



Completion Report

Project Number: 41191-012
Technical Assistance Number: 7656
August 2017

Promoting Evidence-Based Policy Making for Gender Equity in the Pacific

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TA Number, Country, and Name:			Amount Approved: \$1,450,000.00	
TA 7656-REG: Promoting Evidence-Based Policy Making for Gender Equity in the Pacific			Revised Amount: NA	
Executing Agency: Asian Development Bank		Source of Funding: TASF-IV and TASF-other sources	Amount Undisbursed: \$201,330.15	Amount Utilized: \$1,248,669.85
TA Approval Date: 25 November 2010	TA Signing Date: NA	Fielding of First Consultant: 2 February 2011	TA Completion Date Original: 30 June 2013 Actual: 30 November 2015 Account Closing Date Original: 30 June 2013 Actual: 30 September 2016	
Description The ADB recognizes gender equity as an essential driver of change in achieving inclusive development, and emphasizes gender mainstreaming in all ADB operations. For the Pacific DMCs, ADB aims to introduce gender as a key policy concern in the core functioning of governments by enhancing gender awareness in all capacity- and institution-building efforts. The TA sought to strengthen the capacity of governments in selected Pacific DMCs to systematically monitor gender situations and address gender inclusiveness in development strategies. Across the Pacific DMCs, gender awareness has been gradually increasing with ratification of CEDAW and with growing emphasis on gender equality by international and regional agencies. Yet, there have been few systematic and concerted policy efforts to address gender concerns in national development strategies across the Pacific DMCs.				
Expected Impact, Outcome, and Outputs The impact of the TA was attainment of gender-inclusive development in selected Pacific DMCs. The expected outcome of the TA was improved capacity of women's ministries and sector gender focal points to promote evidence-based, gender-inclusive policy development. There were four planned outputs: (i) baseline key gender indicators are compiled and maintained by women's offices; (ii) a participatory, evidence-based country gender assessment is completed in each participating DMC; (iii) gender awareness is increased among government staff for gender-inclusive policy development; and (iv) awareness of gender disparities in the region is enhanced among Pacific DMCs. The TA supported capacity development of key government agencies, especially women's offices and sector gender focal points, for evidence-based policy making on gender issues. The TA outputs were delivered through (i) the compilation of baseline gender indicators, (ii) country gender assessments (CGAs), (iii) gender awareness training and gender-inclusive policy development, and (iv) regional knowledge sharing on gender disparities in Pacific DMCs.				
Delivery of Inputs and Conduct of Activities The TA was implemented in a manner which met the original scope. Participating countries were Fiji, Marshall Islands, Papua New Guinea, Solomon Islands, Timor-Leste, and Tonga. A minor change of scope in June 2013 added Cook Islands and Vanuatu to the coverage of both outputs 1 and 3. The TA inputs took 15 months longer than anticipated to deliver. While this to some degree reflects the extension of the scope of outputs 1 and 3 with the additional countries, it was most significantly impacted by a longer than anticipated time to prepare the five resultant publications for launch. This could have more reasonably been predicted at the outset, given experience more broadly with publications in the Pacific. The TA contracted a total of 16 individual consultants providing 44.4 months of international consulting time and 37.1 months of national consulting time. Consultant performance (Four "performance evaluation reviews of "excellent", ten "satisfactory", and two "generally satisfactory") contributed to strong TA outputs. The terms of reference for the consultants were adequately formulated and recruitment was timely. Over the implementation period of the TA, three individuals were recruited as project coordinators, the person months utilized was as estimated. Having three TA coordinators employed over the life of the TA was less than desirable for continuity of implementation, but was not predictable nor avoidable. The intent to recruit country-based national coordinators only eventuated for Fiji and PNG with no suitably qualified candidates being identified in the other participating countries. The resultant changes could have been reduced with a more detailed upfront assessment of the country situation regarding capacity and gender expertise, though it is noted fact finding missions were undertaken to the four key countries during TA processing. Participating countries were engaged, within the existing constraints of their limited capacity. Women's Ministry and NSO staff participated in meetings and workshops and brought essential understanding of local context to the TA. Typically clearance of outputs to be made public was slow as many of the issues touched upon hold sensitivities and it was necessary to engage a broader group across government in the clearance process.				

In preparing the four CGAs, national data was analyzed, and a series of workshops (inception and validation workshops) and consultations were held in country to progress the assessments and build in stakeholder feedback. National and international consultant input drove this process, as well as input and guidance from government representatives and development partners who formed the national steering committees. In some countries, there were multiple government representatives from different ministries on the steering committee which was valuable in enhancing broad based understanding of gender issues across sectors. Civil society participation was also effective in some countries. Development partners took on responsibility for different chapters of the CGAs and with government leading the steering committees there was broad buy-in to these joint works. The development partners involved varied from country to country, but included Governments of Australia and New Zealand, USAID, UN agencies, and World Bank.

The TA implementation was closely managed by ADB with 11 missions (totaling over 60 days), to the four countries where CGAs were produced, over a 42 month period. The one project officer was retained across the entire TA design and implementation period which greatly contributed to the consistency in implementation and achievement of outputs and allowed for strong country relationships to be developed.

Evaluation of Outputs and Achievement of Outcome

Baseline gender indicators were completed and fed into both the CGAs and the regional gender statistics publication [*Gender Statistics (The Pacific and Timor-Leste)*], thus ensuring their use beyond NSOs and women's ministries. Capacity building in gender statistics focused most heavily on the four CGA countries, but also supported the other participating countries. For example, this linked especially well into Tonga's then-current focus on community based development and was well-received. Additional activities around gender statistics were added at country request and included (i) gender assessment of Fiji's employment and unemployment survey tool, and (ii) an additional two gender statistics trainings in Timor-Leste in collaboration with UNESCAP and targeting sectors and issues of specific interest to SEPI including gender-based violence and health. Sustainability of gender statistics collection was promoted through capacity building, advocacy of statistics use particularly for gender-inclusive policy strategies and sector programs, provision of database software for gender indicators and training of key staff of women's ministry and NSOs on regular updating of indicators, and provision of compiled data to the NSOs for website posting.

Four CGAs were completed (Fiji, Solomon Islands, PNG, and Timor-Leste), and made available online and in print format. These were produced as government led documents with a number of other development partners and involving considerable discussion and outreach in development and dissemination at country level. These influenced ADB's thinking on country strategies and were widely welcomed by a range of development partners and national stakeholders, and were reported in local media. The CGA process acted to build gender statistics capacity in participating government ministries and civil society.

Gender awareness training was highly effective and targeted executing agencies, implementing agencies, and ADB project management unit members in participating countries as well as project staff in all four Pacific resident missions and regional offices, and in headquarters. The training was extremely practical in nature and supported strengthened gender action plans and gender monitoring within ADB projects, and in time improved gender outcomes are expected.

A regional workshop was held in Fiji in October 2015 for over 50 participants. This allowed dissemination of the findings of the regional gender statistics publication. Regional knowledge sharing was also enhanced by the regional nature of critical partners – SPC and UNESCAP.

Overall Assessment and Rating. Overall the TA was assessed as successful, achieving its intended outputs though in a delayed manner.

Major Lessons

The production of the CGAs was a lengthy process. In part this reflected coverage of the four largest Pacific DMCs, however, the time taken meant initial data requiring updating and rechecking which slowed release and hence the usefulness of the final work. For smaller countries, an abbreviated version of the CGA may be more useful. While the CGAs were developed closely with government and non-government agencies in a participatory nature, this did not stretch to inclusion of Ministers and this led to the need for last minute revisions to at least one CGA.

Political involvement in the process of identifying and explaining gender issues would help to alleviate this difficulty and may also add to the effectiveness of TA in promoting gender mainstreaming. Close cooperation and like-mindedness of project team leaders in the capacity building of those working on projects were beneficial to a successful outcome. While working with women's agencies was critical in the statistics work, it did not act to mainstream thinking on gender issues across government departments. Looking to work with a broader range of agencies on gender issues would be helpful to mainstreaming.

Recommendations and Follow-Up Actions

There is interest in preparation of CGAs for remaining Pacific DMCs, as well as continued gender capacity building of those working on ADB projects. A follow-on TA has already been processed to continue this work and in addition to carrying on work on CGAs (albeit in a streamlined format for smaller countries) and capacity building, it will specifically work with Health Ministries/Departments to better understand gender mainstreaming.

ADB = Asian Development Bank, CEDAW = Convention on the Elimination of All Forms of Discrimination against Women, CGA = country gender assessment, DMC = developing member country, NSO = National Statistics Office, SEPI = Timor-Leste's Secretariat of State for the Promotion of Equality, SPC = Secretariat of the Pacific Community, TA = technical assistance, UN = United Nations, UNESCAP = UN Economic and Social Committee for Asia and the Pacific.

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