

The logo of the Asian Development Bank (ADB), consisting of the letters 'ADB' in a white serif font on a black square background.

BIENNIAL THEMATIC REPORT ON GENDER AND DEVELOPMENT

2006-2007

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

ABBREVIATIONS

ADB	—	Asian Development Bank
ADF	—	Asian Development Fund
CAPE	—	country assistance program evaluation
CGA	—	country gender assessment
CPS	—	country partnership strategy
DMC	—	developing member country
EFG	—	external forum on gender and development
GAD	—	gender and development
GAP	—	gender action plan
GMS	—	Greater Mekong Subregion
HIV/AIDS	—	human immunodeficiency virus/acquired immune deficiency syndrome
JFPR	—	Japan Fund for Poverty Reduction
MDG	—	Millennium Development Goal
MFF	—	multitranche financing facility
OCR	—	ordinary capital resources
OECD-DAC	—	Development Assistance Committee of the Organization for Economic Cooperation and Development
OED	—	operations evaluation department
PCR	—	project/program completion report
PPER	—	project/program performance evaluation report
PPR	—	project/program performance report
PRSP	—	poverty reduction strategy paper
RCSP	—	regional cooperation strategy and program
RD	—	regional department
RETA	—	regional technical assistance
RM	—	resident mission
RRP	—	report and recommendation of the president
RSDD	—	Regional and Sustainable Development Department
RSGS	—	Gender and Social Development Division
TA	—	technical assistance
TCR	—	technical assistance report

NOTE

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

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EXECUTIVE SUMMARY

This report reviews progress of the Asian Development Bank (ADB) in supporting the commitments of its developing member countries (DMCs) to gender equality and women's empowerment over the period 2006-07. It is the second biennial thematic report, and follows the one prepared for 2004-2005.

Gender and MDG Trends in the Region

Asian and Pacific countries continue to make progress toward gender equality and the empowerment of women and girls, but gender disparities persist in economic, social and political domains. Multiple strategies and locally relevant approaches are needed, particularly to narrow gender gaps in rural areas and among ethnic minorities, disadvantaged castes, migrants and displaced people.

Gender and Development (GAD) Policy Developments

The implementation review of the GAD Policy, covering the period 1998–2004, was completed in 2006. Building on the findings of this review, the GAD Plan of Action (2008–2010) was prepared by the Gender, Social Development, and Civil Society Division (now the Poverty, Gender, and Social Development Division, RSGS) of the Regional and Sustainable Development Department (RSDD) of ADB in consultation with the regional departments and finalized in 2007. Strategy 2020, approved by the Board of Directors in 2008, confirms that ADB will continue to promote gender equity as one of five “drivers of change” to help DMCs achieve inclusive growth and attain the MDGs, guided by the GAD Policy and Plan of Action.

Contribution to Regional and Subregional Cooperation

ADB's regional cooperation strategies and programs (RCSPs) generally have tended to address gender issues indirectly, through their support for regional public goods such as control of communicable diseases and attention to mitigating the social risks of increased regional connectivity such as increased HIV transmission and human trafficking. None of the regional cooperation projects approved in 2006-07 were classified with "GAD themes", although several regional transport projects were identified as likely to produce "some gender benefits"ⁱ by promoting women's as well as men's employment and actively mitigating the HIV and human trafficking risks associated with the projects.

ADB addressed regional gender issues more directly in 2006-07 through its regional technical assistance (RETA) activities, including ongoing RETAs addressing regional challenges such as trafficking and safe migration, the vulnerability of ethnic minority groups to HIV/AIDS, legal identity, and legal empowerment of women and disadvantaged groups.

ⁱ At the approval stage, ADB loans and grants are rated as having: (i) GAD as a thematic classification (for a project with direct outcome on narrowing gender gaps); (ii) other effective gender mainstreaming elements (for a project that does not include narrowing gender disparities as direct project outcome but has several design features to facilitate gender equal access to project benefits); and (iii) some gender benefits (for a project with minor gender design element).

Contribution to Country Operations

Country partnership strategies. The GAD Policy requires the preparation of country gender assessments (CGAs) as background documents for each country partnership strategy (CPS). The CPS then should include a country gender strategy in a core appendix and gender considerations in the main text. In 2006-2007, ADB published six CGAs as well as a synthesis report on four Central Asian Republics, which were used not only as inputs to CPSs but also as an effective tool for policy dialogue on GAD issues. Two of them were prepared jointly with other development partners.

Ten CPSs were finalized in 2006-2007, among which a significant variation is observed in the attention to gender considerations. Two of them (Papua New Guinea and Viet Nam) had good country gender strategies which were both included in core appendixes in the CPS. Three (Armenia, Thailand, and Tonga) included no reference to gender concerns, primarily due to little existence of project pipeline. In general, the transition to the new CPS format and process in 2007 seems to have diluted the emphasis on gender strategy, partially because thematic strategies (including GAD) are presented as optional in the new CPS template. RSGS disseminated the required nature of country gender strategies through various CPS training programs and this effort needs to be continued.

Loan and grant projects. At the approval stage, ADB loans and grants are classified into (i) a GAD theme; (ii) an "effective gender mainstreaming" category; (iii) a "some gender benefits" category; and (iv) a category with no notable gender elements. The first two categories are often combined and called projects with "significant" gender mainstreaming. In 2006-2007, there was a net drop in loans/grants with significant gender mainstreaming from 39% in 2004-2005 to 32% in 2006-2007, a little above the annual average of 31% in 1998-2007. This was primarily caused by the decline in the number and percentage of loans/grants with a GAD theme. Loans/grants with effective gender mainstreaming elements increased slightly.

The decline in the number and percentage of loans/grants with a GAD theme could have resulted from a combination of factors, including (i) the changing portfolio structure of ADB, such as the changing sector profiles, the diversifying financing modalities, and the declining targeted poverty interventions; and (ii) inadequate systematic monitoring of the GAD portfolio resulting in some missed opportunities.

The sectoral breakdown of new projects with a GAD theme or other gender mainstreaming elements was generally consistent with previous years, although there was a narrowing of sectors with GAD themes. As in previous years, a much larger percentage of Asian Development Fund (ADF) loans (45%) and grants (41%) had a GAD theme or gender mainstreaming, compared with loans from ordinary capital resources (10%). The percentage of gender-inclusive ordinary capital resource (OCR) loans (10%) dropped significantly from 22% in 2004-2005. In terms of region, Southeast Asia led in approvals of loans/grants with a GAD theme or other gender mainstreaming elements (41%), followed by South Asia (27%), Central and West Asia (23%), East Asia (5%) and the Pacific (4%).

Most projects approved in 2006-2007 with GAD themes or effective gender mainstreaming included a gender action plan (GAP), although the GAPs varied in their level of detail. To mainstream gender concerns into new financing modalities, some gender provisions were made in a few multitranches financing facilities (MFF).

Project performance management system reports prepared in 2006-07 document a number of good practices, including several gender-related law and policy reforms that ADB has supported through its loans and grants, as well as the practical and strategic benefits of women's participation in development activities. However, there is a need to improve regularity and consistency among project teams in monitoring and reporting on compliance with gender and other social covenants through project performance reports.

Technical assistance and Japan Fund for Poverty Reduction (JFPR) projects. ADB continued to make selective but important contributions to its DMCs' gender equality goals through technical assistance (TA) projects and grant projects funded by the JFPR. TA grants addressing gender issues continued to represent a small percentage of ADB's overall TA activities, while most JFPR projects approved in 2006-07 had GAD themes or addressed gender issues.

Policy dialogue and capacity development. The gender specialists in ADB's resident missions (RMs) continued to facilitate ADB's involvement in gender policy discussions and gender capacity development in its DMCs. ADB also supported development or enactment of gender equality laws in a few countries.

Contribution to Knowledge Management

ADB continued to contribute to knowledge sharing on national and regional gender issues through its website, publications and sponsorship of learning events at ADB headquarters and in its DMCs. In addition to the six CGAs and a regional CGA synthesis report in Central Asian Republics, ADB published, among others: a synthesis report on rapid gender assessments in four countries; a gender, law and policy toolkit; a report on regional progress toward gender equality through the MDGs; a special evaluation study on the impact of microfinance on women. However, the institutionalized gender modules in training programs for new ADB staff, DMC officials and project directors did not take place in 2007 when the organizers revised the curriculum. These gender modules were reinstated in 2008.

Partnerships

ADB's partnerships at institutional, national, regional and international levels continued to enhance its support for gender equality and women's empowerment in the region. At an institutional level, the governments of Canada and Norway substantially increased their contributions to the GAD Cooperation Fund, and Ireland contributed to the fund for the first time. In DMCs, ADB's RM gender specialists continued to engage with national focal agencies for gender equality, other development partners and NGOs. ADB's External Forum on GAD also facilitated dialogue with senior gender specialists both inside and outside the region.

Human Resources

In 2006–2007, the principal gender specialist position in RSGS was vacant and the two gender positions in the regional departments were either vacant or subsumed under other positions, which significantly reduced the gender technical support available to country and

project teams.ⁱⁱ In 2007, there was also substantial turnover in the gender consultant positions in the RMs, which temporarily disrupted their gender work programs.

Recommendations

To ensure that gender equity is a driver of change in ADB operations under Strategy 2020, and that the performance targets in the GAD Plan of Action (PoA) 2008-2010 and the Results Frameworks of Strategy 2020 and ADF Xⁱⁱⁱ are met or exceeded, the following steps are recommended:

GAD Plan of Action (PoA) 2008-2010. The PoA identifies the major outcomes, outputs, activities, performance indicators, timeframes, and implementation roles required to operationalize the Policy on Gender and Development. In particular, it requires RSDD, in consultation with regional departments (RDs), to undertake annual monitoring of progress achieved in implementing the plan, and to reflect the findings in an updated PoA. In this regard, particular attention could be given to the following actions stipulated in the PoA:

- (i) ADB and DMCs to jointly identify pipeline projects with a GAD theme or effective gender mainstreaming during the CPS preparation;
- (ii) ADB to explore opportunities for assigning a GAD theme or effective gender mainstreaming to loans/grants with 'non-traditional' GAD sectors and modalities, such as policy-based lending in governance and public sector reforms, energy, and finance, and OCR loans and MFFs, while continuing the momentum built on the 'traditional' GAD sectors;
- (iii) ADB to avoid missed opportunities for gender mainstreaming in the sectors and modalities with traditionally strong inclusive elements (e.g., rural infrastructure, social sectors);
- (iv) RSDD to assist RDs in monitoring and assessing their respective contributions to GAD targets in the Strategy 2020 and Asian Development Fund (ADF) X results frameworks, which will need to be reported annually beginning in 2009.

RSDD operational support to regional departments in GAD. Operational support from RSDD to RDs is a key element of the PoA. Now that ADB's lead GAD position in RSDD has been filled, greater attention can and should be given to operational support in the following high priority areas:

- (i) strengthening efforts in countries and subregions where performance during the last two years was considered to be below expectations in terms of GAD targets;
- (ii) strengthening technical guidance to RDs in the preparation of new CPSs to ensure that they include gender strategies and integrate gender considerations appropriately, including in their results frameworks, sector roadmaps, and country operational business plans;

ⁱⁱ A senior gender specialist consultant, retained by RSGS in 2007, contributed substantially to finalizing the GAD Plan of Action and preparing the first GAD thematic report. The principal gender specialist position was filled in June 2008. By January 2009, two regional departments (South Asia and Central and West Asia) advertised a GAD Specialist position.

ⁱⁱⁱ In 2008 ADB set the following targets for projects with gender mainstreaming (i.e., projects with a GAD theme and effective gender mainstreaming elements combined) by 2012: 40% for all projects and 50% for all ADF projects.

- (iii) increasing upstream project support by (a) systematically reviewing all draft report and recommendations of the president (RRPs) to ensure that new projects with the potential to carry a GAD theme or to mainstream gender concerns are classified appropriately, include a realistic and well-developed gender action plan as a core RRP appendix, and include appropriate gender-related targets and indicators in their design and monitoring frameworks; (b) contributing more field support to projects that have potential for demonstrating the application of good practices or innovations; and (c) advising ways to better articulate project contributions to gender equality and women empowerment results;
- (iv) increasing downstream involvement in selected project reviews to determine how well project-specific gender action plans are being implemented.

Knowledge products and awareness

- (i) after undertaking a survey to determine demand and more accurately targeting audiences, RSDD, in collaboration with RDs (and, when appropriate, with regional partners), should continue to produce quality knowledge products on GAD relevant both to ADB and external users; and
- (ii) a GAD module, updated to reflect ADB's new priorities under Strategy 2020, should be restored in all orientation and training programs for new staff, project directors, and DMC officials.

Organizational effectiveness

- (i) ADB should promptly fill the vacant gender specialist positions in the regional departments^{iv} and any gender specialist staff or consultant vacancies that may arise in the RMs. Regional departments, RSGS, Gender and Social Development Committee of the Communities of Practice, and the Budget, Personnel and Management Systems Department may need to meet to discuss the terms of reference and location of these positions, in line with the commitment made in Strategy 2020;
- (ii) RDs, assisted by RSGS, should revisit the work programs of RM gender specialists to explore any possibility for more proactive engagement with new loans/grants with a possible GAD theme;
- (iii) the Director General of each RD should convey a clear message to respective staff members of GAD commitments and requirements, particularly the need to prepare a country gender strategy for a new CPS and the need to monitor the proportion of projects with a GAD theme or effective gender mainstreaming; and
- (iv) discussions should be held to determine how best to maximize the effectiveness of the Gender and Social Development Committee.

^{iv} See footnote ii.

I. INTRODUCTION

1. This report reviews the progress of Asian Development Bank (ADB) in supporting the commitments of its developing member countries (DMCs) to gender equality and women's empowerment over the period 2006–2007. The report follows a previous thematic report for 2004–2005¹ and the implementation review of ADB's Policy on Gender and Development (GAD) covering the period 1998–2004.² This and other thematic reports follow ADB's commitment under its Poverty Reduction Strategy³ and Long-Term Strategic Framework⁴ to comprehensively monitor and report on the effectiveness and impact of its operations.

2. Under its GAD Policy, ADB has committed to mainstream gender concerns in all of its operations, while continuing to support gender-specific interventions particularly in DMCs with the greatest gender disparities. During the review period, gender concerns were a thematic priority in ADB's operations. Under Strategy 2020, ADB's new Long-Term Strategic Framework, ADB renewed its commitment to GAD by placing gender equity as one of the five "drivers of change" needed to stimulate more inclusive growth and support progress toward the Millennium Development Goals (MDGs) in Asia and the Pacific. Considering that the previous long-term strategic framework did not include GAD as a priority, this is a major advance. Based on the implementation review of the GAD Policy completed in 2006, ADB also developed a new GAD Plan of Action during the review period to further strengthen its gender mainstreaming work (see Section III).⁵

3. While this report covers activities that predate Strategy 2020, it generally follows the structure of the Strategy 2020 results framework. The report also captures the main performance indicators from the GAD Plan of Action in order to establish a baseline for future monitoring and reporting on gender-related activities and results.⁶ The report briefly discusses (i) gender and MDG trends in the region; (ii) gender-related contributions to regional and subregional cooperation; (iii) institutional developments related to the GAD Policy; (iv) gender-related contributions to country operations; (v) gender-related contributions to knowledge management; (vi) gender partnerships; (vii) human resource issues; and (viii) recommendations.⁷ More detailed information is provided in appendixes.

II. GENDER AND MDG TRENDS IN THE REGION

4. Asian and Pacific countries have made widespread commitments to gender equality and the empowerment of women and girls as both intrinsic development goals and essential channels for achieving poverty reduction and sustainable development.⁸ Although there have been achievements in a number of areas, gender equality and the empowerment of women and

¹ ADB. 2007. *Biennial Gender Thematic Report 2004-2005*. Manila.

² ADB. 2006. *Implementation Review of the Policy on Gender and Development*. Manila.

³ ADB. 2004. *Review of the Asian Development Bank's Poverty Reduction Strategy*. Manila.

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

⁵ ADB. 2007. *Gender and Development Plan of Action (2008-2010)*. Manila.

⁶ The implementation matrix for the GAD Plan of Action is provided in Appendix 1.

⁷ The report is based on (i) desk reviews of documents related to regional cooperation strategies and programs, country partnership strategies, loan and grant-financed projects, regional and advisory technical assistance projects, the GAD Cooperation Fund, and the External Forum on GAD; (ii) other ADB publications related to GAD; and (iii) consultations with ADB staff.

⁸ ADB, UNDP and UNESCAP. 2006. *Pursuing Gender Equality through the Millennium Development Goals in Asia and the Pacific*. Manila.

girls still present significant development challenges in the region. Despite their limitations, the MDGs and related targets and indicators provide some evidence of recent gender-related trends.

5. The performance of Asian and Pacific countries under MDG 3 (promoting gender equality and women's empowerment) and its related indicators remains mixed.⁹ Most countries have made substantial progress in narrowing gender gaps in educational enrollments at primary and secondary levels and in literacy, but the gaps persist or are widening in some countries, and completion rates are generally much lower. Improvements in women's participation in nonagricultural wage employment and representation in national parliaments have been much more uneven. Progress under MDG 5 (improving maternal health) has been even slower. Maternal deaths in the region still account for close to half of the worldwide total and the region's overall maternal mortality ratio—300 deaths for every 100,000 live births—is second only to Sub-Saharan Africa. Very few countries are making consistent progress on all of the MDG 3 and MDG 5 indicators. Country-level reporting also masks significant variations within countries, with slower progress being made in rural areas and among ethnic minorities, disadvantaged castes, migrants and displaced people.

6. Looking beyond the gender-specific MDGs, the region's poor performance in reducing hunger and malnutrition under MDG 1—reflected in the high percentage of underweight children—has been linked to the poor health and nutrition of women. Under MDG 6, women now represent almost 60% of HIV infections in the Pacific. And under MDG 7, over 560 million people in rural Asia still lack access to improved water sources, which burdens women and girls disproportionately given their general responsibility to collect water for household use.¹⁰

7. Gender disparities persist in economic, social and political domains and at household, community, market and national levels. Multiple strategies therefore are needed to promote gender equality and the empowerment of women and girls in a meaningful way. As discussed in the following sections, ADB has been supporting its DMCs' efforts to narrow gender gaps in a number of areas, and the mainstreaming of gender concerns in its operations aims to ensure that the benefits of its development interventions are more broadly shared and more sustainable. However, ADB's progress in gender mainstreaming appears to have slowed in 2006–2007, and more concerted effort will be needed to promote gender equity as a driver of change under the new Strategy 2020.

III. GAD POLICY DEVELOPMENTS

8. Several key activities were undertaken or completed in 2006–2007 to improve the quality and scope of ADB's gender-related work. The implementation review of the GAD Policy, covering the period 1998–2004, was completed in 2006. The review found that ADB's gender mainstreaming approach remains relevant to both DMC and ADB priorities, and that the institutional mechanisms introduced by the GAD Policy have contributed substantially to the mainstreaming of gender concerns in ADB operations. However, the review also found continuing weaknesses in integrating country gender diagnostics in country partnership strategies, providing gender mainstreaming capacity development support to executing agencies, and monitoring the implementation of gender-related activities in projects and

⁹ The information presented in this paragraph is based on the following sources: ADB, UNDP and UNESCAP. 2006. *Pursuing Gender Equality through the Millennium Development Goals in Asia and the Pacific*. Manila; UNESCAP, ADB and UNDP. 2007. *The Millennium Development Goals: Progress in Asia and the Pacific 2007*. Bangkok; UNESCAP, ADB and UNDP. 2008. *A Future Within Reach 2008: Regional Partnerships for the Millennium Development Goals in Asia and the Pacific*. Bangkok.

¹⁰ UNESCAP, ADB and UNDP. 2007. *The Millennium Development Goals: Progress in Asia and the Pacific 2007*. Bangkok.

programs. The review therefore recommended developing a new three-year GAD plan of action and reviewing the use of staff resources for GAD Policy implementation.

9. Building on the findings of this review, the GAD Plan of Action (2008–2010) was prepared by the Poverty, Gender and Social Development Division (RSGS) in consultation with the regional departments (RDs) and finalized in 2007. The Plan of Action outlines concrete actions to be taken mainly by the RDs, with support from RSGS, in three outcome areas: (i) programming and lending; (ii) policy dialogue and support to DMCs; and (iii) organizational effectiveness. For each outcome, the Plan of Action identifies outputs and related activities, performance indicators, timeframes and implementation roles (see Appendix 1). The Plan of Action also identifies tentative projects and technical assistance with potential to carry a GAD theme or to mainstream gender concerns. Implementation of the Plan of Action is to be monitored and updated annually, and a progress report is to be prepared after two years.¹¹

10. During the review period, ADB also developed Strategy 2020, its new Long-Term Strategic Framework. Both the Gender and Social Development Committee of the Community of Practice and ADB's External Forum on GAD advocated strongly for the retention of gender equality and women's empowerment as a thematic priority in the new framework. Strategy 2020, approved by the Board of Directors in 2008, confirms that ADB will continue to promote gender equity as one of five "drivers of change" needed to achieve inclusive growth and attain the MDGs in Asia and the Pacific. These efforts will be guided by the GAD Policy and GAD Plan of Action. One of the performance indicators in the results frameworks for Strategy 2020 and the Asian Development Fund (ADF) X is the number of projects with a GAD theme or gender mainstreaming features.

IV. CONTRIBUTION TO REGIONAL AND SUBREGIONAL COOPERATION

11. In 2006–2007, ADB contributed to gender-related cooperation at the regional and subregional levels mainly through its (i) regional cooperation strategies and programs (RCSPs), (ii) regional cooperation projects, and (iii) regional technical assistance (RETAs).

12. As noted in the previous thematic report, ADB's RCSPs generally have not integrated gender concerns in a consistent way. Rather, they have tended to address gender issues indirectly, through their support for regional public goods such as human resource development and control of communicable diseases, and attention to mitigating the social risks of increased regional connectivity such as increased HIV transmission and human trafficking. The South Asia RCSP (2006–2008), for example, acknowledges the stark gender disparities in the subregion, but the main thrust of the strategy is to promote regional economic development through improved connectivity. The strategy therefore commits to continue addressing the risks of increased HIV transmission and trafficking in women and children in transit corridor projects, but does not support any other gender-related goals. In contrast, the midterm review of the Greater Mekong Subregion (GMS) RCSP recommended greater emphasis on the "soft" aspects of regional cooperation, including regional support for improved water and sanitation and control of communicable diseases, and the GMS Indicative Rolling Regional Cooperation Operations Business Plan (2008–2010) includes proposed projects addressing these issues and classified with GAD themes. This more balanced approach to regional development in the GMS provides greater opportunity to promote inclusive economic growth and gender equity, in line with Strategy 2020 and the GAD Plan of Action, and hopefully points the way for other subregions.

¹¹ This progress report should coincide, and be combined, with the next biennial thematic report on GAD.

13. None of the regional cooperation projects approved in 2006–2007 were classified with GAD themes. However, seven regional transport projects were identified as likely to produce some gender benefits in terms of promoting women’s as well as men’s employment and actively mitigating the HIV and human trafficking risks associated with the projects.¹² As noted above, the GMS pipeline also includes some proposed projects with GAD themes.

14. ADB addressed regional gender issues more directly in 2006–2007 through its regional technical assistance (RETA) activities. As discussed further in Section IV.C, 6 RETAs approved during the period were assigned GAD themes, and another 10 RETAs included gender-related activities. The RETA on Promoting Gender Equality and Women’s Empowerment, which received supplementary funding of \$1 million in early 2007, supported over 35 subprojects in 2006–2007 including several regional partnership and capacity development activities. Other ongoing RETAs supported innovative research, pilot activities, and subregional knowledge sharing and policy dialogue on several key issues: (i) preventing the trafficking of women and children and promoting safe migration in the GMS; (ii) reducing the vulnerability of ethnic minority men and women to HIV in the GMS through radio and other media; (iii) exploring the importance of legal identity in development initiatives; and (iv) promoting legal empowerment of women and disadvantaged groups. Another RETA continued to support seven national consultants working as gender specialists in ADB’s resident missions (RMs), and two regional workshops in which project managers from ADB-funded projects shared good practices in mainstreaming gender concerns in several sectors, including infrastructure. RETAs approved during the period will integrate gender concerns in regional efforts to fight HIV/AIDS and improve access to justice for the urban poor; promote rural women’s entrepreneurship in Central Asia; and provide development management training to about 200 female officials from the GMS.

V. CONTRIBUTION TO COUNTRY OPERATIONS

15. In 2006-07, ADB contributed to gender-related activities at the country level mainly through its (i) country partnership strategies (CPSs),¹³ (ii) loan and grant financing of projects, (iii) technical assistance, (iv) policy dialogue, and (v) capacity development.

A. Country Programs and Strategies

16. To mainstream gender concerns in country strategies and programs, the GAD Policy requires the preparation of country gender assessments (CGAs) as background documents for each CPS. The CPS then should include a country gender strategy in a core appendix and gender considerations in the main text. In 2006–2007, ADB published six CGAs as well as a synthesis report on four Central Asian Republics (see Appendix 3). Two of the CGAs—for Indonesia and Viet Nam—were prepared jointly with other development partners. In addition to the standard topics,¹⁴ several of the CGAs discuss emerging gender issues in the relevant countries including the gender-related impacts of rapid economic, social and political change. For example, the Indonesia CGA discusses the gender implications of decentralization and migration; the Tajikistan CGA examines the gender impacts of privatization, land reform and

¹² The projects are listed in Appendix 2. The gender criteria used to assess loan and grant projects are discussed in Section IV.B.1 and Appendix 5.

¹³ Some country strategy documents approved during the period carry the old title of “country strategy and program.” For convenience, they are also referred to here as CPS.

¹⁴ CGAs generally (i) provide an overview of the sociocultural, political, and economic context of women and gender relations in the relevant DMC; (ii) identify key strategic gender issues in the country; (iii) summarize government policies, institutions and programs promoting gender equality, and related development partner activities; and (iv) recommend a gender strategy and specific interventions to incorporate in the CPS.

infrastructure development; and the Viet Nam CGA discusses gender segregation and wage gaps in the labor market. Most of the CGAs also discuss gender-based violence and human trafficking. Most also provide recommendations for addressing gender concerns in ADB's priority sectors, including infrastructure, private sector development and regional cooperation.

17. Ten CPSs were finalized in 2006–2007, including a joint country support strategy for the Kyrgyz Republic, an interim operational strategy for Armenia, and a mid-term review and update of the Cambodia CPS. There continues to be significant variation in the attention to gender considerations in the CPSs (see Appendix 4). Three out of ten CPSs (Armenia, Thailand, and Tonga) included no meaningful reference to gender concerns. Only five of the recent CPSs included specific sections on country gender strategies, and only two of these gender strategies—for Papua New Guinea and Viet Nam—were in core appendixes.

18. Coincidentally, the CPSs for Papua New Guinea and Viet Nam were the strongest in integrating gender concerns consistently, including in the results framework and sector roadmaps. The Viet Nam and Indonesia CPSs also stand out for including several proposed projects with GAD themes in their project pipelines. These better performing countries were assisted by either RSGS or RM gender specialists, pointing to the fact that integration of gender concerns into CPS and related documents has not been an automatic process to many country teams. The transition to the new CPS format and process in 2007 seems to have diluted the emphasis on gender strategy, partially because thematic strategies (including GAD) are presented as optional in the new CPS template. Integration of gender dimensions into sector roadmaps and results frameworks requires more frequent gender inputs catered to sector priorities and closer collaboration with sector colleagues. RSGS disseminated the required nature of country gender strategies through various CPS training programs, and this effort needs to be continued. Further, more systematic monitoring and guidance during the CPS implementation will be needed to ensure that regional departments achieve the CPS performance target in the GAD Plan of Action (see Appendix 1).

19. During the period, Country Assistance Program Evaluations (CAPEs) were completed for India, Lao PDR, Pakistan, People's Republic of China, Sri Lanka and Uzbekistan. The CAPEs reach varying conclusions about ADB's contribution to GAD through its country operations. While ADB has effectively mainstreamed gender concerns in many of its projects in Lao PDR, Pakistan and Sri Lanka, and has been particularly effective in supporting gender policy reform in Pakistan, it has done relatively little to address gender issues in India, People's Republic of China or Uzbekistan, although there is considerable potential to do so. (See Appendix 4.)

B. Loan and Grant Projects

20. ADB committed through its GAD Policy to increase the number of loans that directly address gender disparities, while mainstreaming gender analysis and gender-inclusive approaches in all of the projects and programs that it finances. These commitments are monitored at the time of project approval, during implementation, at completion and through post-evaluations.

1. Project Approvals

21. At the approval stage, ADB loans (and more recently grants) are rated as having: (i) a GAD theme in ADB's project classification system; (ii) other effective gender mainstreaming elements; (iii) some gender-related benefits; or (iv) no notable gender elements (see Appendix

5). Table 1 and Figure 1 show the trends in the gender composition of ADB's loans and grants portfolio over the past 10 years. Appendix 6 provides additional information on the gender content of loans and grants approved in 2006–2007.

22. In 2006–2007, both the number and percentage of loans and grants with a GAD theme dropped sharply. Only 9 loans/grants with GAD themes (11% of the total) were approved in 2006, and only 11 (or 11% of the total) were approved in 2007. This is less than half the number and percentage of GAD-themed loans/grants in 2005 and also below the 10-year average. In contrast, the number and percentage of other loans/grants with effective gender mainstreaming elements increased from 30 (or 18%) in 2004–2005 to 36 (or 20%) in 2006–2007. Nevertheless, when these two categories are combined, there was a net drop in loans/grants with GAD themes and effective gender mainstreaming from 64 (or 39%) in 2004–2005 to 56 (or 32%) in 2006–2007. This is slightly above the 10-year average for the two categories, but is substantially below the previous three years. On an annual basis, the percentage of loans and grants in the two categories fell to a new low of 29% in 2007 from a high of 49% in 2003.

Table 1: Loans and Grants Addressing Gender Concerns (1998-2007)*

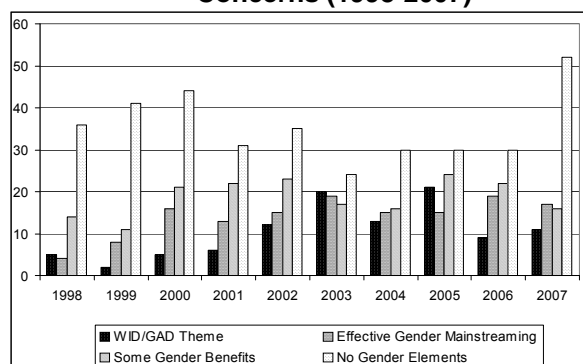
Year	WID or GAD Thematic Classification (a)		Effective Gender Mainstreaming (b)		Significant Gender Mainstreaming (a+b)		Some Gender Benefits (c)		Total Loan/Grants Addressing Gender Concerns (a+b+c)		Total ADB Approvals
	% to Total (a)	% to Total ADB Approvals	(b)	% to Total ADB Approvals	(a)+(b)	% to Total ADB Approvals	(c)	% to Total ADB Approvals	(a)+(b)+(c)	% to Total ADB Approvals	
1998	5	8	4	7	9	15	14	24	23	39	59
1999	2	3	8	13	10	16	11	18	21	34	62
2000	5	6	16	19	21	24	21	24	42	49	86
2001	6	8	13	18	19	26	22	31	41	57	72
2002	12	14	15	18	27	32	23	27	50	59	85
2003	20	25	19	24	39	49	17	21	56	70	80
2004	13	18	15	20	28	38	16	22	44	60	74
2005**	21	23	15	17	36	40	24	27	60	67	90
2006**	9	11	19	24	28	35	22	28	50	63	80
2007**	11	11	17	18	28	29	16	17	44	46	96
10-Year Total	104	13	141	18	245	31	186	24	431	55	784

* Excludes preparatory technical assistance and supplementary loans/grants.

**Includes grants funded by the Asian Development Fund IX, Asian Tsunami Fund, and Pakistan Earthquake Fund.

23. The percentage of loans/grants in the third rating category (likely to provide some gender benefits) rose slightly in 2006 but dropped sharply in 2007, averaging 22% for 2006–2007, which is slightly below the 10-year average. Taken together, the percentage of loans/grants in the top three rating categories averaged 53% in 2006–2007, slightly below the 10-year average and well below the previous

Figure 1: Loans and Grants Addressing Gender Concerns (1998-2007)

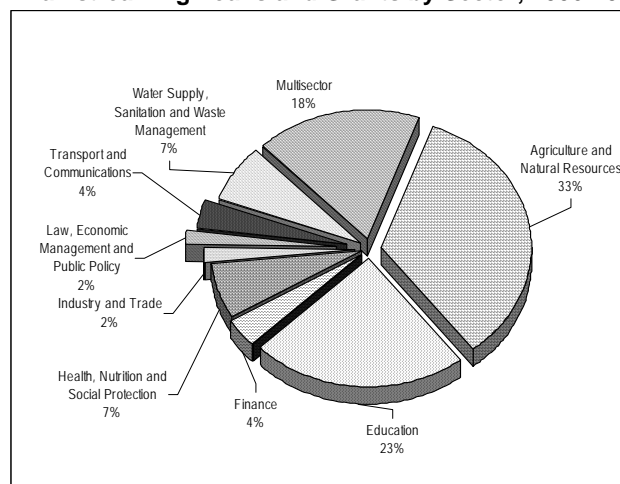


five years. The combined percentage for 2007 was much lower— 46%—which means that over 50% of the loans/grants approved in 2007 had no notable gender elements. One contributing factor may be the changing sector profile of ADB loans/grants. In 2007, for example, the percentage of approved lending in transport and communications (39%) was sharply higher than the average for the last 40 years (25%), while the percentages in agriculture (1%), education (1%) and health (0.5%)—sectors that lend themselves to gender mainstreaming—were sharply lower.¹⁵ Other factors could be the diversifying financing modalities (e.g., increase in multitranches financing facility, policy-based lending, and public-private partnerships, with which gender mainstreaming tends to be more difficult than regular investment loans) and ADB's shift away from the targeted poverty reduction interventions. However, the review of 2006–2007 project approvals also identified several additional projects that could have been classified with a GAD theme, or in which more could have been done to mainstream gender concerns. More systematic monitoring of the project pipeline and systematic review of the draft report and recommendation of the president (RRPs) by both RSGS and the regional departments will be needed to ensure that the project targets in the GAD Plan of Action are met (see Appendix 1), and that gender mainstreaming opportunities in ADB loans and grants are maximized.

a. Project Approvals by Sector

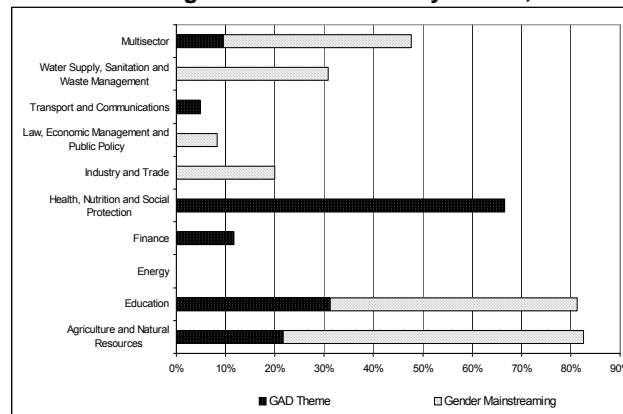
24. Loans and grants approved in 2006–2007 with a GAD theme or other gender mainstreaming elements were mainly in agriculture and natural resources (33%); followed by education (23%); multisector (18%);¹⁶ health and water/sanitation (each 7%); transport/communications and finance (each 4%); and industry/trade and law/economic management/ public policy (2%). (See Figures 2a and 2b.). This sectoral breakdown is generally consistent with previous years. One disappointing trend is the narrowing of sectors with GAD themes. In 2006–2007, GAD thematic loans were only in agriculture/natural resources, education, health and finance, while in past years GAD thematic loans had expanded into water/sanitation, multisector, and law/economic management/public policy. Another surprising change is in the health sector. In 2002–2004, all approved health loans had GAD themes, while in 2006–2007, only about two-thirds had a GAD theme. This may reflect the recent shift from primary health and maternal health projects to projects addressing communicable disease control (not all of

Figure 2.a: GAD Thematic and Effective Gender Mainstreaming Loans and Grants by Sector, 2006-2007*



* % shares of total loans/grants with GAD theme and gender mainstreaming.

Figure 2.b: GAD Thematic and Effective Gender Mainstreaming Loans and Grants by Sector, 2006-2007



¹⁵ ADB. 2008. *Summary Report on the 2007 Loan, Technical Assistance, Grant and Equity Approvals*. Manila.

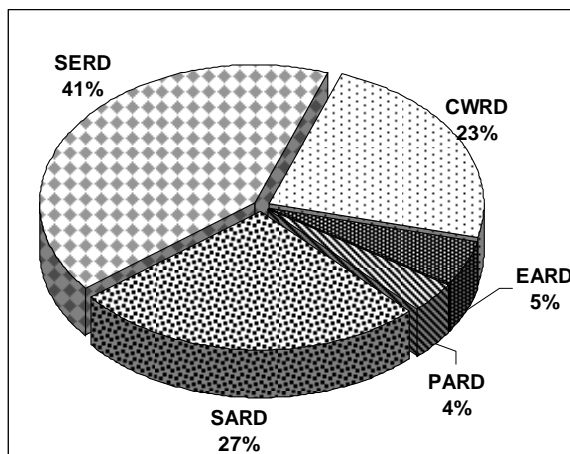
¹⁶ Multisector includes rural development, urban development and post-disaster reconstruction projects.

which have included a strong emphasis on gender concerns).

b. Project Approvals by Region

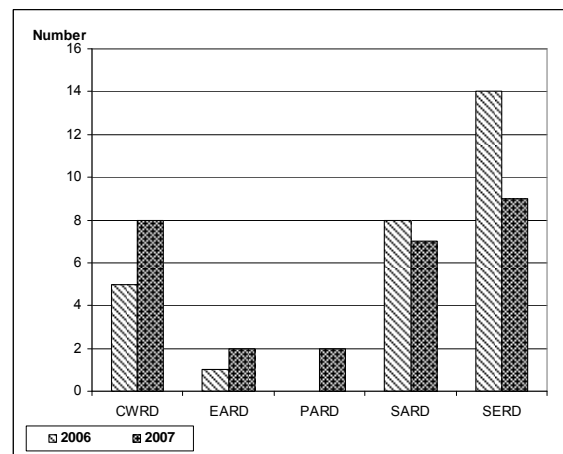
25. In 2006-07, Southeast Asia led in approvals of loans/grants with a GAD theme or other gender mainstreaming elements (41%), followed by South Asia (27%), Central and West Asia (23%), East Asia (5%) and the Pacific (4%) [See Figures 3.a and 3.b]. It is difficult to compare this regional breakdown with previous years because of the intervening reorganization of ADB, which combined the previous Mekong and Southeast Asia Departments and reconfigured the previous South Asia and East and Central Asia Departments. However, a couple of general observations can be made. First, the percentage of gender-inclusive loans/grants processed by the new Southeast Asia Department in 2006–07 (41%) exceeds the combined percentages in the old Mekong and Southeast Asia Departments (30% in 2004–2005). This indicates that the new Southeast Asia Department is substantially improving ADB’s gender mainstreaming efforts in that subregion. Second, the combined percentage of gender-inclusive loans/grants processed by the new South Asia and Central and West Asia Departments in 2006–2007 (50%) is substantially below the percentage in the old South Asia Department (63% in 2004–2005). This may reflect in part the shift toward more transport and energy projects in South Asian countries such as Bangladesh and Pakistan, and the lack of a full-time GAD specialist in the South Asia Department and Pakistan Resident Mission. The low percentage of the Pacific is due mainly to the small number of loans and grants in the region. East Asia’s small share is likely to be related to its traditional emphasis on large-scale infrastructure projects in the People’s Republic of China, although more recently, opportunities in agriculture and water supply sectors are emerging.

Figure 3.a: GAD Thematic and Effective Gender Mainstreaming Loans and Grants by Region, 2006-2007*



* % shares of total loans/grants with GAD themes and gender mainstreaming

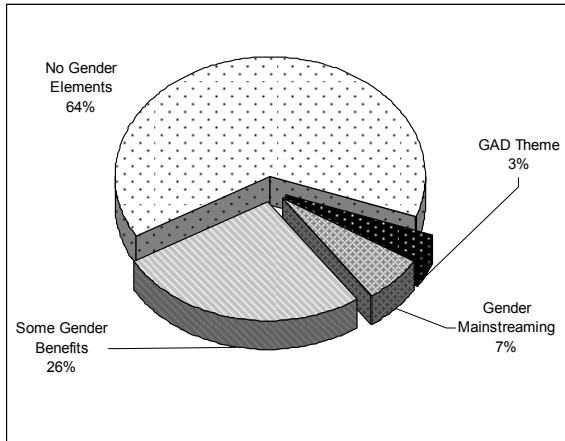
Figure 3.b: Number of GAD Thematic and Effective Gender Mainstreaming Loans and Grants by Region, 2006-2007



c. Project Approvals by Source of Funds

26. In 2006–2007, 45% of Asian Development Fund (ADF) loans and 41% of ADF IX grants had a GAD theme or other gender mainstreaming elements, compared with only 10% of loans/grants from ordinary capital resources (OCR). (See Figures 4.a–4.f.) The gender pattern for ADF loans and grants is comparable to previous years, but the percentage of gender-inclusive OCR loans (10%) in 2006-2007 has dropped significantly from 22% in 2004-2005. The percentage of gender-inclusive ADF IX grants is generally in line with ADF loans, but it is well below the level in 2004–2005 (63%).

Figure 4.a: Gender Composition of OCR Loans, 2006-2007*



* % shares of total loans/grants with GAD themes and gender mainstreaming

Figure 4.b: Gender Composition of OCR Loans, 2006-2007*

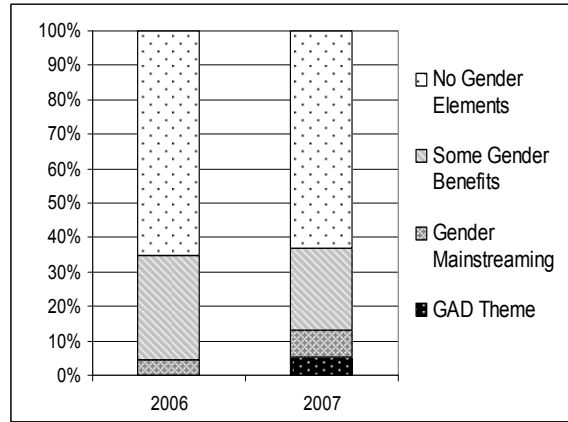
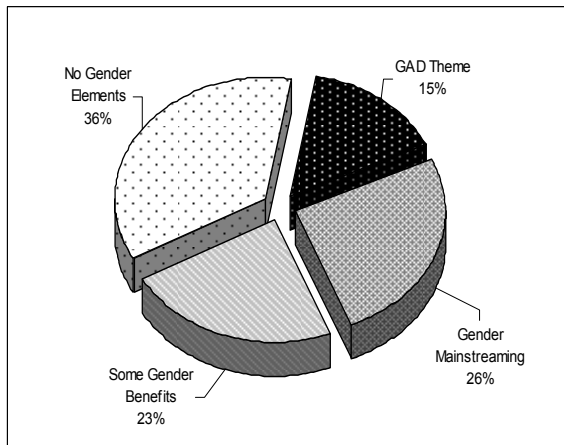


Figure 4.c: Gender Composition of ADF Loans, 2006-2007*



* % shares of total loans/grants with GAD themes and gender mainstreaming

Figure 4.d: Gender Composition of ADF Loans, 2006-2007

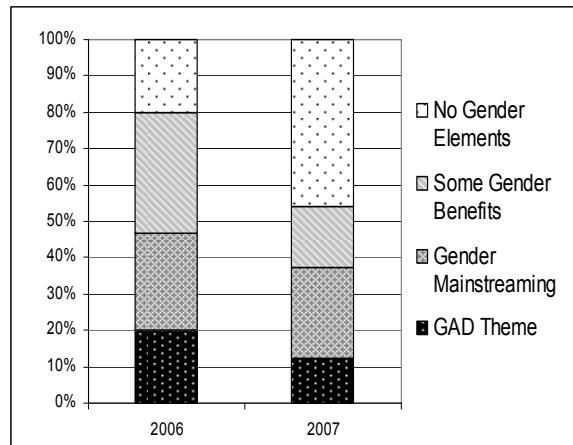
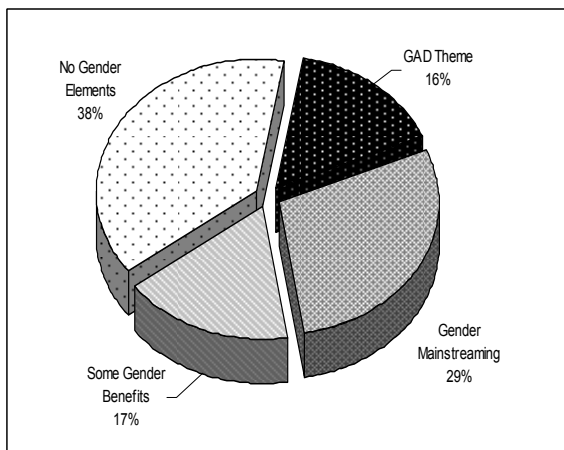
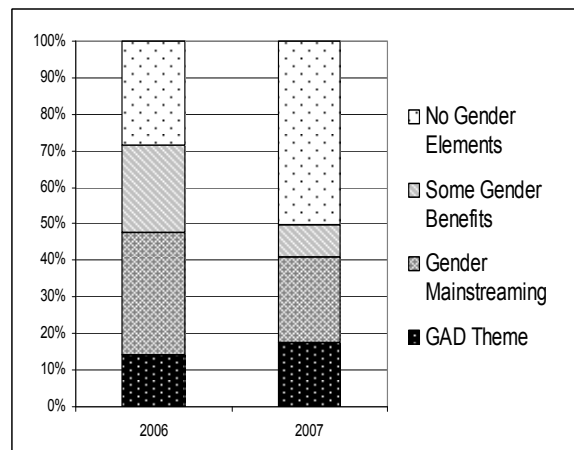


Figure 4.e Gender Composition of ADF IX Grants, 2006-2007*



* % shares of total loans/grants with GAD themes and gender mainstreaming

Figure 4.f Gender Composition of ADF IX Grants, 2006-2007



2. Innovations in Project Design

27. Most projects approved in 2006–2007 with GAD themes or effective gender mainstreaming elements included a gender action plan (GAP), which identified gender-inclusive targets, activities and other measures linked to each of the main project components. Most of the projects also provided for an international or national gender specialist to help refine and implement the GAP, and the GAPs were generally supported by appropriate covenants in the financing documents. This continued the good practices identified in recent rapid gender assessments of selected projects.²¹ However, the GAPs vary in their level of detail, and some were included in a supplementary rather than core appendix to the RRP.²² In a few cases, a GAP had not yet been prepared, but the project design called for preparing one early in the implementation of the project.

28. One innovation noted in the 2006–2007 projects is the attention to gender concerns in some multitranche financing facilities (MFFs). Of the 15 MFFs approved in 2006–2007, one—the North Karnataka Urban Sector Investment Program—included a comprehensive gender strategy, and two others provided for the development of gender strategies during implementation.²³ Unfortunately, two other MFFs supporting urban development programs in India did not include any provision for a gender strategy, indicating a lack of consistency in MFF practice even within the same sector and country.²⁴ However, the North Karnataka MFF provides a good model that will hopefully be followed in future MFF designs. The Azerbaijan Road Network Development Program also provides a good model for gender-supportive covenants in MFF financing documents.

3. Project Implementation and Outcomes

29. A sample of project performance management system reports prepared in 2006–2007 were reviewed to assess progress in implementing gender-related measures and achieving gender-related outcomes, especially in projects with a GAD theme or gender mainstreaming features (see Appendix 7). These reports document a number of gender-related law and policy reforms that ADB has supported through loans and grants, including the passage of gender equality legislation in Nepal; the development of a gender mainstreaming strategy for the agriculture sector in Cambodia; gender-inclusive education and health policies in Bhutan, Indonesia, Pakistan and the Philippines; and affirmative measures that have doubled the percentage of female judges in Pakistan. Gender targets have increased women's participation in a number of agriculture and livestock, savings and credit, and water and sanitation projects, which has benefited women in terms of time savings, new income-earning opportunities, and increased self-confidence and status, and improved the overall success of the projects. These benefits were also found in projects where ADB gender specialists had developed and introduced a GAP midway through implementation (see Box). However, the review of a sample of project/program performance reports also found that project review teams are not consistently monitoring and reporting on compliance with gender and other social covenants.

²¹ ADB. 2007. *Gender Action Plans and Gender Equality Results: Rapid Gender Assessments of ADB Projects – Synthesis Report*. Manila.

²² At least a summary GAP is required to be included in a core appendix to the RRP. ADB. 2006. *Operations Manual*, Section C2: Gender and Development in ADB Operations, Operational Procedures. Manila.

²³ Azerbaijan: Road Network Development Program (approved in 2007) and Pakistan: Punjab Irrigated Agriculture Investment Program (approved in 2006).

²⁴ India: Jammu and Kashmir Urban Sector Development Investment Program and Rajasthan Urban Sector Development Investment Program (both approved in 2007).

Box: Gender Equality Results in Completed Projects in Nepal

In the Irrigation Management Transfer Project approved in 1994, the gender specialist's mid-project corrections increased women's representation in water user associations to 20%, and disadvantaged castes to 8%; their representation on the associations' executive committees also increased to 9% and 3%, respectively. Women also represented 20% of participants in training activities under the project. The project completion report (PCR) found that these efforts had helped women play a more active role in managing irrigation systems, which in turn improved their confidence and social status. In the Rural Infrastructure Development Project approved in 1996, women's participation in road construction increased from 11% at the midterm review to 25% at the end of the project. Similarly, in the Third Livestock Development Project approved in 1996, women's participation increased from 15% in 1997 to 47% in 2004 (exceeding the project target of 35%). The PCR found that women's increased access to training and technology under the project led not only to increased income-earning opportunities and time saving, but also to wider acceptance of women's role in livestock raising at the household and community levels. The PCR also noted that the gender action plan developed by the RM gender specialist as a mid-project correction measure had been a very effective tool for gender mainstreaming.

Sources: ADB. 2006. *Project Completion Report: Nepal Irrigation Management Transfer Project*. Manila; ADB. 2006. *Project Completion Report: Nepal Community-Managed Irrigation Sector Project*. Manila; ADB. 2006. *Project Completion Report: Nepal Third Livestock Development Project*. Manila.

C. Technical Assistance and Japan Fund for Poverty Reduction (JFPR)

30. In 2006-07, ADB continued to make selective but important contributions to its DMCs' gender equality goals through technical assistance (TA) projects and grant projects funded by the JFPR. (See Appendix 8.) These included (i) gender capacity development of national focal agencies for gender equality, sector ministries and other key stakeholders such as local governments and locally elected officials; (ii) gender analysis and recommendations on pressing issues such as the employment needs of migrant workers in the People's Republic of China; (iii) piloting of innovative approaches such as decentralized social protection services for women in conflict-affected areas of Nepal; and (iv) strengthening the gender benefits of loan and grant projects through related TA or JFPR activities. The RETA on Promoting Gender Equality and Women's Empowerment financed over 35 subprojects providing (i) gender support to CPS activities; (ii) gender support to loan and grant projects; (iii) gender capacity development; and (iv) support to gender partnerships.

31. In 2006-07, TA grants addressing gender issues²⁵ continued to represent a small percentage of ADB's overall TA activities. Eight advisory TAs were approved with GAD themes and 24 other advisory TAs addressed gender issues, together representing only 17% of all advisory TAs approved. During the same period, 6 regional TAs were approved with GAD themes and 10 others addressed gender issues, together represented only 9% of all regional TAs approved²⁶ (However, both TA categories showed increases over 2004-05.). In contrast, 24 out of 27 JFPR projects approved in 2006–2007 had GAD themes or addressed gender issues. TAs with GAD themes continued to be funded mainly from specialized funds such as the GAD Cooperation Fund (discussed in Section VI), Poverty Reduction Fund, Cooperation Fund for the

²⁵ TAs were considered to address gender issues if they included (i) gender-related objectives, (ii) gender-related outputs, (iii) a gender specialist on the TA team, or (iv) a participatory process explicitly including women's NGOs or women's groups. (These criteria were first used in the recent implementation review of the GAD Policy.)

²⁶ These included supplementary funding for the RETAs on Promoting Gender Equality and Women's Empowerment (TA No. 6143-REG) and Promoting Effective Water Management Policies and Practices – Phase 5 (TA No. 6325-REG).

Water Sector, and Cooperation Fund to Fight HIV/AIDS. However, other TAs addressing gender concerns were funded from a wider range of sources including the TA Special Fund and Japan Special Fund.

32. TA completion reports were completed during 2006–2007 for several gender-specific TAs. Most of the TAs were rated successful or highly successful, and several have had significant impact in advancing DMCs' gender mainstreaming agendas and in strengthening ADB's capacity to support these efforts, such as the TAs supporting Pakistan's gender reform program and the drafting of Viet Nam's Law on Gender Equality. (See Appendix 8.)

D. Policy Dialogue

33. In 2006-07, ADB continued to support policy dialogue on gender issues through national consultations held to review ADB's draft country gender assessments (see Appendix 3). Gender-related policy issues were also addressed in the preparation of several policy-based loans and grants, mainly in the social sectors.²⁷ A loan and grant to Nepal also supported the introduction of several new laws and policies promoting gender equality in Nepal.²⁸ The gender specialists in ADB's RMs continued to facilitate ADB's involvement in gender policy discussions related to the formulation of national strategies such as Mongolia's National Development Strategy and Uzbekistan's Welfare Improvement Strategy, and gender strategies for sectors such as transport (in Nepal) and agriculture (in Cambodia). Through TA projects and subprojects, ADB also supported the enactment of gender equality laws in Mongolia and Viet Nam, the review of gender discrimination in Sri Lanka's land laws, and development of a gender strategy for Lao PDR's tourism sector.²⁹

E. Capacity Development

34. During 2006–2007, the gender specialists in the RMs continued to lead ADB's gender capacity development efforts in its DMCs. Their activities included (i) ongoing gender support to executing agencies and RM staff; (ii) focused gender training and interventions during implementation of ADB-funded projects; (iii) capacity support to national focal agencies for gender equality and sector focal points; and (iv) participation in regional workshops and peer exchanges with project managers on successful gender mainstreaming strategies. Substantial gender capacity support was provided through advisory TAs to Nepal's Department of Women's Development, Pakistan's Ministry of Women's Development and provincial Women Development Departments, Cambodia's Ministry of Agriculture, Forestry and Fisheries, and Viet Nam's Ministry of Agriculture and Rural Development. Under the RETA on Promoting Gender

²⁷ E.g., Bangladesh: Secondary Education Sector Development Program (Loan Nos. 2266 and 2267, approved 26 October 2006); Indonesia: Poverty Reduction and Millennium Development Goals Acceleration Program (Loan No. 2361, approved 30 October 2007); Lao PDR: Basic Education Sector Development Program (Loan No. 2306 and Grant No. 69, approved 20 December 2006); Nepal: Education Sector Program I (Loan No. 2277 and Grant No. 65, approved 1 December 2006).

²⁸ The passage of gender equality legislation in Nepal in 2007 satisfied an effectiveness condition in the Gender Equality and Empowerment of Women Project (Loan No. 2143, approved 16 December 2004). The Rural Reconstruction and Rehabilitation SDP (Grant No. 93, approved 12 December 2007) supported legislation providing proportional representation to women and other underrepresented groups in Nepal's Constituent Assembly, amendment of the Citizenship Act to allow citizenship to be passed by mothers as well as fathers, and approval of national gender strategies in agriculture, education and general administration.

²⁹ ADB. 2008. *Gender and Development Cooperation Fund: Fourth Progress Report (January–December 2007)*; ADB. 2007. *Gender and Development Cooperation Fund: Third Progress Report (January 2006 – June 2007)*. Manila.

Equality and Women's Empowerment, subprojects also provided gender capacity support in particular sectors in Bangladesh, Indonesia, Mongolia, Philippines, Tajikistan and Uzbekistan.³⁰

VI. CONTRIBUTION TO KNOWLEDGE MANAGEMENT

35. In 2006-07, ADB contributed to knowledge sharing on national and regional gender issues through its website, publications and sponsorship of learning events at ADB headquarters and in its DMCs (see Appendix 9). During the period, ADB's gender-related publications included six CGAs plus a synthesis report on CGAs prepared for four countries in the Central Asian Republics (CARs); a synthesis report on rapid gender assessments of selected projects in four countries; a gender, law and policy toolkit; a report on regional progress toward gender equality through the MDGs; a special evaluation study on the impact of microfinance on women; the quarterly *Gender Network News*, *SEAGEN WAVES* (the Southeast Asia gender newsletter), and gender-related articles in RM newsletters. *SEAGEN WAVES* is the first gender newsletter produced by a regional department. Similar GAD knowledge management efforts driven by other regional departments should be encouraged. Website hits and responses at external meetings point out particularly positive feedbacks from external users.

36. Some of the learning events sponsored during the period included an Eminent Speaker's Lecture by Noeleen Heyzer, former executive director of UNIFEM and now an undersecretary general of the United Nations; seminars for ADB staff on regional gender issues organized by ADB's External Forum on GAD in conjunction with their 2006 and 2007 meetings; brown-bag seminars organized with the DAWN (Development Alternatives with Women for a New Era) network of women scholars and activists; gender modules in the 2006 staff induction training session and 2007 Social Development Learning Week; two regional workshops on successful gender mainstreaming practices featuring ADB project managers as both presenters and participants; regional conferences on trafficking and safe migration in the GMS and on legal empowerment of women and other disadvantaged groups. However, the gender modules in the staff induction training, annual seminars for DMC officials and project implementation seminars for project directors did not take place in 2007.

VII. PARTNERSHIPS

37. In 2006-07, ADB's partnerships at institutional, national, regional and international levels continued to enhance its support for gender equality and women's empowerment in the region. At an institutional level, the governments of Canada and Norway substantially increased their contributions to the GAD Cooperation Fund, and Ireland contributed to the fund for the first time. By the end of 2007, total contributions to the fund together with investment earnings amounted to over \$11 million. Established in 2003, the fund significantly enhances ADB's gender mainstreaming efforts by supporting (i) gender specialist consultants in seven RMs; (ii) gender integration in CPSs; (iii) gender-related activities in loan and grant projects; (iv) gender capacity development of national focal agencies, sector ministries and other in-country stakeholders; (v) gender impact assessments of selected loan/grant projects; and (vi) gender-related cooperation and partnerships.³¹

38. In its DMCs, ADB's RM gender specialists continued to participate actively in gender working groups together with the national focal agencies for gender equality and other development partners and NGOs, and represented ADB at various conferences and workshops.

³⁰ Ibid.

³¹ ADB. 2008. *Gender and Development Cooperation Fund: Fourth Progress Report (January-December 2007)*.

ADB also prepared joint CGAs in Indonesia and Viet Nam together with the national focal agencies and other partners. At the regional level, ADB-sponsored workshops on trafficking and safe migration and on the legal empowerment of women and other disadvantaged groups facilitated linkages with governments, international and regional organizations, and NGOs. ADB staff also participated in a 2007 workshop on aid effectiveness and gender equality in Southeast Asia. Internationally, ADB continued to participate in the Multilateral Development Bank Working Group on Gender and in the Gendernet for the Development Assistance Committee of the Organization for Economic Cooperation and Development. ADB also presented a paper at the October 2007 meeting of the Expert Group on Financing for Gender Equality organized by the United Nations Division for the Advancement of Women. ADB's External Forum on GAD also facilitated engagement with high level gender expertise both inside and outside the region.

VIII. HUMAN RESOURCES

39. The GAD Policy provided for four budgeted gender specialist positions at ADB headquarters and six national gender specialist consultants to be assigned to RMs under a RETA. Since the 2002 reorganization, two of the headquarters positions have been centrally located in the Social Development Division (now the Poverty, Gender and Social Development Division [RSGS]) and the remaining two have been located in regional departments. As noted in the previous thematic report, GAD is the only thematic priority (other than capacity development) without at least one specialist in each regional department. Moreover, in 2006-07, the principal gender specialist position in RSGS was vacant and the two positions in the regional departments were either vacant or subsumed under other positions, which significantly reduced the gender technical support available to country programming and project teams.³² To ensure implementation of the GAD Plan of Action, as envisioned in Strategy 2020, the gender specialist positions in the regional departments must be filled.

40. Since the GAD Policy was adopted, the roster of gender specialists working in RMs has been expanded. Three of the original six long-term consultant positions were converted to national officer positions, and an additional four consultant positions were created, for a total of 10 national staff and consultants. However, as the previous thematic report noted, there has been a tendency to broaden the terms of reference of the gender specialists in national staff positions to encompass other duties. In 2007, there was also substantial turnover in the gender consultant positions, which temporarily disrupted the gender work programs in the affected RMs. To achieve the country-level targets set out in the GAD Plan of Action (see Appendix 1), it will be important to maintain a strong gender focus in the terms of reference of all RM gender specialists—both consultants and staff—and to minimize turnover among the gender consultants. As contemplated in the GAD Plan of Action, consideration should also be given to recruiting gender consultants for additional RMs. The Gender and Social Development Committee of the Communities of Practice has been tasked to bring these human resources and organizational effectiveness issues to the attention of Management and the senior staff. Discussions should be held to determine how best to maximize the Committee and ascertain how best to utilize their roles and functions.

³² A senior gender specialist consultant, retained by RSGS in 2007, contributed substantially to finalizing the GAD Plan of Action and preparing the first GAD thematic report. The principal gender specialist position was filled in June 2008. South Asia Regional Department advertised a GAD Specialist position in November 2008.

IX. RECOMMENDATIONS

41. Through its gender-related activities in 2006–2007, ADB continued to contribute to its DMCs' goals of gender equality and women's empowerment, and some of the results are outstanding, especially when gender specialists are involved. However, there was an evident decline in the integration of gender concerns in CPSs, loan/grant projects and orientation/training programs for staff and DMC officials. This report has covered a range of possible reasons, such as: the lack of explicit attention to gender strategy in the new CPS process and template, the changing sector profile and scale and modality (e.g., MFF) of ADB loans/grants, missed opportunities for GAD themes due to insufficient monitoring, the long vacancy in the principal gender specialist position in RSGS and the two gender specialist positions in regional departments, and the use of some of the RM gender specialists to perform other duties.

42. Without deliberate and explicit attention to gender equality and women's empowerment as operational priorities at the regional, country and project levels, ADB's gender-related performance will continue to slide. To ensure that gender equity becomes a driver of change in ADB operations under Strategy 2020, and that the performance targets identified in the GAD Plan of Action 2008-2010 and the Results Frameworks of Strategy 2020 and ADF X³³ are met or exceeded, the following steps are recommended:

a. GAD Plan of Action (PoA) 2008-2010

43. The PoA identifies the major outcomes, outputs, activities, performance indicators, timeframes, and implementation roles required to operationalize the Policy on Gender and Development. In particular, it requires the Regional and Sustainable Development Department (RSDD), in consultation with regional departments (RDs), to undertake annual monitoring of progress achieved in implementing the plan, and to reflect the findings in an updated PoA. In this regard, particular attention could be given to the following actions stipulated in the PoA:

- (i) ADB and DMCs to jointly work on developing country gender strategies as part of the CPS preparation and identify pipeline projects with a GAD theme or effective gender mainstreaming;
- (ii) ADB to explore opportunities for assigning a GAD theme or effective gender mainstreaming to loans/grants with 'non-traditional' GAD sectors and modalities, such as policy-based lending in governance and public sector reforms, energy, and finance, and OCR loans and MFFs, while continuing the momentum built on the 'traditional' GAD sectors;
- (iii) ADB to maintain momentum of gender mainstreaming in the sectors and modalities with strong inclusive elements (e.g., rural infrastructure, social sectors);
- (iv) RSDD to assist RDs in monitoring and assessing their respective contributions to GAD targets in the Strategy 2020 and ADF X results frameworks, which will need to be reported annually beginning in 2009.

³³ In 2008 ADB set the following targets for projects with gender mainstreaming (i.e., projects with a GAD theme and effective gender mainstreaming elements combined) by 2012: 40% for all projects and 50% for all ADF projects.

b. RSDD Operational Support to Regional Departments in GAD

44. Operational support from RSDD to the Regional Departments is a key element of the PoA. Now that ADB's lead GAD position in RSDD has been filled, greater attention can and should be given to operational support in the following high priority areas:

- (i) strengthening efforts in countries and subregions where performance during the last two years was considered to be below expectations in terms of GAD targets;
- (ii) strengthening technical guidance to RDs in the preparation of new CPSs to ensure that they include gender strategies and integrate gender considerations appropriately, including in their results frameworks, sector roadmaps, and country operational business plans;
- (iii) increasing upstream project support by (a) systematically reviewing all draft RRP to ensure that new projects with the potential to carry a GAD theme or to mainstream gender concerns are classified appropriately, include a realistic and well-developed gender action plan as a core RRP appendix, and include appropriate gender-related targets and indicators in their design and monitoring frameworks; (b) contributing more field support to projects that have potential for demonstrating the application of good practices or innovations; and (c) advising ways to better articulate project contributions to gender equality and women empowerment results;
- (iv) increasing downstream involvement in selected project reviews to determine how well project-specific gender action plans are being implemented.

c. Knowledge Products and Awareness

- (i) after undertaking a survey to determine demand and more accurately targeting audiences, RSDD, in collaboration with regional departments (and, when appropriate, with regional partners), should continue to produce quality knowledge products on GAD relevant both to ADB and external users; and;
- (ii) a GAD module, updated to reflect ADB's new priorities under Strategy 2020, should be restored in all orientation and training programs for new staff, project directors, and DMC officials.

d. Organizational Effectiveness

- (i) ADB should promptly fill the vacant gender specialist positions in the regional departments³⁴ and any gender specialist staff or consultant vacancies that may arise in the RMs. Regional departments, RSGS, Gender and Social Development Committee of the Communities of Practice, and the Budget, Personnel and Management Systems Department may need to meet to discuss the terms of reference and location of these positions, in line with the commitment made in Strategy 2020;
- (ii) RDs, assisted by RSGS, should revisit work program of RM gender specialists to explore any possibility for more proactive engagement with new loans/grants with a possible GAD theme;

³⁴ See footnote 31 on the South Asia Regional Department.

- (iii) Director General of each RD should convey a clear message to respective staff members of GAD commitments and requirements, particularly the need to prepare a country gender strategy for a new CPS and the need to monitor the proportion of projects with a GAD theme or effective gender mainstreaming; and
- (iv) Discussions should be held to determine how best to maximize the effectiveness of the Gender and Social Development Committee.

APPENDIX 1: GAD PLAN OF ACTION IMPLEMENTATION MATRIX

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	Timeframe	Implementation Roles
1. Programming and Lending Operations					
Progress consolidated in mainstreaming GAD concerns in the design and especially in the implementation of ADB operations.	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.	As indicated in the agreed list of projects (Appendix 3)	With support from RSDD/ RSGS, RDs identify, annually process, and monitor projects with gender classifications; RSGS provides technical support with GS.
		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.		
		Monitor the implementation of project GAPs through regular project review missions and selected field assessments.			
		Include sex- disaggregated and gender-related targets and indicators in design and monitoring frameworks and project performance monitoring systems for all projects.	Design and monitoring frameworks include sex-disaggregated and gender-relevant information, as appropriate.		
	Sector and geographical balance of GAD mainstreaming in ADB operations increased.	Prepare and update CGAs.	14 CGAs prepared by 2010.	As per existing schedule for CPSs and CGAs	RDs in consultation and collaboration with gender focal agencies, civil society, women's organizations, and RSDD/RSGS.
	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.	Continuous, throughout the period of the PoA		

Outcome	Output	Activity	Performance Indicators	Timeframe	Implementation Roles
		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.	Begin with MFF in 2008; others to follow based on MFF experience and need.	RDs with technical support from RSDD/ RSGS
	CPSs and RCPSs and all sector roadmaps contain relevant references to gender concerns, on the basis of the analysis provided by the CGA.	Include explicit and relevant gender analysis in sector roadmaps as well as in poverty and other thematic assessments for CPSs and RCPSs.	Each CPS/RCSP prepared during the period of the PoA contains appropriate reference to GAD issues in the main text and sector and thematic road maps, and includes a gender thematic road map.	As per schedule for CPSs and CGAs	RDs with technical support from RSDD/ RSGS
	ADB's 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'	In 2008 and 2010	RSDD in consultation with OED and RDs
2. Policy Dialogue and Support to DMCs					
Gender potential of ADB-government policy dialogue better realized.	Expansion of effective policy dialogue on gender issues, especially with key sector ministries	Pursue opportunities to integrate gender-responsive policy/law reforms through the process of preparation of CPSs and policy-based loans.	<ul style="list-style-type: none"> Each CPS/RCSP prepared during the period of the PoA contains appropriate reference to GAD issues. National focal agencies participate in CPS preparation. 	Continuous, throughout the period of the PoA	Country teams, RSDD, Gender and Social Development CoP
		Provide selective gender capacity support to GAD national machineries, sector ministries and sub-national government bodies.	RM-administered capacity development initiatives carried out with support of GS.		
		Strengthen partnerships and collaboration with multilateral, bilateral, and civil society organizations, for example through <ul style="list-style-type: none"> Membership and participation 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 	Continuous, throughout the period of the PoA	RDs, RSDD, Gender and Social Development CoP

Outcome	Output	Activity	Performance Indicators	Timeframe	Implementation Roles
3. Organizational Effectiveness					
ADB's capacity is developed to carry out effective gender mainstreaming and promote gender equality and women's empowerment.	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	2008	RSDD/RSGS in consultation with the Gender and Social Development CoP to provide input to SPD
	Stronger commitment to and skills for gender equality and women's empowerment	Include GAD awareness in the outcome sections of job descriptions and work plans of staff directly involved with projects with GAD theme classification or effective gender mainstreaming.	Changes in job descriptions and work plans	Continuous, throughout the period of the PoA	RSDD/RSGS, with RDs and Divisional Directors
		Update job descriptions of GAD technical specialists to increase interaction between RDs and RSDD.			
		Include gender-related outputs in performance and development plans of staff directly involved with projects with GAD theme classification or effective gender mainstreaming.	Changes in relevant Performance and Development Plans		
		Nominate gender focal points in each division, and incorporate this function in their work plans. Ensure their participation in gender training.	Gender focal points nominated, with appropriate work plans	BPHR/RSDD/RSGS collaboration	
		Develop and deliver tailored gender training, on the basis of assessed needs of staff; include gender issues and tools in managerial and other relevant staff training.	Tailored gender training delivered, and gender issues and tools incorporated in other training, as appropriate.		
		Produce and disseminate innovative and accessible knowledge products responding to the needs identified by the DMCs and RDs.	Use of publications, papers, website, other materials monitored.		
		Continue to organize Eminent Speaker Forum series and GAD brown bags.	1 Eminent Speaker and 4 GAD brown bags delivered per year		
		Extend the functions of EFG for the period of the Plan.	Annual meeting of EFG organized, and outcome document uploaded and disseminated.		

Outcome	Output	Activity	Performance Indicators	Timeframe	Implementation Roles
		Ensure sufficient funds to extend the GAD Cooperation Fund, initially to 2010.			
	Increased DMC's capacity to fulfill commitments to the CEDAW and Millennium Development Goals.	Recruit long-term GAD consultants at selected RMs, reflecting explicitly identified business needs.	Number of RM-based GAD consultants.	Annually	RDs/RMs with RSGS support.
		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.	Continuous, throughout the period of the PoA.	

ADB = Asian Development Bank; ADF = Asian Development Fund; BPHR = Human Resources Division; CEDAW = [United Nations] Convention on the Elimination of All Forms of Discrimination; CGA = country gender assessment; CoP = community of practice; CPS = country partnership strategy; CSW = Commission on the Status of Women; DMC = developing member country; EFG = External Forum on Gender and Development; GAD = gender and development; GAP = gender action plan; GS = gender specialist; MFF = multitranches financing facility; NO = national officer; OCR = ordinary capital resources; OECD-DAC = Organisation for Economic Co-operation and Development-Development Action Committee; OED = Operations Evaluation Department; PoA = [GAD] Plan of Action (2008–2010); RCPS = regional cooperation strategy and program; RD = regional department; RM = resident mission; RSDD = Regional and Sustainable Development Department; RSGS = Poverty, Gender and Social Development Division; SPD = Strategy and Policy Department.

APPENDIX 2: REGIONAL AND SUBREGIONAL ACTIVITIES

A. Regional Cooperation Strategies and Programs

- Central Asian Regional Cooperation Strategy and Program Update (2006-2008)
- Greater Mekong Subregion (GMS) Regional Cooperation Strategy and Program Update (2007-2009)
- GMS: Indicative Rolling Regional Cooperation Operations Business Plan 2008 2010
- Pacific: Regional Operations Business Plan 2007 2010
- South Asia Regional Cooperation Strategy and Program (2006-2008)

B. Regional Cooperation Projects (rated as likely to provide some gender benefits)

- Azerbaijan: Multitranches Financing Facility for Road Network Development Program (Loan No. 2354, approved 4 October 2007)
- Cambodia/GMS: Rehabilitation of the Railway in Cambodia Project (Loan No. 2288, approved 13 December 2006)
- People's Republic of China (PRC): Western Guangxi Roads Development Project (Loan No. 2345, approved 14 August 2007)
- PRC: Xinjiang Regional Road Improvement (Korla-Kuqa Section) Project (Loan No. 2393, approved 13 December 2007)
- Uzbekistan: Central Asia Regional Economic Cooperation Regional Road Project (Loan No. 2403, approved 19 December 2007)
- Viet Nam/GMS: Kunming-Hai Phong Transport Corridor: Yen Vien-Lao Cai Railway Upgrading Project (Loan No. 2302, approved 19 December 2006)
- Viet Nam/GMS: Kunming-Hai Phong Transport Corridor: Noi Bai-Lao Cai Highway Project (Loan Nos. 2391 and 2392, approved 14 December 2007)

C. Regional Technical Assistance (with GAD themes or gender-related activities)

- Access to Justice for the Urban Poor (TA No. 6366-REG, approved 15 December 2006 with GAD theme)
- Asian Development Community Broadcasting Initiative (TA No. 6316-REG, approved 5 April 2006)
- Fighting HIV/AIDS in Asia and the Pacific (TA No. 6321-REG, approved 6 June 2006 with GAD theme)
- External Forums for Selected Sectors and Thematic Priorities at the ADB (TA No. 6327-REG, approved 18 July 2006 with GAD theme)
- GMS Phnom Penh Plan for Development Management II (TA No. 6237-REG, approved 9 August 2007)
- GMS Phnom Penh Plan for Development Management III (TA No. 6407-REG, approved 16 August 2007)
- Mainstreaming Environment for Poverty Reduction (TA No. 6422-REG, approved 29 November 2007)
- Measurement and Policy Analysis for Poverty Reduction (TA No. 6364-REG, approved 14 December 2006)
- Pilot Strengthening of Civil Society Participation in Asia and the Pacific (TA No. 6319-REG, approved 28 April 2006)

- Promoting Effective Water Management Policies and Practices – Phase 5 (Supplementary) (TA No. 6325-REG, approved 16 April 2007 with GAD theme)
- Promoting Gender Equality and Women’s Empowerment (Supplementary) (TA No. 6143-REG, approved 2 January 2007 with GAD theme)
- Promoting Rural Women’s Entrepreneurship in Transition Economies (TA No. 6431-REG, approved 12 December 2007 with GAD theme)
- Strengthening Human Resource Development Cooperation in the GMS (TA No. 6413-REG, approved 2 October 2007)
- Supporting the Asia-Pacific Water Forum (TA No. 6388-REG, approved 16 March 2007)
- Supporting the Achievement of the Millennium Development Goals in the Asia and Pacific Region (TA No. 6429-REG, approved 7 July 2007)
- Twelfth Agriculture and Natural Resources Research at International Agricultural Research Centers (TA No. 6439-REG, approved 18 December 2007)

APPENDIX 3: COUNTRY GENDER ASSESSMENTS

- *Country Gender Assessment: Indonesia* (2006) – prepared jointly with The Asia Foundation, Canadian International Development Agency, National Democratic Institute and World Bank
- *Country Gender Assessment: People’s Republic of China* (2006)
- *Country Gender Assessment: Republic of the Fiji Islands* (2006)
- *Country Gender Assessment: Republic of Kazakhstan* (2006)
- *Country Gender Assessment: Republic of Tajikistan* (2006)
- *Gender Assessment Synthesis Report: Mainstreaming Gender in Poverty Reduction Strategies in Four Central Asian Republics – Azerbaijan, Kazakhstan, Kyrgyz Republic and Tajikistan* (2006)
- *Vietnam Country Gender Assessment* (2006) – prepared jointly with the Canadian International Development Agency, United Kingdom Department for International Development, and World Bank

APPENDIX 4: COUNTRY PARTNERSHIP STRATEGIES AND COUNTRY ASSISTANCE PROGRAM EVALUATION

Country Gender Assessment	Country Partnership Strategy (CPS)				Comments
	Country Gender Strategy (CPS Appendix)	Discussion of Gender Issues in Main Text of CPS	Discussion of Gender Issues in Sector Roadmaps	GAD Loans/Grants in Pipeline	
Armenia: Country Economic Report and Interim Operational Strategy (2006-2009)					
None	None; some gender references assessments on poverty/MDGs and social development	<p>Country Background: refers to male out-migration; larger percentage of women in country; 29% female-headed households</p> <p>Socially Inclusive Economic Development: one paragraph on gender plus references to increasing gender disparities in education and worsening maternal health indicators</p> <p>Government Development Strategy: PRSP indicators include maternal mortality rate</p> <p>Interim Operational Strategy: no gender references</p> <p>Results Framework: no gender references</p>	<p>Poverty and MDGs: includes references to deteriorating indicators on maternal mortality and women's political participation; National Action Plan on Improving the Status of Women; national MDG3 target/indicators</p> <p>Social Development: refers to higher percentage of women in tertiary education</p> <p>No gender references in sector roadmaps.</p>		No country gender assessment or country gender strategy has been prepared to date, and there are minimal references to gender in the Interim Operational Strategy (despite the background reference to male out-migration and the large percentage of female-headed households). A country gender assessment is needed, which should be used preparing the first full CPS.
Cambodia: Country Strategy and Program Midterm Review 2005-2009					
Joint CGA (2004)	Detailed gender assessment in supplemental appendix (reviewing gender-related achievements and proposing adjustments to ADB's gender strategy)	<p>Development Trends/Issues: mentions advances in gender equality and women's empowerment, but also deteriorating maternal mortality rate.</p> <p>Implementation of Country Strategy: ADB plans to phase out health projects</p> <p>Results Framework: indicators include improved girl/boy ratio in secondary education</p>	No gender references in updated sector roadmaps	Rural water supply and sanitation project	Excellent gender assessment; some discussion of gender in main text; but no gender references in sector roadmaps
Indonesia: Country Strategy and Program 2006-2009					
Joint CGA (2006)	None	<p>Development Trends/Issues: paragraph on gender referring to CGA</p> <p>ADB Strategy: operational considerations include gender mainstreaming</p> <p>ADB Assistance Program: refers to PRMAP (program with GAD theme)</p> <p>Results Framework: no gender references</p>	<p>Poverty: mentions maternal mortality and women's employment</p> <p>Urban Infrastructure: mentions opportunities to address gender concerns</p> <p>Education: mentions continuing gender gaps and opportunities to address gender concerns;</p> <p>Health: mentions poor maternal mortality rate</p> <p>Agriculture: mentions opportunities to address gender concerns</p> <p>No gender references in other sector</p>	Several projects	There is no CGS, but some discussion of gender in the main text of the CPS; discussion of gender in several roadmaps; and several GAD projects in the pipeline

Country Gender Assessment	Country Partnership Strategy (CPS)				
	Country Gender Strategy (CPS Appendix)	Discussion of Gender Issues in Main Text of CPS	Discussion of Gender Issues in Sector Roadmaps	GAD Loans/Grants in Pipeline	Comments
			roadmaps.		
Kyrgyz Republic: Joint Country Support Strategy 2007-2010					
2005	None	<p>Political & Economic Context: short paragraph on deepening gender inequality</p> <p>Joint CSS: reference to some programs to increase women's voice</p> <p>Joint Results Framework: includes increased capacity of women to participate in government and political processes; greater participation of women in senior civil service</p> <p>ADB's Strategic Directions: discussion of cross-cutting themes excludes gender (though ADB led the gender working group)</p> <p>ADB's Results Framework: includes increased female enrollment in vocational education</p>	<p>Education: tracking indicators include increased female enrollment in vocational education</p> <p>No gender references in other roadmaps.</p>	None (education and early child development projects only have ISD theme)	There is no CGS and limited references to gender in the main text and roadmaps.
Maldives: Country Partnership Strategy 2007-2011					
2001 Country Briefing Paper	GAD Assessment (supplementary appendix – also on CPS webpage)	<p>Development Context: paragraph on gender issues</p> <p>Government's Development Strategy: Vision 2020 includes gender equality</p> <p>ADB's Strategy: paragraph on gender mainstreaming approach especially in SME development; also references to improving women's access to social services (through improved transport) and enabling women's use of labor-saving appliances at home (through energy improvements)</p> <p>Results Framework: no gender references</p>	<p>Industry and Trade: no gender references in SME discussion (in contrast to main text)</p> <p>Transport: reference to gender impacts</p>	None	There is a GAD assessment (in a supplementary appendix) and some discussion of gender in the main text, but reference to gender mainstreaming in SME development is not carried through in the sector roadmap or pipeline.
Papua New Guinea: Country Strategy and Program (2006-2010)					
None	Core appendix (including detailed sector recommendations)	<p>Development Trends: paragraph on gender issues and reference to very poor social indicators</p> <p>ADB's Development Experience: past strategies addressed gender</p> <p>ADB Strategy: strategic areas include health and HIV/AIDS; gender concerns will be mainstreamed</p> <p>Results Framework: country outcomes include reduced maternal mortality rate</p>	<p>Public Financial Management: excellent discussion of opportunities to address gender</p> <p>Private Sector Development: excellent discussion of opportunities to address gender</p> <p>Transport: good discussion of opportunities to address gender</p> <p>Health: excellent discussion of opportunities to address gender; references to maternal mortality and HIV</p>	None (health and HIV projects only have ISD theme)	Although there was no CGA, the CSP includes a very good CGS and good discussion of gender in the main text and sector roadmaps. However, there are no GAD projects in the pipeline (including health and HIV projects).
People's Republic of China: Country Partnership Strategy 2008-2010					
2006	CGA Summary (supplementary)	Development Context: paragraph discussing gender (extremely positive – no	No gender references in sector roadmaps	None (rural development,	Despite a very comprehensive and balanced

Country Gender Assessment	Country Partnership Strategy (CPS)				
	Country Gender Strategy (CPS Appendix)	Discussion of Gender Issues in Main Text of CPS	Discussion of Gender Issues in Sector Roadmaps	GAD Loans/Grants in Pipeline	Comments
	appendix – including general and sector recommendations	reference to gender concerns noted in CGA summary); also reference to HIV risk in relation to regional integration ADB Strategy: no gender references Results Framework: no gender references		natural resource management and urban development projects have only ISD themes)	CGA, and detailed recommendations included in the CGA summary (a supplementary appendix), the CPS includes only one paragraph on gender which ignores issues such as the skewed child sex ratio, the extremely high suicide rate among rural women and trafficking risks related to improved transport.
Thailand: Country Partnership Strategy (2007-2011)					
Country Briefing Paper (1998)	None	Development Challenges: MDG performance has been excellent but social protection still needed for women & vulnerable groups Development Partnership: subregional cooperation will address trafficking and control of communicable diseases Results Framework: no gender references	No roadmaps	Only a nonlending pipeline is included (with no thematic classifications shown).	An updated CGA has not been prepared, and the CPS does not include a CGS (nor any other thematic assessments or roadmaps). Current pipeline includes only technical assistance for infrastructure, capital markets, clean energy and water resource management.
Tonga: Country Partnership Strategy 2007-2012					
Country Briefing Paper (1998)	None	Development Context: paragraph on gender; also reference to teen pregnancy, higher rate of female unemployment, and domestic violence ADB Strategy: no gender references Results Framework: no gender references Checklist for Ensuring Quality-at-Entry: requires social assessment and mainstreaming of gender concerns in project design	No gender references in sector roadmaps	None (but only one urban development sector project is in the pipeline – with a GI theme)	An updated CGA has not been prepared; the CPS does not include a CGS and there is limited discussion of gender issues in the main text.
Viet Nam: Country Strategy and Program (2007-2010)					
Joint CGA (2006)	Gender Assessment (short version in core appendix; longer version in supplementary appendix)	Current Development Trends: 2 paragraphs on gender; also references to MDG progress and lingering disparities Government's Development Strategy: targets include maternal mortality rate reduction ADB Strategy: includes social equity and balanced development (through targeted programs to ensure ethnic and gender equity); social equity pillar includes integration of gender equity in projects	Poverty: discusses gender/poverty nexus Environment: experience shows need to assess and address environmental concerns of women and ethnic minorities Private Sector: Socio-Economic Development Plan encourages development of female entrepreneurs; project designs need to ensure equal participation of female entrepreneurs	Several projects (including education, financial sector and SME development, health, agriculture, and irrigation rehabilitation)	This is a good practice example of gender mainstreaming in CSPs, with a strong gender assessment and integration of gender concerns in the main text (including the ADB strategy), roadmaps and pipeline.

Country Gender Assessment	Country Partnership Strategy (CPS)				
	Country Gender Strategy (CPS Appendix)	Discussion of Gender Issues in Main Text of CPS	Discussion of Gender Issues in Sector Roadmaps	GAD Loans/Grants in Pipeline	Comments
		<p>through interventions and monitoring to ensure adequate representation consistent with national commitments</p> <p>ADB Assistance Program: health projects target women and ethnic minorities</p> <p>Results Framework: targets include job creation for women</p>	<p>Regional Cooperation: recognizes need to address both public “good” and “bad” (e.g., HIV risk)</p> <p>Secondary Education: goals include achieving gender parity as well as narrowing ethnic minority gaps</p> <p>Health Systems Development: interventions target poor women and children and ethnic minorities</p> <p>Environmental Management: in all urban development projects, women’s role in urban management should be enhanced</p> <p>Agriculture: lesson learned is that specific actions targeting women and female-headed households ensure more equitable distribution of benefits; greater attention to women’s needs, especially among ethnic minorities, is needed</p>		

Country Assistance Program Evaluation (CAPE)	Gender Considerations in CAPEs
India (2007)	ADB has not been very effective in mainstreaming gender concerns in its sector operations in India. Although most surveyed stakeholders think that ADB could make useful contributions to address gender issues in India, there have been no projects with a GAD theme. Only a few projects have included gender-specific measures to ensure that women benefit from them.
Lao PDR (2006)	ADB’s program in Lao PDR has contributed significantly to GAD. The CAPE refers to the country gender strategy and efforts to mainstream gender concerns in several projects through gender (or gender and ethnic minority) strategies and related technical assistance projects and JFPR grants. Successful outcomes have included increased income generation and decision-making by ethnic minority women; increased school enrollment of ethnic minority girls; training of ethnic minority village health workers; and increased access to primary health care for upland communities.
Pakistan (2007)	ADB’s support for gender equality in Pakistan has been mainly through social sector, agriculture, governance and multisector projects, including the effective use of gender action plans and support for the development and implementation of federal and provincial gender reform action plans (GRAPs). The GRAPs have been particularly effective in raising the profile of gender issues among key government stakeholders. ADB’s support for girls’ education and women’s health has been highly relevant but less effective than expected because of ADB’s generally poor performance in social sector projects. However, agriculture projects have been successful in involving women as extension workers and in training activities and community groups. On balance, ADB has been most successful in its advocacy efforts on gender issues (e.g., through support of the GRAPs).
People’s Republic of China (2007)	In its appendix on poverty reduction, social sectors and gender, the CAPE notes a range of serious gender issues in the PRC, including gender disparities in the experience of poverty, the gender wage gap, the feminization of agriculture, the rising HIV rate among women, the adverse sex ratio, and the extremely high rate of female suicide (PRC is the only country where women commit suicide at a higher rate than men – PRC also accounts for 50% of the world’s female suicides). Despite the inclusion of a gender strategy in the latest CSP, there have been no projects with GAD themes and only a few TAs have

	addressed gender issues (e.g., anemia and malnutrition and women's participation in development planning). Recommendations include that ADB projects should mainstream gender concerns through data collection, social and gender analysis, and ensuring women's full participation in projects, and that ADB should consider providing technical assistance to address distinct gender issues such as the skewed sex ratio, HIV and human trafficking risks, the alarming female suicide rate, and the weak social safety net for rural women.
Sri Lanka (2007)	The CAPE includes a brief overview of women's status in Sri Lanka, including relatively favorable education and health status but unequal access to assets, resources, jobs and decision-making. ADB has mainstreamed gender concerns in several projects, including projects in conflict-affected areas, and has supported preferential access for women to skills training, agricultural extension and microfinance. A box highlights key gender-related features of two projects, which highlight the increased vulnerability of women in the resurgence of conflict and the general responsiveness of ADB assistance to these issues. Over time, ADB's interventions are expected to contribute positively to poverty reduction and gender equality in the country.
Uzbekistan (2006)	ADB's program in Uzbekistan has not paid any special attention to gender issues, except for supporting the removal of gender stereotypes from textbooks in education projects. However, a new country gender assessment is expected to support more proactive incorporation of gender in future ADB operations. The CGA highlights new forms of vulnerability that are emerging during the country's transition; the disproportionate impact on women of the reduction in health and education budgets; and the persistence of social norms under which women are primarily responsible for raising children and maintaining the household.

ADB = Asian Development Bank; CAPE = country assistance program evaluation; CGA = country gender assessment; CGS = country gender strategy; CPS = country partnership strategy; CSS = country safeguard system; GAD = gender and development; GAP = gender action plan; GI = general intervention; GRAPs = gender reform action plans; ISD = inclusive social development; JFPR = Japan Fund for Poverty Reduction; MDG = Millennium Development Goals; PRMAP = poverty reduction and millennium development goals acceleration program; PRSP = poverty reduction strategy paper; SME = small and medium enterprise

APPENDIX 5: GENDER CLASSIFICATION FOR 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 – GD - theme) 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 GD theme, and to facilitate monitoring of ADB’s portfolio under the Gender and Development (GAD) Policy.

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

Projects can be assigned a gender and development (GD) 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 sectors¹.

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 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;

¹ 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).

- 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 6: LOANS AND GRANTS ADDRESSING GENDER CONCERNS

Table 1A: 2006 Loan and Grants with GAD Thematic Classification

	DMC	Loan/Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	BAN	2254	BRM	Agriculture & Natural Resources	Second Rural Infrastructure Improvement	ECG, GOV, GAD	TI		96.10		18-Aug-06	Project aims to provide local communities with effective transport to markets, access to social services, and employment opportunities. Project GAP (RRP App. B and Supp. App. E) provides for 15% of new shops to be constructed for women traders; gender-focused training for EA staff; women's employment by labor contracting societies for pavement maintenance and tree planting; and training for women in shop management and trading skills. GAP also supports microfinance, linkages with extension services, technology and market promotion, and awareness on women's and children's rights. Implementation team includes gender specialists. Criteria for selection of subprojects include expanding opportunities for women. DMF targets include increases in women members of union development coordinating committees and in improved growth center markets with women's market sections. Covenants support implementation of the GAP, preparation of gender manuals and training for project staff, and equal wages for men and women.
2	LAO	2252	ECGF	Finance	Rural Finance Sector Development Program	ECG, GOV, GAD	TI		7.68		17-Aug-06	Project aims to promote a sustainable and market-oriented rural finance sector that provides financial services to the rural poor to encourage production and investments in micro, small and medium enterprises. A \$1.98 million grant from JFPR will create a microfinance fund (MFF) to provide seed capital, equipment, and capacity building to new and young MFIs that give preference to women and/or ethnic minority groups. There is no GAP, but the MFF criteria include preference to women clients in piloting and supporting microfinance initiatives. DMF targets include an increase in the number of female clients served by MFIs. The PPMS also provides for monitoring clients of the Agriculture Promotion Bank and MFIs using sex and ethnicity-disaggregated data. A covenant supports women's participation and equitable opportunities in all project activities.
		2253			Rural Finance Sector Development Program (Project Loan)				2.32			
3	LAO	2259	SEAE	Agriculture & Natural Resources	Northern Region Sustainable Livelihoods through Livestock Development Project	ECG, ISD, GAD	TI		9.30		29-Sep-06	Project aims to improve upland village livestock systems through enhancing livestock technologies, developing market efficiency, strengthening extension networks, and promoting capacity building for community-driven development (CDD). The project GAP (RRP App. 12 and Supp. App. N) provides for 50% women extension workers trained in gender awareness; training of Lao Women's Union staff at provincial and district levels on CDD; 50% targets for women's participation in training on livestock raising and in village revolving funds; and technical support on gender awareness and CDD. DMF targets include an increase in the number of livestock owners, disaggregated by sex. Covenants support implementation of the GAP in a timely manner with allocated resources, targets for women's participation, and a midterm review of social and gender impacts.
		0055							0.70	See above.		
4	LAO	2306	SESS	Education	Basic Education Sector Development Program	ISD, GAD, CAD	TI-M		8.90		20-Dec-06	Program supports policy actions to improve equitable access to and quality of education, especially lower secondary education (LSE). The policy matrix includes criteria for scholarships for poor ethnic minority students, especially girls. The related project grant supports construction of new schools in underserved areas; introduction of new curriculum, teacher training and materials/equipment; and scholarships for poor ethnic minority students, especially girls. The program GEGDP (RRP App. 6) provides for recruitment/training of ethnic minority teachers including women; at least 50% scholarships for ethnic minority girls; separate toilet facilities for boys and girls in new schools; female and ethnic minority representation in student-

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												parent associations; integration of gender and ethnicity concerns in curriculum development, teacher training, planning and budgets; and disaggregation of data by sex and ethnicity. The GEGEU will oversee implementation of the GEGDP, with support from the Lao Women's Union, Lao Front for National Construction, and gender/ social development specialists. DMF targets include increases in female enrollment in LSE, 50% scholarships for girls, and 40% female representation in student-parent associations. Covenants support timely implementation of the GEGDP; participation of the GEGEU, Lao Women's Union and Lao Front in the project; and collection of sex-disaggregated data.
		0069			Basic Education Sector Development Program (Project Grant)					12.66	20-Dec-06	See above.
5	VIE	0046	VRM	Health, Nutrition, & Social Protection	HIV/AIDS Prevention among Youth Project	ISD, GAD	TI			20.00	30-Jun-06	Project aims to reduce HIV/AIDS infection risk among Vietnamese youth, including through community-based prevention activities that address gender norms associated with risky behavior and vulnerability. Project gender strategy (RRP App. 7) p... or separate consultations with young men and women; i... of issues and development of interventions appropriate for each; development of provincial GAPs; and monitoring and reporting on each GAP including collection of sex-disaggregated data (based on several targets and indicators). Development of provincial GAPs is a DMF target. A covenant supports implementation of the project gender strategy and provincial GAPs.
6	VIE	2298	SESS	Education	Upper Secondary & Professional Teacher Development Project	ISD, GAD, CAD	GI		34.00		18-Dec-06	Project aims to improve the quality of upper-secondary (US) and professional secondary (PS) education through teacher education, and to increase access for ethnic minority women to U/PS teaching through targeted support to teacher training institutions (TTIs) in isolated and ethnic minority areas. The project GEMDAP (RRP App. H) supports development of gender-responsive curriculum and training materials, establishment of a scholarship fund for 4,000 ethnic minority students including 50% scholarships to girls, expanded access to teacher training for ethnic students, and equal access to training facilities and equipment in TTIs. Implementation consultants will advise on relevant gender issues. DMF includes target for ethnic minority students including girls to become U/PS teachers through scholarship support and improved preparatory and bridging courses. Covenants support GEMDAP implementation and 50% scholarship target for girls.
Total Amount (\$m)								0.00	158.30	33.36	191.66	
Total Number of Loan/Grants								0	6	3	9	
Total Number of Projects*											6	

* A project receiving multiple loans/grants is counted as one.

ADB = Asian Development Bank; ADF = Asian Development Fund; BRM = Bangladesh Resident Mission; CAD = capacity development; CDD = Community Driven Development; DMC = developing member country; DMF = design and monitoring framework; EA = executing agency; ECG = sustainable economic growth; GAD = gender and development; GAP = gender action plan; GCM = growth center market; GEGDP = Gender and Ethnic Groups Development Plan; GEGEU = Gender and Ethnic Groups Education Unit; GEMDAP = Gender and Ethnic Minority Development Action Plan; GOV = governance; HIV/AIDS = human immunodeficiency virus/acquired immune deficiency syndrome; ISD = inclusive social development; JFPR = Japan Fund for Poverty Reduction; LSE = lower secondary education; MFF = microfinance fund; MFI = microfinance institution; OCR = ordinary capital resources; PPMS = project performance management system; RRP = report and recommendation of the president; SEAE = Southeast Asia Department Agriculture and Natural Resources Division; SESS = secondary education sector development program; SPRSS = summary poverty reduction and social strategy; TI = targeted intervention; TTI = teacher training institute; U/PS = upper and professional secondary; VRM = Viet Nam Resident Mission.

Table 1B: 2006 Loans and Grants with Gender Mainstreaming

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	BAN	2265	BRM	Water Supply, Sanitation & Waste Management	Secondary Towns Water Supply and Sanitation Sector Project	ISD, CAD, GOV	TI		41.00		16-Oct-06	Project aims to improve living conditions and health standards in secondary towns through improved water supply and sanitation facilities and services. The project GAP (RRP App. 12) includes provisions to ensure women's participation in WSS activities (30%), train women as community mobilizers, collect sex-disaggregated data for planning and monitoring, conduct gender awareness workshops for PMO and PIU staff, and require civil works contractors to employ women. A social/community development specialist will support GAP implementation. DMF indicators include the gender composition of organized/ trained community sanitation user groups, and the number of adults and children participating in sanitation awareness and hygiene education programs, disaggregated by sex. Covenants support implementation of the GAP.
2	BAN	2266	BRM	Education	Secondary Education Sector Development Program (Project Loan)	ISD, GOV	GI		85.00		26-Oct-06	Program supports implementation of the Government's updated Secondary Education Sector Development Plan. Program loan supports policy reforms including review of the secondary curriculum and the female secondary stipends program. Project loan supports various activities including curriculum revisions, teacher training, construction of new schools in underserved areas and poverty-targeted stipends. The program GAP (RRP App. 16) covers both the program and project loans, and provides for 40% women at all levels of school management, incorporating gender in revised and new curricula, 40% women among teachers involved in pilot testing of revised national examinations and specialist studies, 50% female membership in school management committees, work opportunities for women laborers in construction of new school facilities, provision of facilities for girls in new schools, 30% of stipends to girls, and establishment of a gender-based monitoring and quality assurance system. A gender and social development specialist will assist the implementation of the GAP. Covenants support GAP implementation and equal pay for male and female workers in project construction.
		2267			Secondary Education Sector Development Program (Program Loan)				30.00			See above.
3	CAM	0066	ECGF	Law, Economic Management, & Public Policy	Commune Council Development Project 2	ISD, GOV	GI			7.80	12-Dec-06	Project aims to enable commune councils to operate more effectively, to develop the national civil registration system, and to strengthen citizens' awareness and voice in local affairs. A related TA will strengthen the capacity of elected women councilors and women and child focal points (WCFPs) in selected provinces through support for women's networking forums. The project GAP (RRP App. 10) provides for working space and toilet facilities for women councilors and WCFPs in new commune council facilities; gender review and adaptation of training materials for elected councilors; gender inputs to public awareness campaigns; gender orientation training for project staff; and progress reports on GAP implementation. A gender specialist will support GAP implementation; an NGO will provide training and facilitation to women councilors and WCFPs under the related TA. A covenant supports timely implementation of the GAP with adequate resources and quarterly reports on progress in implementation.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
4	INO	2294	SESS	Education	Madrasah Education Development Project	ISD	TI-M		50.00		15-Dec-06	Project aims to improve madrasah education through upgrading of teachers' qualifications and skills, school facilities and materials; improved planning and management; and remedial and scholarship programs especially for poor and female students. The project GAP (RRP App. 12) provides for at least 30% of candidates in degree upgrading, and 40% of candidates for professional certification, to be women; female participation in short-term training to be in accordance with the proportion of eligible female teachers at each level; at least 50% of students receiving scholarships to be girls; at least three candidates for master degrees and doctoral programs to be women; gender training for provincial/district officials, principals, teacher working groups and religious foundation heads; and advocacy for at least 30% female representation on madrasah committees. DMF includes target of 95% madrasahs with functioning committees including 30% female members. Covenant supports GAP implementation.
5	INO	2285	SEAE	Agriculture & Natural Resources	Sustainable Aquaculture Development for Food Security & Poverty Reduction Project	ECG	TI		33.30		12-Dec-06	Project promotes sustainable and community-managed freshwater, brackishwater and marine aquaculture development to reduce poverty and increase the food supply among poor fish-farming communities. The project GAP included in the SPRSS (RRP App. 13) establishes several targets for women's participation: at least 30% of participants in needs assessment consultations, 30% of members in CBOs and 20% of CBO leaders, 25% of trainees in fish production and culture-based fisheries, 33% of trainees in microenterprise activities, 25% of microenterprises supported by the project, 33% of new project staff, and development of modules for marketing campaigns tailored to women's roles in aquaculture production and processing. Covenants support GAP implementation, including equal opportunities to participate in all project activities and designation of a gender focal point in the PMO to support GAP implementation.
6	MON	2301	EASS	Multisector (water supply, sanitation & waste management; transport and communications; and finance)	Urban Development Sector Project	ISD, ENV	GI		28.20		19-Dec-06	Project aims to improve the living conditions and quality of life of the urban population, especially in ger areas, by upgrading basic urban services, urban roads, and on-plot facilities. The project GAP (RRP App. 12) ensures equal access to employment opportunities for women in project construction; equal representation in CBO governing councils; women's membership in community groups applying for small loans; 40% female participation in community group training, awareness building and consultation programs; and entrepreneurship training on a demand-driven basis. A gender and community development specialist will support implementation of the GAP. The DMF does not include gender-related indicators. Covenants support GAP implementation; timely and equal payment of wages; and monitoring and reporting on gender-related impacts of the project based on sex-disaggregated data.
7	NEP	0063	SANS	Agriculture & Natural Resources	Commercial Agriculture Development Project	ECG, PSD, CAD	GI			18.00	16-Nov-06	Project aims to reduce poverty in rural communities in 11 eastern districts through improved processing and marketing of high value crops. Project activities will promote participation of the poor, disadvantaged and women in commercial agriculture, and employment and income-generating opportunities for the landless poor through skills-based training. The project GAP (RRP App. 14) provides for 30% women members in the Commercial Agricultural Alliance (CAA) and 20% women in CAA management, at least 30% women involved in community decision-making on subprojects, 50% women in community-based market infrastructure operations and maintenance, 50% women reached through social mobilization and awareness campaigns, about 200 new women entrepreneurs (80% of whom use new skills in commercial agriculture), 50% women involved in group formation and basic skills training, and 25% women trained in market information collection and analysis. Covenants support timely

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												implementation of the GAP, with women participating as beneficiaries and staff in the PMU and CAA.
8	NEP	2277	SANS	Education	Education Sector Program I	ISD, CAD	TI		30.00		1-Dec-06	This cluster program supports the Nepal Education for All 2004-2009 initiatives. The first subprogram supports policy interventions in primary and basic education and reform of the 1-12 system, with an emphasis on increasing education achievements particularly for girls and disadvantaged groups. Support includes (i) implementation of the Government's girls' education strategy and action plan; (ii) a scholarship program including poor girl students; (iii) improvements in basic school facilities including separate toilets for boys and girls; (iv) increasing the female teacher ratio and the rational distribution of female teachers; and (v) including gender and social equity awareness in teacher training and curriculum. DMF includes targets for improving the literacy gender parity index and gender parity for grades 1-5, reducing the percentage of out-of-school girls, increasing the percentage of schools with girls' toilets, and implementing a revised strategy for gender and social inclusion. The related capacity development grant supports preparation of and transition to a 1-12 school system.
	NEP	0065			Education Sector Program I (Capacity Development Grant)					2.00		See above.
9	PAK	2230	CWAE	Industry & Trade	Rural Enterprise Modernization Project	ECG	GI		5.00		7-Feb-06	This TA project aims to create diversified income-earning opportunities, particularly for the landless, poor producer groups, wage earners and women, through innovative approaches to providing business development services to micro and small businesses in rural areas. The selection criteria for pilot interventions will prioritize subsectors where women are dominant as wage workers or entrepreneurs. The project gender strategy outlined in the SPRSS (RRP App. 10) provides for capacity building and networking activities, training and study tours, establishment of linkages with markets and financial institutions for women in rural areas, and collection of sex-disaggregated monitoring data. Gender specialist support will be provided to implement the gender strategy. A covenant also supports implementation of the strategy.
10	PAK	2234	PRM	Agriculture & Natural Resources	Federally Administered Tribal Areas Rural Development Project	ECG	TI		42.00		25-Apr-06	Project aims to reduce poverty in project area through integrated resource management (including agriculture, livestock raising and community forestry), improvements in community infrastructure, and improved service delivery to communities. The project GAP (RRP App. 14) provides for targets and proactive efforts to ensure women's participation in selected project activities, inclusion of gender specialists in the PMU and PIUs, placement of trained female technical staff in livestock and forestry offices with appropriate office and hostel facilities, 1/3 of community mobilizers to be women, gender training of PMU and PIU staff, collection of sex-disaggregated data and progress reporting on gender-related activities. Covenants support GAP implementation, monitoring of women's participation in project activities, and regularization of female technical staff based on performance.
11	TAJ	2271	CWAE	Agriculture & Natural Resources	Sustainable Cotton Subsector Project	ECG, PSD, CAD	GI		5.50	6.50	3-Nov-06	Project will support debt-restructuring of cotton farms in two cotton-growing regions. Since women have large shareholdings on cotton farms, the project will incorporate measures to involve them in project activities and to address their concerns. Policy studies will analyze concerns of women farmers and recommend appropriate mitigating measures. The Common Center for Project Management (CCfPM) to be established under the project will prepare a GAP during implementation in close coordination with the EA and major stakeholders. The GAP will (a) establish quotas

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												for women's representation in decision-making processes on farms; (b) integrate women's needs in project activities; (c) establish targets for women farmers' participation in training; and (d) ensure women's effective involvement in project monitoring. A related JFPR grant will support income-generating activities for poorer households, particularly those led by women. Sex-disaggregated data will be collected and reported. A covenant supports implementation of the GAP.
12	UZB	2245	CWAE	Agriculture & Natural Resources	Land Improvement Project	ECG	GI	32.60			24-Jul-06	Project aims to increase farmers' income by improving crop yields while enhancing ecological sustainability. The project GAP (RRP App. 13) provides for quotas for women's representation in training activities and decision-making structures of model farms and WUAs; integration of women's needs and constraints in design and operation of project-related infrastructure; and women's effective involvement in monitoring project impacts. GAP implementation will be supported by a gender specialist working in the PMO, gender focal points in the PIUs, the Association of Women's NGOs, and gender trainers. Covenants support timely implementation of the GAP, including targets for women's participation in training, in model farms and WUAs, and in project monitoring, and attention to women's needs in the design and operation of project infrastructure.
		2246							27.60			See above.
13	VIE	2269	SEAE	Agriculture & Natural Resources	Forests for Livelihood Improvement in the Central Highlands Sector Project	ENV, ECG, GOV	TI		45.00		26-Oct-06	Project aims to conserve forests, protect critical watersheds, improve biodiversity, and reduce poverty among 80,000 poor households residing in forest areas of the Central Highlands Region. The project GAP (RRP App. 10) provides for 40% female membership in commune development funds (CDFs); gender sensitization training for councils of elders and executive members of CDFs and village mobilization programs; consideration of women's knowledge, beliefs and priorities in designing project interventions; and conveniently timed training for women in operating and maintaining rural water systems, in processing of non-forest timber products, and in Kinh language. Gender specialists and facilitators will support implementation of the GAP. Covenants support timely implementation of the GAP, including equal access for men and women to training and other project activities, representation of women in commune-level project staff, and joint signatures for husbands and wives on forestland allocation certificates.
14	VIE	2272	SESS	Water Supply, Sanitation & Waste Management	Central Region Small & Medium Towns Development Project	ENV, ISD, ECG	TI		53.22		17-Nov-06	Project aims to improve access to water supply and sanitation services in the project towns. The provincial Viet Nam Women's Union (VWU) will implement public education and awareness campaigns in project communities. The project GAP (RRP App. 11) provides for consultations with women of all income and ethnic groups on access to resources, employment and livelihood opportunities; provincial VWU representation on each provincial PSC; 30% female staff in the provincial PPMUs; at least 50% female motivators trained on awareness campaigns and community mobilization; strategies to encourage women's participation in project-related activities and to promote the roles of both men and women in improving hygiene; gender training for project staff and technical water and sanitation staff; and disaggregation of data by sex and ethnicity. A community environmental sanitation and gender specialist and a community development specialist will support implementation of the GAP. Covenants support implementation of the GAP, equal compensation and additional support for female-headed households affected by resettlement, at least 30% female PPMU staff, and representation of the VWU in the provincial PSCs.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
15	VIE	2283	SEAE	Agriculture & Natural Resources	Agriculture Science & Technology Project	ECG, CAD	GI		30.00		11-Dec-06	Project aims to modernize and improve the agriculture science and technology (AST) system, including strengthening capacity for research, technical and vocational training, and agricultural extension services. The project GAP (RRP Supp. App. E) provides for measures to reduce food insecurity especially among female-headed households; a 10% minimum target for women's participation in agricultural research training; a 40% minimum target for women's participation in extension activities; funding of research on agricultural technologies suitable for female farmers; inclusion of a gender focus in farmers' needs assessments; provincial planning of activities for women farmers; revision of agricultural curriculum to focus on gender issues; gender-sensitive scoring of funding proposals and monitoring of the project; and midterm review of GAP implementation. A social development officer in the PMU will support and monitor implementation of the GAP. Covenants support GAP implementation, including targets for women's participation.
Total Amount (\$m)								32.60	505.82	34.30	572.72	
Total Number of Loan/Grants								1	14	4	19	
Total Number of Projects*											15	

* A project receiving multiple loan/grants is counted as one.

ADB = Asian Development Bank; ADF=Asian Development Fund; CBO = community-based organization; CDF = Community Development Fund; CWAE = Central and West Asia Department – Agriculture, Environment and Natural Resources Division; DMC = developing member country; DMF = design and monitoring framework; DoLA = Department of Labor; EA = executing agency; EASS = East Asia Department – Social Sectors Division; ECG = sustainable economic growth; ENV = environmental sustainability; GAD = gender and development, GAP = gender action plan; GOV = governance; ISD = inclusive social development, JFPR = Japan Fund for Poverty Reduction; GO = nongovernment organization; PIU = project implementation unit, PMO = project management office; PMU = project management unit; PPMU = provincial project management unit; PRM = Pakistan Resident Mission; PSD = private sector development; RRP = report and recommendation of the president; SANS = South Asia Department – Agriculture, Natural Resources and Social Services Division; SEAE = Southeast Asia Department Agriculture and Natural Resources Division; SESS = secondary education development program; SPRSS = summary poverty reduction and social strategy; TA = technical assistance; TI = targeted intervention; VWU = Viet Nam Women's Union; WSS = water supply and sanitation; WUA = water users' association.

Table 1C: 2006 Loans and Grants with Some Gender Benefits

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	AFG	2257	CWID	Transport & Communications	North-South Corridor	ECG	GI		78.20		26-Sep-06	Project will rehabilitate the national highway network to connect central remote regions to the ring road. Women are not expected to benefit from working on the construction of the highway, but the improved road network will provide better access to schools, clinics, hospitals, markets, and district and provincial capitals. Project component on HIV/AIDS and human trafficking awareness and prevention will provide counseling for women and adolescent girls and training for NGOs. Selection criteria for the implementing organizations will include commitment to gender equality and women's empowerment. A consultant with gender, health and HIV/AIDS expertise will also support implementation. Covenants support implementation of the HIV/AIDS and human trafficking component, as well equal pay for men and women and adherence to other labor laws and regulations.
		0054								40.00		See above.
2	BAN	2232	SAGF	Finance	Improvement of Capital Market & Insurance Governance Project	CAD, GOV	GI		3.00		9-Mar-06	Project aims to develop a sound and efficient capital market and insurance sector in Bangladesh. Project activities include development of an awareness and training program for potential female investors and organizations run by women. Covenant supports the targeted awareness and training program for potential women investors.
3	CAM	2261	SEID	Energy	Second Power Transmission & Distribution	ECG, CAD	GI		20.00		4-Oct-06	Project will complement previous investments in Cambodia's electricity transmission and distribution facilities. The project gender strategy included in the SPRSS (RRP App. 12) supports capacity building training program for women village leaders from affected communes; strategies to encourage women to participate in resettlement planning, implementation and monitoring; restoring the economic activities of affected women; HIV/AIDS and trafficking awareness campaigns involving women; giving priority to women from severely affected households for employment in project construction; use of sex-disaggregated monitoring indicators for monitoring; and engagement of a gender consultant to help develop a gender implementation plan. Covenants support employment targets for women; child-care facilities in campsites for women employees; dissemination campaigns on the risks of HIV/AIDS and STDs and trafficking of women and children; mitigation and enhancement activities in the resettlement plan and framework to assist women-headed families; and equal employment conditions, wages and food rations for male and female workers.
4	CAM	2288	SEID	Transport & Communications	Greater Mekong Subregion: Rehabilitation of the Railway in Cambodia Project	ECG, REG	GI		42.00		13-Dec-06	Project will rehabilitate and reconstruct the north and south railway lines, reestablish a railway connection with Thailand, and support the introduction of a new public-private railway operator (including compensation and training for employees laid off as a result). The project gender strategy included in the SPRSS (RRP App. 11) provides for compensation, counseling and retraining for female railway employees laid off under the restructuring; an HIV/AIDS and human trafficking awareness program for communities affected by railway construction; participation of women from female-headed households and ethnic minority groups in consultations, training and other activities related to resettlement and restoration of livelihoods; gender sensitization training for EA staff, district officials and commune leaders involved in railway construction and resettlement; and engagement of a gender and social development specialist to prepare a more detailed GAP during implementation. Covenants support several

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												provisions in the gender strategy and implementation of the GAP.
5	IND	2281	SAGF	Finance	Rural Cooperative Credit Restructuring & Development Program	ECG, GOV	GI	1,000.00			8-Dec-06	Program will support the restructuring of rural credit cooperatives to provide financial services to the rural poor. A related TA grant will support innovative schemes to expand outreach to rural women. Support to Women Development Cells (WDCs) in regional rural banks, providing incentives to refinance credit to women, and mobility allowances for WDC officers for outreach activities will improve access to credit for women engaged in entrepreneurship activities.
6	MON	2238	EASS	Education	Third Education Development Project	ISD	GI		13.00		21-Jun-06	Project aims to improve equitable access to and relevance of primary, secondary and vocational education. Teachers (over 90% female) will benefit from training programs. To improve gender responsiveness, strategies will be developed to address gender stereotypes in curriculum and textbooks. To address the reverse gender gap in school enrollment, project will (i) incorporate learning materials that reinforce the rights of boys and girls to education; (ii) examine gender stereotyping and identify strategies to integrate gender equity in school curriculum; (iii) train teachers on presentation of gender roles and issues; (iv) align vocational education courses with employment opportunities; and (v) encourage parents to send their children back to school by providing improved school facilities and curriculum, and more qualified teachers. Covenants support some of these measures.
7	NEP	0051	SATC	Transport & Communications	Road Connectivity Sector I Project	ECG	GI			55.20	10-Aug-06	Project will expand and rehabilitate feeder roads in remote areas. Project includes an HIV/AIDS and anti-trafficking program (RRP App. 5), providing for sensitization of project staff, awareness campaigns among affected groups; condom promotion; and linkages with HIV testing, counseling and treatment services. This program includes detailed targets and indicators (see App. 5); the project DMF also includes general targets on HIV/AIDS and trafficking awareness, access to HIV testing and reduced trafficking. Covenants support engagement of qualified consultants and NGOs to implement the HIV/AIDS and anti-trafficking program; continuing dissemination of information on HIV and trafficking risks to relevant groups; priority employment of women and low-caste workers; and equal pay, appropriate working conditions and accommodations for male and female workers.
8	NEP	2268	SAGF	Finance	Rural Finance Sector Development Cluster Program (Subprogram I)	ECG, GOV	GI		56.00		26-Oct-06	Program aims to improve access of rural households to financial services and encourage private sector participation in the rural finance sector. Policy actions include appointment of at least one female director of the Agricultural Development Bank Limited (ADBL) and establishment of an information system to monitor ADBL's outreach to rural women and disadvantaged groups. Related grant will support restructuring of rural finance institutions including the Small Farmers Development Bank (which provides financial services to small farmer cooperatives), and the establishment of a training institution for banking and finance (which will provide financial literacy training in coordination with NGOs). The SPRSS mentions that social analysis during program appraisal assessed women's access to rural finance services, as well as their training and skill development needs, and that a gender-related output will be prepared as part of the institutional strengthening and reforms under the program. Rural finance institutions supported by the program will collect and report sex-disaggregated data on borrowers.
		0059								8.70		See above.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
9	PAK	2229/ 2300	CWSS	Multisector	Mega City Development Project	ECG, CAD, GOV	GI		10.00		2-Feb-06	Project aims to sustainably improve the quality of life for Karachi residents, including the poor, through improved city planning and management, and expanded urban infrastructure and services. Women are expected to be primary beneficiaries of improvements in water supply, sanitation, and solid waste management. Gender analysis and strategies will be integrated in the feasibility studies of subprojects, including measures to promote full participation of women in project planning and implementation. Covenant supports inclusion of gender strategies in feasibility studies for subprojects.
10	PAK	2299	CWAE	Agriculture & Natural Resources	Punjab Irrigated Agriculture Investment Program-- Lower Bari Doab Canal Improvement (MFF)	ECG, GOV, ENV	GI	217.80	10.00		18-Dec-06	Project will improve water resources and irrigated agriculture in the project area. Women's committees will be formed and consulted on the location and design of the bridges, washing access areas, and other small canal-related infrastructure in or near villages, and gender issues will be included in farmer training programs. A gender strategy will be developed in the first year of the project to incorporate gender-sensitive activities related to on-farm water management and agriculture. Gender specialists will be engaged to develop and support these activities during implementation of the project. Covenants require contractors to use their best efforts to employ women and local people living in the vicinity of the subprojects, pay equal wages for work of equal value, and disseminate information at worksites on the risks of HIV/AIDS and other STIs.
11	PNG	0042	PAHQ	Health, Nutrition, & Social Protection	HIV/AIDS Prevention & Control in Rural Development Enclaves Project	ISD, CAD, PSD	TI			15.00	25-Apr-06	Project aims to support the Government's efforts to develop comprehensive responses to the HIV/AIDS epidemic by establishing partnerships and linkages to restructure rural health services in development enclaves. Gender-related activities include expansion of primary health care, including maternal and child health and treatment of STIs, in rural areas; behavior change programming targeting women (including sex workers); and promoting condom use and availability in rural areas (including social marketing of condoms to sex workers).
12	PRC	2237	EASS	Water Supply, Sanitation, & Waste Management	Shandong Hai River Basin Pollution Control Project	ECO, ECG	GI	80.00			21-Jun-06	Project aims to improve urban environment and public health in the Hai River Basin. Women are expected to benefit disproportionately from improvements in water quality and the urban environment. Women will also benefit from employment opportunities during construction and operations, and will be engaged actively to promote hygiene education, garbage recycling, and social acceptance of tariff increases. Project will work closely with local women's organizations, such as the All China Women's Federation and women's street committees. Sex-disaggregated data will also be collected and analyzed.
13	PRC	2240	EASS	Water Supply, Sanitation, & Waste Management	Wuhan Wastewater & Stormwater Management Project	ENV, ECG	TI	100.00		-	26-Jun-06	Project aims to improve the quality of life in Wuhan City through improved water quality, wastewater services and integrated pollution prevention and control. Improvements will reduce the burden on women of caring for sick family members and cleaning up after floods. Women will be given priority in the employment opportunities (around 40% of construction jobs) generated by the project, and women's needs and interests will be represented (50% representation) through membership in customer committees of the Wuhan Drainage Company. Monitoring schemes will assess impact on standard of living among vulnerable groups, including women. Covenants support employment opportunities for the poor and women (40%); equal and timely payment of wages and safe working conditions for male and female workers; information dissemination on risks of HIV/AIDS and other STIs; and monitoring of project impacts through collection of

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												sex-disaggregated data.
14	PRC	2260	EAEN	Energy	Inner Mongolia Autonomous Region Environment Improvement	ENV	GI	120.00			29-Sep-06	Project aims to establish an efficient, safe, and reliable gas and heating supply and wastewater treatment facilities in the municipalities of Wuhan and Bayannur. Tariff reforms will include affordability measures for poor households. Women, children and the elderly are expected to benefit from the replacement of coal and wood with gas and central heating in homes. Project will create about 4,090 person-years of construction work and 565 job opportunities for the poor, women, and minorities during project operation. Covenants support pro-poor tariff reforms, women's participation in project activities, equal pay and safe working conditions for male and female workers.
15	PRC	2274	EATC	Transport & Communications	Taiyan-Zhongwei Railway	ECG	GI	300.00			23-Nov-06	Project will extend the railway network to poor, unserved areas. The Social Development Action Plan (SDAP, in RRP App. 17) will enhance job opportunities for local people; provide training and vocational programs for women, ethnic minorities and the poor; support HIV/AIDS and human trafficking awareness and prevention; and involve local communities in tourism promotion. Extensive consultations and surveys will be conducted with women related to resettlement. The All-China Women's Federation will provide business management and financial assistance to women interested in small business and tourism activities. DMF includes monitoring indicators on unskilled labor and SDAP implementation. Covenants provide for 50% of unskilled work to be reserved for women and vulnerable people; implementation of the SDAP; women's participation in project planning and implementation, collection of sex-disaggregated monitoring data; dissemination of information on the risks of HIV/AIDS and STDs; and provision of health and treatment facilities.
16	PRC	2295	EATC	Transport & Communications	Southern Gansu Roads Development Project	ECG	GI	300.00			18-Dec-06	Project will construct a section of the Lanzhou-Haikou corridor and improve local road systems. The project's social development action plan (SDAP, in RRP App. 16) provides for 70-80% of unskilled labor to be hired locally, including 40-50% women; all construction workers to be informed of HIV/STI risks; testing and medical referral services to be available to workers, women and other local residents; and special support for displaced women and vulnerable people. DMF includes references to HIV/AIDS risk mitigation for construction workers and compliance with social and environmental safeguards. Covenants support implementation of the SDAP and several key provisions, as well as timely payment of equal wages and safe working conditions for male and female workers.
17	SOL	0048	PAHQ	Transport & Communications	Road Improvement (Sector) Project	ECG, ISD	GI			0.35	8-Aug-06	Project aims to improve the national network of provincial and secondary roads, thereby improving access to markets, social services, trade and employment. Consultations on the location of subprojects will take into account the differential impacts and risks facing females, gender-specific measures to mitigate and/or manage these impacts, and the interests and capacities of women to contribute to road rehabilitation and maintenance. Project will ensure that women are involved in road rehabilitation and maintenance, HIV/AIDS prevention, and road safety activities. Covenants provide for employing women in road maintenance and rehabilitation, and equal pay and safe working conditions for male and female workers. The project management and capacity

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												building unit will monitor the employment targets for women by reviewing periodically the payroll statements of the construction contractors, and will include progress in achieving the employment targets for women in the project progress reports and project completion report.
18	VIE	2262	VRM	Multisector	Support the Implementation of Poverty Reduction Program III	ECG, GOV, ISD	GI		15.00		5-Oct-06	Program will continue support for the Comprehensive Poverty Reduction and Growth Strategy (CPRGS) with a focus on improving the business environment, promoting social inclusiveness and environmentally sustainable development, and modernizing governance. Based on the social and poverty impact assessment of the program (RRP Supp. App. D), the program is expected to have a positive overall impact on gender. Policy reforms include changes in financing of health services, new approaches to address the HIV/AIDS threat, and issuance of all new or replacement land-use right certificates in the name of both spouses. Related actions include pilot testing of a planning manual for selected ministries and provinces that mainstreams gender concerns.
19	VIE	2302	SEID	Transport & Communications	Greater Mekong Subregion Kunming-Hai Phong Transport Corridor: Yen Vien-Lao Cai Railway Upgrading Project	ECG, REG	GI		60.00		19-Dec-06	Project will enable cost-effective and efficient railway services on a strategic transport corridor within and between Viet Nam and the PRC. Female-headed households face risks from resettlement, and women and girls face additional risks of HIV/AIDS infection and human trafficking in the PRC border area. A gender and social development specialist therefore will prepare a project GAP during implementation in coordination with the resettlement specialist. The resettlement plan includes several measures to address the needs of female-headed households and ethnic minority women. Covenants support implementation of the GAP, compliance with all applicable labor laws and related international treaty obligations, safe working conditions for male and female workers; HIV/AIDS and human trafficking awareness campaigns on construction sites; representation of the local Viet Nam Women's Union and affected women in local resettlement committees; sensitization training on gender and resettlement issues for EA staff and resettlement committees; and registration of resettlement land in the name of both husbands and wives.
Total Amount (\$m)								2,117.80	307.20	119.25	2,544.25	
Total Number of Loan/Grants								7	10	6	23	
Total Number of Projects*											19	

* A project receiving multiple loans/grants is counted as one.

ADB = Asian Development Bank; ADF = Asian Development Fund; CAD = capacity development; CWAE = Central and West Asia Department-Agriculture, Environment and Natural Resources Division; CWID = Central and West Asia Department-Infrastructure Division; CWSS = Central and West Asia Department-Social Sectors Division; DMC = developing member country; DMF = design and monitoring framework; EA = executing agency; EAEN = East Asia Department-Energy Division; EASS = East Asia Department-Social Sectors Division; EATC = East Asia Department-Transport Division; ECG = sustainable economic growth; ENV = environmental sustainability; GAD = gender and development; GAP = gender action plan; HIV/AIDS = human immunodeficiency virus/acquired immune deficiency syndrome; ISD = inclusive social development; JSF = Japan Special Fund; MFF = multitranches financing facility; NGO = nongovernment organization; OCR = ordinary capital resources; PAHQ = Pacific Department-Pacific Operations Division; PMO = project management office; PPMS = project performance management system; PRC = People's Republic of China; PSD = private sector development; REG = regional cooperation; RRP = report and recommendation of the president; SAGF = Southeast Asia Department-Governance, Finance & Trade Division; SATC = Southeast Asia Department-Transport & Communications Division; SDAP = social development action plan; SEID = Southeast Asia Department-Infrastructure Division; SPRSS = summary poverty reduction and social strategy; STD = sexually transmitted disease; STI = sexually transmitted infection; TI = targeted intervention; VRM = Viet Nam Resident Mission.

Table 2A: 2007 Loans and Grants with GAD Thematic Classification

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	INO	2348	SESS	Health, nutrition, & social protection	Nutrition Improvement through Community Empowerment	ISD, GAD	GI		50.00		31-Aug-07	Project will strengthen community-based services, community empowerment, and social mobilization for improved nutrition, hygiene, and sanitation, with a focus on pregnant and lactating women and children. Gender strategies summarized in the SPRSS (RRP App. 13) include measures to ensure gender balance in training of health staff in nutrition, 50% female community facilitators for outreach activities, and measures to involve men as well as women in community awareness activities. DMF includes numerous gender-related targets and indicators, including reduction of anemia among pregnant women, increase in women receiving micronutrients, female representation on community nutrition committees and among community facilitators, and percentage of female health staff receiving fellowships and training. Covenants support targets for female representation on community nutrition committees, among community facilitators, and among recipients of fellowships and training.
2	INO	2361	SESS	Multisector (education; health, nutrition & social protection; law, economic management, and public policy)	Poverty Reduction & Millennium Development Goals Acceleration Program	ISD, GAD, GOV	TI	400.00			30-Oct-07	Program aims to accelerate progress in achieving the MDGs in education, health, poverty reduction and gender equality. Policy measures include increased budget allocations for health and education, improved targeting of school subsidies and scholarships for underserved areas and poor students, and improved targeting of public health services for the poor. Several policy actions address the specific education concerns and reproductive health needs of women, including mandates for 40% female representatives on district education boards and school committees and for reimbursements of midwives for antenatal, obstetric and postnatal care. Cross-sectoral policy actions also include several gender mainstreaming measures including new ministerial mandates on promoting gender equality and improvements in sex-disaggregated indicators to monitor gender equity in health and education. A gender specialist will support these gender mainstreaming actions. The DMF includes several gender-related targets and indicators.
3	LAO	0079	SESS	Health, nutrition, & social protection	Health System Development Project	ISD, GAD, GOV	TI-M			13.00	29-Jan-07	Project aims to improve health and nutrition among the poor, women and children including ethnic groups in 8 northern provinces. The project GSAP (RRP App. 14) provides for increases in female and ethnic minority health staff in rural health centers; targets, scholarships and other incentives for female health staff to attend in-service training; incorporation of ethnic minority concerns and patient-centered approaches in training of health staff; attention to privacy needs of ethnic minority women in construction/upgrading of health facilities; at least 30% female representation on provincial and district health committees; collection and review of sex-disaggregated data on the health workforce; gender/ethnicity analysis of selected provincial health plans and budgets; gender training for health officials and project staff; and collection of disaggregated monitoring data. Social development experts, gender focal points in the health ministry and provincial health offices, and representatives of the Lao Women's Union and Lao Front for National Construction will support GSAP implementation. DMF includes several gender-related targets. Covenants support implementation of GSAP.
4	MON	0086	EASS	Health, nutrition & Social protection	Third Health Sector Development Project	ISD, GAD, CAD	TI-M			14.00	19-Nov-07	Project aims to improve the health status of the rural poor by continuing improvements in primary health care services and facilities, health financing, and staffing of health facilities. A project GAP (RRP App. 13) provides for developing pro-poor and gender-sensitive IEC materials on health topics; incorporating gender and domestic violence modules in in-service training of health personnel; increasing health insurance coverage of the poor,

		Loan/ Grant No.				Classification		ADB Financing (\$m)				Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												disabled and disadvantaged men and women; targeting women's and men's needs for health-seeking behavior in outreach to single-headed households, the elderly and other disadvantaged groups; advocating for gender-sensitive human resource policies in the health ministry; and institutionalizing collection and analysis of health sector data, disaggregated by sex and poverty level. A consultant will support implementation of the GAP. Covenants ensure implementation of the GAP and women's participation in project planning and implementation activities.
5	PAK	2335	CWGF	Multisector	Earthquake-Displaced People Livelihood Restoration Program	GAD, ISD, CAD	TI		400.00		27-Jun-07	Program aims to restore and improve livelihoods of earthquake-affected people in AJK and NWFP. The project GVAP (RRP App. 6) includes 50% targets for representation of women in village reconstruction committees, technical orientation on housing reconstruction, nontraditional skills training and social mobilization teams, and provides for priority assistance to widows, female-headed households and other extremely vulnerable individuals/families. The GVAP will be implemented through ERRRA's network of institutional and partner organizations at the provincial/state and district levels. Sex-disaggregated baseline data will be collected and analyzed. A related TA will support (i) community-based training on seismic standards and construction monitoring techniques; (ii) financial and strategic management; and (iii) environmental and social protection, emphasizing gender and vulnerability issues. DMF includes targets on new housing for female-headed households. Covenants support GVAP implementation with adequate budget, monitoring and progress reports.
6	PNG	2398	PAHQ	Transport & Communications	Lae Port Development Project	ECG, GAD	GI	60.00			18-Dec-07	Project aims to expand the cargo handling capacity of Lae Port, improve livelihoods of those directly and indirectly affected, and reduce the incidence of HIV/AIDS in the port area. A project component funded by the HIV/AIDS Cooperation Fund will support gender-responsive awareness-raising and behavior-change campaigns; capacity development of NGOs working with most-at-risk groups in the port area; setting up of AIDS site committees and women's help desks at police stations in hot spots around the port; and pilot testing of effective modalities for the reintegration and rehabilitation of people living with HIV/AIDS. A related JFPR grant will provide training and microcredit to women in the affected communities to restore or enhance their incomes and help them avail of opportunities provided by increased seaport and related road traffic. DMF targets include reduction in HIV/AIDS incidence and issuance of microloans to women. Covenants support information campaigns in health and safety programs on the prevention of HIV/AIDS and STDs; and equal pay, safe working conditions, and separate and culturally appropriate facilities for male and female workers.
		2399							40.00			See above.

		Loan/ Grant No.				Classification		ADB Financing (\$m)				Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
7	TAJ	2313	CWAE	Agriculture & natural resources	Rural Development	ECG, ENV, GAD	GI		8.80		29-Jan-07	Project aims to increase farm and non-farm incomes of rural households through improved land use security and pasture management, rural infrastructure, and access to business advisory services and microcredit. The project GAP (RRP App. 14) integrates gender concerns in all project components and provides for issuance of land-use certificates to women with land allocations; at least 50% female participants in formal and informal training (and training of trainers); 50% participation of women in community-based groups and stakeholder consultations; 30% female membership and leadership in water user groups; inclusion of gender issues in land management training; agricultural and business advisory centers to have targets and strategies to reach female clients; and collection of sex-disaggregated monitoring data. Female community facilitators and a gender and social development specialist will support implementation of the GAP. Covenants support implementation of the GAP with adequate funding and payment of equal wages to male and female workers.
		0072								8.30		See above.
8	UZB	2380	CWSS	Education	Rural Basic Education Project	GAD, ISD, CAD	GI		30.00		6-Dec-07	Project aims to improve opportunities for children from rural areas to progress to higher levels of education in three oblasts (provinces) by upgrading school facilities, enhancing capacity of teacher training institutions, and increasing community participation in school activities. School facilities upgraded in rural areas will provide equal access to boys and girls; in-service teacher training will address gender stereotypes in curriculum and materials development; and there will be balanced representation of men and women in school boards and equal participation in school improvement plans and learning activities. Reading materials and teacher guides will also consider ethnic minority languages. Improved in-service teacher training will benefit at least 31,000 women teachers, representing 70% of the teaching force. A gender specialist will develop a project-specific GAP to implement strategies outlined in the SPRSS (RRP App. 14).
9	VIE	2384	SESS	Education	Lower Secondary Education for the Most Disadvantaged Regions Project	ISD, GAD, CAD	TI		50.00		10-Dec-07	Project aims to improve access to lower secondary education in poor and remote regions, with an emphasis on ethnic minorities and girls. Gender-related measures supported by the project GEMAP (RRP App. 16) include construction of schools, semi-boarding facilities and teacher housing in remote areas; pre-service and in-service teacher training that addresses the needs of ethnic minorities and girls; development of instructional materials, including bilingual materials in Vietnamese and ethnic minority languages, and materials for ICT training; targeted scholarships for ethnic minorities (50% for girls); and pilot initiatives such as school feeding programs and awareness programs for mothers on the benefits of secondary education. DMF includes several gender-related targets and indicators, such as 50% of new teacher housing units to female teachers and 50% of scholarships to ethnic minority girls. Covenants support timely implementation of the GEMAP, the 50% targets for girls' access to scholarships and semi-boarding facilities and for female teachers' access to training and housing, and equal pay for male and female workers in project construction.
Total Amount (\$m)								460.00	578.80	35.30	1,074.10	
Total Number of Loan/Grants								2	6	3	11	
Total Number of Projects*											9	

* A project receiving multiple loans/grants is counted as one.

ADB = Asian Development Bank; ADF = Asian Development Fund; AJK = Azad Jammu and Kashmir; CAD = capacity development; CWAE = Central and West Asia Department-Agriculture, Environment & Natural Resources Division; CWGF = Central and West Asia Department-Governance, Finance and Trade Division; CWSS = Central and West Asia Department-Social Sectors Division; DMC = developing member country; DMF = design and monitoring framework; ECG=sustainable economic growth; ENV = environmental sustainability; ERRRA = Earthquake Reconstruction and Rehabilitation Authority; GAD = gender and development; GAP = gender action plan; GEMAP = gender and ethnic minority action plan; GI = general intervention; GOV = governance; GSAP = gender strategy and action plan; GVAP = gender and vulnerability action plan; HIV/AIDS = human immunodeficiency/acquired immune deficiency syndrome; IEC = information, education and communication; ISD = inclusive social development; JFPR = Japan Fund for Poverty Reduction; MDG = Millennium Development Goal; NWFP = North-West Frontier Province; OCR = ordinary capital resources; PAHQ = Pacific Department-Pacific Operations Division; RRP = report and recommendation of the president; SESS = Southeast Asia Department-Social Sectors Division; SPRSS = summary poverty reduction and social strategy; STD = sexually transmitted disease; TA = technical assistance; TI = targeted intervention.

Table 2B: 2007 Loans and Grants with Gender Mainstreaming

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	BAN	2383	SESS	Water supply, sanitation, & waster management	Dhaka Water Supply Sector Development Program	ECG, CAD	TI		50.00		10-Dec-07	Program will support improved management and operation of urban water supply institutions. The program GAP (RRP Supp. App. J) provides for the formulation of a gender policy for the Dhaka Water Supply and Sewerage Authority (DWASA); recruitment preferences for hiring female staff and an 80% target for female social mobilizers; strategies to raise community awareness about water management, involve women in relevant community committees, and involve female local government officials in location of water points; gender training to DWASA and project staff; and hiring of about 30% female laborers for project construction. Covenants support implementation of the GAP; compliance with labor, health and safety laws; and equal pay and appropriate facilities for male and female workers.
		2382			Dhaka Water Supply Sector Development Program (Project Loan)				150.00		Same	See above.
2	CAM	2376	SEAE	Multisector (agriculture & natural resources, transport and communication)	Tonle Sap Rural Lowlands Development Project	ECG, ENV, CAD	TI - H		10.10		5-Dec-07	Project aims to improve the livelihoods of households in 40 communes in the foothills of the upper watershed of Tonle Sap. The project GAP (RRP App. 13) includes measures to enable the active engagement of women in subproject design and implementation, training, resettlement activities and project monitoring. These measures include hiring of female commune facilitators to encourage women's participation in preparation of subprojects; separate meetings for women and men on subproject preparation and training needs; gender-sensitive training materials in local languages; gender sensitivity training for project staff, contractors, facilitators and other stakeholders; at least 30% representation of women on user committees, and in training on operation and maintenance of rural infrastructure, and business training and services; inclusion of gender-related indicators in the PPMS; and progress reporting on gender-related achievements and impacts. Community development and gender specialists will support GAP implementation. DMF includes targets on women's participation in committees, user and production groups, and training activities. Covenants support implementation of the GAP, including key targets and activities, as well as equal employment opportunities and equal wages for male and female workers.
3	CAM	2376	SEAE	Multisector (agriculture & natural resources, transport and communication)	Tonle Sap Rural Lowlands Development Project	ECG, ENV, CAD	TI - H		10.10		5-Dec-07	Project aims to improve the livelihoods of households in 40 communes in the foothills of the upper watershed of Tonle Sap. The project GAP (RRP App. 13) includes measures to enable the active engagement of women in subproject design and implementation, training, resettlement activities and project monitoring. These measures include hiring of female commune facilitators to encourage women's participation in preparation of subprojects; separate meetings for women and men on subproject preparation and training needs; gender-sensitive training materials in local languages; gender sensitivity training for project staff, contractors, facilitators and other stakeholders; at least 30% representation of women on user committees, and in training on operation and maintenance of rural infrastructure, and business training and services; inclusion of gender-related indicators in the PPMS; and progress reporting on gender-related achievements and impacts. Community development and gender specialists will

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												support GAP implementation. DMF includes targets on women's participation in committees, user and production groups, and training activities. Covenants support implementation of the GAP, including key targets and activities, as well as equal employment opportunities and equal wages for male and female workers.
		0092								9.90	Same	See above.
4	IND	2312	SESS	Multisector (water supply, sanitation and waste management; transport & communications)	Multitranchise Financing Facility for North Karnataka Urban Sector Investment Program - Project I	ISD, CAD, ECG	TI	33.00			26-Jan-07	Investment program will help the Government of Karnataka to improve urban infrastructure facilities, including water supply and sanitation facilities, slum improvements, non-municipal infrastructure, and urban transport facilities. The program gender strategy (RRP Supp. App. I) and GAP (App.11) integrate gender concerns in design, implementation and monitoring, and institutional development. Activities include formation of neighborhood groups, and ward and city-level committees, with women members to participate in infrastructure planning; gender sensitivity training for the Karnataka Slum Clearance Board staff, PMU staff, and program consultants; requiring contractors to hire female workers and pay them equal wages; provision of microfinance and training in microenterprise management; hygiene education and water/sanitation campaigns targeting women; and monitoring of gender impacts of the program. DMF does not include specific gender indicators or targets, but PPMS contemplates tracking of gender impacts through collection and analysis of sex-disaggregated data. Covenant provides that subprojects will be carried out in accordance with the GAP.
5	KGZ	2314	CWAE	Agriculture & Natural Resources	Southern Agriculture Area Development Project	ECG, ENV	GI		15.00		29-Jan-07	Project supports sustainable improvements in land productivity and profitability through adoption of improved agricultural, orchard, and pasture management techniques. The project GAP (RRP App. 12) includes (i) 20-25% targets for women's participation in farmer field schools and village advisory services training; (ii) provision of information to women about the availability of free legal services on land ownership and other issues; (iii) encouragement to form women-only or mixed marketing groups and cooperatives; (iv) encouragement to women to assume leadership at the village level and other representative positions in WUAs; and (v) engagement of gender and community development specialists to support GAP implementation. DMF includes targets on women's participation in selected project activities. Covenants support timely implementation of the GAP and payment of equal wages to male and female workers for equal work.
		0073								5.00	Same	See above.
6	NEP	0093	SESS	Mutli(Agri & natural resources; transport & communications; water supply, sanitation & waste management)	Rural Reconstruction & Rehabilitation Sector Development Program (Program Grant)	ECG, ISD, GOV	GI			50.00	12-Dec-07	Program will promote greater economic and social inclusion, good governance, and accelerated service delivery. Policy actions supported by the program include legislation providing proportional representation in the constituent assembly to women and other underrepresented groups; legislation reserving 45% of vacant civil service posts for women and other disadvantaged groups; amendment of the Citizenship Act to allow citizenship to be passed by mothers as well as fathers; an action plan to strengthen the registration of births, deaths, marriages, divorce and migration; and approval of gender strategies by the Ministries of Agriculture & Cooperatives, General Administration, and Education & Sports. The project GAP (RRP App. 16) provides for women's representation in village development

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
												committees (50%), building groups (50%), village infrastructure construction coordination committees (33%), self-help groups (50%), social mobilizers (50%), technical and project staff (33%), and training activities (50%); equal pay for male and female workers in project construction; child care facilities, male and female toilets, and first-aid facilities at project worksites; gender orientation for project committees and staff; development of annual district gender action plans; and establishment of monitoring indicators with data disaggregated by sex, caste and ethnicity. DMF includes gender-inclusive policy reforms and key gender-related targets (noted above). Covenants support implementation of the GAP, compliance with labor laws and equal pay for equal work.
		0094			Rural Reconstruction & Rehabilitation Sector Development Program (Project Grant)					50.00		
7	PAK	2310	CWSS	Multisector	Sindh Coastal Community Development Project	ECG, ENV, CAD	TI-G		36.00		15-Feb-07	Project aims to create improved and sustainable income opportunities and access to services for poor residents in two coastal districts. The project GAP (RRP Supp. App. A) includes targets for women's representation among community organizations (50% women-led), livelihood trainees (30%), microcredit applicants (50%), participants in fishpond management (30%), study tour participants (30%), new social organizers (100%) and project staff (15% minimum); specialized training for women; use of gender-sensitive approaches for community mobilization and planning; women's representation on selection committees for small-scale interventions; gender sensitization training of PMU staff; and monitoring of GAP activities and impacts based on sex-disaggregated data. A gender and social development specialist will support GAP implementation. A GAD Cooperation Fund project for Improving Gender Roles in Ecosystems Management (\$100,000) will support related work on gender and natural resource management. Covenants support timely and effective GAP implementation; employment of poor and vulnerable people in the project area for planting, construction and maintenance activities; and equal pay for male and female workers.
8	PHI	2311	SEAE	Agriculture & Natural Resources	Integrated Coastal Resources Management Project	ENV, ECG, GOV	TI	33.80			23-Jan-07	Project aims to enhance coastal resources by mitigating threats to coastal resource management and increasing income for coastal communities. The project GAP (RRP App. 7) includes measures to integrate gender analysis in municipal ICRM planning, monitoring, and evaluation; and to include women as major stakeholders in construction and operation/maintenance of social and environmental facilities and in enterprise development and income diversification activities (through 33% minimum targets for participation). DMF includes 33% targets for women's participation in selected project activities. Covenants ensure timely implementation of the GAP with adequate resources, including 33% targets for women's participation and inclusion of gender-related indicators in the PPMS.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
9	PRC	2395	EAAE	Agriculture & Natural Resources	Henan Sustainable Agriculture & Productivity Improvement Project	ECG, ENV	TI	66.70			13-Dec-07	Project will facilitate more sustainable agriculture through increased farm and agro-enterprise productivity. The project GAP (RRP App. 14) provides for promotion of gender awareness among farmers, agro-enterprises, implementing agencies and national farm organizations; gender-sensitive curriculum on fruit tree cultivation; targets for women's participation in training on fruit tree cultivation (40%) and project-related employment (40%); women's representation among extension staff and lead farmer trainers (40%), and project staff (20%); development of mechanisms to ensure equal access to technology, training and marketing support; and inclusion of gender-related indicators in the PPMS. A social specialist with GAD experience and the All-China Women's Federation will support implementation of the GAP. DMF includes targets on women's participation in project-related employment, training activities, farmers' organizations and project staff, as well as gender-awareness workshops held. Covenant requires compliance with labor standards.
10	SRI	2371	SESS	Education	Education for Knowledge Society Project	ISD	TI		65.00		26-Nov-07	Project aims to increase equitable access to selected secondary and tertiary schools. The project gender strategy included in the SPRSS (RRP App. 12) provides for gender sensitization of teacher training curricula and textbooks; female teachers representing 50% of those trained and selected for professional development; gender equality modules introduced in competency programs for secondary schools; priority award of scholarships to girls who take technical courses; female teachers providing career guidance to female students; women's groups encouraged to apply to the project-supported ICT innovation fund; and a component on gender and HIV/AIDS to be included in teacher training and school curricula. The HIV/AIDS Cooperation Fund financed by SIDA will support development of curricula, instructional materials and teacher training for an HIV/AIDS education program for secondary schools. DMF includes targets on female teacher training, scholarships for girls, and female students' selection of education and training alternatives. Covenants support implementation of the gender strategy, compliance with labor laws, and equal pay for male and female workers.
		0091									Same	See above.
11	TAJ	2356	CWAE	Agriculture & Natural Resources	Khatlon Province Flood Risk Management Project	ECG, ISD, CAD	GI		22.00		29-Aug-07	Project aims to improve flood preparedness through infrastructure improvements and capacity development of central and local government institutions. Gender-inclusive measures in the project include provisions for at least one female staff member to be involved in project decision-making at each level; 40-50% women in training courses, 50% women in community-based groups and consultations, and at least 15% women employed as unskilled labor in project construction. Other provisions in the project GAP (RRP Supp. App. D) include issuance of land-use rights certificates to female household-heads; adoption of gender-inclusive approaches in land management and flood management activities; scheduling of consultations and field visits to accommodate women's schedules; monitoring of gender-related activities and impacts; and engagement of a gender and social development expert to support implementation of the GAP. Covenants support timely implementation of the GAP with adequate resources, including key targets for women's participation; equal pay for work of equal type; dissemination of information in construction worksites on the risks of HIV/AIDS and other STIs; and border control to detect human trafficking.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
12	VIE	2357	SEAE	Multisector	Integrated Rural Development Sector Project in the Central Provinces	ECG, ISD, CAD	TI -G		90.00		15-Oct-07	Project aims to improve livelihoods of the rural population in 13 provinces in the Central Region by increasing access to markets, agricultural inputs, and public services, health and education; increasing employment opportunities; and reducing vulnerability to natural disasters. No project GAP was prepared, but women were actively involved in the selection of initial subprojects and will continue to be involved in decision-making related to current and future subprojects. The implementation team includes community participation and gender specialists. Covenants provide for participation of female-headed households and ethnic minorities in project activities; registration of land rights of resettled households in the names of both husband and wife; and preference for local hiring for project construction and equal pay to male and female health workers.
Total Amount (\$m)								133.50	438.10	157.00	728.60	
Total Number of Loan/Grants								3	8	6	17	
Total Number of Projects*											12	

* A project receiving multiple loans/grants is counted as one.

ADB = Asian Development Bank; ADF = Asian Development Fund; CAD = capacity development; CWAE = Central and West Asia Department-Agriculture, Environment and Natural Resources Division; CWSS = Central and West Asia Department-Social Sectors Division; DMC = developing member country; DMF = design and monitoring framework; DWASA = Dhaka Water Supply and Sewerage Authority; EA = executing agency; EAAE = East Asia Department-Agriculture, Environment and Natural Resources Division; ECG= sustainable economic growth; ENV = environmental sustainability; GAD = gender and development; GAP = gender action plan; GI = general intervention; GOV = governance; HIV/AIDS = human immunodeficiency/acquired immune deficiency syndrome; ICRM = integrated coastal resource management; ICT = information and communication technology; ISD = inclusive social development; OCR = ordinary capital resources; PPMS = project performance management system; RC = regional cooperation; RRP = report and recommendation of the president; SEAE = Southeast Asia Department-Agriculture and Natural Resources Division; SESS = Southeast Asia Department-Social Sectors Division; SIDA = Swedish International Development Cooperation Agency; SPRSS = summary poverty reduction and social strategy; TI = targeted intervention; WASA = water supply and sewerage authority; WUA = water users' association.

Table 2C: 2007 Loans and Grants with Some Gender Benefits

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
1	ARM	2363	CWSS	Water Supply, Sanitation & Waste Management	Water Supply & Sanitation Sector Project	ISD	GI		36.00		31-Oct-07	Project aims to improve access to safe, reliable and sustainable water supply and sanitation services in 16 towns and 125 villages. Project will strengthen the role of women representatives in water sector management, involve women's groups in community-level activities, include women in public awareness programs and training activities, and monitor gender-related impacts. PPMS will monitor social and economic benefits of the project, especially for women and the poor. Covenants support women's participation in project design, implementation, monitoring and evaluation; targeting of women through public awareness programs; promotion of women's employment; and equal pay and safe working conditions for male and female workers.
2	AZE	2354	CWTC	Transport & Communications	Multitranchise Financing Facility for Road Network Development Program	ECG, REG, CAD	GI	190.00			4-Oct-07	Investment program aims to develop an efficient, safe, and sustainable road network, linking the country domestically and internationally. Gender analysis will be carried out for each tranche of the program, including consultations facilitated by the Azerbaijan Women and Development Center. The project will provide jobs for women during implementation (including construction, catering, cleaning, and food services). Measures to raise awareness on risks of HIV/AIDS and other STDs will be implemented. Consultants will assist the PIU in preparing a GAP for each program tranche, conducting training for project staff, developing gender-related indicators for project monitoring, and working with women's groups to promote women's involvement in the increased commercial activities in roadside markets. The Financing Framework Agreement and Loan Agreement include comprehensive covenants on women's employment; equal pay, safe working conditions and culturally appropriate facilities for male and female workers; and preparation of GAPs for each tranche with appropriate training and monitoring.
		2355							10.00		Same	See above.
3	BHU	0089	SAGF	Industry & Trade	Micro, Small, & Medium-Sized Enterprise Sector Development Program (Project Grant)	ECG, PSD	GI			9.00	21-Nov-07	Project grant will extend credit to and support business development of MSMEs. Components include (1) increasing access to market-based finance through a credit line to Bhutan Development Finance Corporation for MSME lending (with at least 10% of the credit line allocated to women entrepreneurs), and (2) enhancing business development services for MSMEs. Covenant supports the earmarking of 10% of the credit line for women entrepreneurs (for the first 18 months after the effective date of the grant).
4	KGZ	0074	CWSS	Education	Vocational Education and Skills Development Project	ISD, CAD	TI			10.00	29-Jan-07	The project will assist in reforming the PVE system and increasing skill training opportunities for adults and out-of-school youth. To address gender issues in PVE, the project will carry out awareness campaigns to inform parents and grade 8-11 students about employment and income opportunities for girls. Labor market surveys will assess areas which have high employment potential for female students. Curriculum will be analyzed to identify gender stereotypes, and strategies will be developed to improve the portrayal of gender roles in curriculum content and to provide training to teachers on more equitable presentation of gender roles and issues. DMF includes targeted increases in female enrollments. Sex-disaggregated tracer studies will also facilitate monitoring of project's gender impacts.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
5	PRC	2328	EAAE	Multisector (water supply, sanitation & waste management; transport & communications)	Anhui Hefei Urban Environment Improvement Project	ISD, ENV, ECG	TI	150.00			24-Apr-07	Project will support improved wastewater management, flood control, and transport services in Hefei. Hefei residents, including women, are expected to benefit from flood protection and elimination of hazards due to poor drainage, a 10% reduction in the incidence of waterborne diseases, increased traffic flow, better energy efficiency and improved road networks. Project will support utility tariff exemptions for poor households. Women and the poor will also be given priority in project-related employment. PPMS will track health and gender indicators. A domestic external monitor will pay special attention to the impacts of the project on vulnerable groups, including women and the poor. Detailed covenants support targets for employment of women and the poor during project construction and operation; timely and equal wages and safe working conditions for male and female workers; dissemination of information on HIV/AIDS and other STI risks to construction workers; and monitoring of the project's gender impacts based on sex-disaggregated data.
6	PRC	2339	EATC	Transport & Communications	Eastern Sichuan Roads Development Project	ECG	GI	200.00			17-Jul-07	Project aims to improve road access between the two major growth centers of Chongqing and Xi'an. The project's Social Development Action Plan (SDAP, in RRP App. 16) provides for women's participation in skills training (50% of participants), microcredit for farmers (20%), and landscaping work (80%). DMF targets include implementation of the SDAP, a smallholder development plan, and an HIV awareness program for construction workers and service providers. PPMS includes sex-disaggregated indicators. Covenants support implementation of the SDAP and ADB's GAD Policy, employment opportunities for women and equal pay for male and female workers, and the HIV awareness program.
7	PRC	2345	EATC	Transport & Communications	Western Guangxi Roads Development Project	ECG, REG	GI	300.00			14-Aug-07	Project aims to connect national and regional roads in order to promote trade in and through Western Guangxi and reduce trade barriers with Viet Nam. Expressway and road construction and maintenance will employ unskilled workers from the area (50% of the total, including women) and 70% of landscaping work will be done by women. Women are expected to benefit from improved access to medical and other facilities, time savings for more productive activities, and increased job and market opportunities. HIV/AIDS awareness activities and monitoring will be supported under the project's Ethnic Minority Development Plan (EMDP) and an ongoing RETA. Gender concerns are also incorporated in the EMDP and resettlement plans. Covenants support equal employment opportunities and equal wages for women and ethnic minorities; awareness-raising among construction workers, transport operators and local communities on the risks of spreading HIV/AIDS and other STIs; regular health checks for construction workers; and monitoring of health risks under the Epidemic Prevention Law.
8	PRC	2393	EATC	Transport & Communications	Xinjiang Regional Road Improvement (Korla-Kuqa Section)	ECG, REG, CAD	GI	150.00			13-Dec-07	Project aims to improve the transport capacity and safety of the regional road corridor and local roads in southern Xinjiang. Gender issues are addressed in the project SEMDP (RRP App. 16) through priority given to women's employment in project construction, public hygiene and sanitation, measures to prevent transmission of HIV/AIDS and STIs, and resettlement and housing for vulnerable Uyghur households. Covenants support priorities given to women's employment, timely and equal wages and safe working conditions for male and female workers, and mitigation of HIV/AIDS and STI risks.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
9	PRC	2360	EASS	Multisector	Jilin Urban Environmental Improvement Project	ISD, ENV, ECG	TI	100.00			29-Oct-07	Project aims to reduce air and water pollution, protect water resources, address water shortages, manage solid waste, and improve efficiency of the heating system in Changchun and Yanji cities in Jilin. Free tap connections and lifeline or discount utility tariffs will be provided to poor households. Women are expected to benefit from improved urban living conditions particularly related to the reduced incidence of waterborne and airborne diseases and increased employment opportunities. The project will give priority to women in project-related training and employment. (About 30% of jobs are expected to be filled by women during both the project construction and operation phases.) The PPMS includes health and gender-related indicators. Detailed covenants support priorities for women's employment, compliance with labor standards, and utility tariff protections for poor households.
10	PRC	2388	EAAE	Water Supply, Sanitation & Waste Management	Kunming Qingshuihai Water Supply Project	ECG, ENV	GI	80.00			12-Dec-07	Project aims to improve the urban environment, public health, and quality of life for residents of Kunming through safe and reliable water supply. Project will continue support for subsidies and lifeline tariffs for poor households. Women are expected to benefit in particular from improvements in the water supply, which should lead to a reduction in waterborne diseases. The EA will aim to provide 30% of new operation and maintenance jobs to women. Women will be fully involved in consultation processes on environmental protection in catchment areas and resettlement planning to ensure their participation in related livelihood, income restoration activities, and training programs. Measures will also be taken to disseminate information to project staff, construction workers, and local communities on the risks of HIV/AIDS and other STIs. Covenants support the target for women's employment in operation and maintenance, promotion of women's participation in project planning and implementation, adherence to labor laws and regulations, and dissemination of information on and monitoring of HIV/AIDS and other STI risks.
11	SAM	0097	PAHQ	Education	SchoolNet & Community Access Project	ISD, CAD	TI			5.90	14-Dec-07	Project aims to enhance learning outcomes for secondary students and improve knowledge sharing through ICT. Full participation of women in community awareness and consultative workshops, and inclusion of e-centers and capacity development programs, are expected to increase women's awareness and appreciation of ICT in business operations. The project implementation team will include a social development specialist with background in gender and participatory methods, who will work to ensure that the project maximizes benefits for women as well as men.
12	SOL	0078	PAHQ	Multisector	Emergency Assistance Project	ECG, ISD, ENV	GI			4.95	27-Jun-07	Project will assist in rehabilitating damaged infrastructure and making it less vulnerable to climate change and natural hazards. Women engaged in village-based micro-enterprises will be assisted in restoring their livelihoods and accessing basic social services, community infrastructure, and other recovery and reconstruction activities. Improved water supply facilities are expected to benefit women by reducing the drudgery of collecting water and the incidence of waterborne diseases. Poverty and social analysis of subprojects will consider (i) differential project impacts and risks facing women, (ii) gender-specific measures to mitigate adverse impacts and manage risks, and (iii) interests and capacities of women to participate in project activities. The Project Management and Capacity Building Unit is expected to offer equal opportunities to women for project-related employment. The PPMS will incorporate sex-disaggregated data to monitor social and poverty impacts. Covenants support women's employment; equal pay and safe working conditions for male and female workers; and dissemination of information on risks of HIV/AIDS.

	DMC	Loan/ Grant No.	Div.	Sector	Project Title	Classification		ADB Financing (\$m)			Date of Approval	Gender-Related Activities, Benefits and Impacts
						Theme	Targeting	OCR	ADF	ADF IX		
13	UZB	2403	CWTC	Transport & Communications	Central Asia Regional Economic Cooperation Regional Road Project	ECG	GI	75.30			19-Dec-07	Project will support development of strategic highways and selected roads in Uzbekistan. Women are expected to benefit from the rehabilitation of roads through improved access to basic services, markets and jobs. Women will be encouraged to work in project construction and will be treated equitably. A gender assessment of the transport/highway sector of Uzbekistan will be undertaken with support from ADB's GAD Cooperation Fund. The assessment will identify gender issues in the road sector and propose actions to address gender concerns within the project. Covenants support equal pay for male and female workers; and dissemination of information on the risks of STIs, including HIV/AIDS, to construction workers and local communities along the highway and road corridors, especially women.
14	VIE	2391	SETC	Transport & Communications	Greater Mekong Subregion Kunming Hai Phong Transport Corridor Noi-Bai-Lao Cai Highway Project	ECG, REG, CAD	GI	896.00			14-Dec-07	Project supports construction of a 244-kilometer highway and related infrastructure. Expected benefits of the project for women include increased mobility, better access to social services, and greater employment and small business opportunities. Project risks for women and girls relate to resettlement, increased risk of HIV transmission, and human trafficking. Strategies to address these issues are incorporated in the project's resettlement and ethnic minority development plan (REMDP). A gender and social development specialist will assist in implementing these strategies. A TA subproject financed by the HIV/AIDS Cooperation Fund will also support an HIV, illicit drugs and human trafficking prevention program. DMF includes targets for mitigation of HIV/AIDS, drugs and trafficking risks. Covenants support implementation of the gender strategies in the REMDP and the HIV/AIDS and human trafficking awareness programs; gender sensitization of EA and project staff; gender-related monitoring based on sex-disaggregated data; and compliance with core labor standards.
		2392							200.00		Same	See above.
Total Amount (\$m)								2,141.30	246.00	29.85	2,417.15	
Total Number of Loan/Grants								9	3	4	16	
Total Number of Projects*											14	

* A project receiving multiple loans/grants is counted as one.

ADB = Asian Development Bank; ADF = Asian Development Fund; CAD = capacity development; CWSS = Central and West Asia Department-Social Sectors Division; CWTC = Central and West Asia Department- Transport and Communications Division; DMC = developing member country; DMF = design and monitoring framework; EA = executing agency; EAAE = East Asia Department-Agriculture, Environment and Natural Resources Division; EASS – East Asia Department-Social Sectors Division; EATC = East Asia Department-Transport Division; ECG = sustainable economic growth;EMDP = ethnic minority development plan, ENV = environmental sustainability; GAD = gender and development; GAP = gender action plan; GI = general intervention; GOV = governance; HIV/AIDS = human immunodeficiency/acquired immune deficiency syndrome; ICT = information and communication technology; ISD = inclusive social development; MSME = micro, small, and medium-sized enterprise; NGO = nongovernment organization; OCR = ordinary capital resources; PAHQ = Pacific Department-Pacific Operations Division; PIU = project implementation unit; PMO = project management office; PPMS = project performance management system; PSD = private sector development; PVE = primary vocational education; REG = regional cooperation; RETA = regional technical assistance; SDAP = social development action plan, SAGF = South Asia Department-Governance, Finance and Trade Division; SEMDP = Summary Ethnic Minority Development Plan; SETC = Southeast Asia Department-Transport and Communications Division; 2SPRSS = summary poverty reduction and social strategy; STD = sexually transmitted disease; STI = sexually transmitted infection; TA = technical assistance; TI = targeted intervention.

APPENDIX 7: PROJECT PERFORMANCE MANAGEMENT SYSTEM REPORTS

1. This appendix provides highlights from a review of project performance management system reports prepared in 2006-07 for selected projects and programs, mainly those initially classified with a GAD theme or rated as having effective gender mainstreaming features. The review included (i) project/program performance evaluation reports, (ii) project/program completion reports, (iii) program progress reports, and (iv) project/program performance reports.

A. Project/Program Performance Evaluation Reports

2. Only a few project/program performance evaluation reports (PPERs) completed in 2006-07 related to projects or programs that were approved after the introduction of the GAD Policy. Of these, the PPERs for Indonesia's Social Protection Sector Development Program (approved in 1998) and Health and Nutrition Sector Development Program (approved in 1999) are notable since both sector development programs (SDPs) were part of ADB's response to the Asian financial crisis and were rated at entry as having effective gender mainstreaming features.¹ The PPERs for both programs rated them as successful, and found that they had been instrumental in ensuring the delivery of basic social services in the wake of the crisis, particularly to the poor. Both SDPs also introduced policy changes and innovative service delivery mechanisms that the Indonesian government has continued and expanded.

- In the Social Protection SDP, the education interventions were particularly successful. The provision of block grants to schools and scholarships surpassed all project targets and contributed to increasing enrollment rates and decreasing dropout rates. Moreover, a provision for equal access to scholarships for girls most likely contributed to maintaining girls' enrollment in primary and junior secondary school, even among the poor.²
- The Health and Nutrition SDP was found to have improved poor mothers' access to antenatal care and to have decreased the percentage of pregnant mothers with energy deficiency. The SDP also contributed to maintaining family planning practices in Indonesia and containing maternal deaths, especially among the poor. The program component supporting street children had been designed mainly with boys in mind, despite the estimate that about 20% of street children in Indonesia were girls. During implementation, the gap in providing appropriate support to girls was addressed through a complementary JFPR project to pilot interventions specifically addressing the needs of girl street children.³

¹ ADB. 2006. *Program Performance Evaluation Report: Indonesia Social Protection Sector Development Program*; ADB., 2006. *Program Performance Evaluation Report: Health and Nutrition Sector Development Program in Indonesia*. Manila.

² Curiously, the drafters of the PPER criticized the provision on equal access to scholarships as unnecessary and a "stereotypical gender project design[] with respect to affirmative action in education [that] should be avoided." (p. 25) Why a provision simply guaranteeing equal access to scholarships should be characterized as an "affirmative action" measure is questionable in itself. By the time of the Asian financial crisis, the gender gap in enrollment rates in Indonesia had narrowed significantly at the primary and junior secondary levels. Based on Indonesia's experience during the economic downturn of the mid-1980s, there were legitimate fears that the financial crisis could undo Indonesia's progress in increasing enrollments of both boys and girls, and that poor children, especially poor girls, were at particular risk of dropping out because of their families' inability to pay school fees and expenses. Given this background, the PPER's criticism of the "equal access" provision in the SDP seems quite unjustified.

³ Assisting Girl Street Children at Risk of Sexual Abuse (JFPR Grant No. 9000-INO).

B. Project/Program Completion Reports

3. Relatively few project/program completion reports (PCRs) issued in 2006-07 relate to projects or programs approved after the GAD Policy was introduced. Of these, the PCRs for most projects and programs given a gender rating at entry – that is, having (i) a WID or GAD classification, (ii) effective gender mainstreaming (EGM) features, or (iii) some gender benefits (SGB) – include some discussion of gender-related outcomes or impacts. For example:

- Bhutan's Health Care Reform Program (approved in 2000 – initially rated EGM) was rated successful after completion. The program was found to have had substantial positive impacts, particularly on the poor and on mothers and children. Among other things, the program supported increases in the number of health facilities providing emergency obstetric care in Bhutan and increases in the number of female health workers working in basic health units. The last reform in particular was found to have contributed significantly to improving women's access to health care in Bhutan.⁴
- Cambodia's Rural Credit and Savings Project (approved in 2000 – initially rated SGB) was also rated successful after completion and far exceeded its original projection of 50% female borrowers. In fact, close to 80% of borrowers under the project were women, with repayment rates of over 95%.⁵
- Lao PDR's Shifting Cultivation Stabilization Pilot Project (approved in 1999 – initially rated EGM) was also rated successful after completion. The PCR found that women had benefited substantially from improvements in water supply under the project, which reduced the amount of time they spent in collecting water and allowed more time for income-earning activities such as weaving. Moreover, the project supported changes in land allocation procedures to include both husbands and wives as owners on land use certificates.⁶
- The Vientiane Urban Infrastructure and Services Project (approved in 2001 – initially rated EGM) was also rated successful after completion. In particular, the village area improvement (VAI) component implemented by the Lao Women's Union was highly successful, and the Vientiane Urban Development Administration Authority continued to receive requests from other communities to be included in the project. The PCR also noted that the Lao Women's Union had worked well with the community development and gender specialist on the project implementation team to mobilize communities, and achieved excellent results overall. The PCR recommended that the VAI model be replicated for other participatory, demand-driven initiatives. However, the PCR did not specifically discuss the gender strategy and related targets that had been included in the project design, nor did it provide any gender-disaggregated data.⁷

4. The PCRs for some projects approved before the adoption of the GAD Policy also reported impressive gender-related results. Three of these are projects in Nepal in which the positive outcomes and impacts are directly attributable to the interventions of ADB's gender

⁴ ADB. 2006. *Program Completion Report: Bhutan Health Care Reform Program*. Manila.

⁵ ADB. 2007. *Project Completion Report: Cambodia Rural Credit and Savings Project*. Manila.

⁶ ADB. 2007. *Project Completion Report: Lao PDR Shifting Cultivation Stabilization Pilot Project*. Manila.

⁷ ADB. 2008. *Project Completion Report: Vientiane Urban Infrastructure and Services Project in Lao PDR*. Manila.

specialist in the Nepal Resident Mission (RM), who had been recruited as a consultant under one of the GAD Policy initiatives. In the Irrigation Management Transfer Project approved in 1994, the gender specialist's mid-project corrections increased women's representation in water user associations to 20%, and disadvantaged castes to 8%; their representation on the associations' executive committees also increased to 9% and 3%, respectively. Women also represented 20% of participants in training activities under the project. The PCR found that these efforts had helped women play a more active role in managing irrigation systems, which in turn improved their confidence and social status.⁸ In the Rural Infrastructure Development Project approved in 1996, women's participation in road construction increased from 11% at the midterm review to 25% at the end of the project.⁹ Similarly, in the Third Livestock Development Project approved in 1996, women's participation increased from 15% in 1997 to 47% in 2004 (exceeding the project target of 35%). The PCR found that women's increased access to training and technology under the project led not only to increased income-earning opportunities and time saving, but also to wider acceptance of women's role in livestock raising at the household and community levels. The PCR also noted that the gender action plan developed by the RM gender specialist as a mid-project correction measure had been a very effective tool for gender mainstreaming.¹⁰

C. Program Progress Reports

5. Progress reports on some ongoing program loans during 2006-07 identified several gender-related policy developments:

- In Pakistan's Access to Justice Program (approved in 2001 with a GAD theme), affirmative action policies established under the program by the Ministry of Law and the high courts have resulted in doubling the percentage of female judges (from 5.27% in 2001 to 9.75% in 2007). Approvals have also been given to establish a National Law University as a center of excellence in legal education with a mandate to train female students and other disadvantaged students in order to help reduce the gender disparity in legal education in Pakistan and improve the gender balance in the legal profession. Police officers in four provinces have also received gender training.¹¹
- Under Pakistan's Balochistan Devolved Social Services Program (approved in 2005 with a GAD theme), provincial strategies and expenditure norms to increase access to and quality of education and health services, especially for women and the poor, have been prepared. Various mechanisms for citizen review and accountability in health and education have also been established or strengthened, including complaint mechanisms in district government offices and new rules for local government monitoring committees for health and education services (including representation of women).¹²
- In the Philippines Health SDP (approved in 2004 with a GAD theme), government-supported health insurance coverage for the poor and for informal

⁸ ADB. 2006. *Project Completion Report: Nepal Irrigation Management Transfer Project*. Manila.

⁹ ADB. 2006. *Project Completion Report: Nepal Community-Managed Irrigation Sector Project*. Manila.

¹⁰ ADB. 2006. *Project Completion Report: Nepal Third Livestock Development Project*. Manila.

¹¹ ADB. 2007. *Loans 1897-PAK and 1898-PAK: Access to Justice Progress Report—Release of Third Tranche*. Manila.

¹² ADB. 2006. *Loans 2202-PAK and 2203-PAK(SF): Balochistan Devolved Social Services Program Progress Report—Release of First Tranche*. Manila.

sector workers (including petty traders who are primarily women) has been increased. (By early 2006, 3.4 million families, representing 68% of poor households, had been covered.) The benefits covered by the government's health insurance scheme have also been expanded, for example, to include maternal health care. Contraceptives have also been added to the government's essential drugs and medical devices lists (although the Philippine government recently decided not to allocate national budget to fund contraceptives). Other policy actions likely to benefit women as primary caregivers in most households include administrative actions to reduce drug prices (e.g., by requiring community pharmacies to stock generic drugs) and development of new strategies to publicize health information and collect feedback from health consumers.¹³

D. Project/Program Performance Reports

6. A sample of project/program performance reports (PPRs) – for projects approved in 2003 and 2004 with a GAD theme or gender mainstreaming – were also reviewed.¹⁴ Most of these report that the project GAP and specific gender-related activities are “under implementation,” with little detail provided. However, a few report more specific progress, including the PPRs for these projects classified with GAD themes:

- In Bangladesh's Second Participatory Livestock Development Project, more than 98% of project beneficiaries are women (far exceeding the original target of 70%). Close to 25,000 farmer groups have been formed and are continuing to operate, involving close to 500,000 group members who have received training in livestock enterprise development. Almost 600,000 microloans have been extended, and project review missions have already observed improvements in beneficiaries' livelihoods.
- In Cambodia's Agriculture SDP, a gender mainstreaming strategy for the agriculture sector has been approved.
- In Nepal's Community Livestock Project and Community-Based Water Supply and Sanitation Sector Project, most of the targets in the project gender strategies have already been met or exceeded. In the livestock project, for example, over 4,000 farmer groups (including 62% women, compared with a target of 35%) have been formed or strengthened, and close to 50 community livestock assistants (60% women, compared with a 50% target) have been trained, with an additional 200 to be trained in 2008. In the water and sanitation project, 1780 water and sanitation committee members (including 859 women), 470 sanitation masons (including 115 women), and 575 female community health volunteers have received training, and women hold 53% of the executive positions in the water and sanitation committees, compared with a target of 50%.
- In connection with Nepal's Gender Equality and Empowerment of Women Project, the Nepal parliament passed legislation in September 2006 to amend gender-discriminatory provisions in 19 existing laws, which went beyond the condition for effectiveness of the project loan (contemplating only the issuance of an

¹³ ADB. 2006. *Loan 2136-PHI: Health Sector Development Program Progress Report – Release of Second Tranche*. Manila.

¹⁴ The PPRs reviewed were those available online as of 1 June 2008.

ordinance to this effect). The latest PPR also reports that laws on domestic violence and sexual harassment are being submitted to the parliament for consideration as well.

7. Gender-related progress was also reported in the PPRs for these 2003 and 2004 projects, initially classified as including effective gender mainstreaming elements:

- In Bangladesh's Small and Medium Enterprise SDP, women entrepreneurs have been involved in preparation of a new national policy on small and medium enterprises and in the National Council for Industrial Development. However, a total of only \$600,000 in small business loans have been disbursed to 27 women-owned businesses, which is well below the amount originally earmarked for women-owned businesses.
- In Nepal's Decentralized Rural Infrastructure Project, women represent 40% of building group members and 37% of unskilled laborers working on project construction activities.
- In Pakistan's Punjab Devolved Social Services Program, the provincial gender reform action plan is being implemented and guidelines have been issued for filling vacant government positions with a preference for female candidates.
- In Tajikistan's Irrigation Rehabilitation Project, several gender targets have already been met, including the establishment of water user associations with at least 20% female staff, formation of water supply committees with at least 30% female membership, and training of farmers including at least 25% female participants.

8. In contrast, some PPRs for projects approved in 2003 and 2004 did not report on any social covenants, or failed to report on gender-related covenants. This suggests a need to remind project review missions that the "social covenants" to be monitored through the PPR include not only covenants on social safeguards, but also covenants related to gender, participation, labor standards, HIV and human trafficking risks, and other social issues.

APPENDIX 8: GENDER RELATED TECHNICAL ASSISTANCE AND JFPR GRANTS

A. Advisory Technical Assistance

- Afghanistan: Support to the Afghanistan National Development Strategy (2006)
- Cambodia: Capacity Development of Female Commune Council Networks (2006 – GAD theme)
- Cambodia: Dormitories and Learning Centers for Secondary School Girls (2006 – GAD theme)
- India: Capacity Building for Rural Cooperative Credit Structure Reform (2006)
- India: Implementing Pension Reforms (2007)
- Indonesia: Enhancing the Legal and Administrative Framework for Land Project (2007)
- Indonesia: Pro-Poor Planning and Budgeting (2006)
- Indonesia: Strengthening Social Services Delivery (2007 – GAD theme)
- Lao PDR: Agriculture and Natural Resources Sector Needs Assessment (2006)
- Lao PDR: Sector-Wide Approach in Education Sector Development (2006)
- Mongolia: Strengthening the Pension System (2006)
- Nepal: Capacity Building for Gender Equality and Empowerment of Women (2006 – GAD theme)
- Nepal: Economic and Social Inclusion of the Disadvantaged Poor through Livelihood Enhancement with Micro-Irrigation (2006 – GAD theme)
- Nepal: Enabling the Private Sector to Undertake Poverty-Focused Water Distribution and Strengthening of Institutional Reforms in Kathmandu Valley (2006)
- Nepal: Enhancing Poverty Reduction Impact of Road Projects (2006)
- Pakistan: Capacity Building for Institutions Related to Earthquake Reconstruction and Rehabilitation (2007 – GAD theme)
- Pakistan: Improving Access to Financial Services (2006)
- Pakistan: Support to Governance Reforms in Pakistan (2007)
- Papua New Guinea: Demographic and Health Survey of Papua New Guinea (2006)
- Papua New Guinea: Health Sector Support (2006)
- Papua New Guinea: Power Sector Development Plan (2007)
- People's Republic of China: Employment Services for Migrant Workers (2006 – GAD theme)
- People's Republic of China: Operational Capacity Building and Value Addition (2007)
- People's Republic of China: Provincial Development Strategies for Selected Provinces in the Central Region (2007)
- People's Republic of China: Shanxi Development Strategy for Technical and Vocational Education and Training (2007)
- Philippines: Local Government Financing and Budget Reform Program (2007)
- Tajikistan: Capacity Development for Planning and Management in Local Government (2007 – GAD theme)
- Thailand: Planning for the Sustainable Development of Southern Thailand (2007)
- Uzbekistan: Implementation and Monitoring of Policy Reforms in the Agriculture Sector (2006)

- Viet Nam: Capacity Building for Forests Livelihood Improvement in the Central Highlands (2006)
- Viet Nam: Water Sector Review (2006)

B. Regional Technical Assistance

- Access to Justice for the Urban Poor (2006 – GAD theme)
- Asian Development Community Broadcasting Initiative (2006)
- Fighting HIV/AIDS in Asia and the Pacific (2006 – GAD theme)
- External Forums for Selected Sectors and Thematic Priorities at the ADB (2006 – GAD theme)
- GMS Phnom Penh Plan for Development Management II (2007)
- GMS Phnom Penh Plan for Development Management III (2007)
- Mainstreaming Environment for Poverty Reduction (2007)
- Measurement and Policy Analysis for Poverty Reduction (2006)
- Pilot Strengthening of Civil Society Participation in Asia and the Pacific (2006)
- Promoting Effective Water Management Policies and Practices – Phase 5 (Supplementary) (2007 – GAD theme)
- Promoting Gender Equality and Women’s Empowerment (Supplementary) (2007 – GAD theme)
- Promoting Rural Women’s Entrepreneurship in Transition Economies (2007 – GAD theme)
- Strengthening Human Resource Development Cooperation in the GMS (2007)
- Supporting the Asia-Pacific Water Forum (2007)
- Supporting the Achievement of the Millennium Development Goals in the Asia and Pacific Region (2007)
- Twelfth Agriculture and Natural Resources Research at International Agricultural Research Centers (2007)

C. Japan Fund for Poverty Reduction Grants

- Afghanistan: Rural Business Support Project (2006)
- Bhutan: Rural Skills Development (2007)
- Cambodia: Building Community Capacity for Poverty Reduction Initiatives in the Tonle Sap Basin (2007)
- India: Restoration and Diversification of Livelihoods for Tsunami-Affected Poor and Marginalized People in the States of Tamil Nadu and Kerala (2006)
- Indonesia: Supporting Community Health Care Initiatives in Nanggroe Aceh Darussalam (2006 - GAD theme)
- Kyrgyz Republic: Improving Livelihoods of Rural Women through Development of Handicrafts Industry (2007 – GAD theme)
- Lao PDR: Catalyzing Microfinance for the Poor (2006 – GAD theme)
- Lao PDR: Enhancing Capacity of Local Government Agencies and Lao Women’s Union for Sustainable Poverty Reduction in Northern Lao PDR (2007 – GAD theme)
- Mongolia: Access to Health Services for Disadvantaged Groups in Ulaanbaatar (2007)
- Mongolia: Community-Driven Development for Urban Poor in Ger Areas (2007)
- Mongolia: Nonformal Skills Training for Unemployed Youth and Adults (2006)

- Nepal: Improving the Livelihoods of Poor Farmers and Disadvantaged Groups in the Eastern Development Region (2006)
- Nepal: Strengthening Decentralized Support for Vulnerable and Conflict-Affected Families and Children (2007 – GAD theme)
- Pakistan: Immediate Support to Poor and Vulnerable Households in Inaccessible Areas Devastated by the 2005 Earthquake (2006)
- Pakistan: Iron and Folic Acid Fortification in Small-Scale Milling to Improve the Lives of the Poor, Especially Women and Children (2006 – GAD theme)
- Pakistan: Microfinance for the Poorest (2007)
- Papua New Guinea: Lae Port Livelihood and Social Improvement Project (2007 – GAD theme)
- Philippines: Southern Leyte Landslide Disaster Assistance Project (2006)
- Tajikistan: Community-Based Rural Power Supply (2006)
- Tajikistan: Sustainable Access for Isolated Rural Communities (2007)
- Viet Nam: Expansion of Learning Opportunities for Ethnic Minority Youth (2006)
- Viet Nam: Improving Vitamin A Nutrition and Deworming for Poor and Vulnerable Children (2006)
- Viet Nam: Nutritious Food for 6-24 Month Old Children Vulnerable to Malnutrition in Poor Areas (2006)
- Viet Nam: Thanh Hoa Province Small Scale Infrastructure Investments and Services in Urban and Peri-Urban Areas (2007)

D. Technical Assistance Completion Reports

TA completion reports were prepared for several gender-specific TAs completed in 2006–2007. Most of these TAs were rated successful or highly successful. Several have had significant impact in advancing DMCs' gender mainstreaming agendas and in strengthening ADB's capacity to support these efforts:

- The RETA on Enhancing Gender and Development Capacity in DMCs, which was rated highly successful, supported the original placement of six long-term national consultants as gender specialists in ADB resident missions. As discussed elsewhere, these gender specialists have provided gender training to executing agency and resident mission staff, and contributed substantially to the mainstreaming of gender concerns in country strategies and programs, projects (both at the design stage and during implementation), and TAs. They have also raised ADB's in-country profile on gender issues through their participation in gender working groups and other gender focal point activities. Three of the original six gender consultants were subsequently converted to national staff, and the initiative has been extended to another four resident missions under a subsequent RETA. The RETA also supported rapid gender assessments of selected projects and regional workshops in which project directors from ADB-

funded projects have shared successful experiences in gender mainstreaming across a range of sectors.¹

- The RETA on Establishing Legal Identity for Social Inclusion, also rated highly successful, catalyzed several initiatives in the participating countries. In Nepal, it contributed to amendments to Nepal's Citizenship Act to allow citizenship to be conferred through mothers as well as fathers, and the establishment of mobile registration units to issue birth certificates in the Terai region. In Cambodia, the RETA inspired a pilot to train midwives and traditional birth attendants on the benefits of birth registration, which led to a higher percentage of registered newborns. The innovative research conducted through the RETA has been recognized by a number of other development agencies and research institutions, and discussions are underway with the Inter-American Development Bank and the UK Department for International Development on the formation of a working group on legal identity. The RETA also produced an influential publication, *Legal Identity for Development*, which has already been reprinted to meet the high demand.²
- The TA for Pakistan's Gender Reform Program, also rated highly successful, produced gender gap analyses and other gender diagnostics at both the national and provincial levels, leading to the preparation of gender reform action plans (GRAPs) for the federal government and four provincial governments with input from a wide range of stakeholders. All but one of the GRAPs were subsequently approved and are being implemented with annual budgetary allocations. The TA also supported a number of training activities and development of a human resource information system for the Ministry of Women's Development. The work initiated through the TA was continued through a subsequent TA loan for Governance and Gender Mainstreaming as well as policy conditions in several other governance loans.³ As discussed in Appendix 4, the Pakistan CAPE also noted that ADB's support for the development of federal and provincial GRAPs had raised the profile of gender issues among key government stakeholders and represented ADB's most successful gender initiatives in Pakistan.
- The TA for Supporting the Preparation of the Law on Gender Equality in Viet Nam, also rated highly successful, resulted in the successful enactment of Viet Nam's Law on Gender Equality in November 2006 and the Prime Minister's issuance of a directive on implementation of the law in May 2007. The law and Prime Minister's directive have triggered the repeal of conflicting laws and regulations, as well as the development of several implementation decrees. The law introduces a number of affirmative measures to promote gender equality, provisions to address violations of the law, and a requirement to analyze all proposed laws and policies from a gender perspective. The TA also contributed to raising awareness of gender issues among a wide range of government and nongovernment stakeholders through its support of consultations and surveys.⁴

¹ ADB. 2006. *Technical Assistance Completion Report: Enhancing Gender and Development Capacity in Developing Member Countries (RETA 5835)*. Manila.

² ADB. 2008. *Technical Assistance Completion Report: Establishing Legal Identity for Social Inclusion (RETA 6188)*. Manila.

³ ADB. 2006. *Technical Assistance Completion Report: Gender Reform Program (TA 3832-PAK)*. Manila.

⁴ ADB. 2007. *Technical Assistance Completion Report: Supporting the Preparation of the Law on Gender Equality (TA 4453-VIE)*. Manila.

APPENDIX 9: GENDER RELATED PUBLICATIONS

A. GAD Policy Documents

- *Implementation Review of the Policy on Gender and Development* (2006)
- *Gender and Development Plan of Action (2008-2010)* [issued in 2007]
- *Biennial Gender Thematic Report (2004-2005)* [issued in 2007]

B. Country Gender Assessments

- *Country Gender Assessment: Indonesia* (2006) – prepared jointly with The Asia Foundation, Canadian International Development Agency, National Democratic Institute and World Bank
- *Country Gender Assessment: People's Republic of China* (2006)
- *Country Gender Assessment: Republic of the Fiji Islands* (2006)
- *Country Gender Assessment: Republic of Kazakhstan* (2006)
- *Country Gender Assessment: Republic of Tajikistan* (2006)
- *Gender Assessment Synthesis Report: Mainstreaming Gender in Poverty Reduction Strategies in Four Central Asian Republics – Azerbaijan, Kazakhstan, Kyrgyz Republic and Tajikistan* (2006)
- *Vietnam Country Gender Assessment* (2006) – prepared jointly with the Canadian International Development Agency, United Kingdom Department for International Development, and World Bank

C. Other Publications

- *Effect of Microfinance on Poor Rural Households and the Status of Women* (2007)
- *Gender Action Plans and Gender Equality Results: Rapid Gender Assessments of ADB Projects – Synthesis Report* (2007)
- *Gender Equality Result in ADB Projects: Cambodia Country Report* (2006)
- *Gender, Law and Policy in ADB Operations: A Tool Kit* (2006)
- *Gender Network News* (quarterly newsletter produced by RSGS)
- *Pursuing Gender Equality through the Millennium Development Goals in Asia and the Pacific* (2006) – prepared jointly with the United Nations Development Programme and the United Nations
- *SEAGEN WAVES* (quarterly newsletter produced by the Southeast Asia Department)
- *Working with Women's Nongovernment Organizations* (2006)