

**ASIAN DEVELOPMENT BANK**

**GENDER AND DEVELOPMENT COOPERATION FUND**

**ANNUAL PROGRESS REPORT**

**2003 – 2004**

**Regional and Sustainable Development Department**

**November 2004**

## TABLE OF CONTENTS

	<b>Page</b>
Abbreviations	
I. Introduction	4
II. Progress	5
III. First Year Achievements and Progress (2003 –2004)	
A. RETA 6092: Enhancing Gender and Development Capacity in DMCs – Phase 2	8
B. RETA 6143: Promoting Gender Equality and Empowerment of Women	12
C. Country-Specific Technical Assistance	16
D. Other Initiatives	17
IV. Conclusion	20

## ABBREVIATIONS

AADP	–	agriculture area development project
ADB	–	Asian Development Bank
ASDP	–	agriculture sector development program
CGA	–	country gender assessment
CSP	–	country strategy and program
CIDA	–	Canadian International Development Agency
DMC	–	developing member countries
DWD	–	Department of Women's Development
EA	–	executing agency
GAD	–	gender and development
GAI	–	gender analytical information
GAP	–	gender action plan
GEEOW	–	gender equality and empowerment of women
GS	–	gender specialist
GWA	–	gender and water alliance
ILO	–	International Labor Organization
MAFF	–	Ministry of Agriculture, Forestry and Fisheries
MARD	–	Ministry of Agriculture and Rural Development
MDG	–	millennium development goal
MFI	–	micro finance institutions
NECORD	–	Northeast Community Restoration and Development
NGO	–	nongovernment organization
PD	–	project director
PO	–	project officer
RETA	–	regional technical assistance
RGA	–	rapid gender assessment
RM	–	resident mission
RRP	–	report and recommendation of the president
RSPR	–	Poverty Reduction and Social Development Division
TA	–	technical assistance
TLDP	–	third livestock development program
UNDP	–	United Nations Development Program
WB	–	World Bank
WDS	–	women development section
WUA	–	water user association

## I. INTRODUCTION

Established in May 2003, the **Gender and Development Cooperation Fund** (GAD Fund) is a multi-donor umbrella facility to promote gender equality and women's empowerment in the Asia Pacific Region through assisting the Asian Development Bank (ADB) to accelerate implementation of its Policy on Gender and Development and related Action Plan.

The GAD Fund was established with contributions from the Governments of Canada (CAN \$1.2 million), Denmark (DKr 9.3 million) and Norway (Nkr 15 million), totaling US\$4.4 million for implementation over a 3-year period, 2003-2006.

The scope of work and activities financed from the GAD Fund include the following:

- A. **Country Strategy and Program activities.** The preparation of thematic assessments, including gender assessments and strategies to guide the formulation of ADB Country Strategy Programs (CSPs).
- B. **GAD Plans and Strategies for ADB Loans.** Support towards the development of gender plans/strategies for a larger number of ADB loans, for more Developing Member Countries (DMCs) and in a wider range of sectors and strategic GAD support for loan projects.
- C. **GAD Specialists in Resident Missions.** Support to place local gender specialists in the ADB Resident Missions (RMs), extending coverage from 6-9 RMs under phase 2 – Afghanistan, Bangladesh, Cambodia, Indonesia, Nepal, Pakistan, Sri Lanka, Uzbekistan and Viet Nam.
- D. **Gender Impact Assessments.** Conducting gender impact assessments to assess and monitor the impacts of loans and the effectiveness of project specific gender plans or strategies to assess tangible benefits, replicability and implementation constraints.
- E. **GAD Partnerships.** Funding activities related to new and emerging gender issues in the Asian and Pacific Region, and for strengthening ADB's partnerships with women's organizations, other development partners and networks in the region.

The GAD Fund activities are supported and implemented through a series of technical assistance projects both at regional (RETA) and country level (TA). To date, two RETAs - **RETA 6092 - Enhancing Gender and Development Capacity in Development Member Countries-Phase 2** and **RETA 6143 - Promoting Gender Equality and Women's Empowerment**, have been approved for a total of \$ 2.7 million.

Two country-specific TAs –**VIE: Gender Mainstreaming Action Plan in Agriculture and Rural Development** (\$250,000) and **CAM: Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector** (\$300,000) are scheduled for approval by December 2004. The NEP: **Capacity Building for Gender Equality and Empowerment of Women** (\$300,000) which is attached to the proposed NEP-*Gender Equality and Empowerment of Women* loan was endorsed but is yet to be processed due to delays encountered in loan processing.

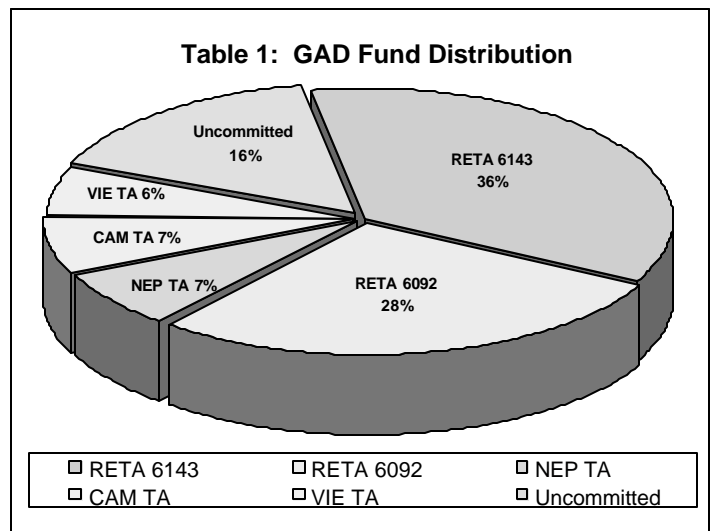
## II. PROGRESS

### A. General

Since approval of the GAD Fund in May 2003 the following activities have been completed as of November 2004:

- (i) **RETA 6092: Enhancing Gender and Development Capacity in DMCs – Phase II.** Recruitment of gender specialists (GSs) in 5 RMs (CARM, IRM, NRM, SLRM, and URM) was concluded by June 2003. All 5 GSs had taken up their positions and commenced work by June 2003. Recruitment of GS in Afghanistan is still pending. Delays were encountered in recruiting the GS due to recurring security issues in Afghanistan. A potential candidate has been identified following advertisement and interviews. Recruitment is likely to be completed by end of November 2004.
- (ii) **RETA 6143: Promoting Gender Equality and Women's Empowerment.** This umbrella RETA was processed and circulated interdepartmentally in October 2003. It was approved by the Board on a no-objection basis in November 2003.
- (iii) A GAD Fund Peer Review Committee was established with representatives of the five regional departments with gender expertise. The main function of the Committee is to review and endorse project proposals for financing under the GAD Fund.
- (iv) A long-term technical assistant consultant was recruited to support the GAD Fund Committee in the overall coordination and administration of the GAD Fund.
- (v) Guidelines for project proposals for potential financing under the GAD Fund were finalized and circulated in March 2004. A project proposal template was also prepared and circulated. Invitation for project proposals was issued to the regional departments.
- (vi) The first meeting of the GAD Fund Peer Review Committee was convened on 23 May 2004 to review and endorse the first batch of project proposals for potential GAD funding. Out of the 15 concept proposals, 3 were endorsed as country specific TAs (CAM, NEP, VIE) with budget not exceeding US\$300,000 and 9 project proposals were endorsed as sub-components under RETA 6143. Three proposals were not endorsed, as they did not meet the eligibility criteria of the GAD Fund.
- (vii) Country specific TA concepts were submitted to the 3 donors on May 2004, as required under the Fund guidelines, and concept clearance obtained on June 2004.

As of 31 October 2004, US\$3,550,000 or 84% has been committed out of the total US\$4,221,466 GAD Fund. Remaining uncommitted balance of US\$671,466, constitutes 16% of the total fund. It is anticipated the remaining funds will be committed in 1<sup>st</sup> quarter 2005.



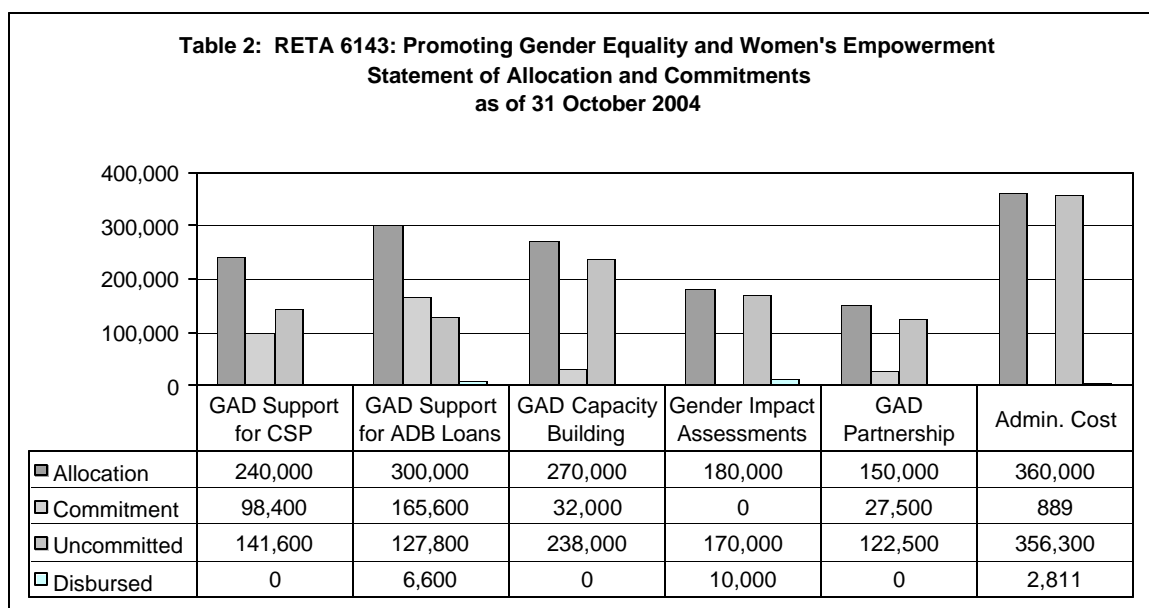
## B. RETA 6092: Enhancing Gender and Development Capacity in DMCs – Phase II

RETA 6092 with a total cost financing of US\$1.6 million (US\$1.2 GAD Fund and US\$400,000 from ADB), represents 28% of the total GAD Fund. As of 31 October 2004, total disbursement for the RETA is US\$195,678 or 27.4% against the total commitment of US\$713,246. Slow disbursement for the RETA is attributed to the recruitment process of GSs in RMs. Recruitment of GSs took 6-8 months to complete given the process of advertisement, short-listing, interviews, and consultant recruitment. The GAD Fund Coordinator from ADB headquarters participates in the interview process and hence, additional time is required to complete recruitment. With 5 out of 6 GSs now in place, disbursement is expected to accelerate in 2005.

An orientation for the new GSs in CAM, INO, and SRI was held in October 2003. During the orientation, the new GSs received training on ADB policies and procedures and drafted their annual 3003-2004 work plans, highlighting proposed activities, outputs and expected results. The training workshop also provided opportunity for GS's to consult with each other and counterpart staff in regional departments for future collaborative activities. The next consultation and training workshop is scheduled 19-26 November 2004.

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

RETA 6143 was approved in November 2003, amounting to US\$1.5 million, equivalent to 36% of the total GAD Fund. The endorsed proposals under the RETA are generally linked to ongoing and future ADB-financed loans and TAs. Total amount committed for the endorsed subprojects is US\$355,450 or 23.7% of the total TA amount. As of 31 October 2004, US\$19,411 was disbursed. Limited disbursement was expected as the RETA was approved in late November 2003; establishment of the GAD Fund Peer Review Committee was completed in the first quarter of 2004 and proposals were reviewed and endorsed only at the end of June 2004. Disbursement is anticipated to accelerate in 2005 as most of the subprojects endorsed for funding are now in the process of consultant recruitment and commencement of project activities. A new batch of subproject proposals is due for review in early 2005.



## D. Country Specific GAD Technical Assistance Projects

The GAD Fund Peer Review Committee endorsed 3 country-specific GAD TAs (CAM, NEP, VIE), expected for approval in December 2004. Total amount committed for the 3 country-specific TAs is US\$850,000 or 20% of the total GAD Fund.

**CAM: Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector** (US\$300,000) and **VIE: Gender Mainstreaming Action Plan in Agriculture and Rural Development** (US\$250,000) completed TA fact-finding in July and September 2004 respectively. Both TA papers have been prepared and circulated interdepartmentally for review and comment. They are scheduled for approval in December 2004. On the other hand, **NEP: Capacity Building for Gender Equality and Empowerment of Women** (US\$300,000) has encountered processing delays due to the conditionality for passing the Act to Eliminate All Discriminatory Provisions Against Women in Nepal. While Cabinet approval has been secured, ADB is still waiting for formal notification from the Government. It is likely this TA approval will slip into 2005.

Section E (Table 3) provides a summary of the GAD Fund financial status.

## E. Project Approvals and Endorsement

	Commitment	Disbursement	Uncommitted	Total Fund
GRANT FUNDS				<b>4,443,649</b>
Less: 5% Administration Fee				(221,182)
<b>TOTAL GRANT FUNDS</b>				<b>4,221,466</b>
Less: RETA 6092	1,200,000			<b>3,021,466</b>
Less: Commitment for Consultants	(713,246)	195,678		
<b>REMAINING BALANCE</b>			486,754 <sup>a/</sup>	
Less: RETA 6143	1,500,000			<b>1,521,466</b>
Less: Commitment for Subproject	(355,450)	16,600		
Administration Cost	(360,000)	2,811		
<b>REMAINING BALANCE</b>			784,550 <sup>b/</sup>	
Less: Stand Alone TAs				
NEP: Capacity Building for Gender Equality	300,000			1,221,466
CAM: Implementation of an Action Plan for Gender	300,000			921,466
VIE: Gender Mainstreaming Action Plan in ARD	250,000			
<b>REMAINING BALANCE</b>				<b>671,466</b>

a/ Total amount remaining in RETA 6092 excluding US\$400,000.  
b/ Total amount remaining in RETA 6143.

### III. FIRST YEAR ACHIEVEMENTS (2003 – 2004)

#### A. RETA 6092: Enhancing Gender and Development Capacity in Development Member Countries – Phase 2

As RETA 6092 is an expansion of the earlier RETA 5835, the scope of work continues to focus on gender integration in ADB-financed loan preparation and implementation. Phase 2 also expanded the scope to include GAD capacity building of executing agencies (EAs) to implement gender design features of loan projects; and capacity building of government national machineries to monitor gender mainstreaming across sectors. Under Phase 2, emphasis is also given to lateral learning opportunities and networking for EAs to learn from each other by replicating successful initiatives across DMCs.

Accomplishments in the initial 18 months (January 2003-June 2004) have been significant. GSs have collectively supported approximately 116 GAD initiatives consisting of the following: 59 TA and loan processing and implementation; 13 country strategies and programs, 16 capacity building projects, 6 pilot projects and 22 gender focal point activities in collaboration with donors, non-government organizations (NGOs) and government national machineries.

##### 1. TA and Loan Activities

During 2003-2004, gender has been mainstreamed through loan processing and implementation in a range of sectors including agriculture, water resources management, rural infrastructure, governance reform, education, water supply and sanitation. For example, the GS in Nepal assisted with development of a project specific Gender Action Plan (GAP) for the **NEP: Community Managed Irrigated Agriculture Sector Project**, which drew lessons from its predecessor **NEP: Irrigation Management Transfer Project (IMTP)**.

During implementation of the IMTP project, the GS worked with the EA to improve participation of women in Water User Associations (WUAs), which resulted in amendments of the irrigation sector policies in Nepal under the loan. The amendments led to increasing the quota of women's participation in WUAs from 20% (1997) to 33% (2003).

The GAP developed under the new follow-on project - **NEP: Community Managed Irrigated Agriculture Sector Project** underscores the fact that while the 33% government quota for women's representation in all WUAs provides opportunities to increase women's access to irrigated agricultural technology and extension in Nepal, by itself it will not necessarily ensure women's participation in the irrigation sector, unless specific measures are planned for, budgeted, implemented and monitored. Hence, the project GAP was developed to include specific design measures to enhance women's participation and benefits from the project through: (i) recruitment of a project GS to monitor women's representation in WUAs and field channel groups for access to new irrigation technologies; (ii) assisting in gender training of project staff and WUA members and collecting gender-disaggregated data for baseline surveys; and (iii) continued policy dialogue with Departments of Irrigation and Agriculture to increase the number of female extension agents to ensure better outreach to women farmers. Details of the GAP are presented in Box 1.

Similarly in Sri Lanka, during loan preparation the GS assisted with the development of a project specific GAP for the **SRI: North East Coastal Community Development Project**. The long period of conflict in the Eastern Coastal Region of Sri Lanka resulted in disrupted livelihoods, loss of productive assets and household possessions. The conflict also resulted in a large proportion of female-headed households without social acceptance and/or the means to earn livelihoods. Hence, the GAP seeks to address gender-related concerns in post-conflict reconstruction through selected interventions comprising: (i) sustainable livelihood improvement, (ii) resource management; (iii) coastal resource planning; and (iv) fisheries development. The GAP includes features such as: appropriate skills training for employment for women; gender awareness module in all project-related training; recruitment of service providers specialized in promoting livelihood and enterprises for women; recruiting at least one local women's NGO as an implementing partner for the overall project; small-scale community infrastructure to include special provisions for child-care facilities; and public awareness programs conducted to dispel negative images of widowhood to enable widows to gain self-respect and participate in the economy as valued citizens. The GAP calls for at least 50% of women's participation in all project activities and 30% representation in all decision-making forums, committees and stakeholder consultations. A project GS will be recruited to conduct gender training and provide continuous guidance and monitoring of the GAP.

**Box 1**

**NEP: Community Managed Irrigated Agriculture Project  
Gender Action Plan**

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

The **INO: Sustainable Aquaculture Development For Food Security and Poverty Reduction** loan in Indonesia is taking corrective measures to address the low participation of women in aquaculture. Although the project design team had prepared a project GAP, it was based on inadequate gender information and analysis. Through the GS's intervention, an in depth assessment was undertaken focusing on (i) gender and socio economic roles; (ii) division of labor in different forms in aquaculture (lowland/upland, ponds/rice field, mini-hatchery/small/medium aquaculture farm, freshwater/ brackish water/ marine culture); (iii) gender differences in land titling in the targeted area; and, (iv) intra-household gender differentiated access to land, and control over production of aquaculture. The assessment has resulted in a decision to prepare a new detailed GAP for the loan project.

The GSs in Indonesia and Nepal also continue to monitor ongoing loans **INO: Sustainable Capacity Building for Decentralization** and **NEP: Governance Reform Program**, both of which have GAPs designed to reduce gender inequality and strengthen women's empowerment by promoting gender responsive policies, programs, budgets and increasing women's participation in civil service at national, district and community levels. As a result of GS involvement under the **NEP: Governance Reform Program**, the Cabinet has approved the affirmative action amendments proposed to the Civil Service Act in September 2004. The Government pledged reservation for women in civil service as well as in government funded institutions for five years. Although an exact percentage of reservations have not been mentioned, government has indicated that places for women would be reserved in schools, corporate service and local government bodies like municipalities, District Development Committees and Village Development Committees. The Government also reserved one-time direct entry for women to the post of joint secretary or undersecretary. At least one such post will be reserved for women in all ministries and in the Prime Minister's Office.

Additional support for addressing gender issues in governance reform and capacity building in Indonesia and Nepal is being undertaken through two new GAD advisory TA initiatives - **INO: Gender Responsive Public Policy and Administration** and **NEP: Promoting Pro-Poor and Gender Responsive Service Delivery**. These TA projects were both designed to demonstrate the linkages between gender, poverty and governance. In the context of decentralization in Indonesia, the TA will assist regional governments to increase women's participation in political decision-making and improve the gender-responsiveness of regional policies and programs. In Nepal, the TA will support capacity building of various stakeholders to promote pro-poor and gender-responsive service delivery in the agriculture and livestock sectors. The capacity building activities are aimed at: i) increasing organizational capacity of community based organizations; ii) strengthening the women development section (national government machinery) to address gender concerns in agriculture and livestock programs and projects; and iii) establish and strengthen gender subcommittees of local bodies and line agencies to steer development efforts to the underserved populations.

**Box 2**

**UZB: Women Against Domestic Violence**

The Women and Society NGO organized a first of its kind 120 two-day seminars in Tashkent and Fergana oblasts to increase public awareness on domestic violence. The workshops aimed at increasing women's legal awareness and support them in mobilizing their own capabilities and internal resources to cope with crisis situations and to prevent violence in their households.

Participants of workshop included teachers, law enforcement officers, women prisoners and women. Police officers were included to encourage them to be more cognizant about the nature of domestic violence and how to protect women in crisis situations.

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To facilitate gender mainstreaming in project work, pilot programs supported by different donor trust funds such as the *Water Cooperation Fund* and the *Poverty Reduction Fund* continue to be identified, designed and implemented. In many cases, these

pilot programs aim to demonstrate the value of gender analysis and contribution of gender integration to project impact in order to leverage the integration of gender in the design of new loans or facilitate midterm corrections to ongoing loans. In 2004, grant funds were made available to the Uzbekistan GS to support a local NGO to organize educational seminars on violence against women, women's human rights, existing legal mechanisms for protection and training in crisis management (refer to box 2).

## 2. Country Strategy and Programs

All the GSs have assisted in the preparation of **Country Gender Assessments (CGAs)**, which serve as background studies for ADB's **Country Strategy Programs (CSPs)**. Two CGAs have been prepared and published for Bangladesh and Sri Lanka with GSs significantly contributing to facilitating preparation and conducting consultation workshops. A multi-donor CGA for Cambodia was finalized and published in early 2004, while the Indonesia CGA is currently under preparation.

In Nepal the GS was a critical member of the team that prepared ADB's first results-based CSP. She supported background work on social inclusion and prepared the gender strategy. The CSP covering the 2005-2009 period will focus on addressing gender, ethnic, and caste discrimination through policy reform, targeted investments, and the mainstreaming of equal opportunity measures in key sector investments. The CSP includes performance indicators and targets for delivery of gender and development results.

## 3. Gender Capacity Building

Capacity Building activities for executing agencies and national government machineries continue to be a major focus to engender ADB's lending and non-lending portfolio. Under the RETA, a **Regional Seminar on Gender, Poverty and Rural Development** was organized in Viet Nam in March 2004, to show case good practices and provide a forum for lateral learning among EA-Project Directors (PDs) from 8 DMCs (Cambodia, Nepal, Uzbekistan, Pakistan, Bangladesh, Sri Lanka, Viet Nam and Indonesia). Between them they are involved in implementation of 24 ADB-financed loans. PDs from Bangladesh, Pakistan and Nepal presented cases on successful gender inclusive loan projects in rural infrastructure, livestock, agriculture and irrigation sectors. The presentations discussed the process undertaken to design specific gender features for loans and demonstrated the use of GAPs as good practice to guide implementation and monitoring of project activities.

To promote gender mainstreaming in sector ministries, other lateral learning opportunities were organized under the RETA. A study tour to Viet Nam was organized for 4 members of the Gender Working Group (GWG) of the Cambodian Ministry of Agriculture, Forestry and Fisheries involved in the **CAM: Agriculture Sector Development Program**. The GWG learned about the process and benefits of developing a gender strategy and plan for the agriculture sector from their counterparts in the Viet Nam Ministry of Agriculture and Rural Development who had recently completed such a strategy and plan. Similarly, a **Workshop for Executing Agency PDs in Sri Lanka** was organized. Three EA-PDs from Bangladesh were invited to present cases of gender mainstreaming in loans in rural infrastructure, water management and education projects. Peer learning on improved project results achieved in different countries from gender-inclusive loans proved to be a powerful way of convincing PDs about the value of integrating gender issues into loan projects.

#### **4. Partnerships and Donor Collaboration**

Gender focal point activities conducted under the RETA, continue to expand and create opportunities for donor collaboration and networking in the GAD area. The **ADB/World Bank (WB) Gender Coordinators Retreat** resulted in an agreement to prepare joint CGAs, where feasible. This has led to collaboration with WB and other donors on the Mongolia and Indonesia CGAs, both currently under preparation. A multi-donor sponsored **Second Regional Workshop on Gender and Poverty Reduction Strategies** focused on engendering poverty reduction strategy papers (PRSPs) in the region. Contributions of case studies on best practices of gender integration in irrigation management were also made at the **Third World Water Forum** held in Japan in 2003. In Uzbekistan, participation in two workshops organized by the Global Water Partnership for Central Asia has resulted in the establishment of the **Central Asia and Caucasus Regional Gender and Water Network**.

RETA 6092 has made substantial contributions to increasing ADB's GAD responsiveness and activities during 2003-2004. In 2004, GSs facilitated the translation and publication of checklists in the following languages: Russian, Bangladeshi, and Bahasa Indonesia. Translations in Khmer and Vietnamese are currently ongoing with two checklists in Vietnamese already completed. In the year ahead, the GSs will provide input into shaping new directions in CSPs. Gender capacity building efforts will continue to build the GAD capacity of project executing and implementing agencies. Emphasis on collaborative donor activities will also continue to strengthen national machineries to improve policies and programs on gender and poverty reduction.

#### **B. RETA 6143: Promoting Gender Equality and Women's Empowerment**

RETA 6143 was approved in November 2003, for US\$1.5 million, and is an umbrella RETA covering all areas of eligible activities under the GAD fund. The RETA provides an easily accessible facility that provides small amounts of grant funds to promote and support activities to (i) strengthen the gender capacity of ADB and DMC governments; (ii) enhance gender design features in ADB funded loans; (iii) support innovative and strategic approaches to narrow gender gaps and empower women and girls; and (iv) promote regional awareness, partnerships, and cooperation on gender issues. To date, most of the sub-components endorsed for financing are associating with loan preparation or implementation activities to promote gender equality and women's empowerment objectives.

Project proposals for funding under the RETA were solicited and screened initially by RSPR and submitted to the GAD Peer Fund Committee for review and endorsement. As project review and endorsements were only completed in the second quarter of 2004, implementation of activities have either recently commenced or soon to commence. The proposals endorsed are described below and the status of progress is presented in Table 4.

##### **(i) INO: Study on Gender Disparities and Emerging Critical Gender Issues (US\$27,500)**

ADB's Gender and Development Policy requires that a CGA is prepared as part of the upstream thematic assessments required for CSPs. The CGA provides background data on gender issues to inform the formulation of the CSP. As a new CSP for Indonesia is scheduled for 2005 this study will feed into the development of the CGA. The objective of the study is to analyze and document critical emerging gender issues in Indonesia. The CGA is a multi-donor initiative including ADB, WB, CIDA, ILO, and UNDP with ADB taking the lead role for

coordinating preparations of the final document. Resources provided through the GAD Fund will specifically support data gathering in the provinces and provincial consultations. The study will assist the government and the donor community in developing gender responsive policies strategies and interventions. This sub-project supports 2 areas of the broad scope of GAD Fund activities – Country Strategy and Program Activities and GAD Partnerships.

**(ii) KYG: Participation of Women in Agriculture Project (US\$42,550)**

The **KYG: Agriculture Area Development Project (AADP)** approved in 1999 provides opportunities for women to participate in all aspects of the Project, including farm development, rehabilitation of drainage and irrigation, and development of private sector marketing and input supply services. However, key problems were encountered inhibiting the participation of women in project activities. Since project implementation has been extended to 2008, GAD Fund resources were made available to assess: the current level of women's participation in AADP activities, identify the gaps and constraints limiting women's participation, and recommend corrective actions. Outputs will include a report on the findings of the study and recommendations for mid-term corrections to enhance the participation of women under the on-going loan. Lessons learned from the study will also feed into the preparation of the second area development project in the southern region of the Kyrgyz Republic.

**(iii) LAO: National Gender and Tourism Strategy & Action Plan (US\$48,400)**

The **LAO - GMS: Mekong Tourism Development** project supports tourism-related infrastructure improvements, pro-poor, community-based tourism development, and sub-regional cooperation for sustainable tourism. The loan project includes a gender action plan to facilitate women's involvement and benefits. However, in the case of the Lao PDR, tourism presents both opportunities and challenges. Job creation, economic growth and substantial foreign exchange and investment are juxtaposed by challenges such as potentially negative social changes that will require careful management. The GAD fund resources will be utilized to conduct field research and formulate a Gender Strategy and Action Plan for the tourism sector to address both the opportunities and challenges. The funds will also finance production of training manuals aimed at increasing opportunities for women and ethnic minority communities in tourism services. The project aims to strengthen indigenous mechanisms that support gender equity through culturally appropriate participation in the tourism industry.

**(iv) NEP: Gender Impacts in the Third Livestock Development Project (US\$10,000)**

The ADB-assisted **NEP: Third Livestock Development Project (TLDP)** which is nearing completion, has supported the Department of Livestock Services in reorienting its approach to managing the livestock sub sector and developing the capabilities of rural communities to plan and manage livestock development activities with improved access to inputs, markets and services. The loan included a project GAP that resulted in increasing women's participation from 15% to 44% in project activities. The GAD fund provides resources to assess the effectiveness of women's participation and to document lessons from the project relating to gender. Using a sample of livestock pocket areas, the study will assess and attempt to understand the contribution of increased women's participation, and the linkages between improved gender equality and achievement of sector goals. Based on the findings, the study will recommend opportunities for increasing the participation of poor men and women in future livestock projects and identify innovative approaches already in use.

**(v) PRC: Understanding Gender Dimension of Socio-Economic Transformation (US\$50,000)**

Gender issues in the PRC are different from those in other countries in the region. Gains made in the advancement of women during the socialist period are threatened by many of the economic and social transformations taking place in contemporary China. Economic reform has transformed the Chinese economic and social landscape. While the economic reforms have provided new opportunities for both men and women not everyone has gained equally from the reforms. There is increasing recognition that women have suffered disproportionately. Major concerns include: increasing inequalities in compensation, limited access to employment and assets and emerging concerns relating to spread of HIV/AIDS and female trafficking.

A feature of the transformation process of special relevance to gender issues is the reform of public enterprises, the privatization of health care and education, changes in the rules of governing rural-urban migration and policy responses to the rapid urbanization of China, the challenges of developing social security system which responds to women's and men's needs. Identifying and measuring the extent and impact of these changes on women is required. Hence the GAD Fund resources have been accessed to conduct such a study to contribute to the preparation of the joint ADB/WB country gender assessment that will feed into the respective institutions CSPs/CAS. The study will also assist the government in developing gender responsive policies and strategic interventions to address these concerns.

**(vi) REG: Gender and Law Toolkit (US\$32,000)**

Economic growth without addressing social justice and gender equity concerns is not an effective and enduring engine for socially inclusive development. The persistence of socio-cultural and legal barriers to women's empowerment, and their limited access to productive resources deeply affect women's ability to contribute to economic growth and development. Persisting gender-discriminatory barriers limit the impact of ADB operations across sectors including (i) social infrastructure (health and population, including HIV/AIDS, water supply and sanitation, and education); (ii) agriculture and natural resources (watershed management, irrigation, agro-industry, agricultural development, agrarian reform, microfinance); (iii) finance and industry (SME development); (iv) transport; (v) energy; (vi) multisectoral interventions (governance, building of local governments, law and policy reform, access to justice); and (vi) social protection. The *Gender and Law Toolkit* aims at providing ADB and DMCs with a key set of questions (checklists) to identify legal impediments to women's empowerment and identify appropriate gender-responsive strategies from a legal perspective to increase the gender equity impact of ADB's interventions in selected sectors of ADB operations.

**(vii) SRI: Support Activities for Strengthening Women's Initiative (US\$60,000)**

The Women's Enterprise Initiative under the **SRI: North East Community Restoration and Development (NECORD) Extension Project** includes a GAP to promote the economic activities for women to empower them to control and manage their own resources in a sustainable manner. The GAD funds will extend the reach of prototype women's business centers to include agricultural communities, in addition to the fishing communities included under the loan. The funds will contribute to: a comprehensive participatory needs assessment on skills base, management capacity for enterprise development, constraints in resource access and training to establish market outlets for possible products; and the development of two more business centers.

**(v) Lao PDR Nam Theun 2 Gender Action Plan (US\$ 20,000)**

Currently under preparation, the **LAO: Greater Mekong Subregion Nam Theun 2 Hydropower Development Project** requires comprehensive assessment of social and environmental aspects of the project to design the environmental and social mitigation plans. A gender assessment was conducted that identified major gender issues, risks and gaps in the project's overall social mitigation plans. A proposal was made to expand this assessment and prepare detailed mitigation measures to address gender impacts. The GAD fund will support the preparation of a gender action plan and its incorporation into the project's overall Social Development Plan. The GAP will identify specific gender design features required to address and mitigate the potential negative impacts of the project on women.

**Table 4: Implementation Status of RETA 6143 Subprojects**

	Name of Project	DMC	Project Officer	Total Approved Amount	Status
1	Study on Gender Disparities and Emerging Critical Gender Issues	INO	S. Wendt	27,500	Currently in the process of recruiting a consultant.
2	Participation of Women in Agriculture Projects	KYG	J. Whittle	42,550	Currently in the process of recruiting consultant.
3	LAO National Gender and Tourism Strategy and Action Plan	LAO	A. Perdiguero	48,400	Consultant hired.
4	Gender Impacts in the Third Livestock Development Project	NEP	A. Shrestha	10,000	Consultant hired.
5	Understanding Gender Dimension of Socio-Economic Transformation	PRC	A. Leung	50,000	Currently in the process of recruiting a consultant.
6	Gender and Law Toolkit	REG	F. Tornieri	32,000	Approved 07 October 2004.
7	Support Activities for Strengthening Women's Initiative	SRI	R. Rinker	60,000	Consultants hired; activities in 2 districts commenced.
8	Nam Theun 2 Lao PDR Gender action Plan	LAO	W. Um	20,000	Currently in the process of recruiting a consultant.
9	Gender Responsive Microfinance	AZE	B. Wilkinson	65,000	Proposal Endorsed
	<b>Total (B)</b>			<b>355.45</b>	

**(iv) AZE: Gender Responsive Micro-Finance (US\$65,000)**

The proposed **AZE: Micro and Rural Finance Project** aims to increase access to financial services, including services for poor households through expansion of participating micro-finance institutions and banks. In Azerbaijan, levels of women clients of MFIs are low at 40% and female staff of MFIs even lower. Resources will be provided from the GAD fund to

support the preparation and implementation of a gender strategy and action plan under the loan to increase the level of institutional gender awareness within the MFIs, and increase the number of female borrowers and MFI field staff. Activities financed will include (i) conduct of surveys to assess the numbers and levels of women staff at various levels of MFIs and their promotion prospects, collection of data on existing and potential female clients, and credit needs assessment of rural women; ii) training and capacity building for all MFIs on gender issues and iii) mobilization and incentive schemes developed to actively recruit new MFI field staff and clients.

### **C. Country Specific Technical Assistance (above US\$150,000)**

These TAs represent efforts to build and expand either on-going gender capacity building initiatives in the DMCs or, complement efforts of ADB loans that aim to build GAD capacity of executing agencies. Two TAs endorsed for the Mekong region focus on building GAD capacity in the agriculture and rural development sector. The Vietnam TA builds on an earlier ADB TA that assisted MARD to prepare a gender strategy and action plan for the sector while the Cambodia TA has been developed in association with the Agriculture sector loan to assist with development of a GAP for the sector. The Nepal TA is linked to the Women's Empowerment loan to build the capacity of the EA to implement the loan. The proposals endorsed are described below and the status of progress is presented in Table 5.

#### **1. CAM: Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector (US\$300,000)**

The **CAM: Agriculture Sector Development Program (ASDP)** is aimed at promoting sustainable growth of market-based agriculture and improving agricultural productivity. The loan requires the preparation of a sector gender strategy and action plan as one of the tranche release conditions. The GAD fund will contribute to building the capacity of MAFF to design and implement the strategy and action plan for mainstreaming gender in the agriculture sector to reduce gender gaps in the sector. TA components include (i) promotion of women's participation in the MAFF extension support services for farmer groups (50% of the members should be women); (ii) strengthening of support services for agro-based enterprises through formation of women's enterprise associations; and (iii) institutional strengthening for promoting women's participation in agriculture commercialization.

#### **2. VIE: Gender Mainstreaming Action Plan in Agriculture and Rural Development (US\$250,000)**

Under a recently completed TA, the Ministry of Rural Development and Agriculture (MARD) was assisted to develop and formulate a gender strategy and implementation plan to mainstream gender equity considerations into their policies, programs, planning, and implementation processes. The proposed new TA financed under the GAD Fund will build on the earlier work to support MARD effectively implement the action plan through gender capacity building of planners, decision makers, managers and public service providers at all levels of MARD-related departments and agencies. Project activities will include (i) development of sex-disaggregated data collection system; (ii) development of guidelines on planning with sex disaggregated targets; (iii) preparing suitable training materials on gender mainstreaming in ARD for different targets groups; (iv) gender training for agency staff such as planners, decision makers, managers and public service providers of MARD at all levels; (v) TOT for teachers of the MARD related management schools, colleges and vocational schools (vi) establishment of

network and systems of trainers on gender mainstreaming amongst MARD staff and public service providers; and (vii) development of management information system on gender planning, implementation, monitoring and evaluation on the MARD programs.

**3. NEP: Capacity Building for Gender Equality and Empowerment of Women (US\$300,000)**

The proposed loan **NEP: Gender Equality and Empowerment of Women Project** aims to empower poor rural women and members of disadvantaged groups to improve their socio-economic conditions through a process of economic, social, legal and political empowerment. As the Department of Women’s Development (DWD) will be the executing agency of the loan, the TA will provide capacity building to DWD to strengthen the managerial and institutional capabilities of DWD to efficiently and effectively manage, coordinate, and monitor its development programs, in line with the new DWD mandate. In addition, the TA will assist the DWD and Women Development Section (WDS) to make the transition from direct service delivery to being a catalyst and facilitator for women and gender equality issues at district and lower administrative levels. This will support the DWD to become an institution able not only to influence, advocate and guide national, district and lower level administration units for incorporation of gender issues in their policies, programs and projects, but also to manage, supervise and monitor agencies implementing development activities for meaningful empowerment of women.

**Table 5: Implementation Status of Country TAs**

	<b>Project Name</b>	<b>DMC</b>	<b>Project Officer</b>	<b>Total Approved Amount</b>	<b>Status</b>
1	Implementation of Action Plan for Gender Mainstreaming in the Agriculture Sector	CAM	Y. Uehara	300,000	TA circulated for comments. Management approval scheduled in December 2004.
2	Capacity Building for Gender Equality and Empowerment of Women	NEP	M. Mongiorgi	300,000	GAD Peer Fund Group endorsed the TA. Piggy-backed under ADB-assisted loan on Gender Equality and Empowerment of Women for approval in Nov 2004.
3	Gender Mainstreaming Action Plan in Agriculture and Rural Development	VIE	Y. Uehara	250,000	TA circulated for comments. Management approval scheduled in December 2004.
	<b>Total</b>			<b>850,000</b>	

**D. Other initiatives**

Other ADB initiatives have also commenced utilizing ADB financing which link closely to several of the initiatives under the GAD fund’s RETA 6092 and RETA 6143.

**1. Gender in Water Operations Review**

To build the capacity of ADB staff and DMCs, a Gender in Water Partnership was established in 2003 between ADB and the Gender and Water Alliance (GWA) a global network of organizations working in gender and water issues, to co-sponsor a program of activities. The

first activity under the partnership was to conduct a Gender Review of ADB Water Operations. The aim of the review was to study the extent to which gender responsive practice is currently promoted in ADB's water related policy and programs.

The study examined 21 water-related loans with effective dates from 1997-2004. The study findings indicate the water sector is significantly "ahead of the game" in mainstreaming gender. Out of the 21 projects reviewed, there are proportionately far more water-related projects that are significantly mainstreaming gender and fewer with no gender elements. This achievement bears testimony to the work that has gone into developing the ADB Gender Policy, promoting awareness and conformity with ADB gender requirements, and supporting their incorporation into policy and project design. The issues of concern relate mainly to *qualitative improvements* on effective implementation of gender commitments to achieve positive impact on lives of poor men and women.

Policy dialogue on gender issues was recommended as an area for improvement. The key issue is to frame arguments for gender mainstreaming in a way that will make governments listen and take note. GAPS are likely to be implemented only if gender-sensitivity is either an EA requirement (ie. it is clearly specified in the government's sector policies) or if EA staff are *genuinely convinced* that gender-responsive will contribute to more effectively achieving national policy goals. GSs and project staff taking responsibility for policy dialogue to be equipped with convincing arguments to highlight the value and contribution of gender mainstreaming to the sector.

The study also highlighted the need for gender planning to be integral to the activities, outputs and indicators of the overall project design. If gender is not considered as an essential part of the overall project design and planning discussions, there is a danger that GAPS will reflect only the views of GSs with little buy in from the EA or the wider ADB project team.

The operations review has clearly provided an opportunity for ADB to reflect on experiences to date, and to think strategically about ways of building on and enhancing current operational practice within and beyond the water sector. More details of the research findings are found in Table 5.

**Table 5: Summary of Findings Water Operations Review**

- The gender elements of ADB water-related projects are part of community level, participatory activities. This approach is promoted and reinforced by the Water Policy.
- Water-related projects focusing exclusively on infrastructure hardware either had "no gender elements", or had gender elements that were confined to very small community-related components.
- Many executing agencies accept the need for gender mainstreaming as an ADB requirement, but have little motivation or capacity to implement.
- Gender analytical information (GAI) provides important base-line data for effective gender mainstreaming. All 21 projects reviewed have some GAI, but quality and relevance of the information varies considerably.
- POs have little information on the implementation of gender plans. Gender does not often come up in project review discussions, and POs do not necessarily know what to ask or look for.
- Few water-related POs have received gender training either in ADB or elsewhere. Interestingly, POs who demonstrated the most commitment to gender issues had learned not from gender training courses but from experience.
- There is a clear link between gender mainstreaming and poverty-focused participatory planning and implementation processes. Recognizing this link and incorporating it in capacity building, support and exchange programs will yield positive results.

## 2. Rapid Gender Assessments

The development of project specific GAPs have been adopted to facilitate gender mainstreaming in loan projects. It has been assumed that GAPs will encourage a more systematic and integrated approach to addressing gender issues in project design and implementation, including the monitoring of gender design features, benefits and results for women. Rapid Gender Assessments (RGAs) were undertaken in 2004 of 12 loan projects under implementation in Bangladesh, Pakistan, Nepal and Cambodia. The loans reviewed span the following sectors: agriculture, infrastructure, education, governance, livestock and health. The aim of the RGAs is to explore the usefulness and effectiveness of GAPs as a tool for ensuring improved participation and benefits for women.

Four separate country reports are currently being prepared, in addition to a synthesis report consolidating findings from all RGAs.

The assessment of gender-related results has focused on achievements including:

- (i) The level of women's participation in major project activities, including
- (ii) How improved participation has resulted in access to project resources and actual benefits for females and males,
- (iii) Any unintended practical and strategic results for women and men,
- (iv) Changes in gender relations, focuses on changes in decision-making by women (in the project, community, household, other), control over resources related to loan/TA activities, and changes in livelihood due to loan/TA activities.

The results will further identify factors or conditions contributing to gender-related results including:

- Contribution and involvement of the RM GSs
- Resources allocated by the project to addressing gender issues
- External factors in the social, institutional and political context
- Constraints on the achievement of gender equality results, and how these have been addressed
- Factors that have promoted or reinforced sustainability of gender equality results
- The extent to which gender equality results have contributed to achievement of the overall objectives and results of the investment.

Although impacts and results of the RGAs are yet to be finalized, important lessons are emerging from the review.

There is no doubt that GAPs have contributed to improved implementation, better outreach and significant improvement in results for women. While GAPs in themselves are important features for project success, ownership of the GAPs by executing agencies are as vital to enable them appreciate the value of incorporating GAD elements in projects. Leadership from senior project managers is crucial for GAP elements being realized. This leadership ensures that a strong and consistent rationale for challenging traditional social attitudes is articulated through the project and to demonstrate the importance of GAD to partners who may not share similar commitments. Finally, incorporating implementation of the GAP into loan assurances and covenants ensures on-going monitoring of gender equality targets.

#### **IV. CONCLUSION**

The achievements and progress of the GAD Fund implementation, to date, is satisfactory. Although disbursements have been slow due to reasons outlined earlier, results thus far demonstrate that by providing resources to expand and enhance attention to gender issues in ADB operations, the GAD funds are adding value from a gender perspective to ADB's lending and non-lending portfolio. It is also assisting implementation of ADB GAD and Action Plan in a more consistent and systematic manner.

Gender mainstreaming is being widely integrated in all three core strategic areas of ADB operations – economic growth, inclusive social development and governance – and in virtually all sectors that ADB supports. The GAD funds play an important role in making ADB a valuable partner in sharing good gender practices, contributing to the development and implementation of gender strategies, policies and programs at the national level and building capacities of executing agencies and government national machineries to pursue their own gender equality goals.