Monitor the implementation of project GAPs through regular project review missions and selected field assessments.			N/A	<ul style="list-style-type: none"> • Implementation monitoring of GAPs of 53 projects carried out by RM Gender Specialists. • No information of review missions.
		Include sex-disaggregated and gender-related targets and indicators in design and monitoring frameworks and	Design and monitoring frameworks include sex-disaggregated and gender-relevant information, as appropriate.		N/A	<ul style="list-style-type: none"> • 8 out of 22 projects with gender mainstreaming had sex-disaggregated targets/indicators in project design and monitoring

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
		project performance monitoring systems for all projects.				framework.
	Output 2: Sector and geographical balance of GAD mainstreaming in ADB operations increased.	Prepare and update CGAs.	14 CGAs prepared by 2010.	RDs in consultation and collaboration with gender focal agencies, civil society, women's organizations, and RSDD/RSGS.	On average 2-3 new CGAs/year	<ul style="list-style-type: none"> • CAM, PHI, PAK and SRI CGAs completed (3 printed, PAK for printing on 2009) • MON and NEP started
Develop and document innovative approaches and methodologies to mainstream gender in all operations, across all sectors and funding sources.		Better distribution of loans with a GAD theme or gender mainstreaming across sectors and regions, and between ADF- and OCR-funded projects.	<ul style="list-style-type: none"> • By region, 2007 (CWRD: 22%; EARD 11%; PARD: 6%; SARD 22%; SERD 39%) • By sector, 2007 (AGN: 22%; EDU 11%; Multisector 39%; Health 17%; WSS 6%; Transport 6%) • By source of funds, 2007 (OCR 25%, ADF 75%) 		<ul style="list-style-type: none"> • More regional balance (CWRD: 23%; EARD: 18%; SARD: 32%; SERD 27%) • Improved sector balance (Multisector 18%; AGN 27%; WSS 5%; Health 14%; Industry 9%, LEM 9%) • OCR and ADF (OCR 23%; ADF 77%) 	
Develop modalities for GAD mainstreaming in MFF, sub-sovereign lending, and other new financing mechanisms.		10% of loans with a GAD theme or gender mainstreaming use new financing modalities on a pilot basis.	RDs with technical support from RSDD/ RSGS		<ul style="list-style-type: none"> • 1 effective gender mainstreaming in MFF in 2007 	<ul style="list-style-type: none"> • Technical Note on Social Analysis in MFF (including gender analysis) drafted • 1 MFF and 5 program loans among projects with significant gender mainstreaming. The GAD Cooperation Fund provided funding for components of 2: PHI and LAO.
	Output 3:	Include explicit and	Each CPS/RCPS	RDs with technical	• In 2006-7, 10 CPSs 7	• 7 CPSs (AFG,

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
	CPSs and RCPSs and all sector roadmaps contain relevant references to gender concerns, on the basis of the analysis provided by the CGA.	relevant gender analysis in sector roadmaps as well as in poverty and other thematic assessments for CPSs and RCPSs.	prepared during the period of the Plan contains appropriate reference to GAD issues in the main text and sector and thematic road maps, and includes a gender thematic road map.	support from RSDD/ RSGS	had gender reference but with a varying degree of attention. A general concern of diluted emphasis on gender strategy. <ul style="list-style-type: none"> Generally little attention to GAD in RCSPs except for the Greater Mekong Subregion. 	COO, GEO, PRC, SAM, SRI, TUV). All seven included a section on gender situation analysis but only AFG had both a stand-alone strategy and explicit section in results framework. SRI included a separate strategy but no gender reference in the results framework. The SAM has short reference to gender mainstreaming in the strategy, however, COO, GEO, PRC and TUV had no reference to gender in the strategy. <ul style="list-style-type: none"> No notable work on RCPSs carried out.
	Output 4: Approaches to and practices for addressing gender equality are reviewed in the light of impact and results achieved.	Assess the impact of ADF/OCR GAD-relevant projects in four DMCs through Rapid Gender Assessments.	High quality country reports completed and disseminated`	RSDD in consultation with OED and RDs	RGA I was completed in 2005, proving effectiveness of project GAPS.	RGA II started in Sep (MON). Field work in VIE (Oct), SRI (Oct), and INO (Jan 09) followed. Stocktaking workshop held in Dec 2008. Final dissemination workshop in July 2009.
2. Policy Dialogue and Support to DMCs						
Gender potential of ADB-government policy dialogue	Output 5: Expansion of effective policy dialogue on	Pursue opportunities to integrate gender-responsive	<ul style="list-style-type: none"> Integrate policy/law reforms in CPS and policy-based loans National focal agencies 	Country teams, RSDD, Gender and Social Development CoP	N/A	<ul style="list-style-type: none"> None of the CPS's highlighted policy/law reforms as ADB's gender

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
better realized.	gender issues, especially with key sector ministries	policy/law reforms through the process of preparation of CPSs and policy-based loans.	participate in CPS preparation.			<p>strategy, but 5 policy-based loans addressed gender-related reforms.</p> <ul style="list-style-type: none"> National focal agencies have been consulted in CPS preparation but not fully participated in strategy development.
		<p>Strengthen partnerships and collaboration with multilateral, bilateral, and civil society organizations, for example through</p> <ul style="list-style-type: none"> Membership and participation in OECD-DAC GenderNet and other international fora, such as CSW Lateral learning and other country and regional initiatives Activities of EFG. 	<ul style="list-style-type: none"> Attendance in approximately three regional/ international meetings, plus the OECD-DAC meeting per year At least one lateral learning event per year One EFG meeting per year 	RDs, RSDD, Gender and Social Development CoP		<ul style="list-style-type: none"> ADB attendance in UN CSW, OECD-DAC GenderNet, MDB Working Group, UN regional thematic group, and other meetings. Regional lateral learning on Gender and Infrastructure in Manila and bilateral learning between Bangladesh and Sri Lanka EFG meeting on 15-17 Oct 2008
	<p>Output 6: Increased DMC's capacity to fulfill commitments to the CEDAW and MDGs.</p>	Provide selective gender capacity support to GAD national machineries, sector ministries and subnational government bodies.	RM-administered capacity development initiatives carried out with support of GS.			<ul style="list-style-type: none"> RM GSs conducted GAD training/advice through project implementation support (details reported in GAD Cooperation Fund Annual Report) 2 new Regional TAs (antitrafficking and governance)

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
		Recruit long-term GAD consultants at selected RMs, reflecting explicitly identified business needs.	Number of RM-based GAD consultants.	RDs/RMs with RSGS support.	By Dec 2007, 9 GS (3 national officers and 6 consultants) in 8 countries.	<p>approved</p> <ul style="list-style-type: none"> • AFG and PNG initiated recruitment of a GS. PAK lost NO position. CAM person left and being replaced.
		Roles and responsibilities of RM-based GSs tailored to country portfolio, with greater emphasis on projects' implementation.	Number of projects under implementation supported by RM-based GSs.			<ul style="list-style-type: none"> • RM GS meeting (20-24 Oct 2008) held to adjust workplans.
3. Organizational Effectiveness						
ADB's capacity is developed to carry out effective gender mainstreaming and promote gender equality and women's empowerment.	Output 7: ADB has clear strategic directions for progress toward gender equality and women's empowerment in the context of its overall operations.	Include reference to gender equality and women's empowerment as a cross-cutting theme in ADB's new Long-term Strategic Framework.	Relevant statements in the Long-Term Strategic Framework	RSDD/RSGS in consultation with the Gender and Social Development CoP to provide input to SPD	No gender reference in MTSII. Gender part of inclusive social development pillar in Poverty Reduction Strategy.	<ul style="list-style-type: none"> • Strategy 2020 recognizes Gender Equity as one of the five drivers of change. • Results framework includes 40% gender mainstreaming target for all projects by 2012; 50% gender mainstreaming target of all ADF loans. • President made MDG3 Torch commitment additionally on GAD knowledge and partnerships
	Output 8: Stronger commitment to	Include GAD awareness in the outcome sections	Changes in job descriptions and work plans	RSDD/RSGS, with RDs and Divisional Directors	Currently, no explicit reference to gender mainstreaming in job	<ul style="list-style-type: none"> • No meeting held. Feasibility and

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
	and skills for gender equality and women's empowerment	of job descriptions and work plans of staff directly involved with projects with GAD theme classification or effective gender mainstreaming.			descriptions and performance and development plans for staff directly involved with projects with gender mainstreaming.	<p>effectiveness should be discussed between RSDD, Gender and Social Development Committee and BPHR, before being discussed with regional departments.</p> <ul style="list-style-type: none"> • Job descriptions of GAD technical specialists already include interaction between RDs and RSDD. • Insufficient staffing for dedicated staff members remained a major constraint, but two GAD specialist positions (one refill in South Asia and another additional position in Central and West Asia) advertised.
		Update job descriptions of GAD technical specialists to increase interaction between RDs and RSDD.	Changes in relevant Performance and Development Plans			
		Include gender-related outputs in performance and development plans of staff directly involved with projects with GAD theme classification or effective gender mainstreaming.	Gender focal points nominated, with appropriate work plans	BPHR/RSDD/RSGS collaboration		
		Nominate gender focal points in each division, and incorporate this function in their work plans. Ensure their participation in gender training.	Tailored gender training delivered, and gender issues and tools incorporated in other training, as appropriate.			

Outcome	Output	Activity	Performance Indicators	Implementation Roles	Baseline	Progress: Jan-Dec 2008
		gender issues and tools in managerial and other relevant staff training.				08 to Jan 09) with positive feedbacks.
		Produce and disseminate innovative and accessible knowledge products responding to the needs identified by the DMCs and RDs.	Use of publications, papers, website, and other materials monitored.			<ul style="list-style-type: none"> • 3 CGAs published • 1 ERD working paper • 3 major publications prepared for 2009 printing • Newsletters • Website added human trafficking site
		Continue to organize Eminent Speaker Forum series and GAD brown bags.	1 Eminent Speaker and 4 GAD brown bags delivered per year			6 seminars organized.
		Extend the functions of EFG for the period of the Plan.	Annual meeting of EFG organized, and outcome document uploaded and disseminated.			EFG Meeting held on 15-17 Oct. Agreed on EFG's enhanced roles. Secured funding till 2010.
		Ensure sufficient funds to extend the GAD Cooperation Fund, initially to 2010.				GAD Cooperation Fund continued to provide important leverage. \$1.9 million committed in 2008, compared with \$1.0 million in 2007.

Appendix 2. Gender Categories of ADB Projects

ADB assigns certain categories to loan and grant projects, with the aim of promoting the systematic integration of gender considerations and for monitoring purposes.

Category I (gender and development–GAD–theme³⁵) is based on ADB’s classification system. Categories II and III were developed by the Poverty, Gender and Social Development Division (RSGS) to assist project/program teams in mainstreaming gender considerations in projects that do not have a GAD theme, and to facilitate monitoring of ADB’s portfolio under the Gender and Development Policy.

A. Category I: Gender and Development as a Thematic Classification

Projects can be assigned a GAD thematic classification if they (i) promote gender equity by attempting to narrow gender disparities in access to basic services, productive resources, income opportunities, public decision making, dispute resolution mechanisms or rights, or (ii) integrate a gender perspective in social and economic development processes to achieve equal benefits, participation, and protection of rights of women and men.

Projects with this theme will include a (i) gender analysis during project preparation;(ii) gender-related purpose or gender-related activities identified in the project/program framework;(iii) a gender action plan that incorporates gender-inclusive design features, or components to directly benefit women or girls; and (iv) loan covenant to support the gender plan or gender-inclusive features. The theme can apply to projects in all sectors³⁶.

B. Category II: Effective Gender Mainstreaming

ADB’s GAD Policy has adopted mainstreaming as its key strategy, and thus gender considerations are to be mainstreamed in all ADB operations. A project is included in the “effective gender mainstreaming” category when:

- (i) the social analysis conducted during project preparation included careful consideration of gender issues;
- (ii) the project includes several design features to facilitate women’s participation in activities supported by the project and/or women’s access to project/program benefits, and
- (iii) these design features are supported by appropriate loan covenants.

These design features could include several of the following:

- Targets for women’s participation and/or access to project/program benefits (e.g., education/training; formation of beneficiary groups; receipt of loans, scholarships; for women representatives in project committees or associations; or for numbers or percentage of female staff in an executing agency or project implementation

³⁵ In line with the introduction of a new project classification in January 2009, the GD theme is now called a gender equity (GEN) theme. This 2008 report uses the old term.

³⁶ More details on gender and development sub-themes are provided in the List and Definition of Sectors and Themes (Compendium of Staff Instructions, 7 June 2004).

unit, or among extension workers, social mobilizers, nongovernment organization facilitators, etc.;

- Facilities, training programs, beneficiary groups, etc., for women or girls; or design of gender-sensitive physical infrastructure;
- Project components directly benefiting women or girls (e.g., provision for ownership of land or other assets, reproductive health services, support for food production, and subsistence activities);
- Reform measures likely to benefit women or girls (e.g., increases in government budget for reproductive health, reform of discriminatory laws on land ownership or titling, changes in public sector hiring, and equitable employment practices), usually in a program or sector development loan;
- Mobilization of women to participate in project activities, provision or preference for hiring women for project-related work (e.g., construction or maintenance of project facilities), requirement of equal or fair pay for male and female workers;
- Collaboration with nongovernment organizations that service or work primarily with women;
- For sector projects, requirement that subprojects include gender analysis and/or consultation with women's groups during preparation, and ensure women's participation and/or receipt of benefits (gender checklists can be used as guidelines);
- Preparation of gender action plans;
- Hiring of gender specialists to advise executing agencies or project implementation units, or to work as implementation staff; in gender capacity development components for executing agencies and staff
- Consistent use of sex-disaggregated data for project monitoring;
- Use of indicators to monitor and assess gender impacts of a project or program;
- Requirements for monitoring gender specific results during midterm review; and
- Inclusion of the national women's ministry in the project or program steering committee.

C. Category III: Some Gender Benefits

A project can be considered to have the potential to provide some gender benefits if it has either of the following features:

- Consideration of gender issues in the social analysis carried out during project preparation, at least to identify women's concerns in project areas and likely benefits/impacts of the project for them; or
- Minor design elements or small project components to benefit women (e.g., a small grant fund).

This category can apply to two distinct types of projects:

1. Projects that by their nature should provide substantial benefits to women (such as education, health, rural development, microfinance, and water supply and sanitation projects), but that include little gender analysis and few or no specific design features to optimize the benefits for women; and
2. Projects that are unlikely to provide direct and substantial benefits to women (such as road or railway projects), but in which effort was made during project preparation to

identify possible positive and negative impacts on women, and to provide some indirect benefits or include mitigating features in the project design or resettlement plan (such as provision for employment of women in project construction work, information campaigns on HIV/AIDS risk, or special resettlement assistance to households headed by women).

Appendix 3. List of Loans and Grants Addressing Gender Concerns in 2008

GAD-Thematic Classification	ADF Loans/Grants						(d) OCR		(e) Total ADF and OCR (c+d)	
	[s] ADF Loans		(b) ADF Grants		(c) Total ADF (a+b)		Amount	Count	Amount	Count
	Amount	Count	Amount	Count	Amount	Count				
1 BAN: Second Urban Governance and Infrastructure Improvement (Sector) Project	87	1			87	1			87	1
2 BAN: Skills Development Project	50	1			50	1			50	1
3 IND: Khadi Reform and Development Program							150	1	150	1
4 MON: Education Sector Reform Project			10	1	10	1			10	1
5 MON: Food and Nutrition Social Welfare Program (FNSWP) and Project / MON: FNSWP Capacity Development Project			12	1	12	1			12	1
6 NEP: Governance Support Program-Subprogram 1			106.3	1	106.3	1			106.3	1
7 PAK: Barani Integrated Water Resources Sector Project	20	0.5			20	0.5	55	0.5	75	1
8 PAK: Punjab Millenium Development Goals Program-Subprogram 1	100	1			100	1			100	1
9 VIE: Health Care in the South Central Coast Region Project	72	1			72	1			72	1
10 UZB: Surkhandarya Water Supply and Sanitation Project	30	1			30	1			30	1
	359.0	5.5	128.3	3.0	487.3	8.5	205.0	1.5	692.3	10.0
Effective Gender Mainstreaming	ADF Loans/Grants						(d) OCR		(e) Total ADF and OCR (c+d)	
	(a) ADF Loans		(b) ADF Grants		(c) Total ADF (a+b)		Amount	Count	Amount	Count
	Amount	Count	Amount	Count	Amount	Count				
1 AFG: Agriculture Market Infrastructure Project			30	1	30	1			30	1
2 BAN: Emergency Disaster Damage Rehabilitation (Sector) Project	120	1			120	1			120	1
3 CAM: Emergency Food Assistance Project	17.5	0.5	17.5	0.5	35	1			35	1
4 IND: MFF-Orissa Integrated Irrigated Agriculture and Water Management Investment Program-Project 1							47.2	1	47.2	1
5 INO: Vocational Education Strengthening Project	80	1			80	1			80	1
6 INO: Rural Infrastructure Support to the PNP Mandiri Project	50	1			50	1			50	1
7 LAO/VIE: GMS Sustainable Tourism Development Project	10	0.5	10	0.5	20	1			20	1
8 MON: Agriculture and Rural Development Project			14.72	1	14.72	1			14.72	1
9 NEP: Education Sector Program Cluster (Subprogram II)			8	1	8	1			8	1
10 PHI: Governance in Justice Sector Reform Program							300	1	300	1
11 PRC: Dryland Sustainable Agriculture Project							83	1	83	1
12 UZB: Water Resources Management Sector Project	15	0.5			15	0.5	85	0.5	100	1
	292.5	4.5	80.2	4.0	372.7	8.5	515.2	3.5	887.9	12.0
Some Gender Benefits	ADF Loans/Grants						(d) OCR		(e) Total ADF and OCR (c+d)	
	(a) ADF Loans		(b) ADF Grants		(c) Total ADF (a+b)		Amount	Count	Amount	Count
	Amount	Count	Amount	Count	Amount	Count				
1 AFG: MFF-Energy Sector Development Investment Program-Project 1			164	1	164	1			164	1
2 AFG: MFF-Road Sector Development Investment Program-Project 1			60	1	60	1			60	1
3 AZE: MFF-Road Network Development Program-Project 2							55.4	1	55.4	1
4 BAN: Emergency Assistance for Food Security Project	170	1			170	1			170	1
5 CAM: Road Asset Management Project	6	1			6	1			6	1
6 GEO: Municipal Services Development Project	40	1			40	1			40	1
7 IND: MFF-Rural Roads Sector II Investment Program-Tranche 2/3							207.65	1	207.65	1
8 IND: Bihar State Highways Project							420	1	420	1
9 IND: MFF-Uttarakhand Urban Sector Development Investment Program-Project 1							60	1	60	1
10 INO: MFF-Integrated Citarum Water Resources Management Investment Program-Project 1	30	0.5			30	0.5	20	0.5	50	1
11 KGZ: CAREC Transport Corridor 1 (Bishkek-Torugart Road) Project			20	1	20	1			20	1
12 MON: Western Regional Road Corridor Development Project-Phase 1			37.6	1	37.6	1			37.6	1
13 NEP: Information and Communication Technology Development Project			25	1	25	1			25	1
14 PAK: MFF-Sindh Cities Improvement Investment Program-Project 1	38	1			38	1			38	1
15 PAK: Accelerating Economic Transformation Program (Subprogram 1)	200	0.5			200	0.5	300	0.5	500	1
16 PHI: Agrarian Reform Communities Project II							70	1	70	1
17 PNG: MFF-Highlands Region Road Improvement Investment Program-Project 1 (Loan #2496/2497)	100	1			100	1			100	1
18 PRC: Central Yunnan Roads Development Project							200	1	200	1
19 PRC: Gansu Baiyin Urban Development Project							80	1	80	1
20 PRC: Integrated Ecosystem Development and Environment Protection of Baiyangdian Basin Project							100	1	100	1
21 PRC: Lanzhou-Chongqing Railway Development Project							300	1	300	1
22 PRC: MFF-Gansu Heihe Rural Hydropower Development Investment Program (Project 2: Dagushan Hydropower Project)							28	1	28	1
23 PRC: Ningxia Integrated Ecosystem and Agricultural Development Project							100	1	100	1
24 PRC: Qingdao Water Resources and Wetland Protection Project							45	1	45	1
25 PRC: Songua River Basin Water Pollution Control and Management Project							200	1	200	1
26 PRC: Xinjiang Municipal Infrastructure and Environmental Improvement Project							105	1	105	1
27 SOL: Domestic Maritime Support (Sector) Project			14	1	14	1			14	1
28 SRI: Dry Zone Urban Water Supply and Sanitation Project	59.8	0.5	23.2	0.5	83	1			83	1
29 TON: Integrated Urban Development Sector Project			11.3	1	11.3	1			11.3	1
30 VIE: Ho Chi Minh City-Long Thanh-Dau Giay Expressway Construction Project							410	1	410	1
31 VIE: Song Bung 4 Hydropower Project							196	1	196	1
	643.8	6.5	355.1	7.5	998.9	14.0	2,897.1	17.0	3,896.0	31.0

No Gender Benefits	ADF Loans/Grants						(d) OCR		(e) Total ADF and OCR (c+d)	
	(a) ADF Loans		(b) ADF Grants		(c) Total ADF (a+b)		Amount	Count	Amount	Count
	Amount	Count	Amount	Count	Amount	Count				
1 AZE: Power Transmission Enhancement Project							160	1	160	1
2 BAN: Public-Private Infrastructure Development Facility	83	0.5			83	0.5	82	0.5	165	1
3 BHU: Green Power Development	29	0.25	25.28	0.25	54.28	0.5	51	0.5	105.28	1
4 CAM: Financial Sector Program II Cluster (Subprogram 2)	10.3	1			10.3	1			10.3	1
5 CAM: Promoting Economic Diversification Program (Subprogram 1) [2480] / Capacity Development in Sanitary Phytosanitary Standards Management Systems [0136]	20	0.5	2	0.5	22	1			22	1
6 CAM: Public Financial Management for Rural Development Program (Subprogram 1) [0132/0133]			10.81	1	10.81	1			10.81	1
7 COO: Avatiu Port Development	6.88	0.5			6.88	0.5	8.63	0.5	15.51	1
8 GEO: Emergency Assistance for Post-Conflict Recovery	70	1			70	1			70	1
9 IND: Uttarakhand State-Road Investment Program (Subproject 2)							140	1	140	1
10 IND: Himachal Pradesh Clean Energy Development Investment Program - Tranche 1							150	1	150	1
11 IND: Uttarakhand Power Sector Investment Program (Subproject 2)							62.4	1	62.4	1
12 IND: Assam Governance and Public Resource Management Sector Development Program (Subprogram 2)							100	1	100	1
13 IND: MFF-National Power Grid Development Investment Program							400	1	400	1
14 IND: Infrastructure Reform Sector Development Program (Subprogram 2)							280	1	280	1
15 IND: Second Local Government Finance and Governance Reform Program Cluster (Subprogram 1)							350	1	350	1
16 IND: Fourth Development Policy Support Program							200	1	200	1
17 KAZ: CAREC Transport Corridor (Zhambyl Oblast Section) [Western Europe-Western People's Republic of China International Transit Corridor] Investment Program (Subproject 1)							340	1	340	1
18 KGZ: Investment Climate Improvement Program (Subprogram 1/Project Grant) [0120/0121]			15.4	1	15.4	1			15.4	1
19 MLD: Private Sector Development	7.5	1			7.5	1			7.5	1
20 PAK: Power Distribution Enhancement Investment Program (Subproject 1) [2438/2439]	10	0.5			10	0.5	242	0.5	252	1
21 PAK: Second Balochistan Resource Management Program (Subprogram 1) [2482/2483]	55	0.5			55	0.5	45	0.5	100	1
22 PAK: Sindh Growth and Rural Revitalization Program (Subprogram 1)	100	1			100	1			100	1
23 PHI: Development Policy Support Program (Subprogram 2)							250	1	250	1
24 PRC: Guangdong Energy Efficiency and Environment Improvement Investment Program - Tranche 1							35	1	35	1
25 PRC: Chongqing-Lichuan Railway Development							150	1	150	1
26 PRC: Guangxi Wuzhou Urban Development							100	1	100	1
27 VIE: Support for the Implementation of the Poverty Reduction Program VI (Subprogram 1)	25	1			25	1			25	1
28 TAJ: Nurek 500 KV Switchyard Reconstruction			54.77	1	54.77	1			54.77	1
29 TUV: Improved Financial Management Program			3.24	1	3.24	1			3.24	1
	416.68	7.75	111.5	4.75	528.18	12.5	3146.03	16.5	3674.21	29

Appendix 4. Gender Related Technical Assistance, Japan Fund for Poverty Reduction Grants, and Completion Reports in 2008

A. Advisory Technical Assistance

Project	Amount
India: Capacity Building for Reforming the Khadi & Village Industry Subsector	2,000,000
Mongolia: HIV/AIDS Prevention in ADB Infrastructure Projects and the Mining Sector	1,000,000
People's Republic of China: Improvement of Public Employment Service System in the Western Region	400,000

B. Regional Technical Assistance

Project	Amount
Enhancing Gender and Development Capacity in Developing Member Countries – Phase 2 (Supplementary)	1,000,000
Fighting HIV/AIDS in Asia and the Pacific (Supplementary/2 nd Supplementary)	1,000,000/ 300,000
Gender-Responsive Decentralized Governance in Asia	500,000
HIV Prevention and Infrastructure: Mitigating Risk in the Greater Mekong Subregion	6,000,000
Impact of Maternal and Child Health Private Expenditure on Poverty and Inequity	626,000
Integrating Human Trafficking and Safe Migration Concerns for Women and Children into Regional Cooperation	1,000,000
Promoting Effective Water Management Policies and Practices Phase 5 (2 nd Supplementary)	1,219,000
Promoting Gender Equality and Women's Empowerment (Supplementary)	1,000,000

C. Japan Fund for Poverty Reduction Grants

Project	Amount
Mongolia: Poverty Reduction through Community-Based Natural Resource Management	2,000,000
Lao PDR: Alternative Livelihood for Upland Ethnic Groups in Houaphanh Province	1,820,000
Viet Nam: Community-Based Early Childhood Care and Development	1,900,000
Viet Nam: Demand-Driven Skills Training for Poverty Reduction in the Cuu Long (Mekong) River Delta	1,300,000
Viet Nam: Livelihood Improvement of Vulnerable Ethnic Minority Communities Affected by the Song Bung 4 Hydropower Project in Quang Nam Province	2,000,000

D. Technical Assistance Completion Reports

Project	Amount
Bangladesh: Social Protection of Poor Female Workers in the Garment Sector in the Context of Changing Trade Environments	420,000
Cambodia: Dormitories and Learning Centers for Secondary Schoolgirls	800,000
Cambodia: Implementation of the Action Plan for Gender Mainstreaming in the Agriculture Sector	300,000
Nepal: Economic and Social Inclusion of the Disadvantaged Poor through Livelihood Enhancement with Micro-Irrigation	450,000
RETA: Establishing Legal Identity for Social Inclusion	575,000
RETA: HIV/AIDS Vulnerability and Risk Reduction among Ethnic Minority groups through Communication Strategies	700,000
RETA: Legal Empowerment for Women and Disadvantaged Groups	550,000
RETA: Poverty Reduction in Upland Communities in the Mekong Region through Improved Community and Industrial Forestry	800,000
RETA: Preventing the Trafficking of Women and Children and Promoting Safe Migration in the Greater Mekong Subregion	700,000
Uzbekistan: Capacity Building for Woman and Child Health Development	300,000
Vietnam: Gender Mainstreaming Action Plan in Agriculture and Rural Development	250,000
Viet Nam: Strengthening Institutional Capacity of Local Stakeholders for Implementation of Son La Livelihood and Resettlement Plan	1,000,000

E. Project Completion Reports

Project	Amount
Bangladesh: Rural Livelihood Project	42,600
Bangladesh: Secondary Education Sector Improvement Project	60,000
Bangladesh: Sundarbans Biodiversity Conservation Project	37,000
Indonesia: Technological and Professional Skills Development Sector Project	180,000
Lao PDR: Basic Education (Girls) Project	20,000
Nepal: Rural Microfinance Project	20,000
Pakistan: Microfinance Sector Development Project	80,000

Appendix 5. List of Country Partnership Strategies in 2008

Country Partnership Strategy

1. Afghanistan: 2009-2011
2. Cook Islands: 2008-2011
3. Georgia: Interim Operational Strategy (2008-2009)
4. People's Republic of China: 2008-2010
5. Samoa: 2008-2012
6. Sri Lanka: 2009-2011
7. Tuvalu: 2008-2012

Country Operations Business Plan

1. Bangladesh: 2009-2011
2. Bhutan: 2009-2011
3. Cambodia: 2008-2010
4. India: 2009
5. Indonesia: 2009-2011
6. Lao People's Democratic Republic: 2009-2011
7. Marshall Islands: 2009-2011
8. Mongolia: 2008-2010
9. Philippines: 2009-2010
10. Solomon Islands: 2009-2011
11. Thailand: 2008-2010
12. Tonga: 2009-2011
13. Vanuatu: 2009-2011
14. Viet Nam: 2009-2011

Regional Operations Business Plan

1. Greater Mekong Subregion: 2009-2011
2. South Asia: 2009-2010

Country Partnership Strategy Review

Nepal: Country Partnership Strategy Midterm Review (2005-2009)

Appendix 6. GAD Calendar of Events in 2008

February

- External meeting: UN Commission on Status of Women, Financing for Gender Equality

March

- International Women's Day (7 March), co-hosted by CoP and BPMDS. Key Speakers: Leonor Briones, Former Treasurer; and Victoria Garchitorena, President, Ayala Foundation
- Seminar: Women in Informal Employment: Globalizing and Organizing by WIEGO. Key speakers: Marty Chen etc.

July

- External meeting: OECD-DAC GenderNet Meeting, Paris.
- Global MDG3 Torch Initiative by President Kuroda, ADB HQ (31 July).

August

- Consultation with Building and Woodworkers International (gender session included), ADB.

September

- ADB Transport Forum, ADB HQ (9-12 September). Sessions organized on gender, HIV/AIDS and human trafficking sessions, in collaboration with RSID
- Seminar by Gender and Health CoP: Investment Case for Maternal, Newborn, and Child Health in Asia and the Pacific. Speaker: Ian Anderson, RSDD.
- External meeting: International Conference on Gender, Migration and Development (session on human trafficking organized by ILO)

October

- 9th Meeting of the External Forum on Gender and Development, ADB HQ (15-17 October), including:
 - Seminars (a) Gender Equality and Regional Coordination Mechanisms by UNESCAP by Vanessa Griffen; (b) Financing for Gender Equality and Women's Empowerment in Japan by Yasuko Muramatsu
- Gender Specialists' Annual Consultation Workshop, ADB HQ (20-24 October), including:
 - Presentation on Institutionalizing GAD in Bangladesh Resident Mission, with inputs from CARM and SRLM
- External meeting: Third Global Congress of Women in Politics and Governance, Manila (18-20 October). Presentation by VPKM on gender and climate change.

November

- External meeting: Conference on Applied Research in Legal Empowerment of the Poor, organized by the University of Ottawa and CIDA.
- Mainstreaming Gender Equality in Infrastructure Projects, co-hosted by MDB Working Group on Gender and co-organized by ADB and the World Bank, ADB HQ (10-11 November).
- MDB Working Group on Gender meeting, ADB HQ (12 November)

December

- Rapid Gender Assessment II: Preliminary findings by team of consultants, ADB HQ (4 December)
- CoP Special Seminar: Gender-Responsive Governance in Cambodia, by Minister ING Khantha Phavi, ADB HQ (9 December)

**Appendix 7. Gender and Development Cooperation Fund:
List of Projects Approved in 2008**

Approved Subprojects under RETA 6143 in 2008							
No.	DMC	Project Title	Sector	Amount	Status	GDCF Approval	Dept
1	BAN	Gender Mainstreaming in Disaster Management rehabilitation	Multisector	100,000	On-going	29 Aug 2008	SARD
2	NEP	Gender Capacity Development in EA/IA in selected sectors of ADB Operations	LEMPP	138,421	On-going	29 Aug 2008	SARD
3	PHI	Supporting Women at – Risk and Vulnerable to HIV/AIDS	Health, Nutrition & Social Prot	148,500	On-going	27 Mar 2008	SERD
4	PRC	Rural Women's Economic Empowerment in Shanxi Province	Multisector	195,000	On-going	29 Aug 2008	EARD

Approved Project-Financed Grant Component in 2008					
No.	DMC	Project Title	Piggy-back Loan/Grant	Amount	Dept
1	LAO	Gender Equity in the Water & Sanitation Sector	Small Towns Water Supply and Sanitation Sector Project	500,000	SERD
2	PHI	Enhancing Midwives' Entrepreneurial & Literacy	Credit for Better Health Care	400,000	SERD
3	PHI	Supporting Governance in Justice Sector Reform in the Philippines	Governance and Justice Reform Program	500,000	SERD