

ASIAN DEVELOPMENT BANK

COOPERATION FUND for GENDER AND DEVELOPMENT

SECOND PROGRESS REPORT

2005

Regional and Sustainable Development Department

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ABBREVIATIONS

GS	–	gender specialist
WC	–	water council
ADB	–	Asian Development Bank
AFRM	–	Afghanistan Resident Mission
BRM	–	Bangladesh Resident Mission
CARM	–	Cambodia Resident Mission
CGA	–	country gender assessment
CIDA	–	Canadian International Development Agency
CSP	–	country strategy and program
DMC	–	developing member countries
DWD	–	Department of Women's Development
EA	–	executing agency
GAD	–	gender and development
GAP	–	gender action plan
GEEOW	–	gender equality and empowerment of women
GRAP	–	gender reform action plan
ILO	–	International Labor Organization
INRM	–	Indonesia Resident Mission
MAFF	–	Ministry of Agriculture, Forestry and Fisheries
MARD	–	Ministry of Agriculture and Rural Development
MDG	–	millennium development goal
MNRM	–	Mongolia Resident Mission
NECORD	–	Northeast Community Restoration and Development
NGO	–	non-government organization
NRM	–	Nepal Resident Mission
PAK	–	Pakistan Resident Mission
PCR	–	project completion review
PD	–	project director
PIU	–	project implementation unit
PO	–	project officer
RETA	–	regional technical assistance
RGA	–	rapid gender assessment
RM	–	resident mission
RRP	–	report and recommendation of the president
SLRM	–	Sri Lanka Resident Mission
TA	–	technical assistance
TAARP	–	Tsunami Affected Areas Rebuilding Project
TLDP	–	third livestock development program
UNDP	–	United Nations Development Program
UZRM	–	Uzbekistan Resident Mission
VRM	–	Viet Nam Resident Mission
WB	–	World Bank
WDS	–	women development section
WED	–	women empowerment department/division
WUA	–	water user association

INTRODUCTION

The **Cooperation Fund for 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 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 Strategies and 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 Consultants in Resident Missions.** Support to place local gender consultants in the ADB Resident Missions (RMs), extending coverage from 6 to 10 RMs under Phase II – Afghanistan, Bangladesh, Cambodia, Indonesia, Mongolia, Nepal, Pakistan, Sri Lanka, Uzbekistan and Viet Nam.
- D. **Capacity Development** of national focal agencies and executing agencies towards gender equality.
- E. **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.
- F. **GAD Partnerships.** Funding activities related to new and emerging gender issues in the Asia and Pacific Region, and for strengthening ADB's partnerships with women's organizations, other development partners and networks in the region.

The first Implementation Progress Report was submitted to donors in May 2005. This is the second Implementation Progress Report covering the year 2005.

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 II** and **RETA 6143 - Promoting Gender Equality and Women's Empowerment**, have been approved for a total of US\$ 2.7 million. RETA 6092 supports the recruitment and placement of locally-recruited gender specialists in ADB's Resident Missions, while RETA 6143 supports a series of initiatives to promote gender mainstreaming in ADB operations, gender capacity development and strategic partnerships.

Three stand-alone country-specific technical assistance projects –VIE: *Gender Mainstreaming Action Plan in Agriculture and Rural Development* (US\$250,000); CAM: *Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector*

(US\$300,000)¹ and; the NEP: *Capacity Building for Gender Equality and Empowerment of Women* (US\$300,000) have been approved and are under implementation.

I. FINANCIAL PROGRESS

As of 31 May 2006, US\$3.55 million or 84% has been committed out of the total US\$4.22 GAD Fund. Of the total GAD Fund, 86% has been allocated for the implementation of two RETAs and three stand-alone TAs, with 16% (equivalent to US\$671,466) uncommitted balance (see Fig. 1). Of the total commitment, 42% is allocated for RETA 6143, 34% for RETA 6092, and 24% for the three stand-alone TAs. Fig. 2 shows the amount committed and disbursed under these allocations. With additional projects pending approval by the Peer Review Committee, it is anticipated that the remaining funds will be committed by the end of 2006 (see Table 1).

Fig. 1: GAD Fund Distribution

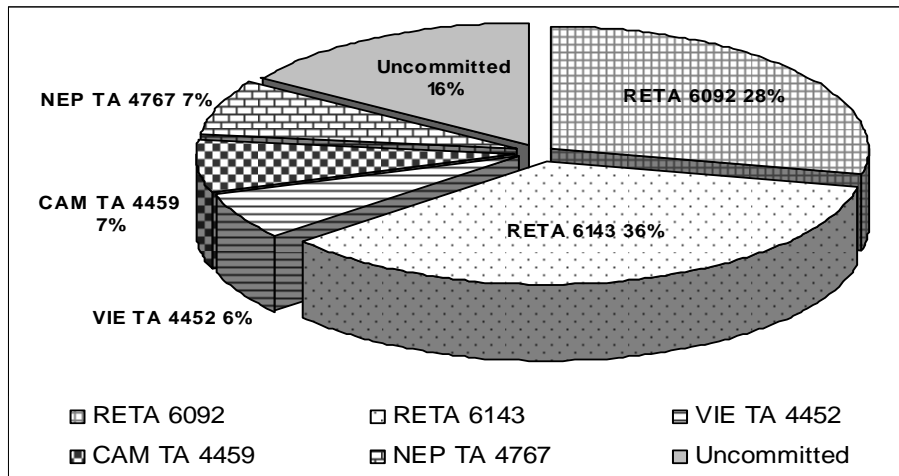
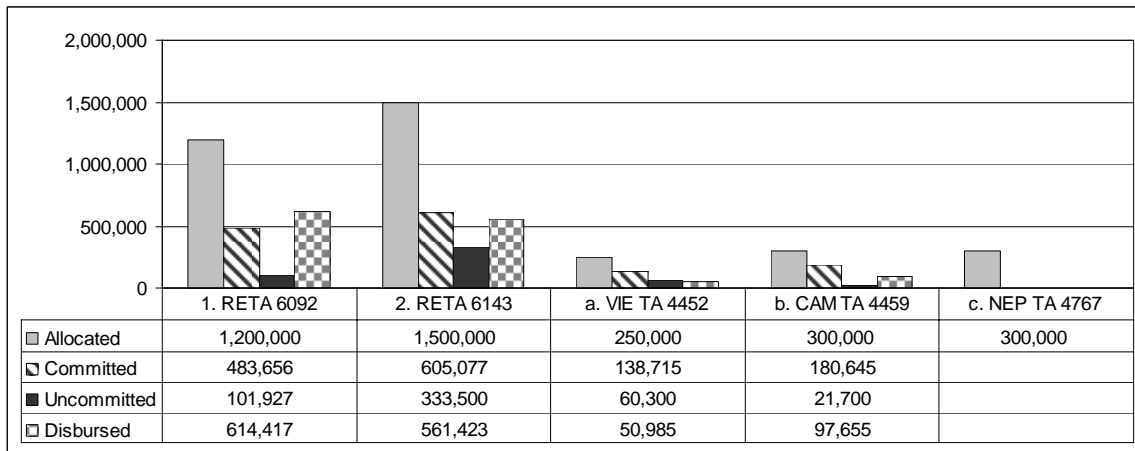


Fig 2: GAD Fund Allocation and Commitments
as of 31 May 2006



¹ TA 4459-CAM: *Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector* approved on 2 December 2004 (\$300,000).

**Table 1: GAD Fund
Statement of Commitments and Disbursements
as of 31 May 2006**

	Commitment	Disbursement	Uncommitted	Total Fund Balance
GRANT FUNDS				4,443,649
Less: 5% Administration Fee				(222,182)
TOTAL GRANT FUNDS AVAILABLE				4,221,466
i) Less: RETA 6092: Enhancing GAD Capacity in DMCs Ph II	1,200,000			3,021,466
Less: Commitment for RM Gender Consultants	(1,098,073)	614,417		
REMAINING BALANCE			101,927	
ii) Less: RETA 6143: Promoting Gender Equality & Women Empowerment	1,500,000			1,521,466
Less: Commitment for Subproject	(1,066,500)	538,224		
Administration Cost	(100,000)	23,200		
REMAINING BALANCE FOR RETA 6143			333,500	
iii) Less: Stand alone TAs				
CAM TA 4459: Implementation of an Action Plan for Gender	300,000	97,655		1,221,466
VIE TA 4452: Gender Mainstreaming Action Plan in ARD	250,000	91,451		971,466
NEP TA 4767: Capacity Building for Gender Equality	300,000			
REMAINING BALANCE FOR GDCF	<u>3,550,000</u>	<u>1,364,947</u>		<u>671,466</u>

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

Total financing for RETA 6092 amounts to US\$1.6 million comprising of US\$1.2 million from the GAD Fund (representing 28% of the total GAD Fund) and US\$400,000 from ADB. As of 31 May 2006 total disbursements amounted to US\$614,417 or 51.2% of total GAD Fund as against total commitment of US\$1.1m (see Table 1). Expansion of activities to promote gender issues and concerns in the DMCs through the Resident Mission GAD consultants is expected to speed up disbursements in 2006.

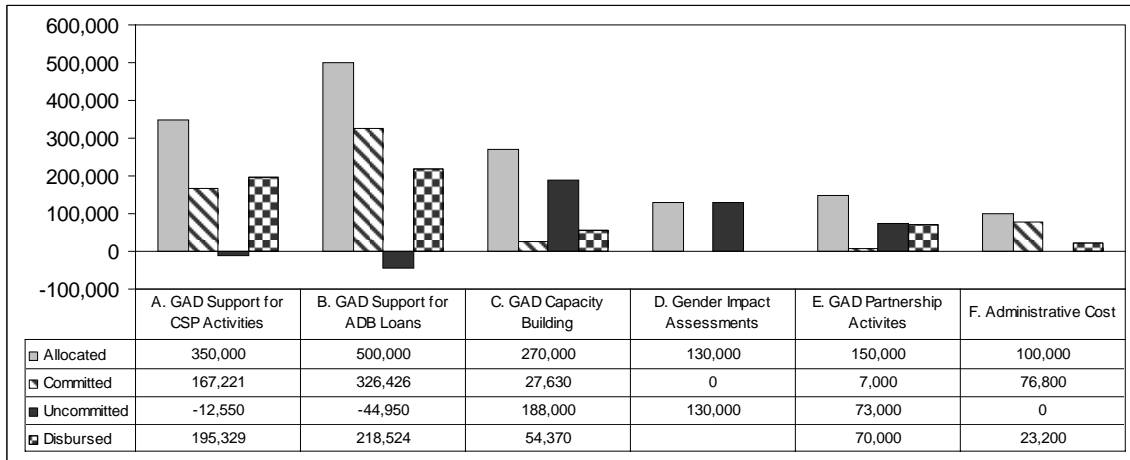
B. RETA 6143: Promoting Gender Equality and Women's Empowerment

The umbrella RETA 6143 was approved in November 2003 in the amount of US\$1.5 million, equivalent to 36% of the total GAD Fund. Total amount committed for the endorsed subprojects is US\$ 1.066m (71% of the total TA amount) of which US\$561,424 has been disbursed as of 31 May 2006 (Table 1). Disbursement is anticipated to accelerate as most of the subprojects endorsed for funding are now under implementation and consultants have been recruited.

Of the total US\$1.5 million allocated for RETA 6143, US\$0.5 million has been assigned for subprojects that support ADB loans, such as gender assessments, surveys, and preparation of gender strategies and action plans. Activities to assist in the preparation of Country Gender Assessments (CGAs) that feed into Country Strategies and Programs (CSPs) is also supported by 23% of the RETA budget. About 18% of the RETA amount is allocated for GAD capacity

building subprojects, 10% to strengthen partnership activities and 9% for gender impact assessments. Details on the nature of activities under these subprojects are discussed in Section II.B. Fig. 3 shows the breakdown of allocation and commitments under areas identified for support under the umbrella RETA.

**Fig 3: RETA 6143: Promoting Gender Equality and Women's Empowerment
Statement of Allocation and Commitments
as of 31 May 2006**



II. ACHIEVEMENTS AND PROGRESS

A. RETA 6092: Enhancing Gender and Development Capacity in DMCs- Phase II

The Regional Technical Assistance (RETA) Project 6092: *Enhancing Gender and Development Capacity in Developing Member Countries (DMCs): Phase II* (2003–2005) was approved in December 2002 and funded under the multi-donor Cooperation Fund for Gender and Development (GAD) Fund.² The purpose of the Phase II RETA is to consolidate and expand the achievements of the first phase RETA (1999-2002) by increasing the gender-responsiveness and effectiveness of strategic planning, design and implementation of loan and technical assistance projects.

Due to its substantial impact, RETA 6092 has been extended for a further two years (2006-2008) using TA savings. In the years ahead, RETA 6092 will continue to support gender mainstreaming in ADB operations focusing on (i) building GAD capacity and developing ownership of GAD issues in DMCs; (ii) expanding strategic interventions and consolidating innovative approaches to gender mainstreaming in program and project work across sectors; and, (iii) facilitating cross-fertilization of successful results in DMCs by providing opportunities for lateral learning. A more detailed report on RETA 6092 implementation and progress will be submitted separately.

² ADB, 2002. Technical Assistance For Enhancing Gender and Development Capacity in DMCs: Phase II. Manila. RETA 6092 for \$1.6 million, financed by the Gender and Development Cooperation Fund (\$1.2M) and the Asian Development Bank (\$0.4M) approved 20 December, 2002.

To date, the scope of RETA activities has focused on developing and supporting gender-responsive design of ADB financed loan and technical assistance projects. During 2005, priority was placed on building the GAD capacities of executing agencies (EAs) to implement these gender-design features of loan projects. Emphasis was also placed on closer monitoring and assistance for project implementation. Hence, projects designed with gender and development theme or with project-specific Gender Action Plans (GAP) are closely monitored and assistance provided to ensure implementation of the gender-related design features. The RETA also provides opportunities for peer exchange and lateral learning workshops in which EA staff from different countries share good gender mainstreaming approaches and results to learn from each other's experiences for potential replication of successful initiatives across sectors and DMCs.

To achieve these objectives, RETA 6092 supports seven gender specialists who are locally recruited consultants placed in ADB Resident Missions (RM) in Afghanistan, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka and Uzbekistan.³ The RM gender specialists substantially contribute to accelerating the implementation of the GAD policy in three areas:

1. increasing the number of loans addressing gender issues;
2. gender capacity building of EAs in DMCs;
3. partnerships with government focal agencies, donors and non-government organizations (NGOs).

Achievements in the third year (January–December 2005) of RETA 6092 have continued to be substantial. Approximately 163 initiatives have been supported—19 in country strategy and programs; 37 in technical assistance and loan processing (13) and implementation (24); 31 in capacity building; 4 in pilot initiatives; and, various gender focal point activities undertaken with national machineries, donors and NGOs. These are remarkable achievements since three of the seven gender specialists only came on board between March–August, 2005 (Afghanistan, Indonesia and Mongolia) and were not fully engaged in loan operations. The existing four gender specialists (Nepal, Cambodia, Sri Lanka and Uzbekistan) have continued to provide assistance to project GAP preparation and implementation.

1. Gender Capacity Building

In 2005, RM gender specialists focused greater attention on gender capacity development to build stronger gender capacity at the EA level through (i) orientation sessions at project start-up to raise awareness of projects' GAD objectives; (ii) GAD training workshops during loan implementation to develop detailed GAP implementation plans; and, (iii) peer exchange visits for Project Directors (PDs) working on similar projects in different countries. Peer exchanges of EA Project Directors in 2005 included: (i) a visit by Sri Lankan PDs to Bangladesh, which provided an opportunity for PDs from Bangladesh to share their successful experiences with gender mainstreaming and demonstrate concrete results in infrastructure, water resources management and education loan projects in the field; and (ii) a project implementation workshop jointly organized by the RM gender specialists from Cambodia and Nepal to develop a GAP implementation plan for the ***Cambodia: Northwest Rural Development Project***, which provided an opportunity for Cambodian project implementation unit staff to learn about good gender mainstreaming practices in rural development projects from Nepal. Gender capacity of national machineries and sector agencies was also

³ Mongolia was added in 2005 to the group of Resident Missions (RMs) where a RETA-funded local consultant serves as ADB's gender specialist (GS)

strengthened with GS assistance in development and implementation of gender mainstreaming policies in Nepal and Cambodia and training of government gender focal points in Sri Lanka.

2. Country Strategy and Programs

The increase of activities in 2005 at the country strategy and program level in comparison with the 2003-2004 performance, confirmed that RM gender specialists' inputs are in higher demand and their value is more recognized by both government agencies and ADB at the strategic planning level. Country Gender Assessments (CGAs) have improved integration of GAD issues and activities in ADB Country Strategy and Programs (CSPs), Country Strategy and Program Updates (CSPUs), Country Performance Assessments (CPAs) and sector work. In 2005, gender specialists in Uzbekistan and Indonesia supported the preparation of the CGAs; in Cambodia, consultative meetings were conducted with the government, NGOs and other partners during the preparation of the CSP; in Nepal, measurable gender indicators were incorporated into the CSP Results Based Monitoring Framework; in Sri Lanka and Nepal, gender was integrated into the donor coordination matrix for the Country Strategy and Program Updates (CSPUs); and, all GS supported gender-related aspects of the Country Performance Assessments (CPA). At the national level, RM gender specialists assisted national machineries and gender focal agencies to contribute to strategic planning and policy reforms by helping them address gender concerns in the national progress reports on poverty reduction and the Millennium Development Goals (MDGs).

3. Loan Processing and Implementation

The RM gender specialists have continued to assist loan processing and implementation in the areas of rural development, agriculture, water resources development, education and governance but have also increased their assistance in "harder" sectors such as infrastructure and transport. While these "hard" sectors are more challenging for gender mainstreaming, there is a growing recognition in ADB regarding gender-based impacts of infrastructure, energy, and transport projects. Therefore, substantial effort is being made under these loan projects to provide indirect benefits to women and to mitigate possible negative impacts on them. For example, the ***Nepal: Road Connectivity Sector Project***, addressed the potential risks of the spread of HIV/AIDS and trafficking in women and children by including an HIV/AIDS and anti-trafficking component with the objective of reducing the vulnerability of at risk groups, and increasing access to HIV prevention services. Key activities will include: (i) partnering with NGOs to identify risk groups and intervention sites, (ii) sensitization on HIV/AIDS and anti-trafficking for project staff, contractors and construction workers, transport operators, sex workers, and communities; and, (iii) information dissemination on testing, counseling, prevention and treatment services. A social development specialist is included in the implementation team to assist with the implementation and monitoring of the HIV/AIDS and anti-trafficking component. Several transport and rural infrastructure loans in Nepal, Cambodia and Sri Lanka have included provisions that require civil works contractors to use local labor for construction work and to adhere to core labor standards including equal pay for equal work and a prohibition on child labor.

Box 1: Nepal: Road Connectivity Sector Project (2005)

Nepal's 10th Five Year Plan recognizes the need for a better rural transport network to major towns and cities to improve access and stimulate economic growth. In response, ADB's *Road Connectivity Sector Project* was designed with the objective of promoting economic growth and poverty reduction for isolated rural communities in northern Nepal. The project aims to connect district roads to district headquarters, improve EA efficiency, and build capacity of local construction and consulting services in road construction and management, and in improving road safety. However, the expected expansion in economic activities, trade, involvement of people in the construction phase, travel and night halts along the road and the behaviors engaged in during mobility or migration have also been identified as having the potential to increase opportunities for casual sex and the risk of HIV/AIDS and human trafficking.

The social assessment conducted during project preparation indicated low level of HIV awareness and risk perception, especially among women, and that risk behaviors were widespread among mobile populations, and commercial sex workers. The Project districts in the central region were identified as trafficking-prone districts with children from poor families, both girls and boys, being sent to work as 'domestic help', with the potential from thereon to be either trafficked or enticed to work as sex workers. Girls and women of the age groups 11-25 years and boys of 6-12 years were found particularly vulnerable to trafficking.

To address gender concerns in the Project, an HIV/AIDS and anti-trafficking component was prepared with the objective of reducing the vulnerability of at risk groups, and increasing access to HIV prevention services. Key activities include: (i) partnering with NGOs to identify risk groups for HIV/AIDS and human trafficking, and to map geo-locations and sexual networks and intervention sites along the road corridors (ii) orientation and sensitization on HIV/AIDS and anti-trafficking for Project personnel; (iii) HIV/AIDS awareness raising for contractors and construction workers; (iv) public awareness campaign and behavioral change of high-risk groups; (v) condom promotion and information dissemination of the nearest available services for testing, counseling and treatment; and, (vi) sensitization and capacity building of Project personnel, including public awareness raising on trafficking concerns.

A Social Development Specialist (SDS) with expertise in HIV/AIDS and anti-trafficking issues was provided for 36 person months to support the EA for overall implementation and monitoring of the HIV/AIDS and anti-trafficking component. The SDS is expected to provide gender sensitization trainings to the EA and NGOs focusing on the transport sector; develop gender responsive indicators for tracking progress; participate in relevant theme groups for HIV/AIDS, and anti-trafficking; determine appropriate IEC packages for transport operators, construction workers, female sex workers, tea stall operators, women, schoolchildren, and mobile populations; and assist NGOs to identify risk and vulnerability factors by age and sex, and in implementing HIV/AIDS, and anti-trafficking interventions that address gender concerns. The Project expects to reach 90% of road construction workers, transport operators, female sex workers, labor migrants, and populations living along the road corridors, and 100% girls and women of the age groups 11-25 years and boys of 6-12 with anti-trafficking messages.

Loans prepared in 2005 replicated or expanded innovative approaches to gender mainstreaming that were showcased during the RETA-funded *Regional Seminar on Gender, Poverty and Rural Development* held in Viet Nam. For example, lessons learned from gender-inclusive loans in agriculture, irrigation and rural development projects in Bangladesh, Nepal, and Pakistan were used in the processing of the ***Uzbekistan: Land Improvement Project*** (to be approved in 2006) which is designed to address the problem of land degradation due to deteriorating on-farm and off-farm irrigation infrastructure and poor land and water management practices. The project GAP framework recommends (i) establishing quotas for women's representation within the decision-making structures of model farms and water user associations and in all training activities for rural women; and, (ii) ensuring gender-sensitive infrastructure design and operations; (ii) ensuring women's involvement in monitoring and evaluation of project impact.

Under post-conflict and post-disaster reconstruction, a GAP was developed during the joint processing of the emergency loan ***Sri Lanka: Tsunami Affected Areas Rebuilding Project*** and the ***North East Communities Reconstruction and Development Project Phase***

II. Both projects aim to rapidly improve the living conditions of a significant number of people in tsunami and conflict-affected areas by restoring basic social infrastructure, community and public services and livelihoods. The joint GAP addresses existing gender disparities and emphasizes equal participation of men and women in (i) urban planning and village reconstruction and development; (ii) economic activities with a focus on the needs of war widows and female-headed households; (iii) infrastructure planning, construction, maintenance and management; and, (iv) environmental and coastal resource management (see Box 2).

Box 2: Sri Lanka: Tsunami Affected Areas Rebuilding Project (TAARP) and North East Community Restoration and Development Project (NECORD) Phase II (2005)

The objective of the TAARP and NECORD II Projects is to rapidly improve the living conditions and well-being of a significant number of people in tsunami and conflict affected areas by restoring basic social infrastructure, community and public services, and livelihoods through a variety of activities. The joint Gender Action Plan developed during the processing of TAARP and NECORD II Projects addresses existing gender disparities in social, economic and political spheres and supports initiatives to improve women's opportunities to participate and benefit from reconstruction and development activities in the aftermath of the tsunami and 20 years of civil war:

Livelihood/Coastal: (i) Support formation of community-based organizations (CBO's) for women in fisher communities to re-establish livelihoods - selling fresh fish, making and selling dried fish; (ii) Train women in leadership and organizational skills for management of CBO's; (iii) Provide women with training and micro credit for economic activities; (iv) Provide women and men with access to value addition processes, local and other markets; (v) Provide women and men with information and access to other types of skill training and livelihood opportunities.

Village Development: (i) Consult both men and women in village reconstruction and development plans; (ii) Ensure the participation of both men and women in establishing CBO's; (iii) Prioritise women's participation in training on management of CBO's, leadership and organizing skills and in taking CBO leadership; (iv) Ensure that women are not discriminated against in obtaining titles to housing and property; (v) Provide employment opportunities for women and men in shelter construction through "cash for work" schemes; (vi) Ensure that the special needs of different groups - e.g. women, households headed by a single person, children, the elderly, the disabled – are addressed in village reconstruction design and planning; (vii) Provide training to women and men to be involved in and effectively utilize micro-credit and revolving fund schemes; (viii) Provide referral services and access to information for livelihood support and enterprises to both women and men.

Coastal Management: (i) Consult both women and men in affected communities in developing the coastal resources management plan; (ii) Promote participation of women and men in implementation and management; (iii) Provide training on coastal resources management to women and men in local communities; (iv) Support the promotion of fisheries-related and non-fisheries employment and livelihood opportunities for women and households headed by females and single people.

Education: (i) Provide suitable quarters for female teachers to encourage them to move to these areas; (ii) Encourage recruitment of female and male teachers for teacher training who are from or are willing to relocate to these areas; (iii) Encourage the involvement of both women and men in school management and education societies.

Water Supply and Sanitation: (i) Ensure the equal participation of men and women in planning, construction and maintenance of water supply schemes; (ii) Encourage women to take leadership in CBO's and working committees for the scheme; (iii) Consult women in the community on water supply options, e.g. common wells, taps, rainwater harvesting tanks; (iv) Ensure that the privacy and safety needs of women and special needs of the elderly and disabled are addressed in the design of common wells, the provision of individual water sources and sanitation facilities; (v) Obtain women's input on the location of water sources and individual sanitation facilities; (vi) Train both women and men in the maintenance of water supply and sanitation schemes.

Health: (i) Ensure that health facilities cater to the special physical and psychological needs of tsunami- and conflict-affected men, women, children, the elderly and the disabled; (ii) Ensure wage parity for men and women in constructing health facilities; (iii) Ensure that the health facilities have separate units for sexually transmitted infections and HIV/AIDS providing information and testing services and treatment; (iv) Recruit women and men (from NGO's) with appropriate skills to deliver awareness and prevention training on HIV/AIDS to contractors, construction personnel and workers and local communities.

Irrigation: (i) Ensure the equal participation of women and men in deciding on the reconstruction of irrigation schemes; (ii) Train both women and men where socially and culturally appropriate, to maintain irrigation schemes; (iii) Encourage women and men to be involved in inland fisheries.

Roads: (i) Orient contractors to employ female labour (where socially and culturally acceptable) and promote and ensure wage parity; (ii) Ensure the participation of men and women in local communities in the planning, construction and maintenance of infrastructure; (iii) Where female workers are present on construction sites, provide secure and separate sanitary facilities and security for them; (iv) Encourage women and men of tsunami- and conflict-affected local communities to participate in road construction through a "cash for work" scheme.

Livelihood/Training: (i) Promote and facilitate women's participation in skill development; and (ii) Provide facilities to ensure women's participation in skill training.

Livelihood/Agriculture/Livestock: (i) Support re-establishment of women's rural development societies and promote women's livelihood activities through them; (ii) Educate extension service providers to give women access to these services; (iii) Recruit female extension staff to cater to women with restricted mobility owing to sociocultural and religious factors and limited transport; (iv) Provide women with seed packets to grow high-nutrition vegetables in their home gardens; (v) Arrange post-harvest technology training, links with technical assistance and service providers for women and men.

Urban Development: (i) Consult both women and men in the urban development planning process; (ii) Identify and incorporate special needs of categories e.g. households headed by a single person, the elderly and the disabled in urban planning and construction; (iii) Ensure that public facilities cater to the needs of women, the elderly and the disabled regarding separate sanitary facilities, rest areas and disabled access; (iv) Promote the 'cash for work' system among men and women of the affected communities in the process of urban cleaning and establishing infrastructure.

Institutional Development and Capacity Building: (i) Consult staff to determine needs and necessary facilities when designing and planning the offices to be constructed; (ii) Provide adequate and separate facilities for women and men in the reconstruction of local government and district offices; (iii) Ensure equal access to and participation of women and men in training programmes; (iv) Actively promote women's entry into higher levels of public administration; (v) Provide gender awareness training to public administration staff to ensure that women are not discriminated against in getting access to and benefiting from local government services.

In the governance area, the **Nepal: Governance Reform Program** loan which included a design phase GAP has been closely monitored from a gender perspective. As a result of consistent assistance and policy dialogue, the Government amended the Civil Service Act in July 2005 and added a clause for positive discrimination for five years to increase the representation of women, ethnic groups, disadvantaged castes and differently abled people in civil service.

Good gender results on GAP implementation were also reported from the **Nepal: Small Towns Water Supply and Sanitation Project** which underscored the benefits of gender inclusive design and implementation of project GAPs (see Box 3).

Box 3: Nepal: Small Towns Water Supply and Sanitation Sector Project

An important aspect of project implementation activities for the ADB GSs is to review the progress made under Project Gender Action Plans that specify features, benchmarks and resources to be spent on activities to promote women's participation and benefits. As a member of the Project Review Mission for the *Small Towns Water Supply and Sanitation Project* in 2005, the Nepal GS participated in all discussions with government officials, project staff, men and women beneficiaries and NGO staff, and reviewed project progress reports. The Project has complied with agreed gender actions as evidenced by significant progress in mainstreaming gender concerns:

- 23 towns met the Government requirement of 33% women's representation in the reconstituted water user and sanitation committees (WUSC);
- training programs for project staff, NGO and WUSC include sessions on gender sensitivity;
- 57% women and 43% men participated in health and hygiene education, and technical trainings;
- gender disaggregated baseline data is available for monitoring project performance and outcomes;
- the water user association (WUA) is represented by a male and female member in the Town Project Office;
- project supported school latrines have separate toilets for girls and boys; and,
- women's participation in public decision making and in public meetings have increased considerably.

Discussion with women during the field visit confirmed their increased technical knowledge vis-a vis system cost, upfront cash contribution, tariff, and water quality issues with linkages to family health and hygiene. Women water user committee members have also requested income generating activities for which support for small grant funds are sought from the Water Cooperation Fund. To secure increased participation of poor men and women, recommendations were made to promote stronger linkages between health and hygiene, social mobilization, public awareness campaigns and gender mainstreaming. The Nepal GS will assist the implementing agency in highlighting good practices coming out of the project for wider distribution of achievements and lessons learned.

4. Focal point activities

Moreover, gender focal point activities with national machineries, donors, and NGOs continue to enhance inter-agency coordination and collaborative efforts on GAD initiatives. Highlights from 2005 include collaboration with the World Bank in organizing a regional workshop on Economic Policy and Gender Capacity Building in East Asia, partnership with other donors on monitoring progress regarding CEDAW and MDGs in Uzbekistan; participation in Afghan Women Advocates Conference; collaboration with UN Gender Working Group on post-tsunami assistance and lobbying with parliamentarians to support the Domestic Violence Bill in Sri Lanka (approved in August, 2005); and supporting NGOs initiatives to provide financial services for women and capacity building of national machineries and local women leaders in Uzbekistan, Cambodia, and Mongolia.

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

The Peer Review Committee met in July 2005 to discuss new proposals submitted for funding under the RETA. Of the 14 proposals received, 7 were approved, 4 were approved in principle but required some modifications. The Peer Review group continues to approve projects during the year as and when they are received. As of 30 April 2006, 3 projects to support CSP activities were approved for US\$61,650; 8 projects in support of ADB loan projects for US\$497,400; one on capacity building to Improve the National GAD Machinery in Uzbekistan (US\$50,000); and two partnership activities that supported the recent 10th AWID International Forum in Bangkok in October 2005 (US\$50,000) and an Agents' Network for Credit Unions in Bukhara (US\$20,000).

Table 4. RETA 6143 Sub-Projects to Support ADB Loans

	Project Name	DMC	Project Officer	Date of Approval	Approved Allocation	Status as of 31 May 2006
Part A: GAD Support for CSP Activities						
1	Understanding of Gender Dimension in Socio-Economic Transformation	PRC	A. Leung	01 Sep 2004	50,000	Ongoing
2	Enhancing Stakeholder Participation on CARs	REG	S.W. Handayani	14 Mar 2005	25,000	Completed
3	Study on Gender Disparities	INO	S. Wendt	21 Oct 2004	27,500	Ongoing
4	Country Gender Assessment Workshop	INO	S. Wendt	22 Jul 2005	6,650	Completed
5	Round Table on CEDAW and MDGs Strategy	UZB	A. Ofarinov / M. Khudayberdiyeva	22 Jul 2005	5,000	Completed
6	Enhancing Capacity for Gender-Responsive Governance	INO	K. Schelzig	28 Nov 2005	50,000	Ongoing
Part B: GAD Support for ADB Loans						
7	National Gender and Tourism Strategy	LAO	A. Perdiguero	01 Oct 2004	48,400	Ongoing
8	Nam Theun 2 Gender Action Plan	LAO	W. Um	09 Nov 2004	20,000	Completed
9	Support Activities for Women Initiatives	SRI	R. Rinker / N. Gunasekera	20 May 2004	60,000	Ongoing
10	Participation of Women in Agriculture Project	KGZ	J. Whittle	19 May 2004	42,550	Completed
11	Gender Responsive Microfinance	AZE	A. Chi	12 Nov 2004	65,000	Ongoing
12	Support Activities for Strengthening Women's Involvement in Housing Rehabilitation-Reconstruction in Aceh	INO	F. Steinberg	22 Jul 2005	37,400	Ongoing
13	Strengthening and Capacity Building of Female Commune Councils	CAM	O. Chamroen / K. Samvada	22 Jul 2005	50,000	Ongoing
14	Gender Capacity Building in Water Sector in BAN	BAN	F. Sultana	22 Oct 2005	80,000	Ongoing
15	Gender specific Approaches on Urban Nutrition	INO	B. Lochmann	22 Jul 2005	25,000	Ongoing
16	Gender Impacts in the Third Livestock Development Project (TLDP)	NEP	A. Shrestha	19 May 2004	10,000	Completed
18	Strengthening the Capacity of Change Units in 5 Key Ministries	NEP	S.P. Shrestha / A. Shrestha	22 Oct 2005	72,000	Ongoing
19	Gender Mainstreaming in the GMS Regional CDC	REG	V. de Wit	27 Jan 2005	45,500	Completed
20	Support to Local Public Administration	CAM	J. Farinha / K. Samvada	02 Dec 2005	37,500	Ongoing
Part C: GAD Capacity Building						
22	Gender, Law and Policy Toolkit	REG	F. Tornieri	07 Oct 2004	32,000	Ongoing
23	Improving National GAD Machinery	UZB	R. Abdukayumov	22 Jul 2005	50,000	Ongoing
Part D: Partnership Activities						
24	AWIDs 10th International Forum	REG	S. Lateef	19 Jul 2005	50,000	Completed
25	Agents Network for Credit Unions in Bukhara	UZB	A. Ofarinov / M. Khudayberdiyeva	22 Jul 2005	20,000	Ongoing

1. Sub-Projects Approved in 2005

a. CSP Activities

The GAD Fund supported activities in the preparation of Country Gender Assessments (CGAs) and Country Strategy and Programs (CSPs).

(i) RETA on Enhancing Stakeholder Participation in the CARs (US\$25,000)

CGAs were prepared for 4 DMCs in the Central Asian Republics – Azerbaijan, Kazakhstan, Kyrgyz Republic, and Tajikistan under **RETA 6177: Mainstreaming Gender into Poverty Reduction Strategies in Four Central Asian Republics**.

The RETA 6143 sub-project financed the Regional Workshop in Baku, Azerbaijan on April 21-23 to discuss the findings of the four CGAs. Representatives from governments and civil society groups, international development partners and consultants attended the workshop, which provided an opportunity for extensive discussions on how gender issues can be mainstreamed in poverty reduction programs for the CARs. Also highlighted were good practices in four common gender equality priority themes linked to poverty reduction initiatives in the CARs and other East Asian countries, i.e., labor markets, migration and trafficking, rural development, and values and attitudes influencing poverty reduction efforts. Country group discussions formulated strategies for incorporating these good practices in National Action Plans and next steps require building political will and support from stakeholders.

(ii) Country Gender Assessment Workshop, Indonesia (US\$6,650)

The project aims to ensure national ownership of the (draft) Country Gender Assessment, recently completed by the ADB in collaboration with a range of donors' and agencies. The project supported the organization of a workshop for key stakeholders to (i) raise awareness of existing gender gaps and issues in Indonesia; and (ii) discuss and validate findings and recommendations of the CGA with key stakeholders. Participants included the State Ministry of Women's Affairs, donor agencies, and representatives from the District Women's Empowerment Divisions, Local Development Planning Agencies and NGOs who were involved in the field-studies in selected provinces. Funding from the GAD Fund covered the costs of participation of representatives from the district and local planning agencies involved in the CGA study. The project served to build awareness and capacity of local level staff involved in implementation of projects and programs. The draft CGA for Indonesia has been completed and published.

(iii) Round Table on CEDAW and MDGs Strategy in Uzbekistan (US\$5,000)

Gender equality is important for sustainable human development particularly in transition countries like Uzbekistan. National mechanisms to improve the status of women are in place at legislative, executive and advisory bodies. Uzbekistan expressed its commitment to the implementation of the CEDAW and has developed a national action plan to unite efforts of government, non-government, public organizations and civil society towards increasing women's activities and integrating with the development process. The government has also defined its MDG strategy but gender issues still remain to be resolved such as insufficient level of information in the government structures and mass media, insufficient involvement of civil society, and the absence of alternative reporting on the Progress Report for the CEDAW

Convention. A National Plan of Action is being implemented to meet the recommendations of the CEDAW Committee.

The GAD Fund supported a round table conference in the Andijan Region in coordination with the National Human Rights Center, Women's Committee of Uzbekistan, and the Center of Support to NGOs. Thirty-eight representatives from regional government administration, leaders of women's committees, NGOs and mass media participated in the round table conference and discussed issues of implementation, reporting and monitoring of CEDAW and the MDGs. Succeeding round-table discussions were held in Ferghana (30 participants), Karakalpakstan (34 participants), Khorezm (35 participants), and Samarqand (33 participants).

Other activities included training on public awareness on gender challenges and problems regarding implementation of CEDAW and MDGs which involved representatives from government agencies, law enforcement bodies, public organizations, women's organizations, other NGOs and the mass-media. Feedback and guidance were given to all working groups involved in implementation, reporting and monitoring of the CEDAW. Although the project has no direct links with ADB loans, it will help strengthen the national GAD machinery.

(iv) Enhancing Capacity for Gender-Responsive Governance, Indonesia (US\$50,000)

The *Gender Responsive Public Policy and Administration* technical assistance was approved in December 2004 (\$400,000) to respond to the need for capacity development in gender-responsive local governance and the need to increase women's participation in the context of decentralization. Pertinent changes were made during TA inception, aimed at supporting the establishment of a regulatory framework for gender-responsive governance by the State Ministry for Women's Empowerment. Component 1 consists of three activities: (i) strengthening local governance; (ii) carrying out capacity development workshops and; (iii) discussions with local administrators focusing on the gender plans and related budget proposals developed during the first round of workshops. There will be a three-day capacity development workshop for elected women legislators and promising candidates for district legislatures. A two-day workshop with SMWE will convene stakeholders from three districts to identify and disseminate lessons learned.

The second component of the project was a national forum of provincial and national stakeholders to build support for drafting the Presidential Regulation on Gender Responsive Governance and Mainstreaming. Two interdepartmental meetings were organized in March 2006 to provide a venue for consensus-building among key stakeholders both at the national and provincial levels for legal bureaus of key departments in Jakarta. To provide a venue for consensus building among key stakeholders at both national and local level, the project organized two interdepartmental meetings for legal bureaus of key departments in Jakarta (March 2006) in preparation for a larger meeting involving representatives from SMWE, local bureaus of key departments, Women Studies' Centers, WEDs and Law and Human Rights Division from 13 provinces.

The GAD Fund contributed additional funds to strengthen the results of the TA through supplemental capacity development activities. The GAD Fund supported the second phase of the Gender Responsive Governance Training and a subsequent consultation with the district legislature (DRPD), Women in Politics training, a national workshop on a draft Government Regulation (DP) on gender Mainstreaming, and a Best Practices Workshop.

Overall, TA and GAD Fund subproject resulted in increased knowledge on gender concepts, support for gender-responsive governance from decision-makers, enhanced commitment to gender mainstreaming and women's empowerment, increased clarity on the part of WEDs on gender concepts, their mandate, capacities, opportunities and challenges, establishment of new and enhanced linkages between government and civil society to enhance women's participation in politics, decision-making and implementing gender activities. Concrete proposals for gender-responsive plans and budgets reflecting core capacity to implement gender-responsive governance, support for strengthening legal and regulatory basis for gender mainstreaming, formulation of specific steps for each target district to include women's participation in the 2007 elections and organizations and networks to carry out these plans are also tangible results from these projects.

Best practices identified include adopting an integrated approach that considers synergies and overlaps between activities; training participants and content to enhance results and sustainability; encouraging coordination and collaboration between government and civil society trainees; combining governance training with practical gender responsive planning and budgeting exercise; involving planners trained in gender responsive governance as gender focal points; creating structures and mechanisms for coordination of gender mainstreaming implementation including creation of task units at sub-district and village levels where WEDs are not present; and providing capability building for women members of District People's Representative Council (DPRD) and engaging them as trainees in the Women and Politics course.

b. GAD Plans and Strategies – Projects

(i) Strengthening Women's Involvement in Housing Rehabilitation-Reconstruction, Aceh, Indonesia (US\$37,400)

The Aceh *Earthquake and Tsunami Emergency Support Project* (ETESP) includes a number of sub-projects for rehabilitation and reconstruction. The housing rehabilitation and reconstruction, is one of the sub-projects under the ETESP. The GAD Fund will contribute to this sub-component by providing resources for the preparation of a GAD action plan to ensure the close involvement of women in the planning and reconstruction of housing and settlements. The GAP aims to (i) identify and implement strategies and interventions for women's participation in decision-making and implementation of the ETESP; and (ii) strengthen women's capacity to participate in community consultations and decision-making for planning and technical issues of rehabilitation and reconstruction of houses. The project aims to ensure that: women heads of households get access to land, housing and residential infrastructure; women's needs for privacy and protection are considered in the design and zoning requirements of housing and settlements; women participate in paid construction work, supervision of work and O&M of residential infrastructure; women are involved in the community implementation teams of the ETESP. Activities will include: (i) consultations with women in sub-project areas; (ii) identifying possible women NGOs to be included in the project; (iii) conducting gender analysis in the project areas; (iv) assessing capacity at the local level to involve women and identify training needs, (v) preparation of a GAP for the sub-project areas appraisal reports with budget requirements; and (vi) preparation of training materials for the Community Facilitators Training component of the ETESP.

(ii) Strengthening and Capacity Building of Female Commune Councils Network, Cambodia (US\$50,000)

The Rapid Gender Assessment of ADB-financed *Cambodia–Commune Councils Development Project* indicated the project was delivering some good results. However, a major gap identified was the limited training and capacity building of women commune council members and leaders. The RGA recommended that support be provided to an NGO – *Women for Prosperity (WFP)* to expand its work into districts covered by ADB’s loan project. The GAD Fund was sourced for this activity as a pilot with potential for scaling up in the follow-on 2nd phase of the loan project.

Hence, this sub-project supported the NGO *Women for Prosperity (WFP)* to extend its activities into ADB’s loan districts in promoting transformative leadership for good governance and human rights through capacity building and strengthening of female commune councils networks. The WFP comprised the project team responsible for facilitating a series of activities intended to provide opportunities for female commune/sangkat councilors to meet, identify and discuss issues, challenges and barriers to their common concerns and formulate corresponding strategies to address these issues. The fora also provided opportunity to learn related skills in advocacy, lobbying and pursuing their agenda and at the same time an exchange of experiences that will enable them to respond to their roles and responsibilities in commune councils.

The project’s goal is to build capacity and strengthen the network of women commune council leaders and members. Specific objectives are to (i) strengthen women commune council’s skills in advocacy, lobbying, and pursuit of their communities’ development agenda; (ii) increase self-confidence of women commune councils; (iii) build solidarity among members through sharing of experiences and providing mutual support; and (iv) improve work performance of women commune councils. Activities include organizing and conducting a series of fora in 6 provinces and municipalities for 153 women involved in the councils; developing action plans that will be implemented by council members in their communes; and reporting on their achievements and challenges in subsequent fora. The project aims to enable women commune councils to gain initial confidence and strengthen capacity to fully participate in decision-making processes and structures for greater gender impact of ADB’s Commune Council Development loan.

Ten two-day fora were organized in five provinces and municipalities from August 2005 to January 2006. Participants comprised 174 female commune councilors from 3 political parties. Total participants numbered 1,133 of which 201 were females and 932 males.

During the forum the participants were asked to identify and prioritize issues, learn problem solving skills, and develop strategies that they would implement in their own communes, the results of which were reported during the next forum. Major issues highlighted include lack of support from the husbands, domestic violence and land conflict. The issue of land conflict was more prominent in Phnom Penh while domestic violence was more prevalent in Kampot, Kep and Takeo. Kampong Chhnang and Preah Vihear have more problems on the lack of recognition for female commune councilors from their male counterparts while all admitted lack of support from their husbands.

The WFP team visited the communes/*sangkats* to obtain feedback and determine the impact of the fora to the participants and at the same time to obtain information on the progress of implementation in relation to the commune’s activities and planning. There was increased

awareness among male counterparts on the importance of the forum in adapting to daily situations and activities of the communes. The female participants recognized gain in self-confidence that improved their ability to perform their work. The fora successfully made an impact on the participants, particularly female commune councilors, in deepening their commitment to serving the interest of their communes by signifying interest to run in the next elections. The project is in its 2nd phase of implementation.

(iii) Gender Capacity Building in Water Sector, Bangladesh (US\$80,000)

The *Bangladesh Water Development Board* (BWDB) implements several ADB water-related projects. This sub-project was developed to contribute towards building their capacity to develop and implement project GAs for gender-responsive water management. The overall goal of the project is to improve the capacity of the EAs to address gender issues at the field level. The specific objectives are to: (i) develop the capacity of the BWDB to implement and monitor its Gender Strategy and activities through workshops and training; and (ii) document the achievements in gender mainstreaming in BWDB's activities for possible up-scaling. Activities will include: (i) recruitment of a consultant to assist BWDB to prepare action plans to implement its gender strategy, conduct trainings and documentation of lessons learnt; (ii) periodic workshops among BWDB officials to share lessons in mainstreaming gender; (iii) project/sector assessments to contribute to results monitoring; (iv) preparation of case-studies from lessons of selected projects; and (v) workshop to share lessons with a broad range of stakeholders including government, NGOs and development partners.

(iv) Strengthening the Capacity of Gender Focal Points in Key Ministries, Nepal (US\$72,000)

In direct support to ADB's *Governance Reform Program* loan, the objective of the project is to assist the gender focal points (GFPs) and the change management units (CUs) in 5 Ministries to develop internal capacity to direct the reform process in a gender responsive manner. New amendments to the 2005 Civil Service Act (CSA) open opportunities for women's representation in the civil service. Together with the establishment of CUs in five key ministries, gender focal persons were assigned in each to play a catalytic role in the gender mainstreaming process. Project activities include: (i) developing CUs' skills in reviewing organizational instruments (policies, directives, circulars) from a gender perspective; (ii) identifying organizational structures needed to support gender mainstreaming activities and enhance the role of GFPs; (iii) undertake gender capacity building activities at central and district levels to monitor gender equality results in delivery of public services; and (iv) develop a networking system between the GFPs and the Ministry of Women, Children and Social Welfare. The project will serve to build capacity of GFPs and CUs to systematically mainstream gender into internal organizational structures, personnel policies, and working conditions of the civil service required for reform.

Organizational instruments such as policies, directives, circulars will be reviewed to improve the capacity and skills of the members of the CUs. Organizational and institutional structures needed to support mainstreaming activities will be identified to enhance the roles of GFPs. Gender capacity building activities will likewise be undertaken in collaboration with UNDP's *Gender Equity Program* (MGEP) to monitor gender equality results in the delivery of public services. Coaching classes held for women will be assessed to determine their impact on increasing the number of women in civil service.

Major outputs of the project will include (i) analytical and gender training to members of CUs, preparation of gender strategies for three pilot ministries; (ii) gender strategies for three pilot

ministries; (iii) development of a gender training manual; (iv) budget allocation by the five ministries for gender mainstreaming and capacity building activities of staff and officials.

(v) Support to Local Public Administration, Cambodia (US\$37,500)

Resources were provided from the GAD fund to recruit international and domestic gender consultants to prepare the project GAP for the proposed grant project on Local Public Administration. This project is the 2nd phase of the Commune Councils Development project (CCDP) designed to support the operations of 1,621 commune councils, in line with the commitment to gender mainstreaming set out in the Government's Rectangular Strategy. The GAD proposal aims to build on the CCDP's achievements on gender responsiveness by carrying out gender analysis on the roles, responsibilities and rights of women in local governance structures and the decentralization process. A GAP will be prepared based on the findings of this study and included in the project design. Activities include stakeholder consultations that will assess needs and constraints of both men and women in their involvement in decentralization and local governance processes.

(vi) Gender Mainstreaming in the GMS Regional Communicable Diseases Control Project (US\$45,500)

As part of RETA 6194-*Preparing the Greater Mekong Subregion Regional Communicable Diseases Control Project*, the GAD Fund supported the preparation of a Gender Strategy and Action Plan to address gender issues on project design, implementation and monitoring of communicable disease control (CDC) activities in Cambodia, Lao PDR and Viet Nam.

Women in the region suffer more from communicable diseases due to their work and position in society, further aggravated by lack of resources to seek health care. Changes in the region brought about by road construction, trade liberalization, new markets and institutions and changing family norms have created opportunities for women but also increased their vulnerability and exposure to communicable diseases. The project aims to achieve gender equity and protect women and vulnerable groups by mainstreaming gender issues in regional CDC activities. Project outputs include preparation of a broad regional gender strategy for CDC; checklist of gender issues for consideration in CDC projects; ensuing design of CDC projects that would adequately address major gender issues; and preparation of a GAP for the ensuing project.

The GAD Fund supported activities undertaken by the gender consultants includes identification of country-specific CDC-related gender issues; identifying major impediments and opportunities to gender equity and protection of vulnerable groups including assessment of policies to promote gender equity, institutional settings, roles and mandates of government agencies responsible for gender mainstreaming; assessment of existing programs and projects focusing on CDC control; outlining a broad regional strategy for CDC to mainstream gender in CDC policies, programs, and project activities including ways to protect women from new and emerging communicable diseases, access to effective prevention and treatment of epidemic diseases, and increasing role of women in regional policy dialogues and decision making.

(vii) Gender Specific Approaches on Urban Nutrition, Indonesia (US\$25,000)

The main objective of the project is to study the linkages between women's well-being and their socio-economic capabilities in relation to over- and under-nutrition. The specific

objectives of the study are to: (i) provide gender specific recommendations for the development of an urban nutrition policy; (ii) identify specific interventions addressing gender concerns to be included in the current ADB PPTA on *Integrated Urban Nutrition Program for the Urban Poor*; and (iii) increase awareness of gender issues in urban nutrition. Activities will include gender analysis associated with under- and over-nutrition, with focus on “risk” groups in selected urban communities; identifying and recommending specific urban nutrition policy issues, identifying strategies for mainstreaming gender in the PPTA; proposing gender specific interpersonal and media communication approaches to address the under- and over-weight among the urban poor; and drafting a strategy paper on gender specific issues in nutrition to be presented during the national TA final review workshop. The project will identify gender specific design features for the *INO: Integrated Urban Nutrition Program*.

c. Gender Capacity Development

(i) Improving National GAD Machinery, Uzbekistan (US\$50,000)

The overall aim of the project is to strengthen the capacity of key government agencies to more systematically address gender concerns in planning, development and implementation of projects and programs to narrow gender gaps and make progress towards the achievement of the MDGs. Immediate objectives are to: (i) conduct GAD awareness training for government officials at central and local levels; (ii) strengthen the role of several national institutes –such as the Legislation Monitoring Institute and Civic Initiatives Support Center (CISC)– to adopt gender-inclusive approaches in policy formation and planning; (iii) analyze gender trends based on sex-disaggregated statistics and publish an annual statistical report on Women and Men of Uzbekistan; and (iv) strengthen gender issues in the Labor and Family Codes of Uzbekistan. Activities include training of trainers for the CISC to provide GAD awareness training for 100 government officials, the mass media and representatives of women’s committee in 14 regions; updating statistical information on gender provided annually to Parliament and the Cabinet Ministries; and conducting gender analysis of the Labor and Family Codes of Uzbekistan. The project is not directly related to any ADB loans but is in line with the National Platform for Action to improve the Status of Women in Uzbekistan. Project outputs will contribute to inform the drafting of gender-relevant Government policies and legislation, and will provide significant inputs to the Government’s *Welfare Improvement Strategy Paper (WISP)* and contribute to the achievement of gender-relevant MDGs.

Initial activities carried out under the project include: working with the Ombudsman on gender aspects and expertise on Labor and Family Codes; preparatory work for the GAD trainings in the regions; and working with the State Statistical Committee on the collection of sex-disaggregated data.

d. Partnerships

(i) AWID’s 10th international Forum on Women’s Rights (US\$50,000)

For the first time, the *Association for Women’s Rights in Development (AWID) Forum* was held in the Asia region in Bangkok on 27-30 October 2005. AWID requested financial support for the conference from ADB as a regional development bank. The GAD Fund contributed \$50,000 to support the 10th AWID Forum in Bangkok. The *International Forum on Women’s Rights* is the flagship of the *Association for Women’s Rights in Development (AWID)* and widely recognized as the largest recurring international summit on gender equality outside the UN System. With almost six thousand members in over a hundred countries, AWID has

been working since 1982 to promote policy, institutional and individual changes that will improve the lives of women and girls worldwide. The Forum is held every three years and brings together academicians, practitioners, donors, activities and funding partners to discuss and make concrete plans for gender-relevant strategies, actions and campaigns. The theme of the Forum was "How does Change Happen?". The Forum provided an opportunity for collaboration, exchange of knowledge, skills transfer, information and networks.

(ii) Agents Network for Credit Unions in Bukhara Province, Uzbekistan (US\$20,000)

ADB has been assisting the *Bukhara Business Women's Association* (BBWA) through RETA 5889, aimed to assist women micro-entrepreneurs in establishing and running small and micro-businesses. The GAD fund provided continued support to improve the livelihoods of rural women, by increasing their involvement in *Umid*, a Credit Union (CU). Direct objectives were to assist women to start new businesses through the BBWA and support women entrepreneurs in expanding their business through the acquisition of technical skills and greater access to small credits. Activities included the promotion of CUs through selected agents; recruitment and training of new CU members; training on "Financial and Credit Management" and "Preparation of Business Plans"; provision of financial consultation to new members on how to receive credit and credit policy; production of a video on the CU for promotional activities. The project provided an opportunity for *Umid* to develop its capacity to be associated in ADB's loan on **Small and Microfinance Development Project**. Four experts, 2 on credit union and 2 on marketing, management and business planning, were hired to train other agents to encourage investments in the CUs. Meeting were organized and attended by 262 participants, including government officials, members of *mahalla* committees, teachers, students and *shirkat* workers. Individual consultations were carried out with 410 farmers.

2. RETA 6143: 2004 Sub-Projects under Implementation

a. CSP Activities

(i) 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. The CGA for PRC is being edited for publication.

b. GAD Action Plans and Strategies – Projects

(i) National Gender and Tourism Strategy & Action Plan, Lao PDR (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 GAP 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.

Support from the GAD fund was utilized to conduct field research and formulate a Gender Strategy and Action Plan for the tourism sector to address both opportunities and challenges faced by the industry. The funds also supported the production of training manuals to increase 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.

Participatory gender assessment and consultations were conducted at the national provincial and district levels, particularly in Vientiane, Khammouane, Champasah, Luang Prabang, and Luang Namthan provinces in March and May 2005. These assessments and consultations were organized through workshops, formal and informal interviews, and group discussions. A total of 18 workshops with several informal interviews were organized with about 424 individuals from 4 provinces, 8 districts and 19 villages. Various methods for the gender assessment and consultations were used by the team for different target groups such as mind mapping, ideal vision, SWOT analysis, Venn diagram, culture of organization, and gender baseline survey tools for villagers.

Gender assessments were conducted among provincial tourism stakeholders, which include mass organizations, hotels, guesthouses, restaurants and tour operators groups. Gender quality tests were administered to heads and staff of provincial tourism offices to increase knowledge about gender concepts and gender equality, and the extent of incorporating gender into their work and organization, gender planning capacity, and gender sensitivity in staff recruitment and formulation of new projects. A Gender Action Plan for Villages Tourism Development for 2006 was developed.

Based on meetings with the National Tourism Administration (NTA) and provincial and district tourism offices, important lessons learned from the workshops include a better understanding of gender concepts, the importance of gender equality in tourism and socio-economic development, the important roles of women and men in decision making, strengths of the organizations, and promotion of gender equality as a responsibility of both women and men.

(ii) Nam Theun 2 Gender Action Plan, LAO (US\$20,000)

The GAD Fund supported the preparation of a detailed *Gender Action Plan (GAP)*, preceded by a gender assessment to identify anticipated differential impacts of the project on women and men in the watershed reservoir and downstream areas. The consultant's study

identified major gender issues, risks and mitigation measures for incorporation in the *Social Development Plan* (SDP) and the *Social and Environmental Management Framework and Operational Plan* (SEMFOP) of the Nam Theun 2 Watershed and Management Protection Authority (WMPA). The assessment significantly revealed that women and girls are highly vulnerable to the changes which will be generated by the project, with anticipated impacts on the existing gender division of labor, farming patterns and other livelihood and food security strategies. The GAP identified specific gender design features required to address and mitigate the potential negative impacts of the project on women, which are summarized in Box 4 below.

Box 4: The Gender Action Plan (GAP)

The GAP identified specific gender design features required to address and mitigate the potential negative impacts of the project on women. It identified activities for each component of the SDP and SEMFOP with corresponding roles and responsibilities for implementation. The following gender impacts and gender-sensitive actions were incorporated directly into the SDP and SEMFOP: (i) collection and analysis of disaggregated data by sex, ethnicity and poverty levels; (ii) precise recording of original ownership of family assets; (iii) using the terms “household heads” and “heads of family” to capture the presence of female authority; (iv) identification of vulnerable families for interventions and follow-up actions; (v) identifying gender division of labor within village and ethnic groups; (vi) gender-sensitive participatory planning mechanisms; (vii) gender-sensitive monitoring and mitigation; (viii) promotion of gender-balance community institutions at the village level, i.e., grievance, oversight, resettlement and technical committees; (ix) gender-sensitive income generation and skills development based on gender divisions of labor; (x) gender-based training and off-farm work opportunities; (xi) increased family planning and programs for youth health and sex education; and (xii) support for community education on sexually transmitted infections including HIV/AIDS, alcoholism and spouse abuse.

The GAP was formulated in December 2004 through intensive groups and individual discussions in Lao with: the Lao staff of the Resettlement Management Unit (RMU), the NTPC’s Resettlement Office (RO), and the Nam Theun WMPA; leaders and citizens in twenty-five impacted villages, and official of six Nakai district offices. The GAP took into consideration the review and feedback providing during a workshop on the GAP organized on December 22, 2004. During this one-day session, 40 Lao staff of relevant offices (half women and half men) reviewed the Government of Lao and ADB GAD Policies, and met in small groups discussion groups to provide comments on the key components in the draft GAP. As a result of the workshop, the capacity of the RMU, RO and the WMPA to promote gender-balanced staffing models and gender sensitive planning mechanisms in the *Nakai* and *Gnommalat* project districts was increased. As a follow-up to the workshop, the capacity of the RMU, RO and the WMPA to promote gender-balanced staffing models and gender sensitive planning mechanisms in the Nakai and Gnommalat project districts was increased.

Salient gender mainstreaming features integrated into the overall SDP include: (i) gender-balanced targets for recruitment; (ii) annual gender awareness training for staff; (iii) annual training on identification of vulnerable families and other poverty, gender and other sensitivity tools for community development; (iv) staff training on health issues such as STIs and HIV/AIDS plus family planning; (v) tasks for the proposed institutional advisor to include promotion of gender, poverty and other sensitivity within project and management level; and (vi) gender sensitivity at all monitoring and evaluation processes.

(iii) Participation of Women in Agriculture, KGZ (US\$42,550)

The *Agriculture Area Development Project* (AADP) was approved in 1999. The project’s goal is to increase farm’s productivity and profitability in the *Chui Region*. The project comprises

four components: farm development; drainage and irrigation; development of the private sector marketing and input supply services; and project management. The RRP outlined objectives for addressing gender inequalities which reflected the national gender policies of the Kyrgyz Republic. In order to review the progress of these objectives and provide recommendations for strengthening the project's gender approach in the remaining three years of its life-span, a GAD subproject was approved in 2004.

The GAD Fund sub-project aimed to: review the level of women's participation in AADP's activities in relation to land, WUAs and enterprises, training and credit access; address any key problems inhibiting the participation of women; and increase the benefits accruing to women through corrective actions. Lessons learnt from the study will also feed into the preparation of the KGZ: *Integrated Agricultural Management and Land Improvement Project*, which is under preparation. The GAD review consisted of three parts. The first part provided an overview of gender issues within the Kyrgyz Republic. The second part examined the impact on female beneficiaries and highly involved participatory work in selected villages. The third part assessed gender mainstreaming in the project cycle process from design to monitoring. This involved a review of project cycle documents, extensive discussions with PMU staff and AADP partners.

Gender Issues	Recommendations
Gender-related objectives and analysis evaporate in the project documents and reporting guidelines	Include gender-relevant and gender-specific indicators in the Design Monitoring Framework; revise reporting guidelines to include consistent gender-disaggregated reporting and gender analysis of primary activities
Invisibility of gender issues and concerns in project activities	Conduct a deeper gender analysis at project outset covering a broad range of gender-relevant issues, which include: needs and constraints faced by women in accessing credit, business opportunities, training and extension activities and markets beyond their village; obstacles in women's participation in decision-making processes and structures (i.e. WUA activities, marketing interest groups). All legal opinions and review undertaken should be gender-disaggregated in order to analyze the problems encountered by female-headed households and farms
Land privatization and processes exclude poor women in the land distribution process, ownership rights, obtaining documentation and registration of property	Use gender analysis to inform legal aid NGOs in the project area about legal needs and priorities of poor female heads of households and farms who have been disadvantaged in the land privatization process
Some women have ownership certificates but do not know where their land is situated	Information on land reform programs should be disseminated through <i>Land Initiators</i> , based on UNIFEM's experience in its project on <i>Women's Rights to Land in the Kyrgyz Republic</i>
Enterprise development and marketing support	Expand criteria for selecting eligible recipients and encourage women to establish enterprises by providing appropriate marketing support services
Inability of poor farmers to comply with the credit process and requirements of the Kyrgyz Agricultural Finance Corporation (KAFC)	Building relationships with other programs providing credit for poor farmers that do not require collaterals
Gender sensitive monitoring and evaluation	Use of gender disaggregated data to monitor impact of project activities and training

Field research was carried out in selected areas in the Chui oblast to determine project impact. Through its training component the project was successful in transforming some women from 'passive' to 'active' farmers. Agricultural training activities benefited women farmers including female heads of households. Some women have increased incomes and living

standards by accessing credit from KAFC, or being members of marketing groups that link them with buyers and provide information on alternative markets. Some women signified the importance of being WUA members. Gender issues discerned from the analysis and corresponding recommendations were discussed in workshop (May 2005) and are summarized in the Table above.

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

The ADB-assisted **NEP: Third Livestock Development Project (TLDP)** supported the Department of Livestock Services in reorienting its approach to managing the livestock subsector 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 provided 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 assessed and attempted 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.

Gender mainstreaming efforts conducted for the project resulted in 19 TLDP districts incorporating gender concerns into their organizations and programs. At the organizational level, a policy was set to have a minimum 35% representation of women in all project activities such as planning, training and leadership position in small and large livestock groups and CBOs. Gender equality monitoring indicators were incorporated and community participation was encouraged in the process of selecting enterprises. Poor households benefited from employment options from small and big livestock groups while some poor families became direct stakeholders.

Shared workload between men and women reduced women's work and increased their visibility in project activities. Children were able to go to school and boys and girls were able to avail of equal opportunities for education. An important benefit derived by women is increased access to knowledge which they also shared with other women in the group.

(v) Gender Responsive Microfinance, AZE (US\$65,000)

In Azerbaijan, the microfinance industry is at a key point in its development, and is due for a substantial growth to full financial self-sustainability and wider coverage of rural areas. The **AZE: Micro and Rural Finance** loan –under processing– aims at increasing access to financial services for poor households through expansion of participating micro-finance institutions (MFIs) and banks. Women's limited involvement in MFIs –unless addressed– is likely to perpetuate women's inability to fully avail of the opportunities derived from the new expansion funds as both clients and staff.

The GAD Fund was accessed to support the preparation and implementation of a project-specific *Gender Strategy and Action Plan* aimed to increase the level of institutional gender awareness within MFIs, the number of female borrowers, and female staff at various levels of MFIs (Board, Management, Loan Officers and other staff). GAD Fund supported

activities include: (i) conducting surveys to assess the numbers and levels of engagement of female staff at 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 development of MFIs on gender; and (iii) mobilization and incentive schemes to actively recruit new MFI field staff and clients.

In 2005, the *Azerbaijan Microfinance Association (AMFA)* recruited the *Gender Research Centre (GRC)* to develop a training program for MFIs' staff, which included: basic concepts of gender, gender division of labor, gender aspects of MDGs, and gender and microfinance market in Azerbaijan. As a result of the training, fifteen participating MFIs manifested their commitment to participate in ADB's loan project, and eighteen female credit officers were recruited. Moreover, newly-recruited male and female staff of MFIs underwent a Gender Training and a specialized training on gender-relevant technical aspects of microfinance, which include: clients, products and services of MFI; evaluation risk factors; evaluation of collateral; pricing policy; methods of micro-credit express analysis; delinquencies and effective communication with clients. AMFA provided day-to-day monitoring and counseling to newly-recruited female mobilizers and credit officers; conducted training of trainers on gender microfinance; and assessed mobilizers' work effectiveness. Lessons learnt will be shared with non-participating MFIs with the intent to implement and/or improve the implementation of gender sensitive policies. At the end of the project, there will be reporting and public presentation of project results to AMFA members, counterparts and mass media.

(vi) Support for Women's Initiatives, Sri Lanka (US\$60,000)

The Women's Enterprise Initiative under the ***SRI: North East Community Restoration and Development (NECORD) Extension Project*** was designed as a prototype program to promote the economic empowerment of women in the north and east. This initiative targeted the high number of female-headed households resulting from over twenty years of conflict in the north and east. The GAD funds were sought to support a feasibility study of the potential for women's enterprises in the agricultural sector, as an extension of the Women's Enterprise component of the NECORD Extension loan, which focused on the fisheries sector. The Women's Enterprise Initiative planned to extend the reach of prototype women's business centers in the agricultural and fishing communities in selected project areas. It expected to enhance women's capacity for enterprise development, support them in initiating or strengthening entrepreneurial activities and promote the social and economic empowerment of these women.

Two consultants carried out a feasibility study of the conflict-affected Killinochchi and Mannar districts, to assess the potential for women's business initiatives in the agriculture sector and to develop a viable mechanism to establish and sustain enterprises by women. A participatory needs assessment and direct consultations were conducted with women, especially female-headed households, to understand their skills base, management capacity in collective enterprise development activities, constraints in accessing resources and training needs. The study also identified potential market outlets for possible products. Consultant services would subsequently train women entrepreneurs, link them with women's NGOs and increase community awareness on gender and rights issues.

The tsunami of December 2004 made it impossible to carry out a feasibility study of the fisheries sector of the Jaffna and Mullaitivu districts which were severely affected by this disaster. The deteriorating conflict situation in the north and east also affected the further development of this initiative in the agriculture sector in Killinochchi, although progress was

made in Mannar through the NECORD Extension project. Over the past several months the protracted and intensifying conflict-related disturbances in the project areas have created difficulties in continuing project activities. Therefore, in the course of 2006, this project may require a change in project scope and/or implementation arrangements.

c. Gender Capacity Development

(i). Gender, Law and Policy Toolkit (US\$32,000)

The persistence of socio-cultural and legal barriers to women's empowerment including limited access to productive resources deeply affects women's ability to contribute to economic growth and development. Persisting gender-discriminatory barriers limit the impact of ADB operations across sectors, which include: (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 (vii) social protection. The *Gender, Law and Policy Toolkit* has been developed by the Gender, Social Development and Civil Society Division (RSGS) in collaboration with the Office of General Counsel (OGC). It 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 ADB core business areas. The (draft) GLP Toolkit followed an iterative process of consultation with all Regional Departments and Resident Missions between September and December 2005 and is currently being finalized for publication in June 2006.

C. Country Specific Technical Assistance Projects

The stand-alone country TAs projects represent efforts to build and expand either ongoing gender capacity building initiatives in the DMCs or complement efforts of ADB loans 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 Cambodia TA has been developed in association with the Agriculture sector loan to assist with development of a strategy and action plan for mainstreaming gender in the agricultural sector. The Vietnam TA builds on an earlier ADB TA that assisted MARD to prepare a gender strategy and action plan for the sector. The Nepal TA was approved in February and has started its implementation through the recruitment of TA consultants.

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

The **CAM: Agriculture Sector Development Program (ASDP)** aims to promote sustainable growth of market-based agriculture and improving agricultural productivity. The *Program Loan* included two gender-related tranche release conditions: the establishment of a Gender Working Group (GWG) 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 has established a *Gender Unit (GU)* composed of seven members, chaired by an Under Secretary of State and directly attached to the General Directorate of MAFF. The GU mandate include: ensuring mainstreaming of gender concerns in all activities and projects of relevant departments, and

ensuring the collection and use of sex-disaggregated data in all MAFF policy and project documents. The *Project Loan* has a Gender Action Plan (GAP), the implementation of which has been supported by the GAD Fund.

The GAD Fund TA approved in 2004 aims to: (i) build gender-responsive institutions and systems at the MAFF; (ii) ensure gender-equal access to agricultural support services; and (iii) promote women's participation in market-based and diversified agricultural production. 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 which will soon be posted on ADB website in its Khmer and English versions. The TA assisted the GU in developing its 2005-2010 work-plan and the 2006 annual work plan.

Under TA component 1 (Recruitment, Promotion and Staff Appraisal), the TA consultants and GU members assessed challenges related to the recruitment and promotion of qualified women in MAFF through discussions with staff in relevant departments and in the four ASDP provinces (Kompong Cham, Kompong Speu, Takeo, Kampot). Draft procedures on recruitment and promotion have been prepared, reviewed by MAFF's Department of Human Resource and will be submitted soon for Minister's approval. A gender mainstreaming checklist has been prepared and circulated for discussion as a working paper for GU and MAFF's staff and consultants. Training has been organized on database use for the GU, staff of Departments of Statistics and of Agricultural Extension. A functioning database is now available on computers of the GU, TA consultants and MAFF Statistics Office.

Under Component 2 (Capacity Building for Gender Mainstreaming), visits to all the National Agricultural Schools, ASDP provinces and selected departments, led to a staff Training Needs Assessment report. The GU and TA consultants reviewed the gender responsiveness of existing teaching materials and curricula. As a result, gender is now integrated in rural sociology and philosophy courses in the Department of Agricultural Technology and Management. Some agricultural institutes supported the adoption of gender training programs for final year students. Activities for Component 3 to enhance women's access to agricultural extension services, information and technology will target both men and women to improve agricultural production and diversification through increased access to technology and market options. Institutional requirements necessary for effective and efficient research, extension and agribusiness services to promote more women agricultural entrepreneurs would involve strengthening the capacity of the Department of Agro-Industry on gender issues and mainstreaming processes. The GU and TA consultants organized a meeting with Directors of the Departments of Agriculture Extension, Agro-Industry, Agronomy and Land Improvement and the Ministry of Women's Affairs to identify ways for mainstreaming gender in agriculture extension and micro-enterprise to pilot-test innovative initiatives at the community level to increase the number of female extension agents and assist female farmers with some food-processing activities.

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

Under a recently completed TA 3831-*Gender Strategy and Implementation Plan for Agriculture and Rural Development*, the Ministry of Agriculture and Rural Development (MARD) was assisted to formulate a gender strategy and implementation plan to mainstream gender equity considerations into its policies, programs, planning, and processes. The proposed TA activities 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 agriculture and rural development (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 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. The TA commenced its implementation in January 2006. Due to the late start-up, and time-consuming participatory planning process with MARD stakeholders, a detailed project implementation plan was approved by MARD Leadership in March 2006.

A database system for sex-disaggregated indicators has been developed, which will be used for annual planning purposes. A review of MARD's Annual Plan for 2006 has been completed, including gender-sensitive indicators for the 5-year Plan (2006-2010). For the integration of gender into MARD's public service provision, an assessment has been carried out on the status of agricultural extension services by reviewing farmers' needs and holding meetings and discussions on agricultural extension policies. A working group on *Gender in Extension Services* has been established at MARD. A thorough review of the gender training materials, training curriculum and training methods targeting MARD staff, planners, managers, decision-makers and public service providers was carried out. Standardized and improved training modules on gender and agricultural extension models will be done by conducting a Training of Trainers (TOT). A Handbook for MARD key stakeholders (11 technical departments and 6 functional departments) was also prepared to facilitate daily operations and introduce gender sensitive planning, budgeting, monitoring and evaluation.

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

The Nepal loan project: *Gender Equality and Empowerment of Women* [GEEOW] 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 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 Sections (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. Project implementation has been delayed due to the political situation in Nepal.

The Nepal TA on *Capacity Building for Gender Equality and Empowerment of Women* which is linked to the GEEOW loan started implementation in 2005 with the recruitment of consultants. This TA will strengthen the managerial and institutional capabilities of DWD to efficiently and effectively manage, coordinate, and monitor its development programs, in line with its new role and mandate. It will provide capacity building to DWD for the implementation of the GEEOW loan. The Consultants will assist in (i) designing and implementing appropriate institutional strengthening programs and training packages for DWD/WDO, (ii) developing local capacity of WDO in outsourcing the implementation of subprojects and manage, monitor and evaluate the subcontracts, and (iii) building the capacity of the Central Project Management Team and District Project Team to implement the Project. The TA will assist DWD and WDS to

make the transition from direct service delivery to being a catalyst and facilitator in mainstreaming gender at district and lower administrative level.

III. CONCLUSION

The Multidonor *Cooperation Fund on Gender and Development* continues to make a significant contribution to ADB's gender mainstreaming efforts in the DMC, as well, as promote and facilitate gender equality and women's empowerment throughout the region. Financing from the Fund for implementation of RETA 6092 has been instrumental and remains crucial to enable and support the work of RM gender consultants. The work of the RM gender team especially in relation to the preparation of project gender action plans and gender capacity building of sector agencies contributes directly to improvements in ADB's performance on gender mainstreaming. More importantly, it contributes to facilitating women's access to and benefits from development projects.

Likewise, the umbrella GAD fund RETA 6143 supports small initiatives in conjunction with larger loan projects to leverage and strengthen the gender mainstreaming design features. It also enables financing of pilot initiatives that can be upscaled and replicated in larger loan projects. The umbrella RETA also supports conduct of special studies and assessments that are critical to developing and refining loan designs and implementation and monitoring arrangements. Finally, it allows financing of gender capacity building of sector agencies in the DMCs.

In conclusion, the additional resources provided through the GAD Fund continue to assist ADB to facilitate delivery of outputs and improved project results that promote gender equality and women's empowerment. The GAD Fund resources remain critical to ADB's implementation of the GAD Policy.