

GENDER AND DEVELOPMENT COOPERATION FUND

FOURTH PROGRESS REPORT

January–December 2007

**Regional and Sustainable Development Department
Gender, Social Development and Civil Society Division**

May 2008

ABBREVIATIONS

ADB	–	Asian Development Bank
BWA	--	Business Women's Association Uzbekistan
BWDB	--	Bangladesh Water Development Board
CBO	--	community based organization
CBOP	--	country business operations plan
CEDAW	–	Convention on the Elimination of all Forms of Discrimination Against Women
CGA	–	country gender assessment
CPA	--	country performance assessment
CPS	--	country partnership strategy
CSP	–	country strategy and programs
DMC	–	developing member country
DMF	--	design and monitoring framework
DWD	--	Department of Women's Development Nepal
EA	–	executing agency
GAD	–	gender and development
GAP	–	gender action plan
GFP	--	gender focal point
GS	–	Gender Specialist
HQ	--	headquarters
IA	--	implementing agency
JFPR	–	Japan Fund for Poverty Reduction
MAFF	–	Ministry of Agriculture, Forestry and Fisheries, Cambodia
MARD	--	Ministry of Agriculture and Rural Development Viet Nam
MDG	--	Millennium Development Goals
MoWVA	–	Ministry of Women and Veteran's Affairs, Cambodia
NGO	–	non-government organization
PPTA	–	project preparatory technical assistance
RETA	–	regional technical assistance
RM	–	resident mission
RRP	--	report and recommendation of the president
RSGS	--	Gender, Social Development and Civil Society Division
SPRSS	--	summary poverty reduction and social strategy
TA	–	Technical Assistance
UN		United Nations
UNDP	–	United Nations Development Program
WDC	--	Women Development Center (Cambodia)
WUA	–	water user association

NOTE

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

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INTRODUCTION

The **Cooperation Fund on Gender and Development** (GAD Fund) was established in May 2003 as a multi-donor umbrella facility to promote gender equality and women's empowerment in the Asia and Pacific Region by assisting the Asian Development Bank (ADB) to implement its Policy on Gender and Development (GAD) and related Action Plan. The GAD Fund was established with initial contributions from the Governments of Canada (Can\$1.2 million), Denmark (DKr9.3 million), and Norway (Nkr15 million), totaling US\$4.4 million, for implementation over a three-year period, 2003-2006. Additional contributions were made by the Governments of Ireland (€0.8 million), and Norway (Nkr25 million) in 2006 and Canada (Can\$1.75 million) in 2007, totaling US\$6.9 million. As of December 2007, the total GAD Fund—with the inclusion of income from interest, investment and foreign exchange transactions—amounts to US\$11.3 million.¹

The Fund is intended to support a coherent program of activities to strengthen the capacity of ADB and Government agencies in developing member countries (DMCs) to mainstream gender considerations in their policies, programs, and projects that will help reduce gender disparities, promote women's empowerment and make progress in meeting gender-specific and/or gender-relevant Millennium Development Goals (MDGs). The scope of work and activities financed by the Fund include the following:²

- (i) **Gender Specialists in Resident Missions:** support for eight local Gender Specialists (GSs) recruited as consultants in the ADB Resident Missions (RMs) in Afghanistan, Bangladesh, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka, and Uzbekistan.
- (ii) **GAD Support for Country Partnership Strategies (CPSs):** preparation of thematic assessments, including gender assessments and strategies to guide the formulation of CPSs.
- (iii) **GAD Support for ADB Loans:** support for the development of gender action plans and strategies for a larger number of ADB loans, for more DMCs and in a wider range of sectors; and strategic GAD support for loan projects.
- (iv) **Capacity Development** of national focal agencies and executing agencies (EAs) in DMCs to promote initiatives on gender equality and women's empowerment.
- (v) **Gender Impact Assessments:** undertake specific assessments to monitor the effectiveness of project-specific gender action plans as tools for gender mainstreaming and evaluate impacts of gender-inclusive loans.
- (vi) **GAD Cooperation and Partnerships:** collaborative initiatives for strengthening ADB's partnerships with Government agencies, women's organizations, donors and NGOs on new and emerging gender issues in the Asia and Pacific Region.

The GAD Fund has been one of ADB's main institutional mechanisms to support gender mainstreaming in all its operations. Since its establishment in 2003, GAD Fund resources have been allocated to the following mutually supportive regional and country specific technical assistance projects:

- (i) RETA 6092: Enhancing Gender and Development Capacity in Developing Member Countries—Phase II;
- (ii) RETA 6143: Promoting Gender Equality and Women's Empowerment;

¹ The GAD Fund does not have a limited period for the utilization of its funds.

² Gender and Development Cooperation Fund, Board Paper-R75-03. 5 May 2003.

- (iii) RETA 6431: Promoting Rural Women's Entrepreneurship in Transition Economies;
- (iv) Four stand-alone country-specific Technical Assistance (TA) Projects:
 - **Cambodia-TA 4459:** *Implementation of an Action Plan for Gender Mainstreaming in Agriculture* (completed in 2007);
 - **Viet Nam-TA 4452:** *Gender Mainstreaming Action Plan in Agriculture and Rural Development* (completed in 2007);
 - **Nepal-TA 4767:** *Capacity Building for Gender Equality and Empowerment of Women*; and;
 - **Cambodia-TA 4892:** *Capacity Development of Female Commune Council' Networks*.

The GAD Fund regional and country-specific TA projects provide technical and financial resources strategically to enhance gender and development capacity of executing agencies and promote gender equality and women's empowerment in DMCs. The long-term Gender Specialists placed in Resident Missions under RETA 6092 have been the primary catalysts for ADB's progress in gender-inclusive loan design and implementation and gender capacity development of executing agencies. RETA 6143 -in turn- has provided supplemental financial resources to support a series of selective sub-projects primarily to facilitate gender mainstreaming in ADB operations as well as to develop gender capacity and strategic partnerships in DMCs. The four country-specific TA projects have assisted ADB to support policy reforms and gender strategy development by sector agencies and national machineries. RETA 6431 was funded in 2007 to strengthen ADB's partnerships in exploring constraints and opportunities to promote women's entrepreneurship in Central Asia.

With small amounts of resources, the GAD Fund projects have been able to leverage larger ADB loans to address gender issues across sectors at policy, program and project levels. This is the fourth GAD Fund report presenting progress and achievements from all regional and country-specific technical assistance projects (RETA/TA) approved and/or implemented in 2007.

I. FINANCIAL PROGRESS

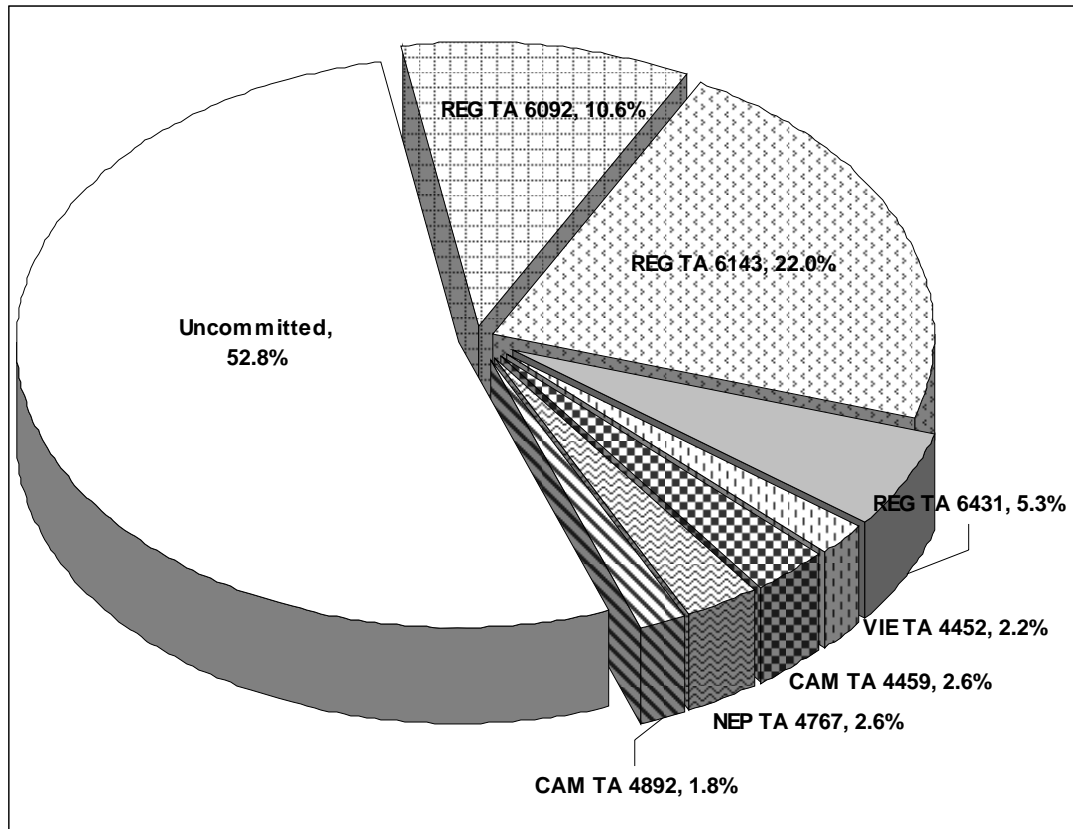
As of 31 December 2007, US\$5.35 million—or 47.1% of the total GAD Fund allocation of US\$11.3 million—has been committed (see Table 1) for the implementation of RETAs and country-specific TAs. Relevant GAD Fund commitments and disbursements are indicated in Table 1 (in US\$) and in Figure 1 (as % of the total GAD Fund allocations). Figure 1 illustrates how these funds were allocated for the implementation of the three RETAs: 6092 (10.6%), 6143 (22.0%)³, 6431 (5.3%) and the four stand-alone country-specific TAs (9.2%). This leaves an uncommitted balance of US\$6.5 million (or 52.8%) of the total GAD Fund allocations. Figure 2 shows the amount committed and disbursed under these allocations with the dotted line representing the cumulative quarterly disbursements for 2007, which correspond to 7.7% of the total GAD Fund allocations. With the additional funds received from donors, the GAD Fund will be able to support more sub-projects under RETA 6143, recruit a new Gender Specialist in Afghanistan and –possibly- extend its support to Papua New Guinea under RETA 6092 in 2008.

Table 1. GAD Fund Statement of Commitments and Disbursements (in US\$)
As of 31 December 2007

	Commitment	Disbursement	Uncommitted	Total Fund
Grant Funds				9,759,600
Add: Receivables				1,848,104
Less: 5% Administration Fee				269,108
TOTAL GRANT FUNDS AVAILABLE				11,338,597
i) Less: RETA 6092: Enhancing GAD Capacity in DMCs Phase II	1,200,000	1,146,839		
Add: ADB Funding for RETA 6092	400,000			
Less: commitments	(1,606,911)			
Add: Undisbursed	77,930			
REMAINING BALANCE			71,019	10,138,597
ii) Less: RETA 6143: Promoting Gender Equality & Women's Empowerment	2,500,000			
Less: commitment	(2,477,978)			
REMAINING BALANCE		1,216,228	22,022	7,638,597
iii) Less: RETA 6431: Promoting Rural Women's Entrepreneurship in C. Asia	600,000			7,038,597
iv) Less: Stand-Alone Country-Specific TAs				
1. Viet Nam TA 4452: Gender Mainstreaming Action Plan in Agriculture and Rural Development	250,000	140,167		6,788,597
2. Cambodia TA 4459: Implementation of a Gender Strategy Agriculture Sector	300,000	282,246		6,488,597
3. Nepal TA 4767: Capacity Building for Gender Equality and Women's Empowerment	300,000	108,245		6,188,597
4. Cambodia TA 4892: Capacity Development of Female Commune Council Networks	200,000			5,988,597
Add: Income from interest, investment, and foreign exchange transactions				562,854
TOTAL BALANCE AVAILABLE	5,350,000	2,893,725	93,041	6,551,451

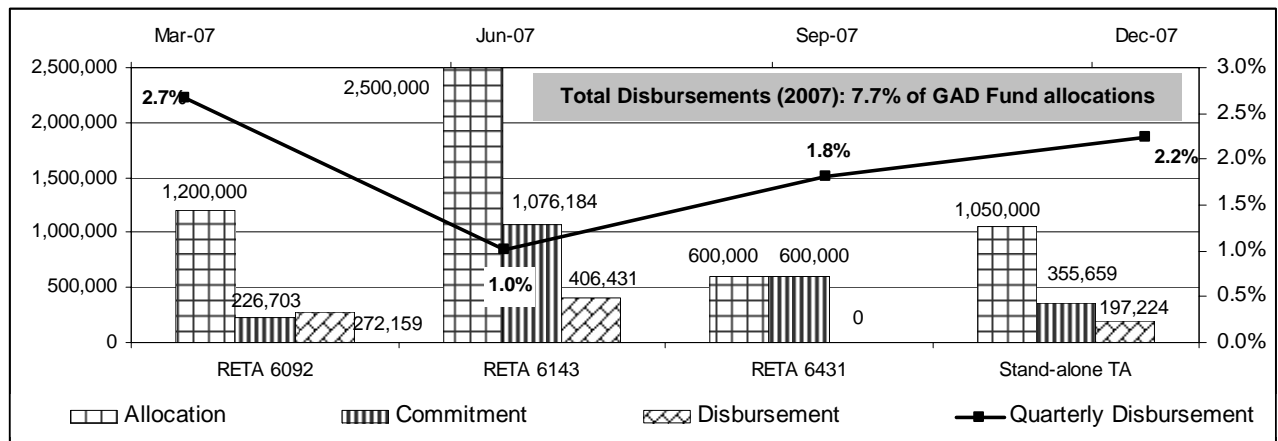
³ As of 31 December 2007 administrative costs for project administration and miscellaneous expenses amounted to US\$233,690.

Figure 1. Gender and Development Fund Commitments (in %) as of 31 December 2007



CAM = Cambodia, NEP = Nepal, RETA = regional technical assistance, TA = technical assistance, VIE = Viet Nam

Figure 2. Gender and Development Fund Allocation, Commitment and Disbursement,* 2007 (US\$)



* Total GAD Fund disbursement 2007 was \$0.87 million (or 7.7% of total GAD Fund allocations). This brings overall disbursements under the GAD Fund as of December 2007 to \$2.8 million (or 25.5% of total GAD Fund allocated).

1. RETA 6092: Enhancing Gender and Development Capacity in DMCs —Phase II

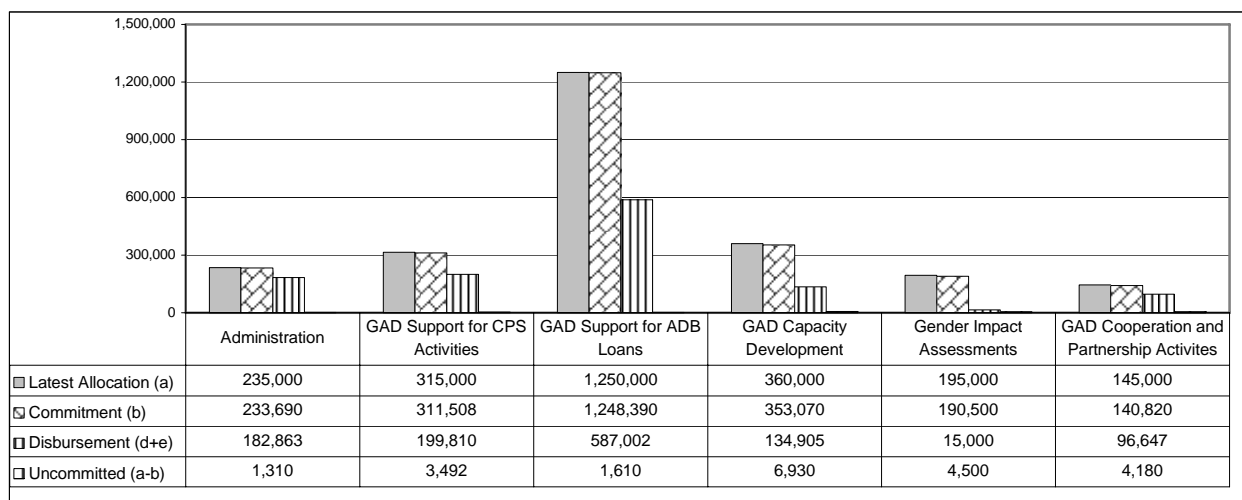
RETA 6092 was approved in December 2002 under the GAD Fund for a total of \$1.6 million, comprising \$1.2 million from the GAD Fund and \$400,000 from ADB. As of 31 December 2007, total disbursements amounted to \$1.15 million, or 72% of the total \$1.6 million (Table 1). Phase II RETA Project (6092) was approved for three years (2003-2005) following Phase I RETA Project (5835) which was effective during 1999-2002. It was extended initially for two years (2006-2008) to utilize TA savings. In 2007, RETA 6092 Phase II was extended for another two years (2008-2010). Progress and achievements under RETA 6092 are presented in Section II.A.

2. RETA 6143: Promoting Gender Equality and Women's Empowerment

Funds for the umbrella RETA 6143 were approved in November 2003 in the amount of US\$2.5 million, equivalent to 22% of the total GAD Fund. As of December 2007, the total amount committed for the endorsed sub-projects was US\$2.48 million (or 99% of the total TA amount) of which US\$1.22 million (or 48.6% of the total TA amount) has been disbursed (Table 1). By the end of December 2007, 15 sub-projects were ongoing (14 of which were approved in 2007), 7 were completed but not financially closed and 3 were completed and financially closed. (See Table 3, page 30).

Of the total \$2.5 million allocated for RETA 6143, \$1.25 million (50%) has been approved for sub-projects that strategically support ADB loans with gender assessments, surveys, and development of gender strategies and action plans. 13% of sub-project activities have assisted the preparation of Country Gender Assessments (CGAs) that feed into CPSs and similarly 14% was used for Capacity Development activities. RETA resources have also been utilized for Strengthening Cooperation and Partnership activities (6%) and gender impact assessments (8%). Details of RETA 6143 sub-projects active during 2007 are discussed in Section II.B. Figure 3 shows the status of the GAD Fund by the end of 2007.

Figure 3. RETA 6143: Promoting Gender Equality and Women's Empowerment
Statement of Allocation and Commitments (US\$)
As of 31 December 2007



CPS = country partnership strategy, GAD = gender and development.

3. RETA 6431: Promoting Rural Women's Entrepreneurship in Transition Economies

The RETA 6431 Project was approved in December 2007 and will be implemented by UNDP over a period of two years. No objection concurrences were received from the Governments of Kyrgyz Republic and Tajikistan (February 2008), and concurrence is pending from the Government of Uzbekistan. Hence, no disbursements have been made out of the total commitment of US\$600,000. The draft LOA between UNDP and ADB is being finalized. Details of the RETA objectives and scope are included in Section II.C.

4. Country-Specific Technical Assistance (TA) Projects

- (i) TA 4459 for *Cambodia: Implementation of Action Plan for Gender Mainstreaming* has disbursed US\$262,520 (or 87.5% of the US\$300,000 approved amount), with an outstanding commitment of US\$37,480 (or 12.5% of the total amount approved). Project activities have been completed in 2007 and the sub-project is being financially closed.
- (ii) TA 4452 for *Viet Nam: Gender Mainstreaming Action Plan for Agriculture and Rural Development* has disbursed US\$119,293 (or 47.7% of the total approved amount of US\$250,000). All project activities have been completed in 2007 and the sub-project is awaiting financial closure.
- (iii) TA 4767 for *Nepal: Capacity Building Gender Equality and Empowerment of Women (GEEOW)* has disbursed US\$108,247 (or 36.1% of the US\$300,000 approved amount), with an outstanding balance of US\$191,753 (or 63.9% of the total amount approved). Expected completion of the TA is November 2008.
- (iv) TA 4892 for *Cambodia: Capacity Development of Female Commune Council Networks* is linked with the ADF Grant Cambodia: Commune Council Development Project 2. A Request for Proposal for the recruitment of the NGO Women for Prosperity has been finalized. Project activities will commence upon engagement of the NGO in April 2008. Expected completion of the TA is September 2009.

Progress and achievements under all four country-specific TA projects are presented in Section II.D.

II. PROGRESS AND ACHIEVEMENTS

A. RETA 6092: ENHANCING GENDER AND DEVELOPMENT CAPACITY IN DMCs II

The *Regional Technical Assistance (RETA) Project 6092: Enhancing Gender and Development Capacity in Developing Member Countries (DMCs) Phase II* (2003-2010) promotes and facilitates gender mainstreaming in ADB's country programming and loan and TA operations with an emphasis on developing GAD capacities of Government partners and national gender focal agencies. Emphasis is also placed on closer monitoring and assistance to improve the quality of project implementation. Moreover, the RETA provides opportunities for lateral learning in which Executing Agency (EA) staff from different countries share good gender mainstreaming practices and results to learn from each other's experiences for potential replication of successful initiatives across sectors and DMCs.

To achieve these objectives, RETA Project 6092 supports seven long-term Gender Specialists (GS) who are locally recruited consultants placed in ADB's Resident Missions (RMs) in Afghanistan, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka and Uzbekistan. In 2007, there were mid-year transitions to new GSs in Indonesia (May 07) and Nepal (August 07) while the GS position in Afghanistan has been under recruitment since September 2007. The national Social Development and Gender Officers in Bangladesh and Viet Nam, the Gender Development and Governance Officer in Pakistan and the Gender and Development Consultant recruited in 2007 in Bangladesh under RETA 6143 are closely connected to RETA 6092 funded gender team.

The RM Gender Specialists have substantially contributed to ADB's progress in mainstreaming gender concerns in its development assistance operations.⁴ Their main tasks include addressing gender concerns in (i) Country Partnership Strategy; (ii) Loan Processing and Implementation; (iii) Technical Assistance Processing and Implementation; (iv) Pilot Initiatives; (v) Capacity Development of Executing Agencies; (vi) collaborative initiatives through Gender Focal Point activities with national machineries, donors, NGOs and community based organizations (CBOs).

Achievements: In 2007, RETA 6092 supported 141 initiatives: 20 in country strategy and program related activities, 49 in loan and technical assistance processing (17) and implementation (32), 24 in capacity development, 2 in pilot initiatives and about 46 in gender focal point activities with donors, NGOs, and national machineries (Table 2). The overall number of activities showed a slight decrease in 2007 (from a total of 155 initiatives in 2006) due to transitions of Gender Specialists in three RMs leaving these positions vacant half a year. Despite these setbacks, the Gender Specialists maintained their strong support at the same level as last year in country programming and loan operations with a particular emphasis on loan processing and implementation and capacity development of project executing agencies in order to keep improving the quality of project implementation to achieve gender inclusive results and better project outcomes.

⁴ ADB. 2006. Implementation Review of the Policy on Gender and Development. Manila.

**Table 2: Gender Mainstreaming under RETA 6092:
January-December 2007**

Country	Country Strategy & Programming	Loan and TA Processing	Loan and TA Implementation	Capacity Development	Pilot Initiatives	Focal Point
Afghanistan	3	--	2	2	--	4
Cambodia	4	2	9	3	1	10
Indonesia	2	1	5	1	--	4
Mongolia	4	5	3	3	1	5
Nepal	2	2	3	5	--	2
Sri Lanka	3	3	6	6	--	9
Uzbekistan	2	4	4	4	--	12
TOTAL	20	17	32	24	2	46

The presentation of RETA 6092 achievements in 2007 is organized according to the main tasks of the RM Gender Specialists.

1. Country Strategy and Programming

In 2007, there were no new Country Partnership Strategies (CPS) being developed in GS assisted countries; however, several RM GSs were engaged in the preparation of Country Gender Assessments (CGAs) which delve into socio-economic and human development issues and gender disparities to inform the development of CPSs. The CGA process provides the opportunity to enhance policy dialogue with Government counterparts and other stakeholders in DMCs on how gender disparities affect sustainable economic development.

In **Sri Lanka**, a CGA Update Consultative Workshop was organized by the RM GS with about 50 participants representing different sectors and geographical locations from the Ministry of Child Development and Women's Empowerment, women's chambers of commerce, women's NGOs and research organizations. The participants discussed gender issues relevant to ADB's portfolio in three separate groups: (i) Agriculture and Natural Resources Management; (ii) Employment and Training; and, (iii) Infrastructure. The topic *Conflict Affected Areas and Vulnerable Groups* was addressed by all groups. Small group and plenary discussions resulted in a rich feedback on sector-based gender issues, how ADB projects have responded to these issues, critical gender based priorities that need to be incorporated into ADB's country programs and ways for stakeholders to provide feedback on gender-related impacts of ADB projects.

In **Cambodia**, the Ministry of Women and Veteran Affairs' (MoWVA) Technical Group on Gender discussed the framework for updating the Cambodia multi-donor CGA. With the leadership of MoWVA, the CGA update was drafted under a collaborative effort by UNDP, UNFPA, UNIFEM, the World Bank, DFID/UK, ADB, GTZ and the Cambodian Development Research Institute. It includes the main analytical text and eight policy briefs with detailed recommendations on (i) gender relations and attitudes, (ii) gender outlook on the economy, (iii) gender disparities in education, (iv) gender and health, (v) gender and HIV, (vi) violence against women, (vii) gender disparities in politics and public decision making, and (viii) mainstreaming gender: institutional and policy context. As a member of the MoWVA Technical Group on Gender, the RM GS reviewed the CGA update prior to its submission to the Government for approval.

In **Afghanistan** and **Mongolia**, preparatory activities were underway for developing a new CGA in view of the 2008 CPS process. In Afghanistan, the RM GS provided feedback on the consultant report which provided the basis for the finalization of the CPS GAD Thematic Roadmap and the incorporation of GAD within relevant Sector Roadmaps. In Mongolia, the RM

GS prepared a concept paper and detailed terms of reference for the recruitment of the international and national consultants which were circulated and discussed with the National Commission on Gender Equality (NCGE) and donors, including the World Bank, UNDP, UNIFEM and UNFPA, as potential collaborators for a multi-donor CGA.

The **Nepal** and **Cambodia** GSs participated actively in the Mid-term Review (MTR) of ongoing CPSs in the respective countries. The Nepal GS is leading gender, poverty and social exclusion assessments. The gender assessment will analyze the achievements and shortfalls towards gender equality objectives in the last three years of CPS implementation at the national level and in loan operations across sectors. It will provide recommendations for addressing key issues and strategies for mainstreaming gender in the overall country program and in sectoral roadmaps. The assessment will incorporate Government's recent policies and programs on gender equality and women's empowerment and the Three Year Interim Plan (2007/08-2009/10). In Cambodia, the RM GS participated in CPS MTR meetings with the Government, civil society and donors, updated the gender section of the Development Coordination Matrix, prepared a gender briefing for the Country Director's meeting with the Ministry of Women's Affairs and integrated gender issues comprehensively in the CPS MTR Report.

Other achievements at the country strategy and program level included (i) contributions to Country Operations Business Plans in Mongolia and Afghanistan with updated gender assessments; (ii) contributions to the Cambodia ADF X Brief highlighting positive impacts on women in birth registration, mass media education campaigns and capacity development activities under the *Cambodia: Commune Council Development Project* with its associated TA: *Strengthening Capacity of Female Commune Councilors*; and, (iii) participation in the 2007 Country Performance Assessments (CPA) exercise which includes gender as one of the criteria for assessing country performance.⁵ All RM GSs analyzed their country's performance with regard to gender and social development and shared their assessments and ratings with gender focal agencies in their respective countries.

The GSs in **Mongolia, Nepal, Cambodia, Indonesia** and **Uzbekistan** were also actively involved in policy dialogue with Governments and relevant sector agencies and were able to facilitate incorporation of gender concerns into key national policy discussions and strategy formulation and implementation. In Mongolia, the RM GS informed the National Commission on Gender Equality (NCGE) that the draft National Development Strategy had represented women only in their reproductive roles ignoring their productive contributions to the economy and society as a whole which was inconsistent with many provisions of the National Program on Gender Equality. As a result, NCGE voiced these concerns to the Office of the President. In Nepal, the RM GS initiated discussions with the Department of Local Infrastructure and District Agricultural Roads (DOLIDAR) in developing a transport sub-sector gender policy (to be completed in 2008) with support from the *Nepal: Decentralized Rural Infrastructure and Livelihood Project*. In Cambodia, the RM GS continued her long-term assistance to the Ministry of Agriculture, Forestry and Fisheries in the implementation of the Gender Policy and Strategy in Agriculture launched in 2006 under the *Cambodia: Agriculture Sector Development Program Gender Action Plan*. In Indonesia and Uzbekistan, the RM GSs

⁵ Gender Equality Scores" are based on an analysis of the country's progress in establishing institutions and programs to enforce laws and policies that (i) promote equal access for men and women to education and health with a focus on primary and secondary education, antenatal and delivery care and family planning services; (ii) promote equal access for men and women to productive and economic resources with a focus on labor force participation and remuneration; business ownership and management; land tenure and inheritance; and, (iii) give women equal status and protection under the law focusing on ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), family law, violence against women and political participation.

provided written inputs into national strategy papers and reports. The Indonesian GS participated substantively in the consultation meetings organized by the National Planning Board (BAPPENAS) on the finalization of the Indonesia MDG Report for 2007. In Uzbekistan, the GS worked closely with the representatives of the Ministry of Economy, Ministry of Labor and Social Protection, and State Department of Statistics to address gender issues adequately in national policies and strategies and prepared the gender and social inclusion analysis for the Government's Welfare Improvement Strategy Paper.

2. Loan Processing and Implementation

In 2007, substantial assistance was provided by RM GSs in conducting systematic social and gender analysis during loan processing, ensuring design phase Gender Action Plans (GAPs) are closely linked with project objectives, activities and targets, and developing gender capacity of executing and implementing agencies to increase their ownership of gender based objectives, implementation of project-based GAPs and close monitoring of gender-inclusive results. In some cases, the RM GSs used RETA 6143 funds to design and implement pilot programs or technical assistance projects that are associated with larger loans to demonstrate the value of gender mainstreaming for achieving improved project outcomes. They also incorporated tranche release conditions in loan agreements for program loans and sector development program loans where law and policy reforms play an especially prominent role.

RM GSs assisted 37 ADB loans in varying stages of processing (13) and implementation (24) across sectors despite the fact that 2007 was a year of GS transitions in three out of seven RMs. While progress and achievements have been notable, the limited portfolios of conflict- or disaster-stricken countries like Afghanistan and Sri Lanka and the changing nature of the ADB loan portfolio from project loans to program and sector development loans and the larger focus on infrastructure continued to pose challenges to gender mainstreaming.⁶

a. Loan Processing

The RM GSs participated as team members in the processing of 13 new loan projects in education (4), health (1), agriculture and rural development (3), water supply and sanitation (2), water resources development (1) rural infrastructure (1), and transport (2) sectors. To support Project Preparatory Technical Assistance (PPTA), they reviewed consultant terms of reference and reports, facilitated meetings with NGOs and Government counterparts, undertook stakeholder consultations and gender assessments to identify cross-cutting gender issues and women's strategic and practical needs and include them in the initial poverty and social analysis (IPSA) and initial design and monitoring framework required for all projects. Based on these assessments, gender strategies and Gender Action Plans (GAPs)⁷ were developed during the loan processing phase and covenanted in most loan agreements

⁶ Project Loan: finances specific development activities (training, construction, equipment, microloans); Sector Project Loan: assists in the development of a specific sector by financing several subprojects in a sector (irrigation, water supply/sanitation); Program/Policy-Based Loan: aims to improve the performance of a sector through appropriate policy changes and institutional enhancements over medium/long term. Provides general budget support to governments linked to agreed policy goals, not linked to project activities; Sector Development Loan: combines a Program or Policy-based loan with a Project loan in the same sector; Multitranches Financing Facility: finances large scale infrastructure, transport, power projects with discrete and sequential sub-projects.

⁷ The GAPs include features, mechanisms, strategies, components, targets, resources, and monitoring mechanisms in the project design to promote women's active involvement and direct access to project benefits, resources, opportunities and decision-making processes and structures.

allowing the use of loan funds to recruit local Gender Specialists to develop gender capacities of EAs and NGOs to ensure the implementation of project-specific GAPs. In case of insufficient loan funds, RM GSs secured grant funds to develop technical assistance projects to support GAP implementation under loan operations. In some transport projects, RM GSs recommended separate components to include mitigation measures to address potential social and economic risks resulting from resettlement and road construction activities. As a result, gender issues were addressed upfront as an integral part of project design and mechanisms were put in place to ensure GAP implementation.

In Indonesia, Nepal, Cambodia, and Sri Lanka RM GSs were involved in the design of **education** projects in various stages of PPTA and loan processing primarily aimed at improving girls' participation in quality secondary education. As a member of the PPTA fact-finding mission for the **Nepal: Education Sector Program III**, the RM GS participated in select meetings with the Ministry of Education and Sports and Department of Education providing inputs on social inclusion; reviewed the Vulnerable Community Development Framework (VCDF) of Education for All Program, integrated gender and caste/ethnicity issues in the PPTA report, prepared the IPSA, a brief analysis on participation of girls and socially excluded caste and ethnic groups in primary and secondary education; and the TOR for Gender and Social Equity Specialist for the PPTA paper. The Indonesia GS contributed to the loan fact-finding team for the **Indonesia: Senior Secondary Education Project** with an analysis of gender-disaggregated data on senior secondary education.

In Cambodia, as a member of the design team for the **Cambodia: Enhancing Education Quality Project**, the RM GS conducted a gender analysis and developed a GAP that includes specific measures aimed at (i) facilitating performance and retention of poor girls and boys in upper secondary schools; (ii) increasing the number of female teachers at secondary schools; and, (iii) promoting equal participation of female and male staff for quality secondary education. (See Box 1).

Box 1: Cambodia: Enhancing Education Quality Project (2007)

To increase the number of educated and skilled people from all sections of the population in Cambodia, the *Enhancing Education Quality Project* aims to improve the quality and achieve greater equity of education by (i) strengthening capacity of institutions and agencies responsible for delivery of quality education; (ii) improving capacity of teachers and management; and (iii) strengthening and expanding the outreach of quality secondary education. Studies have revealed that poverty widens the gender disparities in enrollment and literacy especially for female students. Opportunity costs increase to keep girls' in school when they are officially old enough to work.

A Gender Action Plan (GAP) was prepared to increase female literacy and retention rates through (i) better information dissemination to stakeholders including communities and parents about the value of girls education; (ii) sex disaggregated data collection and analysis; (iii) improved upper secondary school facilities for equitable access (i.e. separate toilets for girls and dormitories for female students); (iv) 60% of scholarships for females for students from remote and disadvantaged areas and for secondary teacher training; (v) orientation session on gender, disability, and ethnic minority issues for writers of instructional materials to encourage equitable access for children from disadvantaged areas; (vi) gender awareness sessions included in the teacher training and leadership training programs; and (vii) monitoring and evaluation of the implementation of the Gender Policy in Education in developing and managing an effective and equitable education system with female representation in decision-making committees.

In Sri Lanka, the RM GS prepared a gender strategy and an Ethnic Minorities Framework for the **Sri Lanka: Education Sector Development Project** draft loan appraisal report. The gender strategy notes that even though there is equal access to free education in Sri

Lanka, patriarchal values and cultural norms have generated gender stereotyped subject choices which limit women's marketability, constrain their employment opportunities and reinforce gender based divisions in the labor market leading to female unemployment rates double that of males. A GAP will be developed during the initial phase of loan implementation to ensure (i) disadvantaged girls especially in rural and plantation areas are offered access to science and technical education to improve employability; (ii) female teachers have equal opportunities in teacher education; and (iii) stereotyped perceptions about girls' education, subject choices and job preferences dictated by traditional norms are eliminated through revised textbooks and curricula, social marketing strategies and media campaigns to promote gender equality and encourage increased participation of female students in secondary education.

Within the social sectors, RETA 6092 also supported the processing of the ***Mongolia: Third Health Sector Development Project***. The RM GS undertook gender analysis, conducted focused group discussions with key stakeholders such as pre-service and in-service training institutions, participated in all relevant meetings with the Ministry of Health and developed a GAP that was successfully negotiated with the Government. The main features of the GAP include: (i) gender sensitive components in in-service Primary Health care (PHC) professional training and information, education, communication (IEC) materials for public health education as well as explicit targeting of men's and women's health seeking behavior and lifestyle at the PHC level; (ii) improve women's health insurance coverage and monitor their households health expenditures; (iii) gender sensitive human resource policies, raising gender awareness and analysis capacities for sector management staff; (iv) institutionalizing sex disaggregated data collection and analysis; (v) pro-poor and gender-sensitive monitoring and reporting of project performance and outcomes; and (vi) part time Gender Specialist in the Project Implementing Unit (PIU). An associated pilot project funded by the Japan Fund for Poverty Reduction (JFPR) was also initiated by the RM GS to improve health services for poor and vulnerable groups in Ulaanbaatar especially to provide domestic violence awareness for family group practitioners, grassroots social workers and project beneficiaries.

Women's constraints in having access to safe water and sanitation facilities and the deterioration of good quality water resources were addressed in the design of two loans in the water supply and sanitation sector in Sri Lanka and Uzbekistan where RM GSs assisted PPTA gender consultants prepare survey questionnaires and reviewed final reports to ensure gender issues would be addressed in the loan processing phase for the ***Sri Lanka: Small Towns and Rural Arid Areas Water Supply and Sanitation Project*** and the ***Uzbekistan: Djizzak and Surkhandarya Water Supply and Sanitation Project***. The Uzbekistan GS was also a member of the PPTA fact-finding team for the ***Uzbekistan: Water Resources Management Project*** and prepared an initial social and gender assessment as part of an overall poverty assessment and provided inputs to the PPTA Gender and Social Strategy. These loans will continue to be assisted and Project GAPs will be developed during their loan processing phases in 2008.

In **agriculture and rural development**, RM GSs were actively involved in the processing of the ***Mongolia: Agriculture and Rural Development Project (ARDP)***, the ***Uzbekistan: Fruit and Vegetable Market Development Project***, and the ***Cambodia: Tonle Sap Lowlands Rural Development Project***. GAPs were developed for all three loans to promote women's agribusinesses in Uzbekistan and Mongolia and to ensure rural women's participation in livelihood enhancement and community driven rural infrastructure programs in Cambodia. The Mongolia ARDP GAP requires (i) socially-inclusive and gender sensitive codes of conduct and developing gender capacity of agricultural enterprises; (ii) 50% women's participation in community consultations; (iii) at least 30% women's representation in local councils making decisions on local infrastructure investments; (iii) support for women's

cooperative groups to enhance their productivity and access to more profitable supply chains; (iv) sex-disaggregated data collection and analysis; and, (v) full time international and local social development specialists to assist GAP implementation.

In Cambodia, key elements of the GAP of the ***Cambodia: Tonle Sap Lowlands Rural Development Project*** were included in the loan assurances requiring contractors to recruit women comprising at least 35% of the paid unskilled labor and comply with the labor law to guarantee equal opportunities for females with equal pay for equal work. The Government also agreed to implement the Project GAP with specific targets: (i) 1 female and 1 male facilitator hired to enable women's participation during sub-project preparation, (ii) at least 30% female representation among executive members of Farmer Water User Committees and Road Maintenance Committees; (iii) at least 30% female participation in all project related training; (iv) collection of sex-disaggregated indicators for the project performance monitoring and evaluation system; (v) the recruitment of project-based gender consultants to develop gender capacity of project staff; and (vi) gender-responsive implementation arrangements, including a representative of the Gender Mainstreaming Action Group (GMAG) in MoWRAM⁸ as a member of the Project Management Office (PMO); the Ministry of Women's Affairs' to nominate a representative as member of the Project Steering Committee; and each Provincial Implementing Unit (PIU) to appoint a project staff responsible for GAP implementation and reporting.

RM GSs also continued to support gender mainstreaming in the infrastructure sector. To incorporate gender concerns in large infrastructure projects, the Sri Lanka and Mongolia **transport** sector loan designs in 2007 included mitigation measures to ensure women's benefits from resettlement and compensation packages and address possible social risks such as HIV and other sexually transmitted infection as well as human trafficking. The ***Sri Lanka: Southern Transport Development Project Supplementary Loan*** was designed to ensure: (i) vulnerable groups including female-headed households, the very poor and the disabled are given special assistance in the process of land acquisition and resettlement; (ii) small male and female farmers benefit from an income restoration program and vulnerable groups benefit from a social development fund and alternative income-generating programs to improve their livelihoods; and, (iii) resettlement officers are trained on gender issues to provide better support to vulnerable groups. Alternatively, the ***Mongolia: Western Regional Road Development Project*** was designed with a HIV/AIDS and capacity development component that aims to prevent the potential spread of HIV infections related to large infrastructure development by (i) reducing risks of HIV and STI transmission among construction workers, contractors, sex workers, and local communities in project areas; and (ii) strengthening national and local capacity for effective and sustainable implementation of HIV prevention activities.

In rural infrastructure, the ***Nepal: Rural Reconstruction and Rehabilitation Sector Development Program*** (RRRSDP) was approved in 2007 with a design phase GAP and a gender-inclusive design and monitoring framework (DMF). The Program will focus on the Government's immediate post conflict development priorities for accelerated poverty reduction and inclusive development by effective delivery of public services, and improving the access of rural people to economic opportunities and social services. The Program is expected to have a significant contribution in the rural reconstruction and rehabilitation activities after 12 years of armed conflict. RRRSDP has a Program and a Project Grant under the umbrella sector development program.

⁸ Ministry of Water Resources and Meteorology is the project EA.

As a member of the loan appraisal mission, the RM GS revised the Project GAP prepared by the consultant specifying gender-based activities, targets and indicators for each component of the Project Grant. In addition, gender and caste/ethnic inclusion indicators were included in the DMF in line with the revised GAP. Additional information was provided to define the target groups of the project and to further clarify the rationale for gender mainstreaming in RRRSDP. Highlights of RRRSDP GAP are presented in Box 2.

**Box 2: Nepal: Rural Reconstruction and Rehabilitation Sector Development Program (2007)
Gender Action Plan**

1. **Improved Rural Roads:** (i) collect disaggregated data by sex, caste and ethnicity in baseline surveys to identify most vulnerable groups and their specific constraints; (ii) ensure 50% women's participation from all caste, ethnic and minority groups in project orientation, planning, management and public and social auditing of rural road projects; (iii) ensure 33% women's participation in Village Infrastructure Construction Coordination Committees (VICCC), 50% in Road Building (RBG) and Maintenance Groups and 33% in RBG leadership positions; and (iv) ensure men and women RBG members receive equal pay for work of equal value.
2. **Developed and Improved Community Based Supplementary Rural Infrastructure: Water supply and sanitation schemes, school toilets, micro-irrigation, trails, micro-hydropower:** (i) women will be 50% of consulted people in identification and selection of supplementary infrastructure projects; (ii) women will be 50% of members and leaders of Village Infrastructure Building Groups; (iii) in infrastructure operation and maintenance training, women will make up 50% of training committees and 33% of maintenance committees.
3. **Enhanced Equity, Employment, and Income Opportunities for the Poor and Disadvantaged:** (i) at least 50% of all project related training will be women; (ii) 35% of building group members that will be targeted for livelihood enhancement training in agriculture, livestock, forestry, soil conservation, micro-enterprise, health, literacy and legal rights will be women; (iii) at least one child care center will be operational in each project district during the working season; and (v) at least 70% of VICCC members will be oriented on gender equality and social inclusion.
4. **Strengthened Institutional Capacity of Ministry of Local Development (MLD), Department of Local Infrastructure and Agricultural Roads (DOLIDAR), District Development Committees (DDCs) and Communities:** (i) develop and implement annual district GAPs; (ii) orient district project office staff in gender mainstreaming tools and GAP objectives; and (iii) integrate gender and social inclusion concerns in all project training, implementation and review meetings.
5. **Improved Project Management:** (i) establish a disaggregated project monitoring system with gender, caste, ethnicity and minority groups; and (ii) integrate gender equality measures and monitoring indicators in project log frame, guidelines and strategies; (iii) ensure 50% of community facilitators will be women representing different caste and ethnic groups; (iv) ensure at least 33% of junior technicians and road supervisors will be women; and (v) recruit 33% of women from diverse caste and ethnic groups as consultants for district and central implementation support teams.

b. Loan Implementation

RETA Project 6092 emphasizes close monitoring of project-specific GAPs to improve the quality of loan implementation and achieve gender inclusive results. Besides providing direct support to loan implementation, RM GSs also participate in country portfolio review missions (CPRMs) to provide an annual overview of the status of GAD activities and suggest revisions in on-going activities to contribute to improvements in loan portfolio performance. In 2007, RM GSs directly supported GAP implementation in 24 loans in education, urban development, water supply and sanitation, water resources development, governance, agriculture and rural development, transport/roads infrastructure, and emergency assistance.

RM GSs assisted GAP implementation by (i) revisiting design-phase GAPs and/or developing detailed GAPs to reflect changed circumstances which occurred after loan effectiveness and/or during the early stages of project implementation; (iii) participating in project orientation workshops, loan review missions, and gender training sessions to improve EAs' awareness and ownership of GAD objectives and revise GAPs as necessary; (iv) including a local Gender Specialist in the EA or PMU staff to provide guidance on GAP implementation; (v) monitoring projects systematically to ensure that all GAP elements are implemented; (vi) using loan covenants to monitor GAP implementation; and, (vi) using tranche release conditions to support gender based policy reforms.

RM GSs in **Nepal, Cambodia and Sri Lanka** have been supporting implementation of loans to improve **water supply and sanitation** facilities for the poor underserved segments of the population and to improve health and hygiene practices to reduce water borne and sanitation related diseases primarily in rural areas. Directors of ADB water supply and sanitation projects from these three countries shared their experiences with gender mainstreaming in a panel discussion at the 2007 ADB *Regional Seminar on Gender, Poverty and Infrastructure* (see details on page 24). Good results included (i) providing women stronger influence in the management of water supply and sanitation systems; (ii) improving their leadership skills; and (iii) increasing their participation in identification, construction, operation and maintenance of water supply and sanitation schemes which has contributed to the sustainability of the constructed facilities (See Box 3):

**Box 3: Gender Inclusive Results under Three Ongoing
ADB Water Supply and Sanitation Projects**

- **Nepal: Community Based Water Supply and Sanitation Project.** In four pilot project districts the participation of women in Water User and Sanitation Committees is 51%, and that of *dalit*/ethnic groups is 29%; 50% of trained Village Mason Workers are women. In literacy classes all participants are women and all project based training programs include gender sessions. The EAs and IAs show strong commitment to the Gender Caste and Ethnicity (GCE) Strategy and have introduced the GCE Strategy in other districts with similar projects.
- **Cambodia: Tonle Sap Rural Water Supply and Sanitation Project.** 2452 Water Supply and Sanitation User Group Boards have been established with 48% female membership; 30% of capacity development training participants are women; 50% of participants in 210 community level meetings related to public awareness promotion on sanitation improvements and choice of latrines are women; and one female hand pump care taker has been assigned to each of the 1224 water wells that have been completed.
- **Sri Lanka: Secondary Towns and Rural Community Based Water Supply and Sanitation Project.** Women's participation in social assessments, sanitation and environmental activities and in health and hygiene promotions has been over 60-80%. The formation of over 1240 women's groups, 139 women's associations and CBOs and 53% women's representation in executive committees have empowered women to be directly involved in identification, construction, operation and maintenance of water supply and sanitation schemes.

To replicate successful gender mainstreaming strategies and improve gender based results, the GAP of the **Indonesia: Community Water Services and Health Project** has been reviewed, revised and made an integral part of the overall Project Implementation Plan, operational guidelines, and performance indicators. In addition, training materials have been developed for project staff on gender issues in the water supply and sanitation sector to guide GAP implementation.

In **agriculture and rural development**, consistent policy dialogue and GS support to the Ministry of Agriculture, Forestry and Fisheries over the past several years has produced

notable achievements under the **Cambodia: Agriculture Sector Development Program (ASDP)** loan resulting in the adoption of the Gender Policy and Strategy in Agriculture in 2006. The RM GS continued to support the implementation of the design-phase GAP with additional resources provided by the GAD Fund under **TA: Implementation of the Action Plan for Gender Mainstreaming in the Agriculture Sector**. As a result, an institutional framework and increased capacity for gender mainstreaming has been developed in the Ministry of Agriculture, Forestry and Fisheries, agricultural extension materials have been reviewed and new training modules have been produced to ensure gender equal access to agricultural support services. (See details under Section II.B. page 51).

With close monitoring and direct GS assistance in GAP revision and implementation, good progress has also been achieved under the **Cambodia: Northwest Rural Development Project** which is establishing physical transport and social infrastructure, improving socio-economic conditions and enhancing rural livelihoods in northwestern Cambodia. Under the Rural Livelihood component, NGOs have assisted commune councilors and village development committees (VDCs) to develop village action plans for small scale infrastructure (SSI) projects. Women represent over 20% of commune facilitators and VDC members and their direct involvement in identifying the SSI projects has led to their ownership of the initiatives. Moreover, since the Commune Council Fund (CCF) was channeled directly to local level bank accounts, the Commune Councilor in Chief and his deputy were trained on procurement and financial management of projects less than \$5,000. As a result of local bidding for SSI projects, village paths, pump wells, pipe culverts, community meeting halls, a community kindergarten and family latrines were built addressing practical needs of women.

Under the Capacity Building Component, 30% of women's participation was achieved in training for management and maintenance of small scale infrastructure. NGOs also built the capacity of many community-based organizations with at least 30% female members such as the Village Sustainable Agriculture Committee, Village Literacy Teacher Committee, Village Health Agent Committee, Village Gender Training Team Committee and Water User Committees. Under the Rural Infrastructure Component, there have been some drawbacks with labor contractors which have met the 50% female workers target. However, the low wages (\$1/day) have increasingly discouraged men and women to work on these contracts and seek employment in urban areas allowing contractors opportunities to use machines. The loan review mission corrected these problems by requiring a market-based daily wage, contractor agreements on the number of local labor to be utilized with 50% women's participation and NGOs working as subcontractors for labor recruitment and HIV education for local workers.

In **Uzbekistan**, GAP implementation support was also provided to four agriculture and rural development projects: **Western Uzbekistan Rural Water Supply Project, Ak-Altin Agricultural Development Project, Grain Productivity Improvement Project, and Amu-Zhang Irrigation Rehabilitation Project**. Despite GAD trainings with EA and PIU staff, loan review missions and day-to-day interactions with project GAD focal points and national project officers to enhance gender capacity and monitor of GAP implementation, progress towards achievement of GAD objectives in all four projects has been modest. For example, when the **Ak-Altin Agricultural Development Project** closed in March 2007, its gender-based achievements did not meet the targets set in the project GAP falling below the anticipated 30% women's participation in project activities and decision-making positions: (i) out of a total of 907 farmers in 2006, female farmers constituted 4.3%; (ii) 725 women received training on business skills development; (iii) the total number of women in the Water Users Associations (WUAs) increased from 10 in 2004 up to 18 in 2006 which constitutes 20% of total membership. The number of women in WUAs who received project-related trainings increased from 10 in 2004 up

to 33 in 2006 (2.6%); and (iv) the number of women at the decision-making level of PMO and PIUs increased only up to 7% which is still less than the critical mass needed (at least 30%) for promoting substantial improvements for women's status in the project area. There is still no woman at the top management level in WUAs. The only area where the project has achieved better than anticipated results was in improving women's access to credit. The total number of women entrepreneurs receiving loans from local banks increased from 735 in 2004 up to 1,190 in 2006 resulting in 46% female borrowers.

The modest results achieved against GAP benchmarks in the Uzbekistan case provide strong evidence that gender-based achievements depend on the continuity of project-based gender focal points and gender capacity development of PIUs and EAs. Despite a relatively good start with a gender inclusive project design and support from the RM GS, the *Ak-Altin Agricultural Development Project* faced a lot of PIU staff changes. Six project managers and a few gender focal points changed after the beginning of GAP implementation. The frequent changes in project leadership and gender focal points weakened gender capacity development efforts and as the project's institutional "GAD memory" declined, the project GAP could not be implemented effectively.

On the other hand, in **urban development**, RM GSs in Nepal and Indonesia participated in loan review missions and provided direct feedback to EA staff on GAP implementation which resulted in revision of design-phase Project GAPs. The *Nepal: Urban Environmental Improvement Project* facilitates sustainable urban development outside the capital city by improving essential urban and environmental infrastructure and services, and strengthening the municipal institutional capabilities through decentralization of authority. The RM GS participated in all meetings with the Department of Urban Development and Building Construction (DUDBC), six municipalities, NGOs and consultants. The field assessment identified (i) weak implementation of project's gender strategy; (ii) absence of a project GAP; (iii) lack of proper social mobilization in sub-project selection and implementation where community participation is required; and (iv) monitoring reports lacking gender disaggregated data and information. These issues were raised with the Project Coordination Unit (PCU) and DUDBC and to effectively implement the gender strategy, the development of a project-based GAP was advised. The preparation of the GAP with the PCU helped to sensitize the project team on how to address gender issues and brought consensus on component-wise GAD activities, indicators, targets, timeframe, responsible units and reporting process which are realistic and achievable in terms of improving gender integration in the project. Key features of the GAP include: (i) at least 1 woman in each Municipal Steering Committee; (ii) capacity development training for women staff in municipalities; (iii) at least 33% women local leaders in waste management planning with caste/ethnic representation; (iv) 50% women participants in all public health campaigns, education and training programs; (v) separate toilets constructed for males and females in project supported schools, bus terminals and market areas; (vi) local women's groups providing community based training in public health; and, (vii) reserved spaces allocated for women in market areas.

Similarly, the loan review mission of the *Indonesia: Neighborhood Upgrading and Shelter Project* led to the revision of the design-phase GAP with the EA staff to ensure that gender-based activities were strategic, specific and closely related to each component of the project. The revised GAP has been integrated in the Memorandum of Understanding of the loan review Mission. The Project GAP is briefly highlighted in Box 4.

**Box 4: Indonesia: Neighborhood Upgrading and Shelter Sector Project (NUSSP)
Gender Action Plan Summary**

The NUSSP aims to improve living conditions of the urban poor who will participate in and benefit from improved shelter development, management and financing processes. The Project covers 32 municipalities in 18 provinces of Indonesia. Key gender activities under each Project component are:

- (i) **Planning and Management:** Gender disaggregated data will be collected and analyzed to ensure gender issues are addressed in the Shelter Development Strategies or the Spatial Planning and Shelter Strategy in 30 local governments.
- (ii) **Shelter Finance:** At least 10% of borrowers of housing loans will be women and 5% of selected local financial institutions will be women's cooperatives.
- (iii) **Upgrading and Development:** Women's involvement and contributions will be increased in the neighborhood upgrading through at least 25% female membership of CBOs and 30% female participants in capacity building activities.
- (iv) **Capacity Building and Institutional Strengthening:** Gender issues will be integrated in the capacity building programs and activities at government and communal levels including training courses on housing finance, shelter planning and community based housing projects.
- (v) **Monitoring and Evaluation:** Sex-disaggregated information will be provided for the Project Performance Monitoring and Evaluation Report assessing the achievement of project objectives and benefits corresponding to DMF targets.

In **education**, the Mongolia GS conducted the gender analysis and developed a GAP for the **Mongolia: Third Education Development Project (TEDP)** after the project design but was able to include it in the Project Administration Memorandum (PAM) after project inception. The GAP focuses on two out of three components, namely curriculum framework, education standards and teaching and learning environments in primary and secondary schools. The GAP intends to: (i) revise the school rehabilitation selection criteria to target poor suburban and rural areas; (ii) address gender issues in education standards (including curricula, textbooks and teaching methodology) and management as well as of in- and pre-service teachers training in order to understand gender disparities in low education outcomes in primary and secondary education; (iii) incorporate gender equality measures into the human resource policies of educational institutions at all levels from ministry to local education centers and schools allowing career advancement of female professionals to decision-making positions; (iv) ensure incorporation of gender equality concepts in the process and outcomes of the market oriented vocational training policy framework; and (vii) monitor and evaluate the project gender equality outcomes with sex-disaggregated data. TEDP PIU agreed to train a PIU staff person in charge of education curricula as a gender focal point and the GS reviewed the relevant TOR which were adopted by the project director. Gender awareness training will be conducted in the first quarter of 2008 on completion of the recruitment process.

Similarly, the Nepal GS addressed gender issues in vocational training during the first loan review mission of the new **Nepal: Skills for Employment Project** which aims to increase opportunities for market oriented and short term skills training by improving and increasing the delivery of such skills training, particularly to women, *dalits* and the disadvantaged; strengthen the capacity of key agencies both public and private to enhance their services; and support the development of a new national policy for the technical education and vocational training sector. The Project's Gender, Caste and Ethnicity (GCE) Strategy is an integral part of the Project. Its purpose is to ensure that at least 60% of all trainees are women, *dalit* or disadvantaged while ensuring at the same time at least 50% women and 25% *dalit*. The EA agreed to develop a

GCE Implementation Plan with possible revision to some policies such as equitable provision of stipends and affirmative action for women and the disadvantaged.

In **Sri Lanka**, despite the difficulties faced in conflict affected areas in the north and east, a gender consultant was recruited to assist with GAP implementation under the **North East Coastal Community Development Project** to do whatever possible towards GAD objectives. GAD activities have focused on strengthening selected Women Rural Development Societies (WRDS) and in reviewing and redesigning selected Village Development Plans in consultation with the communities. Credit activities targeting tsunami-affected women beneficiaries are also being implemented through the component in the **Tsunami-Affected Areas Rebuilding Project (TAARP)**. Select number of women in WRDSs are provided skills training and grants between Rs.10,000-.20,000 to start livestock, agriculture and fisheries-related activities or small businesses such as sewing and tailoring, and retail shops. The re-establishment and strengthening of women's societies and the small-scale economic activities have begun to demonstrate positive results in rebuilding the lives of these tsunami-affected families. The Project Gender Consultant has also implemented a model village development plan in which a Village Committee and 3 sub-committees drawn from community based organizations are formed to carry out village redevelopment activities and establish links with other local and international NGOs for post-project sustainability.

3. Technical Assistance Processing and Implementation

In 2007, RM GSs in Mongolia and Uzbekistan supported three technical assistance initiatives in processing. The **Mongolia-TA: HIV/AIDS in Infrastructure** funded under the JFPR is linked with the *Mongolia: Western Regional Road Development Project* and aims to improve the prevention of the spread of HIV/AIDS infections associated with this major infrastructure development in Mongolia. The **Mongolia-TA: Gender in ARDP** is associated with the *Mongolia: Agriculture and Rural Development Project (ARDP)* and supports skills training, marketing, improving business skills and access to credit to enhance small and medium sized business activities by rural women in industries where they are highly represented. In Uzbekistan, the RM GS supported the processing of a HQ managed **RETA: Women's Entrepreneurship in Transition Economies** funded under the GAD Fund which will enhance rural women's economic empowerment in the Kyrgyz Republic, Tajikistan, and Uzbekistan (See details in Section II.C. page 50)

The six TA Projects supported under implementation demonstrated the links between gender and poverty in agriculture, rural development, infrastructure, health, and governance programs and strengthened gender capacity of national machineries, sector agencies and project implementing units to implement gender inclusive development programs. The GSs organized and participated in field visits, maintained close contact with EAs, facilitated gender training workshops and provided input to progress reports.

- (i) **Afghanistan-TA: Capacity Building of Road Sector Institutions** supports the Ministry of Public Works to develop its capacity to design and monitor road sector projects. The Afghanistan GS assisted in gender capacity development of the sector agency to ensure women's participation in consultations and capacity development opportunities and to address women's mobility and safety issues in road sector projects.
- (ii) **Cambodia-TA: Implementation of the Action Plan for Gender Mainstreaming in the Agriculture Sector** supports the Ministry of Agriculture, Fisheries and Forestry to develop and implement a gender strategy in agriculture in Cambodia. This TA is linked

to the *Agriculture Sector Development Program* loan in Cambodia. Achievements under the TA are elaborated under Section II.D, page 51.

- (iii) ***Cambodia-TA: Strengthening and Capacity Building of Female Commune Councilors' Network*** supports the Ministry of Women's and Veteran's Affairs (MoWVA) under the *Cambodia: Commune Council Development Project* to help develop the capacity and strengthen the network of women commune council leaders and members. Progress on TA implementation is provided under Section II.D, p.54.
- (iv) ***Cambodia-TA: Dormitories and Learning Centers for Secondary School Girls Project*** aims to improve girls' retention in secondary school by building three dormitories in Siem Reap, Kompong Thom and Kratie provinces together with a scholarship of US\$90 per year for 144 girls. The JFPR funded TA supports gender capacity development for the Ministry of Education, Youth and Sports and the MoWVA and links with the GAP of the *Cambodia: Education Sector Development Project Phase II (ESDP II)* which shares the same objectives.
- (v) ***Indonesia-RETA: Legal Empowerment of Women and Disadvantaged Groups***. The Indonesia GS assisted with the implementation of this HQ-managed RETA which promoted increased incorporation of legal empowerment components within ADB loans. The *Indonesia: Neighborhood Upgrading and Shelter Project* was selected to empower community based organizations to use legal and administrative procedures to advance their rights.
- (vi) ***Mongolia-TA: Prevention and Awareness on HIV/AIDS and Human Trafficking*** supports the Ministry of Health to (i) reduce the risk of STI and HIV transmission among construction workers, sexual workers, local communities, truck drivers, and other road users; and (ii) raise awareness on human trafficking that may be associated with increased cross-border movement of the population along the north-south road.

4. Pilot Initiatives

Pilot initiatives have been used to assist national machineries, executing agencies and project implementing units in developing GAD capacity and demonstrating the potential benefits of gender mainstreaming in improving project outcomes. The JFPR funded ***TA-Cambodia: Women's Development Centers Project*** assists MoWVA to pilot the establishment of Women's Development Centers in order to enhance women's social and economic empowerment. Another JFPR funded pilot project ***TA-Mongolia: Access to Health Services for Poor and Vulnerable Groups in Ulaanbaatar*** assists the Ministry of Health to improve access to health services by poor and vulnerable groups by engaging their participation in the design of health services with particular emphasis on raising awareness of family group practitioners, grassroots social workers and project beneficiaries on domestic violence issues. The pilot project is linked with the *Mongolia: Third Health Sector Development Project* designed in 2007 and shares the same executing agency and project implementing unit.

5. Gender Capacity Development

RETA 6092 continues to support gender capacity development of sector agencies, executing agencies (EA) and project implementing unit (PIU) staff to facilitate gender mainstreaming and the empowerment of women in DMCs. RM GSs were involved in a wide

range of gender capacity development activities in 2007 including (i) day-to-day support to EA and RM staff and NGOs, (ii) project-based gender training during loan implementation leading in some cases to revisions of design-phase GAPs; (iii) capacity development of national machineries and gender focal points; (iv) lateral learning and peer exchange workshops for project directors and staff.

(i) Regional Seminar on Gender, Poverty and Infrastructure

A three-day Seminar on *Gender, Poverty and Infrastructure* was held 4-6 November 2007 in Dhaka, Bangladesh for Executing Agencies (EAs) from 10 DMCs. This was the third Regional Seminar organized under the RETA providing a unique opportunity for Project Directors (PDs) to learn about new tools, innovative approaches and positive outcomes related to addressing gender issues in loan projects.⁹ The goal of the Seminar was to provide a forum for lateral learning. The Seminar objectives were two-fold: (i) showcase gender inclusive ADB loan projects achieving successful results; and, (ii) develop gender capacity of project staff implementing loan projects with Gender Action Plans (GAPs).

Fifty-five participants (34 men and 21 women) consisting 4 each from Cambodia, Indonesia, Mongolia, Nepal, Pakistan, Sri Lanka and Viet Nam, 3 from Afghanistan, 2 each from Uzbekistan and the Kyrgyz Republic, 13 from Bangladesh, 1 each from Canada and Norway and 5 from ADB-HQ participated in the Regional Seminar. The participants represented 37 ADB loan projects in rural infrastructure (4), urban infrastructure (10), water supply and sanitation (8), water resources management (6), transport (8) and governance (1) sectors as well as 1 ADB JFPR project in urban infrastructure.

The Seminar provided (i) a keynote speech on *Gender, Poverty and Infrastructure* by the Chair of Global Water Partnership in Bangladesh; (ii) an overview on ADB's strategic goals, GAD policy, tools and progress; (iii) presentations by PDs sharing their experiences in implementing gender-based features of on-going loan projects in rural and urban infrastructure, water supply and sanitation and water resources development sectors; (iv) presentation by the additional chief engineer of the Bangladesh Local Government Engineering Department (LGED) on the rationale, development and operational experience of LGED's Gender Policy; (v) technical overview sessions on gender issues in transport and energy sectors; (vi) a half-day field-trip including discussions with three different groups of women (women ward commissioners, village women and urban slum women) on their pressing needs and priorities for urban infrastructure and their increased role in local governance; and, (vii) a synthesis on seminar discussions.

The Seminar featured presentations by project directors who described their project-specific Gender Action Plans with special design features, mechanisms, strategies, components, targets and resources to facilitate women's active involvement and direct access to project benefits. They noted the positive impact of gender-inclusive loan projects at the policy, institutional, and community levels that facilitated local ownership and replication of successful approaches in new projects implemented by their EAs. Discussion of on-going projects and their positive impacts provided real-time feedback on the benefits of designing and implementing gender-responsive projects. Hearing about improved project results achieved in other countries from gender-inclusive loans was a powerful way of convincing participants who were new to

⁹ The first Regional Seminar: *Gender, Poverty and Rural Development* was held in Hanoi, Viet Nam, 24-26 March 2004 under RETA 5835: *Enhancing Gender and Development Capacity in DMCs*. The second Regional Seminar: *Gender, Poverty and Development Results* was held in Phnom Penh, Cambodia, 3-5 May, 2006 under RETA 6092: *Enhancing Gender and Development Capacity in DMCs: Phase II*.

GAD concepts about the value of integrating gender issues into loan projects. Synthesis of discussions is presented in Box 5 below.

Box 5: Synthesis of Discussions
Regional Seminar: *Gender, Poverty and Infrastructure*:

- Infrastructure projects can reduce poverty and gender inequality when they provide access to key services (health, education, markets, credit and information) which are available, of good quality and affordable. However, projects should also watch out for potential negative impacts for poor men and women resulting from resettlement with loss of land, employment opportunities and social networks; spread of HIV/AIDS and trafficking; extra work burdens; increased violence; and environmental damage.
- There is no uniform approach for successful gender mainstreaming as contexts and projects vary but some key elements to remember are: (i) gender mainstreaming at the policy, institutional and project levels increase sustainability of projects; (ii) adopting holistic approaches and proper sequencing starting with social/gender analysis with collection of sex-disaggregated data enable preparation of a gender-inclusive project design with a Gender Action Plan and clear performance indicators for monitoring and evaluation; (iii) consultations, collective action and participation in decision-making positions by both men and women throughout project preparation and implementation promote community mobilization and ensure sustainability of any gains made in poverty reduction and gender equality.
- Gender mainstreaming for enhanced poverty reduction through infrastructure projects is not an easy task because of (i) poor women's time and mobility constraints; (ii) capture of benefits sometimes by elites; (iii) resistance/lack of awareness of decision-makers; (iv) men's control over resources; (v) highly technical projects with difficult entry points for gender; (vi) context specific challenges; (vii) gender equality sometimes seen as a donor's priority and not a country priority; and (viii) lack of coordination among donors under program or sector development projects.
- Challenges for gender mainstreaming in infrastructure projects can be overcome given successful experiences shared by PDs from many countries in the region. Infrastructure projects can literally save lives as in the case of water supply and sanitation projects. Infrastructure projects also offer huge opportunities for employment and income for men and women in construction, operations and maintenance, and in management.
- Gender Action Plan is a proven tool for effective gender mainstreaming. It identifies specific targets, features, activities and resources to enhance the effectiveness of infrastructure projects to reduce poverty and gender inequality in the household, in the economic sphere, and in the public domain. However, both men and women must see the benefits of gender equality and thus be motivated to contribute to achievement of gender inclusive results under infrastructure projects.

(ii) ADB Gender Specialists' Annual Consultation Workshop

A three-day annual consultation workshop was held 7-9 November 2007 in Dhaka, Bangladesh for ADB's seven Resident Mission (RM) GAD Consultants from Bangladesh, Cambodia, Indonesia, Nepal, Mongolia, Sri Lanka and Uzbekistan and two National Social Development and Gender Officers from Bangladesh and Viet Nam [thereafter, Gender Specialists]¹⁰ to discuss: (i) current debates on ADB's long term strategic directions and the GAD Policy Plan of Action; (ii) ADB's design and monitoring framework; (iii) their roles in

¹⁰ Six GAD consultants in Afghanistan, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka and Uzbekistan are funded under RETA 6092. One GAD Consultant in Bangladesh is funded under RETA 6143.

strategic planning as well as project identification, design, implementation and monitoring; (iv) their progress and challenges over the past year in loan processing and implementation; and (v) their work programs for the coming year. The Annual Consultation Workshop provided lateral learning opportunities among Gender Specialists (GSs) as they presented case studies of a variety of project, program and sector development loans in agriculture and rural development, education, and urban infrastructure sectors. The GSs were able to share, discuss, and compare similar loans, components of GAPs they had developed for mainstreaming gender, and associated implementation issues. All GAD Consultants and National Officers reported strong support by their Country Directors for gender mainstreaming at program and project levels. A lunchtime working session was held with the LGED additional Chief Engineer and a member of the ADB External Forum on Gender to hear his reflections on long-term gender capacity development at LGED and discuss in depth challenges and options for enhanced gender capacity development in DMCs.

(iii) Gender Capacity Development for Project Implementing Unit Staff

Gender capacity development of project executing and implementing agencies often takes place in the context of developing and implementing project-based GAPs. Day-to-day assistance to gender focal points in on-going projects, project inception and orientation workshops, loan review missions and project-specific gender trainings raise awareness of EA and PIU staff on project GAPs, lead to better monitoring of GAD objectives, initiate GAP revisions, and as a result, improve the quality of loan implementation.

In 2007, the **Sri Lanka** RM GS conducted a two-day *Training Program on Gender Issues in Water Supply and Sanitation* for selected staff from the *Secondary Towns Rural Community Based Water Supply and Sanitation Project* focusing on gender and water supply and sanitation and the use of Participatory Rapid Appraisal tools for gender sensitive data collection and gender analysis. In **Nepal**, the RM GS assisted the *Decentralized Rural Infrastructure and Livelihood Project* staff in conceptualizing a *Gender Policy for Local Transportation System*.

To showcase an example of how gender capacity was developed for EA and PIU staff and led to positive project outcomes, the Deputy Project Director (DPD) of the **Nepal: Community Livestock Development Project** was invited to ADB HQ to share how gender mainstreaming under his project has improved women's participation in the livestock sector and developed GAD capacity in the Department of Livestock in Nepal. The DPD's presentation was part of the launch of the *Synthesis Report on Gender Action Plans and Gender Equality Results: Rapid Gender Assessments of ADB Projects*.¹¹

(iv) Gender Capacity Development of Sector Agencies, National Machineries and Gender Focal Points

The RM GSs supported country specific TA projects funded by the GAD Fund which expand ongoing gender capacity development initiatives in the DMCs or complement efforts of ADB loans to enhance GAD capacity of sector agencies, national machineries and gender focal points. Two TAs that have supported Ministry of Agriculture, Fisheries and Forestry in Cambodia and Ministry of Agriculture and Rural Development in Vietnam to develop GAD capacity in the agriculture and rural development sector were completed in 2007. Three TA

¹¹ ADB. 2007. Gender Action Plans and Gender Equality Results: Rapid Gender Assessments of ADB Projects: Synthesis Report Manila.

projects have supported Ministries of Women's Affairs through capacity development of district level women in development officers in Nepal, empowerment of female commune councilors in Cambodia and building national GAD machinery in Uzbekistan. Achievements under these TAs are elaborated under the RETA 6143 Section II.D, page 50. In Sri Lanka, the GS supported the Ministry of Child Development and Women's Empowerment to finalize the National Plan of Action for Women, recommended ways to support the Ministry to implement the Plan and conducted training on "Concepts in Gender Auditing" for gender focal points in Ministries.

(v) **Gender Capacity Development of ADB Resident Mission Staff**

Although GSs hold individual project specific discussions and participate in loan processing and review missions where they raise gender awareness of ADB RM staff and improve their skills for gender mainstreaming, some GSs also initiated RM wide gender capacity development training workshops in 2007. The GS in **Mongolia** organized a gender training at the RM Staff retreat focusing on (i) discussion of gender issues within the priority sectors of the country portfolio; and (ii) presentation of tools for gender mainstreaming with good practice examples to demonstrate how they have improved project outcomes and impacts. Moreover, RETA 6092 also supported gender capacity development of RM national officers by including them in lateral learning forums. The transport project officer from ADB/Afghanistan, the governance project officer from ADB/Pakistan, and project officers in urban and rural infrastructure from ADB/Bangladesh were invited to participate in the *Regional Seminar on Gender, Poverty and Infrastructure*.

(vi) **Building Gender Specialists' Capacities as Trainers**

RM Gender Specialists in **Sri Lanka** and **Afghanistan** were included in the ADB *Training of Trainers for Design and Monitoring System (DMF)* and participated as facilitators in the DMF Workshop in Afghanistan. Similarly, the **Nepal** GS was invited to participate in the Social Development Training at ADB-HQ to expand her abilities to support the RM staff in a broad range of social development issues including gender. Moreover, the **Sri Lanka** RM GS was invited to serve as a team member to develop a training model for "Consultation and Participation", which was tested at the consultative workshop held for the Country Gender Assessment (CGA) Update in Sri Lanka.

6. **Gender Focal Point Activities**

As ADB's gender focal points in their countries, the RM GSs participate actively in donor gender working groups, support national gender focal agencies and women's NGOs on strategic GAD activities, and disseminate information on ADB's GAD activities through participation in conferences, seminars, and workshops. Focal point activities result in broad based gender capacity development in DMCs by raising gender awareness of policymakers, sector agencies, NGOs and the media on national and regional gender issues and enhancing collaborative GAD initiatives among donors, NGOs and national machineries. Highlights of 2007 gender focal point activities include:

- (i) **South Asia Women's Fund.** The **Sri Lanka** GS participated in a workshop to develop a strategy for expansion of the South Asia Women's Fund at the Centre for Women's Research (CENWOR) in Colombo.
- (ii) **Aid Effectiveness and Gender Equality in South East Asia Workshop.** The **Cambodia** GS facilitated the participation of five official Cambodian delegates in the

workshop and assisted with drafting the Cambodian Action Plan for Gender Responsive Aid Effectiveness. The workshop jointly organized by the World Bank, DFID and UNIFEM included 53 participants composed of Government, civil society and donor representatives from Cambodia, Indonesia, Vietnam and Timor-Leste.

- (iii) **Technical Collaboration with UNIFEM on the National Action Plan for Women of Afghanistan.** The Afghanistan GS provided technical inputs to the National Action Plan for Women of Afghanistan prepared by UNIFEM and the Ministry of Women's Affairs.
- (iv) **Technical Collaboration with the Gender Equality Coordination Unit (GECU).** As a member of the GECU Expert Committee, the Uzbekistan GS evaluated 64 grant proposals, provided inputs on strategic GAD documents of other donors including UNDP, Swiss Embassy and Organization for Security and Cooperation in Europe (OSCE).
- (v) **Donor Coordination on the 2004 Tsunami.** The **Sri Lanka** GS prepared a note on lessons learned from the donor coordination experience following the 2004 tsunami outlining institutional arrangements of the Government for the immediate humanitarian response and longer-term tsunami reconstruction activities, and donor cooperation in needs assessments and in the implementation arrangements for infrastructure reconstruction focusing on roads and water supply and sanitation.
- (vi) **Small grants to local NGOs in direct support to ADB loans.** The GSs in Uzbekistan, Cambodia and Mongolia assisted local NGOs in the implementation of sub-projects funded under RETA 6143 to provide employment opportunities and financial services for rural women and to build capacity of local women leaders. *Strengthening the Role of Women in Agribusiness Project* in **Uzbekistan** will enhance skills in effective crop production, agro-processing and other agribusiness activities to generate employment for rural women in Tashkent and the Fergana Valley. *Capacity Building of Female Commune Councilors' Network Project* in **Cambodia** will create a network of 489 women councilors and Women and Children Focal Points in 5 provinces and strengthen their capacity to perform their responsibilities for the development of their communities. *Gender in Agriculture and Rural Development Project* in **Mongolia** will enhance the capacity of women-owned rural businesses through business skills training, support for marketing, and facilitating access to credit so that they can efficiently engage in local supply chains. (See details Sections II.B and II.D pages 30-50).
- (vii) **Strengthening National Machineries for Gender-Inclusive Planning, and Program Implementation.** Several RM GSs assisted their national machineries in various ways such as facilitating Government, political parties, businesses and private agencies to support women leaders in **Cambodia**; supporting key Government agencies to systematically address gender concerns and make progress towards the achievement of MDGs in **Uzbekistan**; and, developing guidelines and benchmarks for implementing the National Plan of Action for Women in **Sri Lanka**.
- (viii) **Women and Peace.** The **Sri Lanka** GS organized a seminar hosted by the Sri Lanka Resident Mission on *Women, Peace and Possibilities* for the UN International Women's Day for gender focal points, donors and NGOs.

- (ix) **Gender and Sanitation.** The **Indonesia** GS gave a presentation for the National Planning Board on gender related findings from the Indonesia Sanitation Sector Development Program.
- (x) **Gender and Resettlement.** The **Sri Lanka** GS made a presentation on The Gender Perspective in Resettlement Planning for the workshop on *Development and Implementation of an Involuntary Resettlement Policy for Sri Lanka-Lessons Learned* for a team of visiting Government officials and RM staff from Bangladesh.
- (xi) **Gender Equality Law Reforms.** In **Mongolia** and **Sri Lanka** the RM GSs supported the implementation of GAD Fund sub-projects which address gender issues in drafting and amending legislation, build gender sensitive legal institutions and enhance gender awareness among the general public and the legal system on discriminatory laws. Further details are included under RETA 6143 section on pages 43-44.
- (xii) **Gender and Water Network in Central Asia.** The **Uzbekistan** GS assisted in the implementation of this sub-project supported by the ADB Water Fund to expand the Gender and Water Network in Central Asia through educational activities on water resource management, establishing gender balanced water user associations with 30% females in management positions, and promoting donor initiatives in water-scarce settlements and protection of water resources from pollution. The RM GS made a presentation in the *Regional Seminar on Gender, Poverty and Infrastructure* on the objectives and achievements of the Network to date.
- (xiii) **ADB External Forum on Gender (EFG).** The **Cambodia** GS participated in the ADB's EFG meeting with a presentation on Gender and Decentralization, which described how the design of a grant funded pilot project linked to the Cambodia: Commune Council Development Project II aims to demonstrate the potential benefits of gender mainstreaming to improve project outcomes. GS's participation in the EFG meeting enriched discussions on ADB's progress in GAD policy implementation for the EFG members.
- (xiv) **Collaboration with the ADB NGO Center.** The Cambodia, Uzbekistan, and Mongolia GSs assisted the ADB's NGO Center in preparation for the training on *Working with ADB-Government-NGOs/CSOs*, held in Dushanbe 10-12 October and coordinated the participation of official delegates from their countries.

B. RETA 6143: PROMOTING GENDER EQUALITY AND WOMEN'S EMPOWERMENT

RETA Project 6143 assists ADB and its partner agencies in DMCs to address gender concerns more effectively in strategic planning and design and implementation of development programs to reduce gender disparities and meet the MDGs. More than 50% of RETA 6143 funding has been allocated to provide "GAD Support to ADB loans" primarily to undertake gender assessments during the loan design phase to assist with the development of project-specific Gender Action Plans (GAPs) to facilitate women's active participation and equitable access to inputs and resources. When TA projects supported by the GAD Fund have been directly linked with larger loan projects, they have been able to develop gender capacity of sector agencies and leverage significant resources for gender equality and women's empowerment.

RETA 6143 has also supported the preparation of diagnostic studies on country-specific concerns such as discriminatory legal practices in Sri Lanka and Mongolia or gender issues in Uzbekistan's transport sector to inform the development of country partnership strategies about existing gender disparities in order to promote women's empowerment in strategic sectors. Gender capacity development of national machineries, sector-agencies and community based organizations is also an important category of projects supported under the GAD Fund which - over the past four years- has facilitated development of gender-responsive sector policies and action plans in countries like Cambodia, Nepal and Viet Nam and building gender capacity of sector agencies. In 2007, there were 25 sub-projects providing GAD support to ADB loans (12), CPS activities (5), capacity development of project executing and implementing agencies (5), and partnership activities (3). Ten of these sub-projects were completed or closed in 2007 with significant results.

Table 3: RETA 6143 Sub-Projects in 2007

Ongoing Subprojects under RETA 6143 in 2007							
No.	DMC	Project Title	Sector	Amount	Status	GDCF Approval	Expected Closing Dates
1	BAN	Gender capacity development in Water Sector in Bangladesh	Water Supply, Sanitation & Waste Management	80,000	ongoing	22 Oct 2005	31 Jul 2008
2	BAN	Gender Mainstreaming in ADB Support	LEMPP	122,000	ongoing	03 Jul 2007	01 Jul 2009
3	CAM	Women in Leadership-Radio programs on Women and Governance	LEMPP	59,400	ongoing	03 Jul 2007	01 Jul 2008
4	MON	Enacting the Law on Gender Equality	LEMPP	134,000	ongoing	10 Jan 2007	01 Jun 2009
5	MON	GAD Support for Agriculture and Rural Development Projects	Agriculture & Natural Resources	170,000	ongoing	10 Jan 2007	31 Mar 2009
6	PAK	Improving Gender Roles in Ecosystems Management	Agriculture & Natural Resources	100,000	ongoing	22 Nov 2006	01 April 2009
7	PRC	Kanas Women's Enterprise Development Project	Water Supply, Sanitation & Waste Management	150,000	ongoing	10 Oct 2007	31 Dec 2008
8	PRC	Assessment of Gender Issues in Resettlement in the PRC	LEMPP	80,000	ongoing	03 Jul 2007	01 Mar 2008
9	SRI	Reform of Sri Lanka's Discriminatory Land Laws	LEMPP	100,000	ongoing	10 Jan 2007	01 Jun 2009
10	TAJ	Gender Action Planning for Sustainable Cotton Sub-sector in Tajikistan	Agriculture & Natural Resources	35,000	ongoing	10 Jan 2007	01 Jan 2009

11	UZB	Gender Assessment in the Transport and Communication Sector	Transportation & Communication	20,000	ongoing	03 Jul 2007	01 Sep 2008
12	UZB	Strengthening the Role of Rural Women in Agribusiness	Agriculture & Natural Resources	50,000	ongoing	10 Jan 2007	01 Sep 2008
13	UZB	GAD Capacity Building for Makhalla's Advisers	LEMPP	65,000	ongoing	17 Apr 2007	01 Apr 2009
14	REG	Russian Translation of CARs CGA Synthesis Report	LEMPP	10,500	ongoing	04 May 2007	29 Feb 2008
15	REG	Gender Aspects of Regional Remittances in Central Asia and North Caucasus	Finance	57,150	ongoing	21 Jun 2006	30 Jun 2008

Completed Subprojects under RETA 6143 (completed but not financially closed in 2007)

No.	DMC	Project Title	Sector	Amount	Status	GDCF Approval	Expected Closing Dates
1	AZE	Gender Responsive Microfinance	Finance	65,000	completed	12 Nov 2004	30 Jun 2008
2	INO	Support Activities for Strengthening Women's Involvement in Housing Rehabilitation-Reconstruction in Aceh	LEMPP	37,400	completed	22 Jul 2005	31 Mar 2008
3	MON	Rural Women Business Development	LEMPP	32,500	completed	30 Jun 2006	31 Mar 2008
4	NEP	Strengthening the Capacity of Change Units in 5 Key Ministries	LEMPP	72,000	completed	22 Oct 2005	31 Mar 2008
5	PHI	Gender Action Planning in Metro Manila Urban Poor Communities	LEMPP	50,000	completed	10 Jan 2007	10 Jan 2008
6	UZB	Improving National GAD Machinery	LEMPP	50,000	completed	22 Jul 2005	31 Mar 2008
7	REG	International Women's Day (2007)	LEMPP	2,284	completed	01 Feb 2007	31 Mar 2008

Closed Subprojects under RETA 6143 (completed and financially closed in 2007)

No.	DMC	Project Title	Sector	Amount	Status	GDCF Approval	Closing Dates
1	CAM	Enhancing the Role of Women in Inland Fisheries	Agriculture & Natural Resources	150,000	closed	18 Apr 2006	01 May 2007

2	INO	Gender Specific Approaches on Urban Nutrition	Health, Nutrition and Social Protection	25,000	closed	22 Jul 2005	28 Feb 2007
3	UZB	Agents Network for Credit Unions in Bukhara	Finance	20,000	closed	22 Jul 2005	01 Jan 2007
<small>ADB = Asian Development Bank; AZE=Azerbaijan; BAN=Bangladesh; CAM=Cambodia; CARs=Central Asian Republics; CGA=Country Gender Assessments; GAD = Gender and Development; Indonesia=INO; LEMPP=Law, Economic Management, and Public Policy; MON=Mongolia; NEP=Nepal; PAK=Pakistan; PHI=Philippines; PRC = People's Republic of China; REG=Regional; SRI=Sri Lanka; TAJ=Tajikistan; UZB=Uzbekistan.</small>							

1. Completed or closed subprojects in 2007¹²

(i) GAD Support to ADB Loans

a. Azerbaijan: Gender-Responsive Microfinance (Amount: \$65,000; Approval: 12/11/04; Expected Closure: 30/06/08)

The micro finance industry in Azerbaijan contributes to the local economic development within the framework of poverty reduction, enterprise development and improvement of living standards. Micro finance institutions (MFIs) are in about 82% of the 66 regions of the country with almost a hundred thousand clients, 40% of whom are women. The ***Azerbaijan: Micro and Rural Finance Project*** was designed to increase access to financial services for poor households through expansion of participating MFIs and banks for wider coverage in rural areas. To ensure women could take advantage of the new expansion of funds as either clients or staff members, gender issues in micro finance had to be addressed.

The GAD Fund supported the preparation and implementation of a project-specific *Gender Strategy and Action Plan* to increase the level of institutional gender awareness in MFIs, the number of women borrowers and women staff at various levels of MFIs. It supported activities such as (i) surveys to assess the numbers and levels of engagement of women staff in MFIs and their promotion prospects; (ii) data on existing and potential women clients and the credit needs of rural women; (iii) gender training and capacity development of MFIs; and (iv) mobilization and incentive schemes to recruit new MFI field staff and clients.

Surveys conducted with 15 MFIs revealed their difficulties in hiring and retaining female staff related to frequent field visits that required overtime work; cultural barriers to traveling alone in target sites; insufficient skills and regional knowledge; problems in dealing with male clients; and low salaries. On the other hand, advantages of having female MFI officers included easier access to and business with female clients, positive impact on work environment with higher levels of productivity and efficiency; and increased number of female owned and managed businesses contributing to women's empowerment in society and family livelihoods.

These assessments were the basis for formulating recommendations, strategies, implementation procedures, and selection criteria for loan officers. The second phase of the project involved selection, recruitment, and training of 18 female loan officers. As a result, the newly recruited male and female staff of MFIs underwent gender training and specialized training on gender-relevant technical aspects of microfinance. Azerbaijan Microfinance Association (AMFA) provided day-to-day monitoring and counseling to newly recruited female

¹² Completed sub-projects have completed activities but have not been financially closed. Closed Sub-projects have completed activities and have been financially closed:

mobilizers and credit officers, conducted Training of Trainers (TOT) on gender and microfinance for human resource personnel of MFIs, and assessed mobilizers' work effectiveness. Feedback from managers and supervisors of MFIs noted satisfaction with the enhanced professional knowledge of new employees. The subproject enabled the AMFA to increase its level of institutional gender awareness, increase participation of women as field staff and increase the number of women clients.

**b. Indonesia: Strengthening Women's Involvement in Housing Rehabilitation Reconstruction, Aceh
(Amount: \$37,400; Approval: 22/07/2005; Estimated Closure: 31/03/2008)**

This subproject was aimed at supporting the gender-inclusive design of the *Indonesia: Earthquake and Tsunami Emergency Support Program (ETESP)*¹³, which supported the rebuilding of Indonesia's hardest hit regions in Aceh and north Sumatra provinces following the December 2004 tsunami and earthquake disaster. It includes a number of sub-components for rehabilitation and reconstruction including one for housing.

The GAD Fund supported sub-project ensured: (i) women were included in consultations for planning and reconstruction of housing and settlements; (ii) women's NGOs were included in project implementation; (iii) women could identify their training needs; (iv) the development of project-specific GAP was based on sound gender analysis; and (v) preparation of training materials for the Community Facilitators' Training component. Consultations during ETESP design identified women's key needs as safe housing to protect them from disasters with appropriate cooking space and privacy; financial resources to start small businesses; access to basic services such as water supply and sanitation; and opportunities to participate in community housing committees.

A gender strategy and a GAP were developed for the housing component of the ETESP under the sub-project which included specific measures to ensure that women heads of households would be (i) given access to land and housing; (ii) provided with privacy and security in the design and zoning requirements of housing and settlements; (iii) given the opportunity to participate in paid construction work, supervision, operation, and maintenance of residential infrastructure; (iv) part of the ETESP community implementation teams; and (v) assisted in organizing themselves into self-help groups such as cooperatives, micro-enterprises, and mutual aid associations.

The housing component of ETESP implemented several initiatives that empowered women and addressed social inequalities. Women's participation in designing the housing program was institutionalized through community committees and special efforts were made to include suggestions from female-headed households, orphans and widows. Following the reconstruction phase, women have been involved in contributing ideas to housing maintenance and environmental improvements such as street labeling, house numbering, neighborhood greening, septic tank maintenance and playgrounds. ETESP has also engaged women's organizations and local NGOs to monitor and evaluate the overall housing and settlements project. Responsiveness to gender issues led to positive reputation of the ADB project among beneficiaries.

Major lessons learned from sub-project activities included recognition that (i) ineligible beneficiaries could be reduced if gender indicators were incorporated into the beneficiary validation system giving priority to the most needy; (ii) housing designs need to be appropriate for beneficiaries to undertake livelihood activities; (iii) gender based indicators help develop priorities to ensure equal utilization of public infrastructures by both women and men; and (iv) the use of house numbering

¹³ Grant for INO: Earthquake and Tsunami Emergency Support Project approved on 7 April 2005 (\$3.5m).

and street labeling facilitate community activities such as correspondence and credit applications.

**c. Mongolia: Rural Women Business Development
(Amount: \$32,500; Approval: 30/06/2006; Estimated Closure:
31/03/2008)**

This GAD Fund sub-project helped to mainstream gender issues in the ***Mongolia: Agriculture Sector Development Project (ASDP)***¹⁴ through the engagement of two NGOs, the Foundation for the Empowerment of Rural Women (FERW) and the Women and Child Development Centre (WCDC), which aimed to reduce poverty for women through skills development, leadership training and income generating activities. The sub-project targeted the (i) nomadic semi-subsistence herders and (ii) urban migrants to rural *aimags* (provinces) *in 4 soums* (divisions of aimags), namely Erdenemandal and Battengel soums of Arkhangai aimag, Zuunkhangai and Undurkhangai soums of Uvs aimag) and provided training programs on making products from milk sap and felt.

In 2006, over 160 unemployed women participated in a series of training programs on “Dairy and Felt Products Processing”, “Fundamental Knowledge of Running a Small Business and Executing Marketing”, “Establishing Community Groups, Savings and Raising Capital” and “Strengthening the Capacity of Community Based Organizations”. After the training, 4 wool and 5 milk sap groups were formed to pool skills and resources to increase production. In 2007, another group of 160 poor and unemployed women attended two courses on “Marketing and Small Business,” conducted by WCDC, and “How to Start Cooperative and Savings and Credit Groups” by FERW. After the training, 10 groups of 4-5 women each were formed, 4 in felt making and 6 in milk-sap production.

While weather difficulties, the remoteness of the area and uniting unemployed women to train and run a joint business venture posed some challenges, the demand for the training was high due to the large number of poor and unemployed women in project sites, and the training programs were successfully completed. Participants learned basic business management skills, new ways of raising an income and the advantages of working in a group. They demanded solutions to their business related constraints from their local governments. Regular advice and monitoring by the implementing NGOs enabled women to apply their new skills. In addition, the CDWC served as a marketing agent for felt makers in the capital city where the market is larger. Products by project participants won prizes in local and regional markets. Individual women in felt making earned up to MNT150,000 (\$130). Those in milk sap production produce 5-9 kinds of goods successfully sold in local markets. One specific milk sap group earns up to MNT 117,000 monthly from selling a regular supply of 8 types of products to a lunch program in a local school with 245 students.

Local governors greatly appreciated the sub-project that helped female headed households to live on sustainable incomes. Women have used their earnings for children’s education, clothing, family healthcare and other household needs. Rural women’s confidence in participating in local markets has grown. Their success has earned the support of local authorities in the form of free production premises and supplies. Implementing NGOs offered the following recommendations for future projects that promote women’s entrepreneurship in agribusiness: (i) conduct specific surveys on the uniqueness of the products in the local market; (ii) conduct group trainings on marketing; (iii) conduct a follow-up training on felt processing (e.g., wool coloring using natural and chemical dyes); and (iv) provide assistance on packaging, brand development, raw material sourcing, facilitating exhibitions, and identifying demand for

¹⁴ Loan 1822-CAM: Agriculture Sector Development Project approved December 2000 (\$10 million).

products in domestic and international markets.

d. Nepal: Strengthening the Capacity of Gender Focal Points in Key Ministries
(Amount: \$72,000; Approved 22/10/05; Expected Closure: 31/03/08)

Change Management Units (CUs) were created in five key Ministries in Nepal in response to the amendments to the 2005 Civil Service Act (CSA) which opened opportunities for more female representation in the civil service. The Ministry of General Administration's (MOGA) Governance Reform Coordination Unit (GRCU) has taken the lead in bringing together the Gender Focal Points (GFPs) of 5 pilot ministries for lateral learning across different sectors, as well as in advocating for 33% representation of women in all state bodies. The GAD Fund supported the development of a Gender Action Plan under ADB's *Nepal: Governance Reform Program* Loan, which assisted the CUs and GFPs in three ministries (Ministry of Agriculture and Cooperatives, Ministry of General Administration and Ministry of Education and Sports) to play a catalytic role in mainstreaming gender. Achievements of the Gender Action Plan included:

- Approved gender strategies for the Ministry of Education and Sports (MOES) and Ministry of Agriculture and Cooperatives and for the Ministry of General Administration. All three strategies have been prepared in the Nepali language;
- Completed institutional assessment with proposed reforms for three ministries;
- Enhanced capacity of GFPs through gender orientation and awareness raising;
- Approved TORs for GFPs that will allow their more active participation in decision-making processes and greater autonomy for gender audits of official documents;
- Production of a sex-disaggregated Benefit and Monitoring System; and
- Preparation of a Gender Manual for use by GFPs in gender orientation sessions.

The process promoted lateral learning at the intra-ministerial level. More importantly, officers developed a high degree of commitment to promoting gender equality, and even showed willingness to help GFPs from other ministries in gender mainstreaming.

e. Philippines: Gender Action Planning in Metro Manila Urban Poor Communities
(Amount: \$50,000; Approved: 10/01/07; Expected Completion: 10/01/08)

The ADB's *Philippines: Metro Manila Urban Services for the Poor (MUSSP) Project* approved in 2005 as a Multitranchise Facility (MFF) supports the Government's 15-year Slum Eradication Policy (2003), Medium-Term Development Plan (2004-2009), the National Housing and Urban Development Framework, and the National Urban Policy Agenda (2004-2009). During the MUSSP design phase, women were recognized as the primary beneficiaries of secured tenure and safe housing projects; therefore, community action and resettlement plans (CARP) and housing designs would have to consider gender based needs and concerns. The MUSSP will cover close to 70,000 households in 7 cities of Metro Manila. To strengthen women's active participation and decision-making capacity for urban planning, and ensure women heads of households have access to land, housing and basic infrastructure services, the MUSSP sought support from the GAD Fund to develop a Gender Action Plan (GAP).

The GAP was developed based on gender-sensitive surveys conducted in Muntinlupa and Taguig cities of Metro Manila which confirmed that female-headed households are highly employed in small service industries but have low income, little education and skills, insecure housing tenure harboring fear of eviction and demolition, poor and inadequate water supply increasing their housework and inadequate workspace for their home-based livelihood activities. Extensive consultations were held in both cities with women's organizations and community leaders and representatives from local government, national agencies, NGOs, private sector and businesses to formulate an institutional set up and roles of the different Local Government Units for GAP implementation. Consultations identified gender specific issues and enabled women in the communities to express their concerns in the design of the housing projects to improve mobility, safety, security, and childcare; their need for training in business and financial management, leadership skills, savings mobilization and computer literacy programs. Women's primary concerns were security, tenure and cost of the housing project. The areas they would be interested to participate in the housing project included the grievance and redress committee, documentation and processing of housing awards, and maintenance of housing and community facilities.

The MUSSP GAP addresses the key issues raised by women during the consultations. The housing development component will ensure women's need for safety, security, mobility and child care services and will also empower women by giving equal rights to decision making and asset ownership. Microfinance programs for home-based income generating activities will be developed especially for women with childrearing responsibilities. Half of the targeted participants for training on financial management and marketing will be women out of which at least 60% will be provided credit to start up their micro enterprises and mobilized for group savings. The facility will also help women's cooperatives engaged in activities like sewing uniforms, food preparation and selling, and childcare. Capacity-building activities will focus on developing women's leadership skills, organization and management of homeowners associations, financial management capabilities, and project monitoring and evaluation skills.

**f. Indonesia: Gender Specific Approaches on Urban Nutrition
(Amount: \$25,000; Approval: 22/07/2005; Closed: 28/02/2007)**

Urban living has changed the family structure and social networks in Indonesia. The prevalence of malnutrition, lack of support for child care due to families' focus on livelihood activities to cope with economic challenges and the need for women's employment are among the issues associated with declining nutritional status of children and family members. The ***Indonesia: Nutrition Improvement Through Community Empowerment Project (NICE)*** approved by ADB in 2007 was designed to reduce the negative impacts of urbanization potentially spreading diet-related diseases among the urban poor. The GAD Fund provided resources to undertake a study to determine linkages between urban poor women's nutritional well-being and their socioeconomic status and identify gender-specific design features and interventions for the ensuing loan. The sub-project intended to improve access of the poor, especially women and children, to nutrition services at integrated health posts (*posyandu*) and public health centers (*puskesmas*).

The study conducted in five districts of DKI Jakarta province and Tangerang with 45 households with children less than 5 years of age, nine pregnant mothers, adolescent girls, volunteer health workers, midwives and nutritionists, and squatter households revealed the following gender-related issues: (i) insecurity of family income has led poor urban mothers to participate in income-earning activities leaving them with little time to prepare food and relying on unhealthy, cheap food choices; (ii) many childcare practices, including taboos on

breastfeeding and diet were still practiced by mothers due to lack of nutrition knowledge and social pressure; (iii) low utilization of health care services due to their poor quality. Health posts had limited activities to weighing and immunization of babies and improving mothers' knowledge on childcare and nutrition was not emphasized; (iv) health and nutrition messages aired on TV did not reach the target audience due to inappropriate timing and programs.

Based on gender analysis, the NICE Project was designed with gender based features to improve (i) laws and regulations on maternity leave, and enforcement of regulations on formula milk industries; (ii) the health care system through better antenatal care, a wider range of services provided by the integrated health posts and public health centers, and a commitment from health staff personnel; (iii) family livelihoods by encouraging home-based income-generating activities for breastfeeding mothers; (iv) women and girls' knowledge about the benefits of breastfeeding; (v) exposure of women and families to health and nutrition messages through the media; and (vi) production of nutritious and affordable food for the poor by the private sector. Although the project is focused on improving the nutritional status of pregnant and lactating women and children, targets are set for ensuring the gender balance in training of medical and nursing professionals. Loan covenants will also ensure community facilitators working with key stakeholders, mothers, fathers, teachers, community leaders for improved urban nutrition are 50% male and female.

**g. Cambodia: Enhancing the Role of Women in Inland Fisheries
(Amount: \$150,000; Approval: 18/04/2006; Closed: 01/05/2007)**

Cambodian women contribute at least 20% of the total annual fisheries production and provide at least half the labor for fish culture, gathering aquatic plants and animals for human and fish feed. Fish processing, trade and marketing and making small fishing gear are also mostly done by women. However, policies and programs often have neglected women's roles and contributions in the fisheries sector because of the stereotyped assumptions that women are not physically capable of engaging in fishing activities. However, poverty reduction in a post-conflict environment with a high prevalence of female-headed households like that of Cambodia will not be realized unless due consideration is given to women's contributions to fisheries production.

The GAD Fund supported the Ministry of Agriculture, Forestry and Fisheries to analyze the constraints, opportunities, interventions and strategies required to promote women's participation in the inland fisheries sector. Key constraints to women's access to resources in the fisheries sector around the Tonle Sap were identified as low levels of education and health care and lack of access to credit, technology and equipment. Women's domestic responsibilities and traditional Khmer gender roles also limited their participation in decision-making at the household and community levels. Strategies recommended to improve the status and enhance the role of women in inland fisheries around the Tonle Sap Lake addressed the needs and concerns of three groups of women:

- **The poorest of the poor**, who engage in shallow water fishing close to home as day-to-day strategy. For them it is essential to establish community fisheries and ensure enforcement of their management.
- **Poor women in fishing/farming households**, who engage in fishing as a part-time activity that is highly seasonal. They need (i) legal access to fisheries resources not far from home; (ii) tools for small-scale fishing and fish processing; and (iii) facilities and infrastructure such as roads, schools, clinics, markets, and sanitation installations.

- **Poor women in specialized fishing**, totally dependent on the availability of wild fish resources to propagate cultured fish. For them the strategies can include formation of production cooperatives for fish processing and marketing at an industrial/commercial scale, in collaboration with community fisheries councils.

Recommendations from the sub-project are being used to mainstream gender issues into the implementation of several ADB initiatives which aim to improve the livelihoods of fishing communities around the Tonle Sap Lake. For example, the **Cambodia: Tonle Sap Environmental Management Project** (loan) will organize communities and empower women, the trained provincial staff, and NGOs for natural resource management in the Tonle Sap Biosphere Reserve. The **Cambodia: Tonle Sap Sustainable Livelihoods Project** (grant) also has provisions for improved social infrastructure in fishing communities specifically the establishment of a community livelihood fund (CLF) to finance small-scale community-driven activities at village and commune levels. CLF grant funds will be available to 37 communes through their respective Commune Councils and eligible activities include social infrastructure, income-generating activities, and support for community fisheries that will integrate gender considerations.

(ii) GAD Capacity Development

a. **Uzbekistan: Improving National GAD Machinery** (Amount: \$50,000; Approval: 22/07/2005; Estimated Closure: 31/03/2008)

Since independence, Uzbekistan has made considerable progress in developing a national women's machinery. Although several institutions with executive, legislative and advisory powers represent women's interests, limited gender capacity, a patriarchal mentality and weak understanding of gender concepts at policy and institutional levels seriously constrain their ability to address gender disparities and implement a National Action Plan. The GAD Fund supported a sub-project initiated by the Uzbekistan Gender Specialist on "*Improving National GAD Machinery in Uzbekistan*" to (i) enhance the gender capacity of local authorities, employees and officers of provincial, municipal and district *kengashs* (parliaments), public organizations, NGOs and representatives from the media; (ii) develop a statistical bulletin on "Women and Men of Uzbekistan"; and (iii) ensure gender issues were adequately addressed in the Labor and Family Codes of Uzbekistan. The sub-project was closely linked with the National Platform and Action Plan on enhancing women's status in Uzbekistan; national legislation and governmental acts ensuring women's rights and freedom; Mid-term Strategy for Raising Living Standards (SRLS); and the Millennium Development Goals.

Phase One_A series of two-day seminars were conducted by the NGO Civic Initiatives Support Center (CISC) in five regions with 116 participants from Karakalpakstan province and Tashkent city. Participants comprised of representatives of Ministry of Labor and Social Protection, trade unions, State Statistics Committee, administrative and law enforcement bodies, and leaders of the youth and women's organizations, NGOs, Ombudsman Institute, and media representatives. The seminars included discussions on women's work and employment status, gender stereotyping in labor markets, impacts of internal and external labor migration, women's safety in the workplace and demographic indicators. Representatives from the Women's Committee discussed improving the national mechanisms for women's empowerment at the regional level, the implementation and monitoring of CEDAW, and the creation of the Advisory Council on CEDAW implementation. The seminars (i) increased gender awareness among deputies and state employees; (ii) adopted gender-inclusive approaches at decision-

making levels; (iii) strengthened the role of national institutions to address gender issues; and (iv) analyzed recent gender trends and emphasized the importance of GAD awareness in policy planning and mass media.

Phase Two. The statistical bulletin “*Women and Men of Uzbekistan, 2000-2005*” was developed jointly by the State Statistics Committee, the Women’s Committee of Uzbekistan, UNDP, and CISC. It presents demographic statistics, and indicators on healthcare, education, employment, social protection, and offences related to gender. Spare time utilization by men and women with respect to their economic activities, education, age in urban and rural areas were included in the bulletin for the first time.

Phase Three. Labor and Family Codes were analyzed to assess compliance of Uzbek legislation with international laws on gender equality and to understand the impact of the legal environment on social and economic development of Uzbekistan specifically analyzing mechanisms that regulate labor relations, family policy affecting women’s legal and social status, access to resources, ability to realize their labor rights. A video film “Uzbekistan on the way to gender equality” was prepared as an output.

In sum, sub-project activities led to an increased understanding by policymakers about methods and significance of gender analysis to enhance gender-inclusive policy planning and to adopt gender-inclusive approaches to program development and implementation. The role of national machineries was emphasized in the area of gender-related policies and improving women’s access to resources. The role of mass media was also given importance to disseminate materials to increase awareness on gender-related policies, expanding opportunities to increase women’s access to resources, and raising women’s awareness on family and labor rights. Materials were published in both Uzbek and Russian languages for wider understanding and distribution in the country.

(iii) Partnership Activities

a. Uzbekistan: Agents Network for Credit Unions in Bukhara (Amount: \$20,000; Approval: 22/07/2005; Closed: 01/01/2007)

Agricultural productivity in Uzbekistan has improved but unemployment has risen due to the decline in non-farm rural employment and increasing population pressure. The restructuring of collective farms into *shirkats* (joint stock farming enterprises formed during the period 1993–1998, mainly specializing in cotton and grain) has adversely affected women. To reverse rising unemployment, the Government has promoted the role of small and medium enterprises in creating employment opportunities. However, since banks and microfinance institutions have rigid requirements such as collateral that small entrepreneurs cannot meet, the idea of credit unions (CUs) with savings mobilization programs was considered a means of reaching out to small entrepreneurs. In 2006, the ADB RETA 5889: Gender and Development Initiatives¹⁵ supported the efforts of the Business Women’s Association (BWA) to combine skills and business training with access to credit for women which resulted in about 1,053 and 1,500 people becoming members of the BWA and Umid CU respectively.

Based on successful results achieved by BWA under the first initiative, the GAD Fund provided additional resources to support a follow-on activity to establish an “*Agents Network for Credit Unions in Bukhara*” to promote CU activities and expand membership, deposits and

¹⁵ RETA 5889: *Gender and Development Initiatives* approved 23 December 1999 (\$850,000).

growth of small enterprises in rural areas through the provision of credit. In the first two months, agents were trained which enabled them to conduct educational campaigns on financial services offered by CUs to attract new clients. In ten months, there were 111 meetings held in 16 districts with 3,371 attendees in addition to 4,144 separate consultations. Education campaigns in the poor and remote regions of Bukhara, Navoi, Kashkadaria and Surhandaria were able to draw in a total of 1,003 new members: 547 women and 456 men. More than half of the clients (52.7%) were 30-50 years old, 30.5% within 17-30 years old, and 16.8% were over 50 years old. About 15% of the new members were young students who were encouraged to become CU members in campaigns conducted in colleges, lyceums and institutes. A total of 229 out of the 1,003 new members were able to receive credit under the subproject. As a result, there were 262 new workplaces created and 120 new businesses established. About 654, or 65%, of the new members were engaged in various businesses such as trading, handicrafts production, and farming. Interest earned from shares and savings also improved family budgets and increased their motivation to save for education, medicines, healthcare, and even for weddings and parties.

CUs have helped Uzbek women in setting up small businesses, expanding their existing businesses, and creating employment and training opportunities for other women demonstrated by the following examples:

- Two craftswomen, **Kenjebaeva Ulmas** and **Pazlieva Olima**, who are members of the Society of Disabled Persons, became successful with the help of the Business Women's Association and the CU in developing their sewing business in Gijduvan making decorative quilts, pillows, gowns, and stuffed toys. Olima trains young people in Djizak, Sirdaria, and Surhandaria regions on the making of stuffed toys that are sold in auctions and exhibits in Tashkent.
- **Idieva Nazira** of Umid CU used to refuse credit, but came to realize that the CUs can help her expand her small business. She opened her sewing and chain stitch workshop and purchased equipment and raw materials on credit obtained from the CU and opened five workplaces that generated jobs for women.
- **Irgasheva Nurhan**, founder of the Nurhon private firm, produces the best gold embroidery products in the region, usually bought by hotels, theaters, and private homes. Her workplace employs 60 women embroiderers.

2. Ongoing subprojects in 2007¹⁶

(i) GAD Support to ADB Loans

- a. **Mongolia: Gender in Agriculture and Rural Development Project (Amount: \$170,000; Approval: 10/01/07; Expected Closure: 03/31/09)**

The GAD Fund supported the design of the ***Mongolia: Agriculture and Rural Development Project (ARDP)*** with an in-depth gender analysis of the agriculture and rural development sectors in Mongolia. The RM GS joined the ARDP design team in February 2007 to collect information on rural women's conditions, needs, capacities, and opportunities. The gender analysis identified that women herders and their cooperatives are at the bottom of the agricultural raw materials supply chains. Together with the wholesale purchasers and trading

¹⁶ On-going sub-projects with an asterisk sign (*) indicate approval prior to 2007. All other subprojects are approved in 2007.

intermediaries, they are the drivers of local economies. They play a critical role in increased competitiveness of national agricultural industries as they determine the reliability and quality of raw materials supplies. Based on this gender analysis, a Gender Action Plan (GAP) has been developed with monitoring indicators to address gender based constraints and promote women's participation and empowerment in the implementation of the *Mongolia ARDP Project*. Consultations have also been held with NGOs and women's groups that could be involved in policy dialogue and in project implementation and monitoring activities.

Specifically, GAD Fund resources will facilitate the implementation of three sub-projects supporting (i) 169 women selling dairy products and meat at the food market in Uvurshangai and Arkhangai by reducing storage, hygiene and measurement related constraints that limit their potential sales; (ii) business development of 52 small traders (71% women) through training in accounting, food safety and hygiene, packaging, weighing, marketing and communications as well as through facilitating access to commercial credit through loan guarantees and credit lines for small traders; and (iii) raw material supply chain for value-added felt products for at least 4 groups consisting of 44 women making felt products through training events on wool processing technology, labor safety, equipment use, marketing and business management and arranging cost-share arrangements that enable groups to access new technologies, new market opportunities and increase their incomes.

**b. PRC: Kanas Women's Enterprise Development Project
(Amount: \$150,000; Approval: 10/10/07; Expected Closure: 31/12/08)**

The GAD Fund supported a sub-project to maximize the positive impacts of infrastructure improvements from the Kanas component of ADB's *PRC: Xinjiang Municipal Infrastructure and Environmental Improvement Project* by building the entrepreneurial capacity of ethnic minority women and increasing awareness on hygiene and health issues. This initiative was based on two key concerns identified during the project preparatory phase, namely, the lack of capacity and enabling environment that limit ethnic women's involvement in the new tourism economy, and poor health conditions in Kanas as a result of insufficient quality water supply, limited sanitation facilities, and poor waste disposal.

The Kanas Tourist Investment Company, the project's implementing agency, will manage sub-project activities to ensure ethnic women's participation in small enterprise development highlighting their unique cultural heritage and integrating their traditional knowledge on handicrafts, food and tourism. This will be achieved through project components that will build capacity through trainings and workshops, setting up of small revolving funds to facilitate credit for small enterprises, construction of three shops in the project area for marketing and tourist outreach, and setting up demonstration projects for hygiene and sanitation in target areas. Technical expertise will be tapped from the local All-China Women's Federation.

**c. Tajikistan: Gender Action Planning for Sustainable Cotton Sub-sector
(Amount: \$35,000; Approved: 10/01/07; Expected Closure: 01/01/09)**

Cotton supports 75% of Tajikistan's poor and extremely poor farm households. Its significant contribution to rural livelihoods, Government revenues, and export incomes makes it critical to national development. The farm privatization process and the lack of transparent land tenure systems result in disadvantages for women from poor households. While they may have their names on land use certificates, women still cannot make decisions about production and sales. Often they work as farm laborers or alternatively run the households while their husbands

migrate to Russia. These women's income consists largely of in-kind cotton stalks and limited cash payment from cotton picking.

Support from the GAD fund was requested to develop a participatory Gender Action Plan (GAP) for the ***Tajikistan: Sustainable Cotton Sub-sector Project***, approved in 2007 to ensure women's equal participation in the farm debt resolution process, awareness raising programs, and access to credit facilities. The GAP will also be used as a platform for educating the central and local government on gender-related issues and for advocating reforms in the cotton subsector.

Specific activities for the sub-project include (i) conducting field surveys and focus group discussions to identify specific issues affecting women in the four selected *raions* (districts): Vose and Yovong in Khatlon and Mastchoh and Zafarabad in Sughd); (ii) field-based analysis to determine appropriate mechanisms to ensure that women are informed about and active in the farm assessment and resolution process, especially for indebted farms where women are the majority owners; and (iii) consultations with key stakeholders to determine how to engage women in decision making positions to improve cotton production, grading, sales, processing, and implementation of policy reforms at local and national levels and to help cotton farms diversify production into other crops.

Sub-project activities have been delayed to first quarter 2008 because of the on-going design of the *Tajikistan: Cotton Sub-Sector Restructuring Program* which will have major implications on the *Tajikistan: Sustainable Cotton Sub-sector Project*, specifically on the resolution of the farm debt as well as the key policy reforms required for the sub-sector. Recruitment of the Gender Specialist using the GAD funds is underway and work is expected to commence by the end of March 2008.

**d. Uzbekistan: Strengthening the Role of Rural Women in Agribusiness
(Amount \$50,000; Approved: 10/01/07; Expected Closure: 01/07/08)**

Agriculture contributes to 25% of Uzbekistan's economy and generates employment particularly in the rural areas. Since Uzbekistan is a major supplier of fruits and vegetables to its neighboring countries, the Government has liberalized horticulture to expand its export potentials. In this effort, the reorganization of large cooperative enterprises into smaller private farms has significantly reduced public sector employment which adversely affected women more than men. Women need training to be more competitive in the labor market both as wage laborers and entrepreneurs.

The GAD Fund supported the development of a GAP during the design of the ***Uzbekistan: Fruit and Vegetable Market Development Project*** to enhance rural women's skills in effective crop production, agro-processing and other agribusiness activities to improve their employment opportunities in Tashkent and Fergana Valley. GAP activities focus on (i) establishment of Training and Production Centers (TPCs) to train rural women in small-scale agro-businesses and other skills; (ii) training of managers and trainers to provide technical assistance to rural women; (iii) training of about 2,000 women on establishment and efficient operation of private farms, taxation, business plan development, financial management, leadership skills and agricultural services in Tashkent and Fergana; (iv) creation of a database of qualified trainers and resource library; and, (v) women's increased access to training and consulting services from TPCs. The GAP will be implemented by the local NGO Rural Women's Support Center (RWSC) in cooperation with makhallas and other self-governing bodies. The sub-project activities are on hold as the Uzbekistan Resident Mission and the Government are

in the process of revising the associated loan project which will also require revision of the GAP.

**e. Pakistan: Improving Gender Roles in Ecosystems Management*
(Amount: \$100,000; Approved: 22/11/06; Expected Closure: 01/04/09)**

In Pakistan, despite their significant contribution to the economic well-being of their households, women have weak bargaining positions in the household, little involvement in local resource management, and are often excluded from decision making at both the household and community levels. The ***Pakistan: Sindh Coastal Community Development Project*** aims to reduce poverty in a unique and fragile ecosystem in an area where 80% of the population lives below the poverty line. Gender roles in the domestic and economic spheres differ: men are primarily responsible for fishing; women are involved in repairing nets and fishing tools and in marketing the produce, in addition to their community and household responsibilities. Given deeply entrenched social practices that generally marginalize women, support from the GAD Fund was sought by the Central and West Asia Department (CWRD) Agriculture, Environment, and Natural Resources Division (CWAE) to (i) assist partner NGOs, the National Rural Support Programs, the International Union for the Conservation of Nature and Natural Resources, and the coastal fisheries and forestry departments to establish mechanisms for active engagement and empowerment of women in natural resource management; and (ii) increase the knowledge pool on gender and ecosystem management in Pakistan.

A two-step process will involve a targeted participatory self-analysis study by the communities on their gender characteristics and on opportunities for improving gender equality in natural resource management. The second step will involve supporting the implementing agency to fund the implementation of the study's recommendations. The project management unit will assess proposals using several criteria, such as the presence of mechanisms for measuring results and commitment to investing own resources. Sub-project activities were delayed and will start in first quarter of 2008.

(ii) GAD Support to CPS Activities

**a. Mongolia: Enacting the Law on Gender Equality
(Amount: \$134,000; Approval: 10/01/07; Expected Closure: 01/06/09)**

Achieving gender equality in the legal system in Mongolia requires addressing disparities, contradictions and inconsistencies of existing laws and regulations. Effective application and exemption of laws depend largely on implementation and enforcement systems and procedures; however, no agency has an explicit role to enforce gender equality or even monitor adherence to laws and regulations. Thus, the Women's Caucus, a working group in the Parliament, was established in December 2005 with representatives from the Parliament, various ministries, and the National Commission on Gender Equality (NCGE) to draft a law to provide a coherent framework to integrate gender equality within the substance of the laws, legal structures, institutions and procedures in Mongolia. Enactment of this law will (i) ensure the *de jure* and *de facto* equality of men and women; (ii) strengthen and advance the obligations to prevent, protect, and prohibit all types of discrimination, particularly in gender; and (iii) lay the groundwork for reducing explicit and implicit forms of gender-based discrimination and violence.

This GAD Fund sub-project supports the Mongolian Government to (i) draft a comprehensive law on gender equality that will support the repealing of gender-biased and conflicting laws and regulations; (ii) develop gender-sensitive systems and procedures; (iii) increase gender awareness among members of the Mongolian parliament, judiciary and law

enforcement officials, civil society, media and the general public; and (iv) enhance legal literacy of the poor with special regard for women.

In the past two years, the NCGE has compiled information on laws, legal practices, and institutional modalities and mechanisms in law enforcement; and held extensive participatory discussions with members of Parliament, Government officials, legal experts, and civil society in drafting the first and second drafts of the Gender Equality Law. Moreover, education, awareness, advocacy, and public information campaigns have been conducted for law drafters, policy makers, and implementing communities through a variety of activities like the production of (i) a one-hour live TV program emphasizing the need for the law; and (ii) a basic information kit “Gender Information 2007: Facts and Figures” on existing gender disparities in health, education, employment, participation in decision making, and time use. In July 2007, a Training of Trainers for journalists was conducted involving 20 media representatives providing linkages to the Public Service Council and its initiatives on amending the public service law. Next step involves conducting broad stakeholder consultations on the draft Gender Equality Law before its submission to the Cabinet.

**b. Sri Lanka: Reform of Sri Lanka’s Discriminatory Land Laws
(Amount: \$100,000; Approval: 10/01/07; Expected Closure: 01/06/09)**

Many property and land rights laws of Sri Lanka are overtly discriminatory to women. Land Development Ordinance No. 19 of 1935 stipulates that inheritance in the absence of the nomination of a successor to a settlement devolves to the male line. Preference to the oldest male basically violates the norms of bilateral inheritance recognized by the general law of Sri Lanka. The Land Grants (Special Provisions) Act of 1979 contains similar gender-discriminatory provisions. Existing discriminatory laws particularly on land rights also greatly affect displaced groups of Sinhalese, Tamils, and Muslims in conflict and tsunami-affected areas. Past attempts to amend existing laws have been sporadic and unsustainable.

The GAD Fund supports an initiative by the Sri Lanka Resident Mission Gender Specialist to undertake an in-depth review of existing laws from a gender perspective in order to formulate legal amendments to remove gender biases in statutory provisions of national and provincial laws. Consultations are planned at the national and provincial levels to address ethnic and geographical issues in proposed amendments. Moreover, advocacy activities will be undertaken with support from the Government, women’s affairs agencies and institutions dealing with law and human rights. Proposals will then be presented before national and provincial legislative assemblies. The review will be published in three languages for wider dissemination and understanding. Initial sub-project activities include a completed review on existing laws at central and provincial levels regarding matrimonial property rights and inheritance, land ownership succession rights, tenant and rental law rights. Review and analysis of laws are still ongoing.

**c. Uzbekistan: Gender Assessment in Transport and Communication Sectors
(Amount: \$20,000; Approval: 03/07/07; Expected Closure: 01/09/08)**

Mobility within and outside national boundaries due to improved transport and road systems has significantly affected people’s living standards and changed gender roles within families in Uzbekistan. However, improved transport systems have also posed serious risks especially for women in terms of increased human trafficking and spread of HIV/AIDS and other communicable diseases. Gender dimensions of transport projects (i.e. hygiene, facilities for

nursing mothers, security, accessibility and affordability of transport systems, time saving opportunities) are largely unknown and need to be understood better before developing a framework for ADB's portfolio for the transport sector in Uzbekistan.

The GAD Fund supported the Uzbekistan Gender Specialist's proposal to undertake a study to identify existing gender issues in the transport and communication sector in Uzbekistan in light of extensive socio-economic transformations to a market oriented economy; make an assessment of existing road conditions in terms of comfortable long and short distance travels from a gender perspective; identify shortages of modernized roadways for rural population; develop recommendations for the Uzbekistan Association for Transport and Transport Communities, Road Fund¹⁷, Uzavtoyul¹⁸, and the ADB; identify mechanisms to address gender in the **Regional Infrastructure (Roads) Project**; and, formulate a sector-based Gender Action Plan. Initial work has been done to engage the consultant but activities have not started yet.

**d. People's Republic of China (PRC): Assessment of Gender Issues in Resettlement in the PRC
(Amount: \$80,000; Approved: 03/07/07; Expected Closure: 01/03/08)**

Since 2003, significant changes in laws and regulations took place in the PRC in provisions of gender equality in land acquisition and resettlement. Support was sought from the GAD Fund by ADB's East Asia Department (EARD) and the PRC Resident Mission (PRCM) to assess gender issues in resettlement covering 5 major areas: (i) gender issues in land acquisition and resettlement; (ii) gender based requirements in resettlement plans; (iii) addressing gender issues in resettlement implementation, monitoring and evaluation; (iv) organizing consultation workshops to gather information regarding assessments of key line ministries and agencies and their resettlement policies; and (v) organizing two training seminars with executing and implementing agencies to promote gender awareness in the preparation of resettlement plans.

In 2007, a comprehensive review was conducted under the sub-project which compiled information on land acquisition and resettlement laws as well as gender and land issues in PRC with the following key findings: (i) the recent succession of PRC laws has progressively strengthened the principles of gender equality in property rights; (ii) in the predominant practice of patrilocal marriage, pre-nuptial property remains the husband's property; (iii) the new property law opens a more rigorous system of registering rights in immovable property; and (iv) a considerable divergence still exists between the modern PRC State law and village level practice with respect to gender equity in land rights. Study findings also provided inputs to revise the ADB's Gender Checklist on Resettlement to be applicable to the PRC context.

(iii) GAD Capacity Development

**a. Bangladesh: Gender Mainstreaming in ADB Support
(Amount: \$122,000; Approved: 03/07/07; Expected Closure: 31/07/09)**

ADB/Bangladesh's development assistance covers a broad range of sectors including agriculture and rural development, health, education, water resources management, rural and urban infrastructure, SME development, and water supply and sanitation. Past evaluations have revealed that ADB projects have had substantial contributions towards promoting gender

¹⁷ Fund established under the Ministry of Finance

¹⁸ A joint stock company

equality and reducing both urban and rural poverty. Close monitoring of project specific gender action plans during implementation have contributed to gender capacity development of executing agencies and achievement of gender-inclusive results. Support from the GAD Fund was provided to the Bangladesh Resident Mission to engage a national Gender and Development Consultant to (i) assist gender mainstreaming primarily in agriculture and rural development, water resources management, urban development and health projects; (ii) support the design and implementation of capacity development programs for project stakeholders in line with the ADB's GAD Policy and the National Poverty Reduction Strategy (PRSP); and (iii) document achievements in gender mainstreaming with case studies for replication in other ADB projects. Achievements under select projects closely monitored by the GAD consultant are presented below.

The **Secondary Towns Integrated Flood Protection Project (STIFPP)** implements flood protection works in nine towns and provides an integrated approach to flood protection including sanitation services, slum upgrading, solid waste management and improved secondary towns governance system. The project GAP ensures women's empowerment and participation in the development process through their involvement in project planning, implementation, management and monitoring, training and capacity building activities. The project was able to increase awareness of citizens' role on municipal functions (both men and women), involvement of different groups (commissioners, gender committees, NGOs, female leaders) and increased respect for female ward commissioners due to their visibility in various community meetings and events at the local or municipal level. The gender consultant assisted in developing town specific GAPs and a training manual on gender, leadership and project management. STIFPP's GAP implementation progress was shared in the annual ADB Gender Specialists' consultation workshop in 2007.

The **Urban Primary Health Care Project (UPHC)** aims to improve the health status of the urban poor and reduce mortality and morbidity among women and children by increasing poor people's access to primary health care services. The project GAP focuses on poverty alleviation through improved health, savings on health and medical costs due to cost effectiveness and efficiency of PHC providers; special facilities for preventive and curative services on maternal and child health; 30% free medical care for the poor; women friendly infrastructure; crisis management counseling and services to victims of violence; improved environmental and sanitation conditions; awareness of the poor on their rights to free services; and pilot community waste management, disposal and recycling mechanisms. UPHCP has already had significant contributions in the project areas evident in increases in immunization rates from 53% to 82%, reductions in child mortality rates from 82 to 74 per 1,000 live births, increases in knowledge and awareness of mothers regarding acute respiratory infection, oral saline and modern contraceptives, and a notable decline in maternal mortality rates to 18 per 1,000. In addition to participating in loan review missions, the consultant prepared a case study on the achievements of UPHCP project for the ADB gender website in 2007.

The gender consultant also assisted with the development of a Gender Action Plan in the design phase of the **Dhaka Water Supply Sector Development Project** in late 2007 which aims to improve water supply and sanitation services in the capital city. The GAP emphasizes gender sensitization of Dhaka Water Supply and Sewerage Authority staff and involving women's groups in management and monitoring of community water points. Under the **Participatory Livestock Development Project (PLDP II)** which aims to enhance women's involvement and incomes in the livestock sector, the consultant launched an in-depth review of PLDP II activities to analyze how gender issues are being addressed. The review will lead to the revision of the design phase GAP as necessary.

**b. Uzbekistan: GAD Capacity Building for Makhalla Advisers
(Amount: \$65,000; Approval: 17/04/07; Expected Closure: 01/04/09)**

The credibility of women advisers in *Makhallas* (community-based self-governance organizations revived during the transition period) on moral and religious issues, and their potential to complement the activities of the Government, NGOs, and the Women's Committee of the Republic of Uzbekistan (WCU), in remote areas has been widely recognized in Uzbekistan. The GAD Fund supported a joint initiative of the WCU, the Association of Women's NGOs (MEHR) and the Business Women's Association (BWA) "Tadbirkor Ayol" to strengthen the capacity of women advisers in Makhallas and improve their advocacy and leadership skills through training and information dissemination. Planned activities under the sub-project include a training needs assessment, a 5-day TOT and a 3-day practicum for 200 Makhalla women advisers, preparation of a training manual, publication of success stories, and a national conference to present and disseminate results of the project.

Training materials will focus on strengthening skills in leadership, family and religious issues, and basic entrepreneurship to address the impact of labor downsizing and enterprise restructuring on women. The training manual will focus on building the organizational capacity of women-led institutions in delivering services to marginalized poor women and enhancing the capacity of elected women *aksakals* (respected members of community-based organizations) and officials at local and municipal levels. Checklists and good practices will feature suggestions local development strategies for possible replication in other Makhallas. Project activities are on hold pending advice from the Government.

**c. Cambodia: Women in Leadership: Radio Programs on Women and Governance
(Amount: \$59,400; Approved: 03/07/07; Expected Closure: 31/07/08)**

This sub-project initiated by the Cambodia Gender Specialist aims to (i) advocate the need for government, political parties, businesses, and private agencies to support women in leadership roles and governance; (ii) influence public perception about women in leadership; (iii) encourage and empower women to take initiative and responsibility to have their rights met and voices heard, and (iv) expand the social benefits of women's leadership in the country.

The one-year radio program features expert round table and panel discussions with call in features, short dramas, and other advocacy formats to gather public's perceptions on women's role in decision making positions and leadership roles and also to give them opportunities to express their aspirations, fears and frustrations based on valuable experiences in nation-building activities. The 6-part series is divided into three working groups with two sets of series each as follows. Sub-project achievements in 2007 are presented under each series:

Group A: Series 1 - "*Women in Leadership and Social Attitudes*" series was aired 11 times with 22 local women leaders participating in the panel discussion (comprised of 10 commune chiefs, three 1st deputy chief of commune; four 2nd deputy chief of commune; and five commune councilors). Series 1 will have a total live broadcast 14 times with 28 panelists. Series 4 will feature Vox Pops and broadcast live 8 times. These series will allow panelists share their experiences in performing their roles as commune leaders including biased social attitudes.

Group B: Series 2 – *Gender and Good Governance* series featured 3 episodes of mini drama "*I am the same as you*" focusing on biological and cultural definitions and roles to

strengthen transparency and good governance at local village and commune levels by emphasizing the equal capacities, opportunities and rights of a commune chief regardless of sex or gender. This series would be broadcasted 8 times with 16 speakers. Series 5 will have 12 broadcasts. These series will contribute to promote women's roles in decision making at all levels.

Group C: Series 3 – *Women and Rights* series featured a round table forum with three key leaders as panelists, namely, the Minister of Women's Affairs, the Executive Director of Silaka, and the Executive Director of the Neutral and Impartial Committee for Free and Fair Elections in Cambodia (NECFIC). Series 6 will feature 16 speakers with 8 times of broadcasting. These series will inspire and promote advocacy for more women to take senior positions in Government bodies.

These radio programs included guests from the Government, political parties, NGOs, business groups, and grassroots levels. They also give an opportunity for locally elected women councilors to air their views and perceptions and provide advice to other potential women leaders. Prior to the airing of these radio programs, a five-day training on Gender and Good Governance was conducted with 25 participants (19 staff from the Information Department and 6 from the national radio of Cambodia). The second half of the radio program series will continuously be aired all over the country to encourage women to take leadership positions at commune and national levels.

**d. Bangladesh: Gender Capacity Development in Water Sector
(Amount: \$80,000; Approval: 22/10/2005; Expected Closure:
31/07/08)**

The Bangladesh Water Development Board (BWDB) implements several ADB water related projects such as the *Bangladesh Secondary Towns Integrated Flood Protection Project*. This GAD Fund sub-project activities will aim to: (i) enhance BWDB's capacity to address gender issues through preparation of project-based Gender Action Plans (GAPs) and allocation of resources for implementation and monitoring, (ii) increase benefits for women in BWDB's projects, (iii) integrate gender indicators in BWDB's Management Information System, and (iv) document gender-based achievements and lessons in BWDB newsletters and other publications.

In 2006, two training workshops on Gender and Integrated Water Resource Management were conducted for four agencies in the water sector: BDWB, Local Government Engineering Department, Department of Public Health Engineering, and Dhaka Water Supply and Sewerage Authorities. The training improved 40 participants' knowledge and understanding of gender concepts and enhanced skills to address gender issues in water sector development initiatives. In 2007, the Bangladesh Gender and Development Consultant led a team of six officials, four from BWDB and two from the Ministry of Water Resources, on a study tour to Nepal to gather lessons from gender-based activities under the Nepal Irrigation Management Transfer Project in Panchakannya and Jagatpur districts such as: (i) active participation of Nepalese women in Water Management Associations (WMAs) enable them to prepare their annual work plan, mobilize resources, liaise with Government agencies and NGOs for social mobilization, skills training and extension services; (ii) women also actively participate in Water User Associations (WUAs) where they mostly maintain clean canals and collect fees from farmers. Income generation activities are planned from grass cultivation along the canal banks, utilization of stream source ponds for tourism activities and getting fair prices for agricultural produce; (iii) male leaders support and encourage women to actively participate as members of

WUAs and as decision-makers in water resources management through WMAs. The visit was very fruitful because of the applicability of good practices from Nepal to water resources management in Bangladesh.

(iv) Partnership Activities

**a. Regional: Gender Aspects of Regional Remittances in Central Asia and South Caucasus
(Amount: \$57,150; Approval: 21/06/06; Expected Closure: 30/06/08)**

In Central Asia and South Caucasus, the emergence of newly independent states after the breakup of the Soviet Union dramatically increased the movement of people across borders. Labor migration from poorer Central Asian countries like Tajikistan and South Caucasus to wealthier countries like Kazakhstan is prevalent. Central Bank statistics show that significant amounts of formal sector funds are being transferred into receiving countries: up to 27% of GDP in Kyrgyz Republic and about 20% to 50% of GDP in Tajikistan. However, information on the structure and channels of remittance flows in the region and its impact on poverty is very limited. This prevents governments and financial institutions from responding to policy changes and introducing new products to increase remittance flows and further promote financial sector development. To address these concerns, ADB's Central and West Asia Department/ Agriculture, Environment, and Natural Resources Division (CWRD/CWAE) developed a regional technical assistance on remittances and poverty in Central Asia and South Caucasus in collaboration with the European Bank for Reconstruction and Development, the International Monetary Fund, and the World Bank.

The subproject will conduct multiple country remittance and poverty surveys in Tajikistan, Kyrgyz Republic, Armenia, Azerbaijan, Moldova and Georgia. GAD Fund resources will be used to integrate gender into the methodology and survey instruments to provide unique insights on the remittance process and policy options that have gender implications. Results of the survey will improve knowledge of the gender related aspects of remittance flows and better understanding of their effects on poverty in the Central Asian Republics and South Caucasus. A short monograph on regional findings and their policy implications will also be developed.

In 2007, a household survey was conducted in Armenia, Azerbaijan, Kyrgyz Republic and Tajikistan to determine relationships between gender, remittances and poverty. Findings revealed that males dominated migration flows particularly in Azerbaijan and Tajikistan. Smaller sized households were more dependent on remittances. There were also more female recipients of remittances across all four countries but female migrants sent higher amounts of remittances as a percentage of their income. Household budget data also indicated that women assumed new roles as heads of household in the absence of men due to migration, death or divorce. Migration destination was mostly the Russian Federation and about 20% females from Armenia migrated to the United States.

C. RETA 6413: PROMOTING RURAL WOMEN'S ENTREPRENEURSHIP IN TRANSITION ECONOMIES

The Country Gender Assessments conducted in Uzbekistan, Tajikistan, and the Kyrgyz Republic confirm that women entrepreneurs contribute to the local, national and regional economies but also face various constraints such as lack of access to credit, markets, inputs and technology as well as limited business and financial management skills. Governments recognize gender based constraints and have formulated strategies, decrees and laws to

enhance women's entrepreneurship in small and medium enterprises. However, there is limited enforcement of gender based policies and legislations; partial reflection of gender equality principles within agriculture and rural development programs; insufficient organizational mechanisms to incorporate gender equality norms; and a weak statistical base that fails to present sex disaggregated data to highlight existing gender disparities.

The RETA aims to enhance rural women's economic empowerment in the Kyrgyz Republic, Tajikistan, and Uzbekistan. The outcome will be increased knowledge by ADB staff, governments, and other development partners about effective ways to incorporate gender based concerns to promote women's entrepreneurship in the design and implementation of their operations. Outputs will include (i) a comparative analysis of major constraints to and opportunities for rural women's entrepreneurship in agriculture-based activities in the selected DMCs; (ii) policy reforms by the Ministry of Agriculture to promote women's entrepreneurship in agriculture; (iii) engendering activities of the Chamber of Commerce in collaboration with Women's Business Associations, NGOs and women's associations (i.e. women's self-help groups, cooperatives and non-Government organizations and networks); (iii) a portfolio of proposals for activities to be funded by the ADB and other development partners; and (iv) a publication containing a comparative analysis and achievements of the interventions which will be translated into relevant languages for wider distribution. The final report will be presented at a regional conference to gather feedback from Government agencies, civil society organizations and other development partners to plan follow-up activities. The RETA began in 2007 with the selection of consultants.

D. COUNTRY SPECIFIC TECHNICAL ASSISTANCE (TA) PROJECTS

The GAD Fund supports country specific TA projects over \$150,000¹⁹ which expand on-going gender capacity development initiatives in the DMCs or complement efforts of ADB loans to build the GAD capacity of EAs. Among the four stand-alone TA projects funded under the GAD Fund, two TAs that have supported Cambodia and Vietnam to build GAD capacity in the agriculture and rural development sector were completed in 2007. The two on-going TA projects support capacity building of district level women in development officers in Nepal and empowerment of female commune councilors in Cambodia.

1. COMPLETED COUNTRY SPECIFIC TAS in 2007:

- (i) Cambodia TA 4459: Implementation of an Action Plan for Gender Mainstreaming in Agriculture
(Amount: \$300,000; Approval: 02/12/04 Completion: 31/12/07 Expected Closure: 31/03/08)**

The ***Cambodia: Agriculture Sector Development Program (ASDP)*** aims to promote sustainable growth of market-based agriculture and improve agricultural productivity. The ***ASDP Program Loan*** included two gender-related tranche-release conditions: the establishment of a Gender Working Group within the Ministry of Agriculture, Forestry and Fisheries (MAFF); and the preparation of a sector-specific gender policy and strategy. To ensure sustainable mainstreaming of gender in the agriculture sector, the MAFF established a *Gender Unit* (GU) composed of seven members, chaired by an Under Secretary of State and directly attached to

¹⁹ *Gender and Development Cooperation Fund R75-03*, page 9. Concept papers are submitted and initially screened by RSGS for review and endorsement by the Peer Review Committee. Proposals amounting to \$150,000 are submitted directly for the President's approval. Proposals with amounts exceeding \$150,000 are forwarded to the Office of Cofinancing Operations (OCO), which seeks clearance on a no-objection basis from the funding country governments

the General Directorate of MAFF. The GU mandate includes ensuring gender mainstreaming in all activities and projects of relevant departments and the collection and use of sex-disaggregated data in all MAFF policy and project documents.

The ASDP **Project Loan** covered 18 districts in 4 target provinces (Kompong Cham, Kompong Speu, Takeo and Kampot) and aimed to provide extension support to farmer groups; support services for agro-based enterprises; and, institutional strengthening for agricultural commercialization. A Gender Action Plan (GAP) was drafted during the Project loan design and implemented through the TA: *Implementation of an Action Plan for Gender Mainstreaming in Agriculture* funded by the GAD Fund. The TA had three components: (i) build gender-responsive institutions and systems at MAFF; (ii) ensure gender equal access to agricultural support services; and (iii) promote women's participation in market-based and diversified agricultural production. Targets were set to ensure (i) that at least 50% of members of farmer groups were women, (ii) that at least 50% of members were from poor households, and (iii) that equal opportunities were provided to ethnic minorities in forming farmers groups. The TA was implemented by the GU in close collaboration with a team of two international consultants and four local consultants. In 2005, the TA supported the drafting of the *Gender Policy for the Agriculture Sector* which was endorsed in May 2006 by the MAFF and launched at the Annual Agriculture Conference chaired by the Cambodian Prime Minister. The TA also assisted the GU in developing its 2005-2010 workplan and the 2006 annual workplan. The achievements of the TA are presented within the ASDP Gender Action Plan framework.

ASDP Gender Action Plan Achievements

1. Institutional Framework for Gender Mainstreaming: (i) MAFF Gender Policy in Agriculture was operationalized through various steps including developing a three year workplan for gender mainstreaming in agriculture (2006–08), producing *A Manual on Implementation and Monitoring of the Gender Policy* and establishing gender responsive recruitment, promotion and procedures which resulted in an increased number of women in the newly recruited staff, in the promotion of 11 women staff to decision making positions and a provision of a car for the Gender Unit. Incentives were provided to mobilize women field staff to strengthen extension services targeted to women in agriculture; (ii) Gender was integrated in the Agricultural Sector Strategic Development Plan (2006-10) and medium term strategy for agriculture and water resources (2006-10); (iii) Internships were provided for four female agricultural students from the Royal University of Agriculture to work in agricultural extension services in three districts of three ASDP provinces and report on gender issues in project areas, problems and needs of female farmers for better living conditions, including access to extension services as well as challenges faced by field level female staff; and (iv) Sex-disaggregated database system was produced and the GU and MAFF staff was trained by the National Institute of Statistics.

2. Capacity Building for Gender Mainstreaming: (i) Training needs assessments, action plans and a *Handbook on Gender Analysis and Planning in Agriculture* was produced in Khmer and English; (ii) Ten gender capacity development workshops were organized and attended by 556 people (160 women and 396 men) including MAFF staff, gender focal points, GU members and staff of the provincial and district agricultural departments focused on gender in agriculture, gender analysis, and gender responsive planning and monitoring in agricultural extension. One workshop was devoted to sharing the achievements after one year of implementation of the Gender Policy and Strategy in Agriculture which was attended by about 170 senior officers from central to provincial levels, gender focal points, staff from other ministries and relevant NGOs.

3. Enhancing Women's Access to Extension Services, Information and Technology: Micro-enterprise and agricultural extension materials were reviewed and new training modules were produced:

Lessons Learned

The *Cambodia TA: Implementation of an Action Plan for Gender Mainstreaming in Agriculture* supported the MAFF in jump-starting the implementation of the Gender Policy and Strategy in Agriculture during the early phase of the Gender Unit especially when access to funds and procedural directions were still uncertain. Some of the key lessons learned under this TA experience are as follows:

- The mainstreaming approach put the Gender Unit in the lead while the TA functioned as the supporter, facilitator and motivator-catalyst. Being in the center stage, the Gender Unit of MAFF gradually developed its own identity and ownership of its outputs, both positive and negative, and showed real commitment to promote gender equality in accordance with the gender mainstreaming policy and strategy in agriculture. Trust and good will between the TA and the executing agency led to tangible results.
- Gender Unit works as a team to function optimally so each member has their own area of responsibility in line with the objectives of the Gender Policy. The mandate of the GU has provided a "passport" for its members to work with other departments so crossing departmental borders is now less of a problem and not seen as infringement in other departments' activities.
- A substantial budget allocated by MAFF shows its deep commitment to implement the Gender Mainstreaming Policy and Strategy in Agriculture and recognizes the importance of the Gender Unit's mandate.

**(ii) Viet Nam TA 4452: Gender Mainstreaming Action Plan in Agriculture and Rural Development
(Amount: \$250,000; Approval: 24/11/04; Completion: 31/12/07
Expected Closure: 03/31/08)**

ADB assisted the Vietnamese Ministry of Agriculture and Rural Development (MARD) to formulate a *Gender Strategy and Implementation Plan for Agriculture and Rural Development* to mainstream gender equity considerations into its policies, programs, planning, and processes in 2003. To provide continued support, a follow-on TA was funded by the GAD Fund to (i) develop a system for sex-disaggregated indicators, which will be used for MARD's annual planning purposes; (ii) review MARD's Annual Plan for 2006, including gender-sensitive indicators for the 5-year Plan (2006–2010); (iii) assess the status of agricultural extension services, for the integration of gender into MARD's public service provision; (iv) review the gender training materials, training curriculum, and training methods for MARD staff, planners, managers, decision makers, extension workers, and public service providers, to identify standardized and improved training modules on gender and agricultural extension models; and, (v) prepare a Handbook for MARD key stakeholders (11 technical departments and six functional departments) to facilitate daily operations and introduce gender-sensitive planning, budgeting, monitoring and evaluation.

Achievements include: (i) MARD Minister approved the statistical data system for the agriculture and rural development sector with 14 indicators with gender disaggregation; (ii) the

Handbook on Gender mainstreaming in Agriculture and Rural Development has been completed and published; (iii) gender awareness training has been conducted for MARD and its associated agencies including Trade Union officials, teachers from two agricultural management schools, DARD staff and agriculture cooperative members from different regions of the country; and (iv) web pages of MARD and the Committee for the Advancement of Women (CAAW) have been connected to collaborate on GAD activities.

2. ON-GOING COUNTRY-SPECIFIC TAs in 2007:

(i) Nepal TA 4767: Capacity Building for Gender Equality and Empowerment of Women (Amount: \$300,000; Approval: 28/02/06; Expected Closure: 31/11/08)

The Nepal loan for ***Gender Equality and Empowerment of Women (GEEOW)*** was approved in December 2004 to facilitate the process of economic, social, legal and political empowerment of poor rural women, and other ethnic and disadvantaged groups including the Dalit. A stand alone *TA Capacity Building for Gender Equality and Empowerment of Women* was funded by the GAD Fund to supplement the GEEOW loan to provide capacity building assistance to the Department of Women's Development (DWD) to manage, coordinate and monitor its development programs in line with its new role and mandate. The TA aims to (i) design and implement appropriate institutional strengthening programs and training packages for DWD/WDO, (ii) develop local capacity of Women Development Officers (WDO) in outsourcing the implementation of subprojects and manage, monitor and evaluate the subcontracts, and (iii) build the capacity of the Central Project Management Team and District Project Team to implement the GEEOW Project.

By the end of 2007, the TA outputs included an institutional audit that identified the DWD's strengths and weaknesses in formulating policies, plans and operating guidelines and an overall evaluation of the organizational structure focusing on financial and personnel management systems. This exercise led to the formulation of a Human Resource and Professional Development Strategy and Plan, a Five-Year Training Plan, and an On-the-Job Training Plan. These activities were done to facilitate efficient and effective implementation of the ongoing Women Development Program (WDP); to effectively implement the GEEOW project; to build and enhance technical expertise of the DWD in providing support and guidance to the WDOs to effectively function as the Gender Focal Agency²⁰ in their respective districts. A consultative workshop in February 2007 presented findings and recommendations of the Institutional Audit to the DWD.

Continuing assistance to DWD includes (i) program development and delivery of the on-the-job training program; (ii) design and dissemination of gender training programs and materials. Two GEEOW Induction Training Workshops were completed for existing staff and 1 for new recruits; and (iii) developing and implementing the gender mainstreaming strategy. Pending work involves development of gender and social indicators and preparing an analytical framework for identifying gender gaps in sector based development programs. TA also provides assistance to GEEOW in developing detailed guidelines for the Household Technology Fund, the Community Development Fund and for implementing civil works projects.

²⁰ In July 2003, the Nepal Government's Council of Ministers approved the mandate for WDO as Gender focal Agency at the district level to implement Gender and Child Rights Mainstreaming.

**(ii) Cambodia TA 4892: Capacity Development of Female Commune Council Networks
(Amount: \$200,000; Approval 12/12/06; Expected Closure: 31/12/08)**

In 2005, under a pilot program funded by the GAD Fund in direct support of the Cambodia: Commune Council Development Project, 174 female commune councilors of five provinces built their competence and confidence through 20 forums which improved their work performance, respect gained from male colleagues, participation in decision-making meetings and commitment to serving their communes. As a result, women's participation in commune level elections increased from 16.44% in 2002 to 21.35% by 2007. Confidence in the capacities of female commune councilors was also evident from the remarkable increase in the number of elected female CCs from 8% to 15% after the 2007 elections.

Based on these achievements, the pilot program was scaled up under the *Cambodia: Commune Council Development Project Phase II (CCDP2)* loan with an associated TA: *Capacity Development of Female Commune Council Networks* funded by the GAD Fund in December 2006. The TA aims to empower female councilors and build the institutional capacity of MoWA to promote gender equity in the next phase of decentralization. NGO Women for Prosperity will (i) conduct training needs assessment of District and Provincial departments of Women's Affairs (DoWA and PoWA); (ii) conduct TOT on how to facilitate forums for the empowerment of women councilors and WCFPs for 109 staff from DoWA and PoWA in 47 districts of 5 provinces; (iii) build capacity of 489 women councilors and WCFPs to perform their expected roles and responsibilities for the development of their communities and the benefits of women; (iv) organize 5 workshops after completion of the TA to promote cross fertilization of experiences and lateral learning to empower elected women councilors and WCFPs; and (v) produce a training manual on "How to Organize and Facilitate Forums" for the Ministry of Women's Affairs.

At the end of the TA project, it is expected that 489 women councilors will have acquired skills related to public speaking, lobbying and advocacy, problem solving, and conflict resolution, and become more capable of fulfilling their roles and responsibilities as commune councilors. About 2,296 male councilors will also be sensitized to women's and children's issues and will support women's greater participation and representation in local decision-making processes and structures. The TA implementation has been delayed due to start up delays of CCDP 2. Recruitment of the NGO to implement the TA is underway.

III. CONCLUSION

The multi-donor *Cooperation Fund on Gender and Development* (GAD Fund) continues to strengthen the capacity of ADB and Government agencies in DMCs to mainstream gender considerations in their policies, programs and projects to reduce gender disparities, promote women's empowerment and contribute to poverty reduction in the Asia Pacific region. The mutually supportive regional and country-specific technical assistance projects supported by the GAD Fund have led to substantial progress in GAD policy implementation.

RETA 6092 has been a very effective mechanism to support locally recruited long-term Gender Specialists in ADB's Resident Missions (RM) to facilitate gender mainstreaming particularly in the design and implementation of loan and technical assistance projects. Increasing demand for Gender Specialists' expertise to develop project-specific Gender Action Plans during project preparation phase, close monitoring of GAD objectives during project implementation phase and gender capacity development of executing agencies demonstrates ADB's strong commitment and improving performance on gender mainstreaming.

The small technical assistance projects and pilot initiatives supported under RETA 6143 have also strengthened gender-inclusive design features of larger loan projects, leveraging significant resources for gender equality and women's empowerment. The direct support of GAD Fund sub-projects to ADB loans and country-specific technical assistance projects have enabled RM Gender Specialists to develop gender capacity of sector agencies and national machineries. Demonstrating the value added of gender mainstreaming to overall project outcomes, many of these pilot initiatives have been scaled up and replicated in loan projects in the same sector or in other countries in the region. RETA 6143 support has also been provided to special studies and collaborative initiatives to strengthen strategic partnerships with Government agencies and civil society groups on policy and legal reforms to promote gender equality and women's empowerment.

The GAD Fund resources have provided critical support to GAD policy implementation at the ADB through strategically designed mechanisms to facilitate gender mainstreaming in all its operations. Continued support from the GAD Fund will be necessary in the future to facilitate gender mainstreaming in a larger number of ADB loans for more DMCs in a wider range of sectors and for long-term capacity development to achieve gender-inclusive development and poverty reduction goals in the Asia Pacific region.