

**GENDER AND DEVELOPMENT COOPERATION FUND**

**THIRD PROGRESS REPORT**

**January 2006 – June 2007**

**Regional and Sustainable Development Department**

**July 2007**

## ABBREVIATIONS

ADB	–	Asian Development Bank
AMFA	–	Azerbaijan Microfinance Association
BWA	–	Businesswomen’s Association (Uzbekistan)
BWDB	–	Bangladesh Water Development Board
CDC	–	communicable diseases control
CEDAW	–	(United Nations) Convention on the Elimination of Discrimination Against Women
CGA	–	country gender assessment
CPS	–	country partnership and strategy
CU	–	credit union
DMC	–	developing member country
DWD	–	Department of Women's Development (Nepal)
EA	–	executing agency
ETESP	–	Earthquake and Tsunami Emergency Support Project (Indonesia)
GAD	–	gender and development
GAP	–	gender action plan
GFP	–	gender focal point
GS	–	gender specialist
GU	–	gender unit
IA	–	implementing agency
MAFF	–	Ministry of Agriculture, Forestry and Fisheries (Cambodia)
MARD	–	Ministry of Agriculture and Rural Development (Viet Nam)
MDG	–	millennium development goal
MFI	–	microfinance institution
NGO	–	nongovernment organization
PPTA	–	project preparatory technical assistance
RETA	–	regional technical assistance
RGA	–	rapid gender assessment
RM	–	resident mission
RSGS	–	Gender, Social Development, and Civil Society Division (ADB)
TOT	–	training of trainers
WCU	–	Women’s Committee of Uzbekistan
WFP	–	Women for Prosperity (Cambodia)

## NOTE

In this report “\$” refers to US Dollars

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## INTRODUCTION

The Gender and Development Cooperation Fund (GAD Fund) was established in May 2003 as a multidonor umbrella facility to promote gender equality and women's empowerment in the Asia and Pacific Region by assisting the Asian Development Bank (ADB) to implement its Policy on Gender and Development (GAD) and related Action Plan. The GAD Fund was established with initial contributions from the Governments of Canada (CAN\$1.2 million), Denmark (DKr9.3 million) and Norway (Nkr15 million), totaling US\$4.4 million, for implementation over a 3-year period, 2003–2006. This has increased to a total of US\$5.12 million, thanks to earned interest, investments, and foreign exchange transactions.

The scope of work and activities financed from the GAD Fund include the following:<sup>1</sup>

- A. **Country Strategy and Program activities:** the preparation of thematic assessments, including gender assessments and strategies to guide the formulation of ADB country partnership strategies (CPSs).
- B. **GAD Plans and Strategies for ADB Loans:** support toward the development of gender plans/strategies for a larger number of ADB loans, for more developing member countries (DMCs) and in a wider range of sectors; and strategic GAD support for loan projects.
- C. **GAD Specialists in Resident Missions:** support to place seven local gender consultants (GSs) in the ADB Resident Missions (RMs): Afghanistan, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka, and Uzbekistan.<sup>2</sup>
- D. **Capacity Development** of national focal agencies and executing agencies (EAs) in DMCs towards gender equality.
- E. **Gender Impact Assessments:** the conducting of gender impact assessments to assess and monitor the impacts of loans and the effectiveness of project specific gender plans or strategies to assess benefits and implementation constraints.
- F. **GAD Partnerships:** the funding of activities related to new and emerging gender issues in the Asia and Pacific Region, and for strengthening ADB's partnerships with women's organizations, and other development partners in the region.

The first Implementation Progress Report was submitted to donors in May 2005; the second was submitted in May 2006 to report progress made in 2005. This is the third Implementation Progress Report, covering the year 2006; data are from the most recent information available during the preparation of the report.

The GAD Fund activities are supported and implemented through a series of technical assistance projects at both the 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 total funds amounting to US\$3.7 million. RETA 6092 supports the

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<sup>1</sup> Gender and Development Cooperation Fund, R75-03. 5 May 2003.

<sup>2</sup> Two national gender officers in Bangladesh and Viet Nam (former gender consultants under RETA Project 6092—Phase I) are still closely connected to the gender team supported by this project

recruitment and placement of locally recruited gender specialists in ADB's RMs, while RETA 6143 supports a series of initiatives to promote gender mainstreaming in ADB operations, gender capacity development, and strategic partnerships.

In addition to the two RETAs, two stand-alone country-specific TA projects were approved in 2004: VIE: *Gender Mainstreaming Action Plan in Agriculture and Rural Development* (Viet Nam) and CAM: *Implementation of an Action Plan for Gender Mainstreaming in the Agriculture Sector* (Cambodia). Another two TAs were approved in 2006: NEP: *Capacity Building for Gender Equality and Empowerment of Women* (Nepal) and CAM: *Capacity Development of Female Commune Council Networks* (Cambodia). Implementation of these TAs is ongoing.

## I. FINANCIAL PROGRESS

### A. Initial Contribution

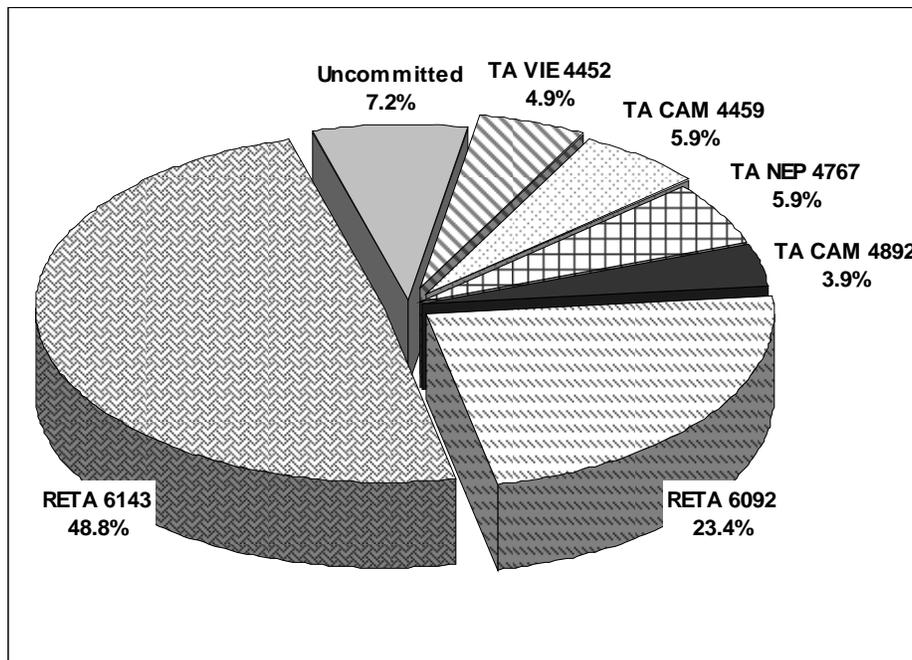
As of 30 June 2007, 93% of the initial \$5.12 million GAD Fund had been committed (see Table 1). These funds were allocated for the implementation of the two RETAs: 6143 (48.8%) and 6092 (23.4%), and the four stand-alone TAs, TA CAM 4459 (5.9%), TA NEP 4767 (5.9%), TA VIE 4452 (4.9%) and TA CAM 4892 (3.9%). This leaves an uncommitted balance of 7.2% (Figure 1). Figure 2 shows the amount committed and disbursed under these allocations. With additional funds from donors, more proposals for approval by the Peer Review Committee will be acted upon to give way to more projects in 2007.

**Table 1. GAD Fund Statement of Commitments and Disbursements (US\$)**  
As of 30 June 2007

	<b>Commitment</b>	<b>Disbursement</b>	<b>Uncommitted</b>	<b>Total Fund</b>
Grant Funds				5,387,472
Less: 5% Administration Fee				269,374
<b>TOTAL GRANT FUNDS AVAILABLE</b>				<b>5,118,098</b>
<b>i) Less: RETA 6092 Enhancing GAD Capacity 2</b>	1,200,000	928,306		
<b>Add: ADB Funding for RETA 6092</b>	400,000			
Less: commitments	(1,545,743)			
<b>REMAINING BALANCE</b>			54,257	<b>3,918,098</b>
<b>ii) Less: RETA 6143 Promoting Gender Equality</b>	2,500,000			
Less: commitment	(2,060,237)			
<b>REMAINING BALANCE</b>		1,032,245	439,763	<b>1,418,098</b>
<b>iii) Stand-Alone TAs</b>				
Viet Nam TA 4452: Gender Mainstreaming Action Plan	250,000	127,381		1,168,098
Cambodia TA 4459: Implementation of an Action Plan	300,000	166,926		868,098
Nepal TA 4767: Capacity Building for Gender Equality	300,000	106,296		568,098
Cambodia TA 4892: Community Development of Female Commune Council Network	200,000			368,098
<b>Add: Income from interest, investment, and foreign exchange transactions</b>				<b>313,971</b>
<b>TOTAL BALANCE AVAILABLE</b>	<b>4,750,000</b>	<b>2,361,154</b>	494,020	<b>682,069</b>

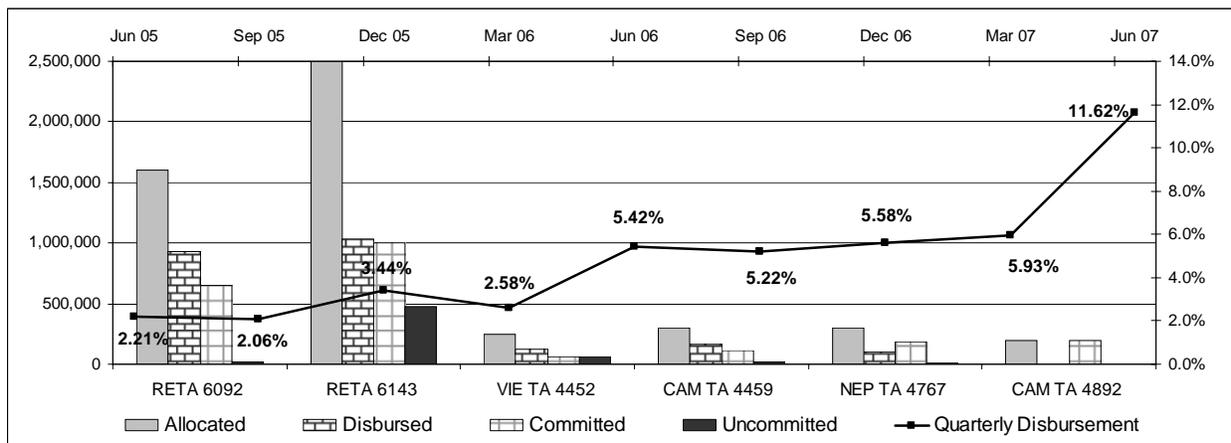
RETA = regional technical assistance, TA = technical assistance.

**Figure 1. Gender and Development Fund Distribution (US\$)**  
As of 30 June 2007



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

**Figure 2. Gender and Development Fund Allocation and Commitments (US\$)**  
As of 30 June 2007



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

Total financing for RETA 6092 is \$1.6 million, comprising \$1.2 million from the GAD Fund and \$400,000 from ADB. As of 30 June 2007, total disbursements amounted to \$0.927 million, or 77% of the \$1.2 million total GAD Fund allotted for the RETA, as against the total commitment of \$1.6 million (Table 1). Disbursements are expected to speed up in 2007 as demand increases for support to gender in projects and technical assistance (TA) and

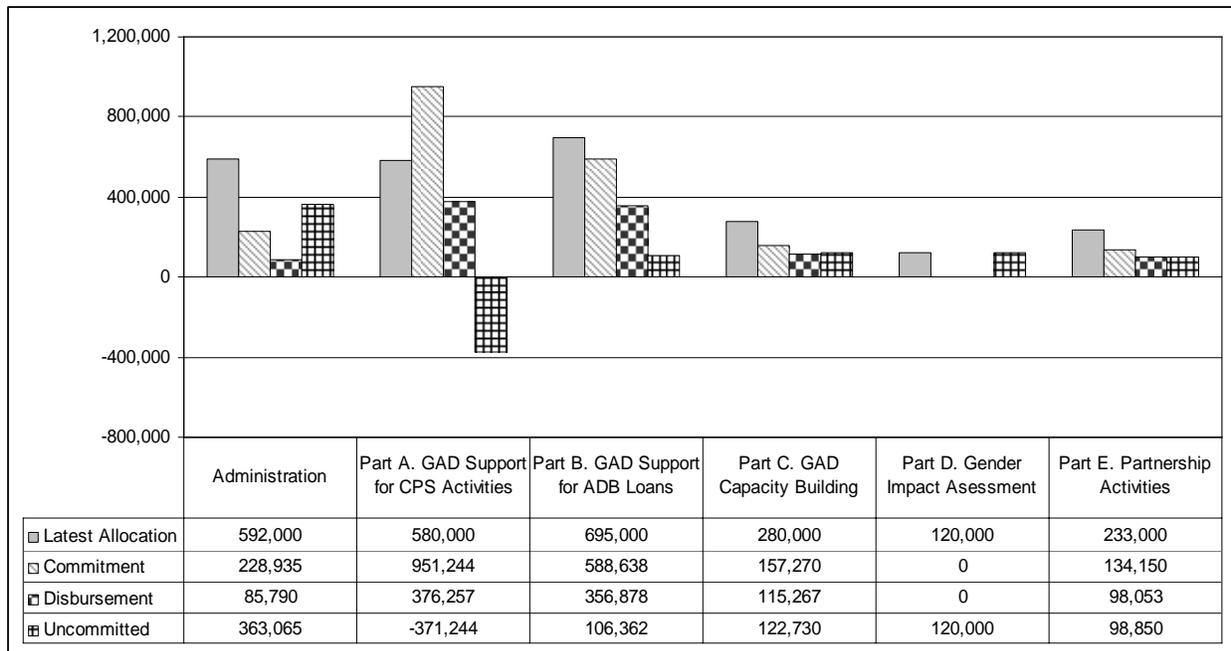
expansion of activities to address gender concerns in the DMCs through the RM GAD specialists. A detailed discussion is contained in section II.A.

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

Funds for the umbrella RETA 6143 were approved in November 2003 in the amount of US\$2.5 million, equivalent to 48.8% of the total GAD Fund. The total amount committed for the endorsed subprojects is US\$2.060 million (81% of the total TA amount), of which US\$1.032 million has been disbursed as of 30 June 2007 (Table 1). Disbursement is expected to accelerate, as most of the subprojects endorsed for funding are now under implementation and consultants have been recruited.

Of the total \$2.5 million allocated for RETA 6143, \$0.695 million (28%) has been approved for subprojects that support ADB projects, 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 CPSs are also supported by \$0.580 million, or 23% of the RETA budget. About \$0.233 million (9%) is intended for strengthening partnership activities, and \$0.120 million (5%) for gender impact assessments. Details of activities under these subprojects are discussed in Section II.B. Figure 3 shows the status of the GAD Fund as of end June 2007, including commitment and allocation for the two regional technical assistance projects and the four stand-alone technical assistance projects.

**Figure 3. RETA 6143: Promoting Gender Equality and Women's Empowerment**  
**Statement of Allocation and Commitments (US\$)**  
*As of 30 June 2007*



CPS = country partnership strategy, renamed from country strategy and program (CSP) in August 2006, GAD = gender and development.

## B. Additional Contributions

Additional contributions received from the Governments of Ireland (\$1.02 million) and Norway (\$3.288 million) in December 2006 and from Canada (\$1.5 million) in March 2007 have increased the present total amount of the GAD Fund to \$10.636 million. With the additional funds, implementation has been extended until December 2008.

## II. PROGRESS AND ACHIEVEMENTS

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

**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 multidonor Cooperation GAD Fund. The RETA aims to consolidate and expand the achievements of the Phase I RETA (1999–2002).

The primary objectives of the RETA Project are to promote and facilitate gender mainstreaming in strategic planning and in loan and TA operations, and build GAD capacity in government partners and national gender focal agencies. Emphasis is placed on monitoring and assistance to improve the quality of project implementation. The RETA also provides opportunities for peer exchange and lateral learning workshops in which EA staff members from different countries or projects share good gender mainstreaming practices. RETA Project 6092 has been extended for 2 years (2006–2008) under the multidonor GAD Fund to utilize TA savings. The RETA has proved to be an effective institutional mechanism for implementing ADB's GAD policy, and especially for facilitating gender mainstreaming in ADB's loan portfolio. The purpose of the Phase II RETA extension is, therefore, to build on and expand the achievements of the past 6 years and improve the effectiveness of strategic planning, design, and implementation of loans, technical assistance projects, and other GAD-related activities.

To achieve these objectives, the RETA Project 6092 supports seven GSs, who are locally recruited long-term gender consultants placed in ADB RMs in Afghanistan, Cambodia, Indonesia, Mongolia, Nepal, Sri Lanka, and Uzbekistan. As the 2004 Implementation Review of the Policy on Gender and Development confirmed, the RM GSs recruited under the RETA Project have substantially contributed to ADB's progress in mainstreaming gender concerns in its development assistance operations.

The various GAD-fund-supported projects and programs in the 4th year of the RETA Project 6092 have generated significant achievements. Approximately 155 initiatives were assisted by RM GSs: 19 in country strategy and program-related activities, 51 in technical assistance and loan processing (17) and implementation (34), 38 in capacity building, 3 in pilot initiatives and about 44 in gender focal point (GFP) activities with donors, nongovernmental organizations (NGOs), and national machinery.

#### 1. Country Strategy and Programs

The quality of gender mainstreaming at the strategic planning level improved as a result of addressing gender issues more systematically in CGAs, results frameworks, and sector roadmaps, which led to the development of gender-inclusive CPSs. In 2006, the GSs in **Indonesia, Afghanistan, and Sri Lanka** were engaged in the preparation of CGAs; this provided them with the opportunity to enhance policy dialogue with government counterparts and other stakeholders in DMCs on gender disparities that pose constraints to sustainable

economic development. In **Uzbekistan**, the CPS developed for 2006–2010 addressed gender issues comprehensively at the strategic planning phase. At the national level, RM gender specialists assisted national machinery and gender focal agencies in contributing 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) and by collaborating with them in developing gender-related aspects of the Country Performance Assessments.

## 2. Loan Processing and Implementation

In 2006, the quality of loan design and implementation assistance improved notably, as the RM GSs paid increased attention to the success factors that the ADB Rapid Gender Assessments (RGAs) identified for improving the effectiveness of gender action plans (GAPs).<sup>3</sup> In this context, they have conducted systematic social and gender analysis during loan processing; they have ensured that design-phase GAPs are closely linked with project objectives, activities, and targets; and have advocated using loan funds to recruit local GSs to help develop capacities of all stakeholders. They have also monitored tranche release conditions in GAPs for program and sector development loans to support gender equality policy reforms.

Loan processing and implementation activities largely focused on the agriculture and rural development, agribusiness, water resources development, water supply and sanitation, small and medium enterprise development, urban development and housing, education, and governance sectors. The RM GSs also expanded their efforts in gender mainstreaming in challenging physical infrastructure projects in the energy, infrastructure, and transport sectors. For example, the ***Nepal: Rural Electrification and Renewable Energy Project*** and the ***Nepal: Rural Infrastructure Reconstruction and Rehabilitation Program*** were designed with GAPs to provide direct benefits to women in improving their access to electricity and rural infrastructure and increasing women's employment opportunities in infrastructure construction and maintenance. The energy project GAP also included an HIV/AIDS and anti-trafficking component to protect women from these potential social risks as a result of construction activity.

Innovative approaches to gender-inclusive loans in agriculture, irrigation, and rural development projects in Bangladesh, Nepal, and Pakistan are being replicated under the ***Uzbekistan: Land Improvement Project*** approved in 2006 and the ongoing ***Cambodia: North West Rural Development Project***. Moreover, consistent policy dialogue and assistance over the past 3 years have produced good results under the ***Cambodia: Agriculture Sector Development Program***. The Ministry of Agriculture, Forestry and Fisheries met two loan tranche conditions in March 2006 by setting up a Gender Working Group and launching a Gender Policy and Strategy in Agriculture. In **Indonesia**, the ***Community Empowerment for Rural Development Project (CERD)*** has been successful in promoting women's access to formal education, women's membership in community groups, and women's increased access to credit through Community Based Savings and Loan Associations. The CERD Project has been showcased by the World Bank in a manual on *Community Empowerment Toward Gender Equality* for its successful approach in achieving gender-inclusive results.

<sup>3</sup> ADB. 2005. *Gender Equality Results in ADB Projects: Rapid Gender Assessments of 12 Projects*. Manila; *Gender Equality Results in ADB Projects: Bangladesh Country Report, Cambodia Country Report, Nepal Country Report and Pakistan Country Report*. Manila. The RGAs covered 12 ongoing loan projects in the agriculture and rural development, governance, education, and health sectors in Bangladesh, Cambodia, Nepal and Pakistan.

In the governance and water supply and sanitation sectors, close monitoring of Project GAPs and consistent policy dialogue have led to gender-inclusive results in Nepal. The ***Nepal: Governance Reform Program*** facilitated the Government's amendments to the Civil Service Act to reserve 45% of civil service positions at all levels for women, ethnic groups, disadvantaged castes, and the differently abled. As a result, women's representation in the civil service has increased to 10.2%. Under the ***Nepal: Small Towns Water Supply and Sanitation Sector Project***, small towns are achieving the requirements of 33% women's participation in the water user and sanitation committees, participation by both men (43%) and women (57%) in training programs, and a greater role for women in decision-making groups.

### 3. Technical Assistance Processing and Implementation

In 2006, RETA Project 6092 supported four headquarters-based TA projects in Cambodia (education), Indonesia, and Nepal (poverty reduction). The TA projects supported demonstrated the links between gender and poverty in agriculture, rural development, health care, and governance programs and strengthened gender capacity of national machinery, sector agencies, and project implementation units.

### 4. Pilot Initiatives

Some GSs have accessed ADB's special grant funds to assist in developing pilot projects that have the potential for scaling up and or replication. An example is the ***Cambodia TA: Strengthening and Capacity Building of Female Commune Councilors' Network***, funded by the GAD Fund to promote women in local governance and to strengthen the capacity of elected women officials. The pilot program has built strong solidarity among women commune councilors and improved their skills to advocate, lobby, and pursue their common goals. As a result, the percentage of women candidates increased from 16% to 21% between the 2002 and 2007 elections. The pilot program will be scaled up under the ***Commune Council Development Project Phase 2 (CCDP2)***, which supports (i) women's participation in the design, location, and construction of commune council facilities; (ii) establishment of a computerized civil registration system for vital records to protect women and children's property and inheritance rights; and (iii) gender-responsive recruitment practices in the Ministry of Interior.

### 5. Gender Capacity Building

RM GSs supported EA capacity development through (i) loan inception workshops and orientation sessions to raise awareness of projects' GAD objectives, (ii) GAD training workshops during loan implementation to revise design phase GAPs and develop detailed implementation plans; and (iii) lateral learning and peer exchange workshops for project directors and staff. In 2006, the RETA's emphasis on capacity development and lateral learning approaches at the country and regional levels included (i) a Training Workshop on Gender Issues in Water Resources Management organized for 20 staff of five ADB-funded projects in Sri Lanka; (ii) the Regional Seminar on Gender, Poverty and Development Results, which facilitated the participation of 38 Project Directors and other EA staff of ADB-funded loans, showcasing projects across a range of sectors with gender-inclusive design features and results; and (iii) a half-day Joint Consultation with the Canadian International Development Agency (CIDA), where ADB GSs and CIDA Asia region GFPs exchanged experiences and best practices and discussed on-going and potential collaboration.

## 6. Gender Focal Point Activities

GFP activities also support gender capacity development in DMCs by increasing the gender awareness of policymakers, sector agencies, and the media about national and regional gender issues and enhancing collaborative GAD initiatives among donors, NGOs, and national machinery. For example, in 2006, the Mongolia GS organized a national conference, which resulted in the development of action plans by the United Nations Gender Theme Group members to raise awareness of pressing issues faced by Mongolian women; the Afghanistan GS provided technical input to the United Nations Development Fund for Women and the Ministry of Women's Affairs for the development of the National Action Plan for Women of Afghanistan; the Sri Lanka GS participated in the UN Common Country Assessment, taking the lead on gender and social development issues; and Cambodia, Mongolia, Sri Lanka, and Uzbekistan GSs supported GAD initiatives of NGOs and national machineries.

## 7. National Gender Officers

The national gender officers in Bangladesh and Viet Nam continue to contribute substantially to the implementation of ADB's GAD policy. In 2006, they (i) processed loans with GAD themes such as the *Bangladesh: Second Rural Infrastructure Improvement Project* and the *Second Secondary Education Sector Development Program*, which included design-phase GAPs; (ii) closely monitored GAP implementation, achieving good results under various projects including the *Bangladesh: Small-Scale Water Resources Sector Development Project*; (iii) built gender capacity in EAs such as the Bangladesh Water Development; and (iv) assisted in the implementation of TA projects to improve gender-inclusive governance through the *Viet Nam TA: Gender Equality Law*.

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

The umbrella RETA 6143 approved in November 2003 committed initial funds amounting to \$1.5 million, equivalent to 36% of the initial amount of the GAD Fund. Committed funds for this RETA have since increased by 67%, due to the increase in contributions to the GAD Fund.

During the reporting period, 11 proposals for financing were submitted to the Peer Review Committee. Of this number, seven were approved, while two were supported in principle with clarifications requested. Table 2 shows specific subprojects<sup>4</sup> supported by the RETA 6143 and their status as of this reporting period.

**Table 2. RETA 6143 Subprojects**

	Project Name	Country	Project Officer	Date of Approval	Approved Allocation	Status as of June 2007
<b>Part A. GAD Support to CPS Activities</b>						
1	National Gender and Tourism Strategy	Lao PDR	A. Perdiguero	1 October 2004	48,400	Completed
2	Understanding of Gender Dimension in Socioeconomic	People's Republic of China	A. Leung	1 September 2004	50,000	Completed

<sup>4</sup> In the body of this report, the subprojects have been described under three headings:

- Subprojects approved prior to July 2006 and completed;
- Subprojects approved prior to July 2006 and ongoing; and
- Subprojects approved after July 2006.

	Project Name	Country	Project Officer	Date of Approval	Approved Allocation	Status as of June 2007
	Transformation					
3	Enhancing Stakeholder Participation in CARs	Regional	S.W. Handayani	14 March 2005	25,000	Completed
4	Study on Gender Disparities	Indonesia	S. Wendt	21 October 2004	27,500	Completed
5	Country Gender Assessment Workshop	Indonesia	S. Wendt	22 July 2005	6,650	Completed
6	Round Table on CEDAW and MDGs Strategy	Uzbekistan	A. Ofarinov /M. Khudayberdiyeva	22 July 2005	5,000	Completed
7	Enhancing Capacity for Gender-Responsive Governance	Indonesia	K. Schelzig	28 November 2005	50,000	Completed
8	Enhancing the Role of Women in Inland Fisheries	Cambodia	AKM, M. Ahmed	18 April 2006	150,000	Completed
9	Improving Gender Roles in Ecosystems Management	Pakistan	B. Wilkinson	22 November 2006	100,000	Ongoing
10	Enacting the Law on Gender Equality	Mongolia	O. Baasanjav / B. Bavusuuren	10 January 2007	145,000	Ongoing
11	GAD Support for Agriculture and Rural Development Projects	Mongolia	O. Baasanjav / J. Mandar	10 January 2007	198,000	Ongoing
12	Reform of Sri Lanka's Discriminatory Land Laws	Sri Lanka	N. Gunasekera	10 January 2007	100,000	Ongoing
13	Gender Action Planning in Metro Manila Urban Poor Communities	Philippines	F. Steinberg	10 January 2007	50,000	Ongoing
<b>Part B. GAD Support for ADB Loans</b>						
14	Nam Theun 2 Gender Action Plan	Lao PDR	W. Um	9 November 2004	20,000	Completed
15	Support Activities for Women Initiatives	Sri Lanka	R. Rinker / N. Gunasekera	20 May 2004	60,000	Dropped
16	Participation of Women in Agriculture Project	Kyrgyz Republic	J. Whittle	19 May 2004	42,550	Completed
17	Gender Responsive Microfinance	Azerbaijan	A. Chi	12 November 2004	65,000	Completed
18	Support Activities for Strengthening Women's Involvement in Housing Rehabilitation-Reconstruction in Aceh	Indonesia	F. Steinberg	22 July 2005	37,400	Ongoing
19	Strengthening and Capacity Building of Female Commune Councils	Cambodia	O. Chamroen / K. Samvada	22 July 2005	50,000	Completed
20	Gender Capacity Building in Water Sector in Bangladesh	Bangladesh	F. Sultana	22 October 2005	80,000	Ongoing
21	Gender-Specific Approaches on Urban Nutrition	Indonesia	B. Lochmann	22 July 2005	25,000	Completed
22	Gender Impacts in the Third Livestock Development Project	Nepal	A. Shrestha	19 May 2004	10,000	Completed
23	Strengthening the Capacity of Change Units in Five Key Ministries	Nepal	S.P. Shrestha / A. Shrestha	22 October 2005	72,000	Completed
24	Gender Mainstreaming in the GMS Regional CDC	Regional	V. de Wit	27 January 2005	45,500	Completed
25	Support to Local Public Administration	Cambodia	J. Farinha / K. Samvada	2 December 2005	37,500	Ongoing
26	Rural Women Business Development	Mongolia	O. Baasanjav / T. Amar	30 June 2006	32,500	Ongoing
27	Strengthening the Role of	Uzbekistan	M.	10 January	50,000	Ongoing

	<b>Project Name</b>	<b>Country</b>	<b>Project Officer</b>	<b>Date of Approval</b>	<b>Approved Allocation</b>	<b>Status as of June 2007</b>
	Rural Women in Agribusiness		Khudayberdiyeva / R. Abdukayumov	2007		
28	Gender Action Planning for Sustainable Cotton Subsector in Tajikistan	Tajikistan	L. Adriano	10 January 2007	35,000	Ongoing
<b>Part C. GAD Capacity Building</b>						
29	Gender, Law, and Policy Toolkit	Regional	F. Tornieri	7 October 2004	32,000	Completed
30	Improving National GAD Machinery	Uzbekistan	R. Abdukayumov	22 July 2005	50,000	Completed
31	Translation and Publication of Gender Checklist	Nepal	A. Shrestha		4,300	Completed
32	GAD Capacity Building for Makhalla'a Advisers	Uzbekistan	M. Khudayberdiyeva	17 April 2007	65,000	Ongoing
<b>Part D. Partnership Activities</b>						
33	AWID's 10th International Forum	Regional	S. Lateef	19 July 2005	50,000	Completed
34	Agents Network for Credit Unions in Bukhara	Uzbekistan	A. Ofarinov / M. Khudayberdiyeva	22 July 2005	20,000	Completed
35	Gender Indicators Symposium (IWDA)	Regional	S. Lateef	27 April 2006	7,000	Completed
36	Gender Aspects of Regional Remittances in Central Asia and North Caucasus	Regional	B. Wilkinson	21 June 2006	57,150	Ongoing

ADB = Asian Development Bank, AWID = Association for Women's Rights in Development, CARs = Central Asian Republics, CDC = communicable diseases control, CEDAW = (UN) Convention on the Elimination of Discrimination against Women, GAD = gender and development, GMS = Greater Mekong Subregion, IWDA = International Women's Development Agency, MDGs = Millennium Development Goals, PDR = People's Democratic Republic, REG = regional.

The RETA 6143 selectively supports the preparation of gender assessment and strategies in ADB projects to address gender disparities and promote women's empowerment for particular sectors highlighted in the CPSs. Support is also provided for gender experts to assist teams in conducting comprehensive social analysis during project preparation. Projects may also require small grants during the project preparation phase, to develop design features and strategic interventions to facilitate women's active participation and equitable access to inputs and resources.

## **1. Subprojects Approved Prior to July 2006 and Completed**

### **a. Support for Country Partnership and Strategy Activities**

#### **i. Cambodia: Enhancing the Role of Women in Inland Fisheries (\$150,000, approved 18 April 2006)**

The fisheries sector in Cambodia has neglected women in the formulation of policies and programs because of the stereotyped assumptions that women are not physically capable of engaging in fishery activities. In addition, researchers have had a tendency to see the household as a single unit, and this has limited the attention given to gender relations and led to a disregard of women's needs and expertise. However, poverty reduction, especially in a post-conflict situation with a high prevalence of female-headed households like that in Cambodia, will not be realized unless due consideration is given to women's role in and contribution to fisheries production.

The ***Tonle Sap Environmental Management Project***<sup>5</sup> aims to provide the opportunity for women to participate in community organization. Through support from the GAD Fund, the subproject on Enhancing the Role of Women in Inland Fisheries hoped to further advance gender equality in inland fisheries and alleviate poverty by mainstreaming gender

<b>Box 1. Gender Issues Ascertained from SWOT Analysis in Tonle Sap Environmental Management Project</b>	
<b>Strengths:</b>	<ul style="list-style-type: none"> <li>• Women in fishing communities have access to a variety of natural resources in the Tonle Sap Great Lake.</li> <li>• Women have knowledge and skills that may be further enhanced.</li> </ul>
<b>Weaknesses:</b>	<ul style="list-style-type: none"> <li>• Although natural resources are diversified, not all women have access to the ones they need. Schooling and provision of extension services are needed.</li> <li>• Migration deprives them of their ability to tap into their social and kinship networks.</li> <li>• Infrastructure is poor, housing is substandard, clinics and schools are inaccessible due to poor and nonexistent road networks.</li> <li>• Financial capital and the necessary infrastructure are lacking.</li> </ul>
<b>Opportunities:</b>	<ul style="list-style-type: none"> <li>• Support for income-generating activities is in place through the Ministry of Women's Affairs, Ministry of Agriculture, Fishery and Forestry, other agencies and nongovernment agencies.</li> <li>• Increased leadership roles for women have encouraged them to seek elective positions in commune councils and commune fisheries committees.</li> </ul>
<b>Threat:</b>	<ul style="list-style-type: none"> <li>• Education and access to financial capital are limited and infrastructure is poor.</li> </ul>

considerations in all the project's initiatives. Outputs of the subproject will eventually become inputs into the implementation of component 2 of the Tonle Sap Environmental Management Project, which will organize communities and empower women, the trained provincial staff, and NGOs for natural resource management in the Tonle Sap Biosphere Reserve.

The subproject's main outputs included (i) an information base on gender issues and in inland fisheries, (ii) strength-weakness-opportunity-threat (SWOT) analysis of constraints and opportunities for women in fisheries (Box 1), and (iii) a strategy to promote women's full participation in fisheries sector development. An inception-cum-review mission was mounted in August 2006 to assess progress of work under the GAD activity. The team for the Tonle Sap Environmental Management Project presented a draft inception report and solicited comments from about 50 attendees at the meeting. These included representatives from the Inland Fisheries Research and Development Institute, Mekong River Commission, the Food and Agriculture Organization resident mission, World Bank resident mission, ADB Cambodia RM, World Fish Center, Ministry of Women's Affairs, Cambodia Development Research Institute, and several local and international NGOs.

The strategies listed below aim to enhance the role of women in inland fisheries and intend to address three groups of women:

<sup>5</sup> Loan 1939-CAM: *Tonle Sap Environmental Project* approved 21 November 2002 (\$10.9 million).

- **The poorest of the poor**, who engage in shallow water fishing close to home as day-to-day strategy. For them it is essential to establish community fisheries and ensure enforcement of their management.
- **Poor women in fishing/farming households**, who engage in fishing as a part-time activity that is highly seasonal. They need (i) legal access to fisheries resources not far from home; (ii) tools for small-scale fishing and fish processing; and (iii) facilities and infrastructure such as roads, schools, clinics, markets, and sanitation installations.
- **Poor women in specialized fishing**, totally dependent on the availability of wild fish resources to propagate cultured fish. For them the strategies can include formation of production cooperatives for fish processing and marketing at an industrial/commercial scale, in collaboration with community fisheries councils.

Since the loan project has just been approved, the above strategies will be the basis for implementing activities under Component 2 of Loan 1939.

ii. **Uzbekistan: Round Table on (UN) Convention on the Elimination of Discrimination Against Women and Millennium Development Goals Strategy** (\$5,000, approved 22 July 2005)

Addressing the challenge of achieving gender equality for equitable and sustainable development is of particular urgency for young independent states undergoing market transformation like Uzbekistan. These radical changes have significant implications for strengthening the status of women in the Uzbek family and society. It has become one of the Government's priorities to improve women's lives and create equal opportunities for both women and men. Uzbekistan is a signatory to 60 international treaties and conventions and was the first in Central Asia to join the UN Convention on the Elimination of Discrimination against Women (CEDAW), and thus assume all obligations related to its implementation. One of the obligations of the state is to prepare the National Convention Report. An initial report was prepared in 2000 and a regular report in 2004. A National Plan of Action was presented by the CEDAW Committee and is currently being implemented.

The Civic Initiatives Support Center in collaboration with the Ombudsman Institute and the Women's Committee of Uzbekistan (WCU), an NGO recognized as national machinery for the advancement of women, carried out a campaign on the realization of the CEDAW project and on the implementation and monitoring of the Millennium Development Goals (MDGs). As part of this, four round table conferences were held in March 2006 under the subproject, in the following regions:

- Andijan region, with 38 participants from the regional government administration, leaders of the Women's Committee, NGOs, and mass media;
- Ferghana region, attended by 30 representatives from regional government administration, district and city chambers, district Women's Committee, trade unions, NGOs, and mass media.
- Khorezm region, with 35 participants from district and city chambers, district Women's Committee, NGOs, and mass media; and

- Samarkand region, attended by 33 participants from Women's Committee, youth movement of 'Kamolot', Makhallya Foundation, NGOs, and mass media.

Three basic documents were considered during the interactive roundtable discussions: CEDAW, the MDGs, and the Beijing Platform of Action. Small group discussions examined the objectives and roles of government, mass media, and NGOs in implementing, realizing, reporting and monitoring the CEDAW provisions. An action plan was formulated to prepare a data bank for the next national and alternative report on CEDAW. Participants drew the attention of organizers to insufficient awareness of the village population about the three documents and how they relate to national legislation. They recommended information campaigns to inform public opinion and to implement the provisions of CEDAW in defending women's rights.

## **b. Support for ADB Loans**

### **i. Azerbaijan: Gender-Responsive Microfinance** (\$65,000, approved 12 November 2004)

In Azerbaijan, the microfinance industry is at a key point in its development and is due for substantial growth to full financial self-sustainability and wider coverage of rural areas. The **AZE: Micro and Rural Finance** loan was designed to increase access to financial services for poor households through expansion of participating microfinance institutions (MFIs) and banks. If the issue remains unaddressed, women's limited involvement in MFIs is likely to perpetuate their inability to avail themselves fully of the opportunities derived from the new expansion of funds as either clients or staff members.

The GAD Fund was accessed to support the preparation and implementation of a project-specific *Gender Strategy and Action Plan* to increase the level of institutional gender awareness about MFIs, the number of women borrowers, and women staff at various levels of MFIs. The GAD Fund supported activities such as (i) surveys to assess the numbers and levels of engagement of women staff in MFIs and their promotion prospects; data on existing and potential women clients and the credit needs 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 MFI staff on gender concepts, gender division of labor, gender aspects of MDGs, and the gender and microfinance market in Azerbaijan. The training resulted in 15 participating MFIs manifesting their commitment to participate in ADB's loan project, and recruitment of 18 women credit officers. Moreover, newly recruited male and female staff of MFIs underwent gender training and specialized training on gender-relevant technical aspects of microfinance. AMFA provided day-to-day monitoring and counseling to newly recruited female mobilizers and credit officers, conducted Training of Trainers (TOT) on gender and microfinance, and assessed mobilizers' work effectiveness. Feedback from managers and supervisors of MFIs noted satisfaction with the enhanced professional knowledge of new employees. Recruitment of women loan officers apparently increased the number of women clients of MFIs.

A survey was conducted among the 15 institutions providing microfinance services. The survey used a structured questionnaire to collect information on the availability of gender policy in the institutions and assess their gender structure in terms of personnel hiring, positioning, and

promotions. AMFA also visited selected regional offices and assessed loan officers' terms of reference (TORs), employment conditions, work satisfaction, and other concerns. These assessments were the basis for formulating recommendations, strategies, implementation procedures, and selection criteria for loan officers. The second phase of the project involved selection, recruitment, and training of loan officers. Special gender sensitivity training was conducted together with the general orientation for new staff. As part of the work efficiency monitoring of the recruited staff, AMFA maintained constant contact with the MFIs through regular visits to regional offices to discuss progress and plans with loan officers. Another output of the subproject was a training manual for MFI specialists in the Human Resource Department, developed in cooperation with the GRC.

**ii. Cambodia: Strengthening and Capacity Building of Female Commune Councils Network (\$50,000, approved 22 July 2005)**

The GAD Fund was requested to support a subproject that built on the lessons learned from the **Commune Council Development Project (CCDP I)**.<sup>6</sup> The subproject aimed to promote transformative leadership for good governance and human rights in Cambodia through capacity development and strengthening of the women councilors' network at the commune level.

After the commune elections of 2002, Women for Prosperity (WFP), an NGO chosen to carry out the subproject activities, organized a series of capacity development forums for the elected women commune councilors. Participants acknowledged the positive impacts of the forums, particularly on gender issues that were relevant to their role as elected officials. However, funding constraints limited the geographical scope of the project to only seven provinces. With support from the GAD Fund, WFP was able to broaden its services to the six other provinces and municipalities of Phnom Penh, Kep, Takeo, Kampot, Kampong Chhnang, and Preah Vihear.

Ten forums of 2 days each were organized in the provinces with 1,133 participants, 174 of whom were women commune councilors. Participatory methods of facilitation were used to impart leadership, problem solving, conflict resolution, and advocacy and negotiation skills. Personal challenges encountered by the participants included lack of support from family members, insufficient education, lack of time for taking care of their children, and long distances to travel to reach communes. Work-related challenges focused on the attitudes and perceptions of male commune councilors toward their female counterparts, together with lack of understanding of laws against domestic violence and land conflicts, among others.

Aside from the learning experience, the forums helped boost the participants' confidence and self-esteem. Despite differences in age, education, experiences, and political affiliations, the participants were able to speak out and raise their concerns. Positive responses from male members showed eagerness to support the women officers in implementing activities. Some illustrative examples of women who benefited from their participation in the forums are in Box 2.

Part of the monitoring activities of WFP was checking with various commune and *sangkat* (provincial) chiefs whether the participants shared the lessons with their constituents, and validating the impact of the training on women participants on implementing commune/*sangkat* activities and plans. Feedback from the participants emphasized the need to continue the forum for other women commune council members, and to hold the forum together

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<sup>6</sup> Loan 1953: *Commune Council Development I Project* approved December 2002 (\$10 million).

with their commune chiefs and deputies to sustain the latter's full support of the women officials in carrying out their roles and responsibilities.

### **Box 2: Success Stories of Female Commune Councilors**

**Khem Ney**, a 58-year-old second deputy of Takeo province and the only woman among five commune councilors, realized she had to be tough and prove her competency, so she ran in the 2001 elections after attending the nongovernment organization Women for Prosperity's (WFP's) training on Women and Good Governance. Her colleagues in the commune council greatly appreciated her ability and commitment to her work. She contributed her ideas for initiating commune development plans such as road and school construction, setting up support groups for victims of domestic violence and HIV/AIDS, and raising counterpart funds for commune projects. She gained the respect of her constituents because of her courage in driving her motorcycle at night and taking turns with her male colleagues in guarding the commune office.

**Sat Ry**, 47 years old, from Trang Commune in Takeo province, used to be shy and lacked self-confidence. She sometimes intentionally missed attending meetings of the commune council. But after attending the WFP forum, she improved her personal skills and networking ability and was able to lobby and raise funds for her commune projects. She was very grateful for WFP's support in making her a more competent member of the commune council.

**Phoung Chhouy Eng**, 63 years old, is a widow with three sons and only 6 years of education. She had worked at Phan Chhang commune after the Pol Pot regime, and had assumed several elective positions: president of village committee, president of the village female association, deputy chief of the commune, and in 2002, elected commune chief. She proudly boasts that her commune has not experienced major problems because she was able to carry out her work effectively by applying her skills and strategies of work delegation, transparency, and ability to settle disputes pertaining to land settlements and domestic violence. From the WFP forum she gained strength to lead and work with eight men from different parties and to serve again and run in the 2007 elections.

**Keo Sophat**, 49 years old, with five children, was elected in 2002 with six men councilors. She proved her ability as a group leader and became vice president, and then president, of the female commune council. Good communication skills plus the confidence and ability to relate to people gained her much support from her men colleagues in the council, but unlike her male counterparts, she was never given any financial support. She proved her persistence and commitment when she prepared a plan, presented it to the chief, and lobbied to obtain funding support for her program on women and children.

**Som Meng**, 49 years old, had only 6 years of education, but has had medical experience. She became a nurse, which made her very visible in the commune, so she won in the 2002 elections. However, her male colleagues did not value her work and there was no transparency in the commune budget. The commune chief assigned her to promote more women for the village committee elections. As a result of her popularity, seven of the nine villages in Preah Vihear had women village chiefs, seven female deputies, and seven female councilors—the village commune with the highest number of women elected officers.

**Sam Rorn** of Tor Sou commune had only 3 years of education. She wanted to resign from the council when her husband fell ill. Expressing her frustrations during the WFP forum, she gained support and was convinced to continue her work and have confidence in herself. She is currently assigned to work with several committees: women and children's committee, health support committee, development planning committee and is an advisor to the commune council.

iii. **Nepal: Strengthening the Capacity of Gender Focal Points in Key Ministries**, (\$72,000, approved 22 October 2005)

Change Units (CUs) were created in Nepal in response to the amendments to the 2005 Civil Service Act (CSA), which opened opportunities for more female representation in the civil service. Through ADB's Governance Reform Program Loan, GFPs in three ministries were assisted to play a catalytic role in mainstreaming gender. A major task was to develop and facilitate the implementation of a GAP endorsed by the Government in July 2006. The main tasks specified in the gender action plan include developing gender strategies in the pilot ministries, undertaking an institutional assessment to understand the appropriateness of institutional setup and procedures for mainstreaming, finalizing the TORs of the GFPs, building capacity for GFPs and CU members, and developing a manual for gender orientation sessions. Among the results the CUs achieved:

- Approved gender strategies for the Ministry of Education and Sports (MOES) and Ministry of Agriculture and Cooperatives; that for the Ministry of General Administration was officially endorsed by the Secretary and was awaiting final approval when this report was prepared;
- Completed institutional assessment with proposed reforms for three ministries;
- Enhanced capacity of GFPs through gender orientation and awareness raising;
- Approved TORs for GFPs that will allow their more active participation in decision-making processes and greater autonomy for gender audits of official documents.
- Produced the project Benefit and Monitoring System.

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

The review of the institutional setup had revealed the need to change structures and procedures for more effective gender mainstreaming. This posed a challenge for the GFPs. They took the initiative to mobilize resources from other sources, as specified in the gender strategy. For instance, the focal person of MOES instructed all departments and agencies to assign one officer as GFP and to conduct a 2-day orientation workshop toward finalizing the terms of reference of department gender focal persons.

iv. **Regional: Gender Mainstreaming in the Greater Mekong Subregion<sup>7</sup> Regional Communicable Diseases Control Project** (\$45,500, approved 27 January 2005)

Changes brought to the region by 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. This is further aggravated by lack of resources to seek health care. Support from the GAD Fund was requested to assist in the preparation of a Gender Strategy and Action Plan for RETA 6194—**Preparing the Greater Mekong Subregion Regional Communicable Diseases Control Project<sup>8</sup>** to address gender

<sup>7</sup> The Greater Mekong Subregion (GMS) comprises Cambodia, the People's Republic of China, Lao People's Democratic Republic, Myanmar, Thailand, and Viet Nam.

<sup>8</sup> RETA 6194: *Greater Mekong Subregion Regional Communicable Diseases Control Project* approved Oct 2004 (\$600,000) for Grants 0025, 0026 and 0027 (Cambodia, Lao PDR, and Viet Nam).

issues in project design, implementation, and monitoring of communicable disease control (CDC) activities in Cambodia, Lao People's Democratic Republic (PDR), and Viet Nam.

The project is a collaborative effort of the three ministries of health of Cambodia, Lao PDR and Viet Nam, together with ADB and WHO. Specific activities included identifying country-specific CDC-related gender issues; identifying major impediments and opportunities to gender equity, including an assessment of policies to promote gender equity and the institutional settings and mandates of government agencies responsible for gender mainstreaming; assessment of existing programs and projects focusing on CDC control; outlining a broad regional strategy 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 the role of women in regional policy dialogues and decision making.

Subproject outputs supported by the GAD Fund included preparing a regional gender strategy for CDC, producing a checklist of gender considerations in CDC projects, ensuring that the design of CDC projects adequately addresses major gender issues, and preparing a GAP for the ensuing project. The GAP prepared by the Consultant was incorporated into the main project document and is now for implementation. Its salient features are presented in Table 3 and some activities have already started.

**Table 3. Components of Gender Strategy and Action Plan for RETA 6194—Preparing the Greater Mekong Subregion Regional Communicable Diseases Control (CDC) Project**

Component	Objectives	Activities	Target Groups
<b>I. Strengthening National Surveillance and Response Systems</b>			
Strengthening institutional structures	Increase gender awareness within the Ministry of Health (MOH)	<ul style="list-style-type: none"> <li>Recruitment of social development specialist in each MOH</li> <li>Gender sensitivity training for all project staff</li> <li>Representative for gender issues in project management and implementing units</li> </ul>	<ul style="list-style-type: none"> <li>Project staff in MOH at all levels with at least one person representing gender issues in the regional project steering committee.</li> </ul>
Strengthening surveillance systems, laboratory facilities, and services	Increase women's participation in surveillance and response systems and include gender-disaggregated data for response systems	<ul style="list-style-type: none"> <li>Training on gender issues at all levels of the health system including village health workers and volunteers</li> <li>Development of gender-sensitive training manuals and guidelines and implementation of community education programs</li> <li>Training of village health workers</li> <li>Development and implementation of community education programs</li> <li>Equal opportunities for men and women on training in O&amp;M of new equipment and employment in laboratories</li> </ul>	<ul style="list-style-type: none"> <li>MOH staff, village health workers, volunteers and ethnic minorities where at least 15% of provincial and district surveillance and response structures are women</li> <li>At least 50% of those trained as village health workers/volunteers are women</li> <li>Special education programs for women</li> <li>At least 30% of those trained for laboratory services are women and employment among female health workers in laboratories is increased</li> </ul>
Developing Human Resources	Provide support for training institutions and universities	<ul style="list-style-type: none"> <li>Consider training needs for HR development plans</li> <li>Develop Field Epidemiology</li> </ul>	<ul style="list-style-type: none"> <li>Training curriculum and modules developed with gender considerations</li> </ul>

Component	Objectives	Activities	Target Groups
		Training Program in Viet Nam	<ul style="list-style-type: none"> <li>• Priority for qualified females regardless of ethnicity</li> </ul>
<b>II. Improving CDC for Vulnerable Groups</b>			
Strengthening capacity for integrated CDC in provinces	Promote gender sensitivity in mainstreaming gender in CDC health systems	<ul style="list-style-type: none"> <li>• Training for provincial staff and inclusion of gender issues in guidelines and technical materials</li> <li>• Collection/analysis of gender-disaggregated data</li> </ul>	<ul style="list-style-type: none"> <li>• Female provincial health staff participants in training increased by 30%</li> </ul>
Control of priority endemic diseases including HIV/AIDS	Awareness raising among women, migrant workers, and communities in project sites	<ul style="list-style-type: none"> <li>• Conduct health campaigns, initiate community action, train health staff, and deliver programs on HIV/AIDS</li> </ul>	<ul style="list-style-type: none"> <li>• Health staff, health volunteers, women and men in communities, vulnerable groups and migrant workers</li> </ul>
<b>III. Strengthening Regional Cooperation in CDC Organizations</b>			
Regional dialogues, operations research, and project management		<ul style="list-style-type: none"> <li>• Integration of gender and ethnic minority issues in workshops, proposals, and project management</li> </ul>	<ul style="list-style-type: none"> <li>• Policymakers, development partners, and other agencies to participate in regional dialogues to address gender issues and ethnic minority issues</li> <li>• Research activities on HIV/AIDS to reflect gender concerns</li> <li>• Integration of gender issues in all project activities</li> </ul>

**v. Indonesia: Gender Specific Approaches on Urban Nutrition**  
(\$25,000, approved 22 July 2005)

Urbanization in Indonesia has led to sedentary lifestyles and high-fat diets that carry potential risks for the spread of diet-related diseases among the urban poor. The inadequacy of current nutrition strategies in responding to over- and undernutrition pressured policymakers and healthcare providers to develop innovative strategies for poor urban communities.

In this context, a project preparatory technical assistance on Urban Nutrition<sup>9</sup> was developed to help the Government of Indonesia prepare a the project ***INO: Nutrition Improvement Through Community Empowerment***,<sup>10</sup> which will integrate nutrition programs for urban poor communities through public-private partnerships and community-based schemes in selected cities. However, further resources were needed to undertake a study to determine linkages between urban poor women's nutritional well-being and their socioeconomic status. The GAD Fund provided support to help identify gender-specific design features and interventions for the ensuing loan. The GAD-funded subproject was intended to help ensure improved access of the poor, especially women and children, to nutrition services at the *posyandu* (integrated health posts) and *puskesmas* (public health service centers) level. Recommendations from the study were to feed into the Government's new urban nutrition policy framework, which will identify gender-sensitive approaches to over- and under-nutrition among urban poor communities.

Activities undertaken during the study provided inputs to the baseline information on food consumption among urban poor households. These included (i) conducting gender

<sup>9</sup> PPTA 4687: Urban Nutrition approved September 2004 (\$400,000)

<sup>10</sup> For approval in 2007 (\$50 million) and previously called *Integrated Urban Nutrition Program*.

analysis associated with under- and overnutrition, with focus on “risk” groups in selected urban areas; (ii) identifying strategies for mainstreaming gender in the project preparatory TA (PPTA); (iii) proposing gender-specific communication approaches to address those who are under- and overweight among the urban poor; and (iv) drafting a strategy paper on gender-specific issues in nutrition, to be presented during the national TA final review workshop.

Semi-structured interviews, focus group discussions, and observations were among the methodologies used to explore the problems. Subjects for the study were 45 households with children less than 5 years of age, nine pregnant mothers, adolescent girls, volunteer health workers, midwives and nutritionists, and squatter households. The qualitative study specifically determined causal relationships between child and maternal nutrition, low birth weight, child feeding and child care practices, use of breast milk substitutes in poor households, decision-making patterns in households and child feeding patterns, and childcare practices and habits including food taboos. Findings of the study revealed the following gender-related issues;

- Income insecurity faced by the urban poor has encouraged mothers to participate in income-earning activities, leaving them little time to prepare food and with low income limit food choices.
- Many childcare practices, including taboos on breastfeeding and diet, were still practiced by mothers due to lack of knowledge and social pressure.
- Despite the availability and accessibility of health care services, utilization was not optimal due to their poor quality. Posyandu activities were limited to weighing and immunization of babies, while the potential for creating mothers’ awareness of the importance of childcare and nutrition was not emphasized.
- Health and nutrition messages aired on TV did not reach the target audience due to inappropriate timing and programs.

Based on the survey findings, the following programs were recommended:

- programs to mainstream gender in laws and regulations on the provision of maternity leave, and enforcement of regulations on formula milk industries;
- programs to improve the health care system and health service performance through improved antenatal care, supporting initiatives for puskesmas and posyandu activities, and commitment from health staff personnel.
- Programs to improve family livelihood by encouraging home-based income-generating activities for breastfeeding mothers.
- Programs to improve women’s knowledge about health and nutrition, such as information awareness for young mothers on the benefits of breastfeeding, and integrating this with health/nutrition education programs for adolescent girls in school.
- Programs to improve exposure of women and families to health and nutrition messages through media.

- Involvement of the private sector, to produce nutritious and affordable food for the poor.

**c. Gender Capacity Development**

- i. Regional: Gender, Law, and Policy Toolkit** (\$32,000, approved 7 October 2004)

The persistence of sociocultural and legal barriers to women's empowerment deeply affects women's ability to contribute to economic growth and development. The project was conceptualized to enable ADB staff and consultants to recognize the gender implications of their work on law and policy reforms. Greater awareness of gender issues would help identify gender biases in existing law and policy frameworks for particular sectors and ensure that proposed laws and policy reforms would benefit women and men equally.

The ***Gender, Law and Policy (GLP) Toolkit*** has been developed and published by ADB's Gender, Social Development, and Civil Society Division (RSGS) in collaboration with the Office of General Counsel (OGC). It aims to provide ADB and its DMCs with a key set of questions (checklists) to identify legal impediments to women's empowerment and appropriate strategies to increase the gender equity impact of ADB's interventions. The development of the GLP Toolkit followed an iterative process of consultations with all regional departments and RMs between September and December 2005. It was finalized and published in December 2006, and launched during the celebration of International Women's Day on 8 March 2007.

- ii. Uzbekistan: Improving National GAD Machinery** (\$50,000, approved 22 July 2005)

The GAD Fund-supported subproject helped local NGOs and the Government—the Ministry of Economy and Women's Committee—to develop their GAD capacity. It also helped to pilot test new initiatives within NGOs and the Government, while demonstrating how gender issues can be brought into the central business of line ministries.

A Round Table Meeting was held on December 2005 to discuss the purpose and objectives, timetable, responsibilities, and implementation mechanisms of the project. Twenty-six participants from the Women's Committee, National Human Rights Center, Ombudsman, mass media, NGOs, and international organizations attended the meeting.

Two-day seminars were held in June 2006 in Bukhara (for representatives from Bukhara, Kashkadarya and Surkhandarya regions); and Samarkand (for representatives from Samarkand, Djizak, and Navoi regions). The Institute of Democracy and Human Rights started with the gender aspects of Labor and Family Codes of Uzbekistan. Representatives from the Women's Committee discussed improving the national mechanisms for women's empowerment at the regional level, the implementation and monitoring of CEDAW, and the creation of the Advisory Council on CEDAW implementation.

Representatives from the Ministry of Labor and Social Protection enlightened the participants on the current status of work and employment, and on the gathering of gender-sensitive parameters. Small group discussions explored the role of employers, women's dependence on labor market and gender stereotyping, and the impact of internal and external labor migration. Trade union representatives explained their work on women's safety at work, and the use of inspections of industrial areas with a preponderance of women workers to ensure

their protection. Representatives from the State Committee on Statistics presented data on industry, transport, and agriculture and the plan to develop statistical indicators and parameters across different thematic areas: employment, health and demography, education, crime and domestic violence, political participation of women, access to resources, provision of pensions, etc. The representative of the Ombudsman discussed the existing monitoring mechanism of CEDAW and the principles and methodology of gender analysis.

These activities led to increased understanding of methods for gender analysis for national machinery in matters of family-related policies, women's access to resources, and women's awareness of family and labor rights. The seminars (i) increased gender awareness among deputies and state employees, (ii) adopted gender-inclusive approaches at decision-making levels, (iii) strengthened the role of national institutions to address gender issues, and (iv) analyzed recent gender trends and emphasized the importance of GAD in policy planning and mass media. Seminar materials were published in Uzbek and Russian.

#### **d. Partnership Activities**

##### **i. Regional: International Women's Development Agency Gender Indicators Symposium, (\$7,000, approved 27 April 2006)**

ADB was asked to be one of the sponsors of a high-level Gender Indicators Symposium held at the Australia National University in Canberra on 15–16 June 2006. The purpose was to establish sector-wide gender indicators to ensure that gender equality is an integral component of development projects, programs, and policies. This symposium was a follow-through of a series of workshops and dialogues where ADB participated. The first was a 2-day GAD dialogue held in July 2003, at which some 60 local and international consultants, representatives from NGOs and bilaterals (Australian Agency for International Development and New Zealand Agency for International Development), academicians, and gender specialists discussed challenges and opportunities for gender mainstreaming. The symposium also built on several international workshops, such as the panel on gender indicators at the 48th session of the UN Commission on the Status of Women in New York in March 2005, the International Women's Development Agency Partner Workshop in Chiang Mai in April 2005, and the biennial Association for Women's Rights in Development Forum in Bangkok in October 2005.

The two-day symposium in Canberra opened with a presentation on the value of information and the importance of gender indicators in an agency or sector. Participants were faced with the challenge of devising and agreeing on common indicators on how programs and policies can contribute to gender equality, in the context of diverse reporting procedures, objectives, approaches, and sectors. The purpose was to identify a common set of indicators to monitor progress toward gender equality and empowerment, and the adoption of these indicators by development partners and practitioners.

##### **ii. Uzbekistan: Agents Network for Credit Unions in Bukhara, (\$20,000, approved 22 July 2005)**

Agricultural productivity in Uzbekistan has improved, but employment has declined. Limited availability of nonfarm rural employment, combined with population pressure, has further contributed to higher rural unemployment and underemployment. The decline in employment opportunities due to the restructuring of collective farms into *shirkats* (joint stock farming

enterprises formed during the period 1993–1998, mainly specializing in cotton and grain) has also adversely affected women.

Because of these transformations, the Government has placed emphasis on the role of small and medium enterprises in creating employment opportunities. The United Nations Development Programme conducted a survey that suggested that a high demand exists for credit to enable households to set up small businesses. Banks and microcredit institutions have rigid requirements that small entrepreneurs cannot meet. The idea of credit unions (CUs) with savings mobilization programs was considered as a way of reaching out to small entrepreneurs, to whom the banks have little incentive to lend. The first CUs had been set up in 2002 with support from international development partners like ADB, the United States Agency for International Development, and the World Council of Credit Unions. However, poor households were unlikely to join CUs due to lack of resources to pay the initial membership fee.

The efforts of the Business Women's Association (BWA) to combine skills and business training with access to credit for women has proved successful. This was the result of a pilot initiative supported by a previous ADB TA, RETA 5889: Gender and Development Initiatives.<sup>11</sup> More than 450 people in Bukhara Province became members of the "Umid" CU, most of them women. During the 3-year period of this RETA, training was provided to 1,235 persons, 319 new work places were created, and about 1,053 and 1,500 people became members of the BWA and Umid CU, respectively. Umid<sup>12</sup> provided poor rural women with financial services to engage in activities for additional sources of livelihood. Increased public awareness and training in financial operations were needed to further promote the concept of CUs. Support was sought from the GAD Fund to continue the previous activities and disseminate their positive results.

Work for the subproject started in January 2006 with five CU agents, four experts, and three regular staff of the BWA. The experts trained the agents for 2 months and those began working in the assigned districts in March 2006. The experts provided regular advice and assistance on methodology, emphasizing in particular the need for efficiency in new membership campaigns, savings and deposit mobilization, and development of enterprises in the rural areas. As the educational campaign for consumers of CU financial services was the primary responsibility of the agents, they focused on i) attracting new clients, ii) working out innovative approaches to convince young people to avail themselves of financial services, iii) maintaining loyalty among existing clients, and iv) emphasizing the advantages of CUs over other competitors in the financial sector. Membership education campaigns in the poor and remote regions of Bukhara, Navoi, Kashkadaria and Surhandaria were able to draw in 1,003 new members of Umid—547 women and 456 men. Credit provided to new members created 262 new workplaces and opened 120 new businesses. About 654, or 65%, of the new members were engaged in various businesses such as trading, handicrafts production, and farming. Interest earned from shares and savings also improved family budgets and increased their motivation to save for education, medicines, healthcare, and even for weddings and parties. Box 3 illustrates how credit unions have helped women in setting up small businesses and generating more jobs for other women.

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<sup>11</sup> RETA 5889: *Gender and Development Initiatives* approved 23 December 1999 (\$850,000).

<sup>12</sup> Umid CU was one of the pilot credit unions under ADB RETA 3635: *Pilot testing of Rural Savings and Credit Unions*.

### Box 3. Women Assisted by Credit Unions in Uzbekistan

One beneficiary of the credit union (CU) from Bukhara, **Boboeva Shanfa**, obtained credit to purchase two sewing machines and one chain stitching machine.

Two craftswomen, **Kenjebaeva Ulmas** and **Pazlieva Olima**, who are members of the Society of Disabled Persons, became successful with the help of the Businesswomen's Association and the CU in developing their sewing business in Gijduvan making decorative quilts, pillows, gowns, and stuffed toys. Olima trains young people in Djizak, Sirdaria, and Surhandaria regions on the making of stuffed toys that are sold in auctions and exhibits in Tashkent.

**Idieva Nazira** of Umid CU used to refuse credit, but came to realize that the CUs can help her expand her small business. She opened her sewing and chain stitch workshop and purchased equipment and raw materials on credit obtained from the CU and opened five workplaces that generated jobs for women.

**Irgasheva Nurhan**, founder of the Nurhon private firm, produces the best gold embroidery products in the region, usually bought by hotels, theaters, and private homes. Her workplace employs 60 women embroiderers.

## 2. Subprojects Approved Prior to July 2006 and Ongoing

### a. Support for ADB Loans

#### i. Indonesia: Strengthening Women's Involvement in Housing Rehabilitation-Reconstruction, Aceh (\$37,400, approved 22 July 2005)

The Tsunami in Aceh, Indonesia, severely hit thousands of inhabitants in coastal communities. Many died and, although there has been no comprehensive survey yet, statistics show that more women were killed than men.

The ***Aceh Earthquake and Tsunami Emergency Support Project (ETESP)***<sup>13</sup> includes a number of subprojects for rehabilitation and reconstruction. Housing rehabilitation and reconstruction is one of the subcomponents. Support from the GAD Fund was intended to provide resources for the preparation of a GAD action plan (GAP), to ensure the active involvement of women in the planning and reconstruction of housing and settlements. The GAP would identify strategies and interventions for women's participation in community consultations during project design and project implementation, and for their instruction in technical issues pertaining to rehabilitation and reconstruction of houses. The GAP would ensure that: women heads of households would get access to land and housing; women would be provided with privacy and security in the design and zoning requirements of housing and settlements; women would be given the opportunity to participate in paid construction work, supervision, operation, and maintenance of residential infrastructure; and women would be part of the ETESP community implementation teams.

Activities supported by the GAD Fund included (i) consultations with women in subproject areas, (ii) identification of possible women's NGOs to be included in the project, (iii) gender analysis in the project areas, (iv) assessment of capacity of local women to identify their training needs, (v)

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

formulation of a GAP for the subproject areas appraisal reports, and (vi) preparation of training materials for the Community Facilitators Training component of the ETESP.

In this context, consultations were carried out with the affected women and men to assess their conditions and ensure that gender needs and concerns would be addressed. Among the issues identified from consultations with the women included the provision of safe houses to protect them from disasters, the need for financial support to start small businesses, provision of basic services, and the promotion of awareness among and participation of women and vulnerable groups in community housing committees.

As a result of these activities a gender strategy was developed for the housing component of ETESP. Another result of the subproject is the development of a GAP, which will eventually be integrated into the project design. Some of the activities in the GAP have already been initiated, as shown in Table 4, while the rest will take place during the implementation phase of the project. Corresponding costs for each component of the GAP will be assessed and included in the overall subproject budget.

**Table 4. GAD Action Plan Activities for the Aceh Earthquake and Tsunami Emergency Support Project Housing Component**

<b>Expected Result</b>	<b>Activities</b>	<b>Indicators</b>	<b>Period</b>
Development of a Functional Action Plan	Preparation, revision, and approval of action plan	Action Plan approval by ETESP Housing and beneficiaries	May–June 2007 - Done
Criteria for gender-sensitive beneficiaries	Gender Analysis and Formulation of gender-sensitive criteria for beneficiaries and gender indicators	Identification of female-headed households, orphans, elderly, and people with disabilities	May–June 2007 - Done
Development of a gender-sensitive house design	Gender mainstreaming in housing design	Needs of female-headed households, orphans, elderly, and people with disabilities considered	For discussion with Oversight Consultant
Incorporation of gender issues in site development document	Selection of gender indicators for site development document	Gender indicators incorporated into site development document	For discussion with Oversight Consultant
Incorporation of gender issues in Tender Documents	Selection of gender indicators in Tender Documents	Female-headed households, orphans, elderly, and people with disabilities considered as partners in the construction process	June–July -
Incorporation of gender issues in Community Contracts and Tender Documents	Selection of gender indicators	Female-headed households, orphans, elderly, and people with disabilities seen as partners in the construction process	June–July - started
Gender-sensitive training materials for capacity	Preparation of gender training toolkit	Session on gender included in the training	1st week of June 2007 - Done

Expected Result	Activities	Indicators	Period
building and institutional development		program using gender kit	
Socioeconomic data and analysis among beneficiaries	Data collection through field visits and interviews	Baseline data and gender analysis done	May–June 2007 - Done
Monthly reporting on lessons learned as an evaluation tool	Field visits, meetings with facilitators, data recording and gender analysis to recommend actions	Submission of monthly reports	1st week of every month

ETESP = Earthquake and Tsunami Emergency Support Project.

**ii. Bangladesh: Gender Capacity Building in Water Sector**  
(\$80,000, approved 22 October 2005)

In Bangladesh, ADB has achieved significant progress in enhancing the EAs' understanding, recognition, and involvement in addressing gender-based needs through investment projects. The Bangladesh RM has been a partner in monitoring and providing technical support to develop GAPs and ensure implementation of gender mainstreaming activities. It has also provided opportunities to share lessons learned by exchanging ideas and experiences between projects with similar features and activities.

A proposal was submitted to the GAD Fund to support the technical guidance capacity building assistance that Bangladesh RM has been extending to the Bangladesh Water Development Board (BWDB) to implement and monitor project-specific gender action plans and strategies. The subproject focuses on developing BWDB's capacity to implement and monitor its gender strategy and gender-based activities through periodic workshops and training programs. Visits to other countries in the region were also included in the proposal and supported. This approach supports implementation of the Government's National Water Policy and its National Poverty Reduction Strategy.

Two sessions of training programs on Gender and Integrated Water Resource Management (August and September 2006) were conducted for four agencies in the water sector: BDWB, Local Government Engineering Department, Department of Public Health Engineering, and Dhaka Water Supply and Sewerage Authorities. The GS in the Bangladesh RM facilitated a study tour for BWDB officials to Nepal in January 2007, to gather lessons from gender-based projects and activities related to water management and pply, and rural development. Success indicators include (i) enhanced capacity of BWDB in addressing gender aspects through preparation of GAPs and allocation of resources for implementation and monitoring, (ii) improved access to and benefits for women in BWDB's water management projects, (iii) integration of gender indicators in BWDB's Management Information System, (iv) greater understanding by BWDB of ADB's programs to narrow gender gaps in Bangladesh, and (v) documentation of gender-based achievements and lessons in BRM and BWDB newsletters and other publications.

iii. **CAM: Support to Local Public Administration** (\$37,500, approved 2 December 2005)

The gender provisions of the first **Commune Council Development Project** (CCDP I)<sup>14</sup> enhanced capacity and opportunities for elected women commune councilors and increased awareness among elected men councilors on gender issues. With this, a preparatory technical assistance was developed to initiate the second phase of the *Support to Local Administration Project*.<sup>15</sup> Phase II will support crucial long-term institutional reforms to improve the effectiveness of public sector administration and public service delivery in Cambodia.

An RGA<sup>16</sup> was carried out for the CCDP I, and lessons learned were built into the TORs of two GAD consultants/specialists who worked with the PPTA team for the second phase. The consultants were responsible for conducting gender analysis on the roles, responsibilities, and rights of women in local governance structures and decentralization processes. The analysis was the basis for formulating the GAP.

The TA gender consultant carried out desk reviews and stakeholder consultations to assess women's needs and constraints in their involvement in decentralized and local governance and planning procedures. A review of programs on local governance, including those funded by other donors and NGOs, was conducted to assess gaps in services and determine potentials for collaboration. A training needs assessment (TNA) of men and women commune councilors and clerks was also conducted to design training programs appropriate to their requirements. A TNA focusing on gender was also conducted for EAs and implementing agencies (IAs). A comprehensive gender strategy has been drafted for each component of the project and form part of the consultants' final report, which is currently being reviewed.

**3. Subprojects approved after July 2006 and ongoing**

**a. Support for CPS Activities**

i. **PAK: Improving Gender Roles in Ecosystems Management** (\$100,000, approved 22 November 2006) -

In Pakistan, women have weak bargaining positions in the household and little involvement in local resource management, and are often excluded from decision making at both the household and community levels, despite their significant contribution to the economic well-being of their households.

The **Sindh Coastal Community Development Project** aims to reduce poverty in a unique and fragile ecosystem in an area where 80% of the population lives below the poverty line. Gender roles in the domestic and economic spheres differ: men are primarily responsible for fishing; women are involved in repairing nets and fishing tools and in marketing the produce, in addition to their community and household responsibilities.

Given deeply entrenched social practices that generally marginalize women, support from the GAD Fund was sought (i) to assist partner NGOs, the National Rural Support Programs and the International Union for the Conservation of Nature and Natural Resources,

<sup>14</sup> Loan 1953: *Commune Council Development I Project* approved December 2002 (\$10 million).

<sup>15</sup> PPTA 4739: *Support to Local Administration in Cambodia Phase II* approved December 2005 (\$900,000).

<sup>16</sup> *Gender Equality Results in ADB Projects: Cambodia Country Report*.

and the coastal fisheries and forestry departments to establish mechanisms for active engagement and empowerment of women in natural resource management; and (ii) increase the knowledge pool on gender and ecosystem management in Pakistan.

A two-step process will involve a targeted participatory self-analysis study by the communities on their gender characteristics and on opportunities for improving gender equality in natural resource management. The second step will involve supporting the IAs in funding the implementation of the study's recommendations. The project management unit will assess proposals using several criteria, such as the presence of mechanisms for measuring results and commitment to investing own resources. The project was approved in January 2007.

**ii. MON: Enacting the Law on Gender Equality**  
(\$145,000, approved 10 January 2007)

In Mongolia, the Women's Caucus, a working group in the Parliament, was established in December 2005. Members include representatives from the Parliament, various ministries, and the National Commission on Gender Equality, the EA for the subproject. The working group is responsible for drafting a law on gender equality. The Center for Citizens' Alliance also helped prepare the proposal for the subproject.

Enactment of this law will (i) ensure the de jure and de facto equality of men and women; (ii) strengthen and advance the obligations to prevent, protect, and prohibit all types of discrimination, particularly in gender; and (iii) lay the groundwork for reducing explicit and implicit forms of gender-based discrimination and violence.

The subproject supports the Government and the working group in developing this law and will (i) support the process of gender mainstreaming in drafting and amending legislation, (ii) build gender-sensitive legal institutions, and (iii) enhance gender awareness among the general public and in the legal system.

The GS in the Mongolia RM will provide support by assisting the project consultant in conducting a diagnostic study through compilation of information on laws, legal practices, and institutional modalities and mechanisms in law enforcement. Extensive discussions through participatory approaches with members of the Parliament, government officials, legal experts, and civil society will be encouraged during the diagnostic exercise and the drafting of the law. Education, awareness, advocacy, and public information campaigns will be conducted for law drafters, policy makers, and implementing communities. Special training for skills development will be designed for paper and broadcast media representatives.

Outputs expected from the subproject include (i) a draft comprehensive law on gender equality that will support the repealing of gender-biased and conflicting laws and regulations, (ii) development of gender-sensitive systems and procedures, (iii) increased gender awareness among members of the judiciary and law enforcement officials, and (iv) enhanced legal literacy of the poor with special regard for women.

**iii. Mongolia: GAD Support for Agriculture and Rural Development Projects** (\$198,000, approved 10 January 2007)

The subproject will support a 2007 loan for the *Agriculture and Rural Development Project (ARDP)*<sup>17</sup> to improve and develop gender capacity of staff. Support from the GAD Fund was approved to carry out gender analysis during the PPTA stage. The RM GS will work with the Social Development Specialist on the PPTA consultants' team in identifying potential impacts of project activities, and formulate a strategy to address constraints to women's benefiting equitably. Subproject activities will run for 18 months and will include (i) national and local capacity-building workshops on gender mainstreaming for different stakeholders, (ii) provision of skills training and basic production equipment for women producers, and (iii) training in marketing and business development. The GAD Fund will also help identify key capacity-building measures and business development activities for rural businesswomen that may need support from the Fund prior to implementation of the ARDP.

Results of the full gender analysis will feed into a GAP to improve gender design features for the promotion of women's participation and empowerment at all stages of the project. The GAP will support implementation of the ARDP through capacity building of the different stakeholders and support for women farmers and entrepreneurs at the project sites.

The RM GS has already joined the ARDP team for a 2-day fact-finding trip to South Gobi in February 2007, to collect in-depth information on local women's conditions, needs, capacities, and opportunities, formulate the project's action plan and monitoring indicators, and facilitate the GAP. The team was also assisted by the GS in identifying NGOs and women's groups that could be involved in policy dialogues and in the project implementation and monitoring activities.

**iv. Sri Lanka: Reform of Sri Lanka's Discriminatory Land Laws** (US\$100,000, approved 10 January 2007)

Different ministries, the Law Commission, and the Human Rights Commission have attempted to amend gender-discriminatory elements of existing laws in Sri Lanka, but results have not been sustained. Examples are laws on property and land rights that are overtly discriminatory to women. Land Development Ordinance No. 19 of 1935 stipulates that inheritance in the absence of the nomination of a successor to a settlement devolves to the male line. Preference to the oldest male basically violates the norms of bilateral inheritance recognized by the general law of Sri Lanka. The Land Grants (Special Provisions) Act of 1979 contains similar gender-discriminatory provisions.

It is necessary to review existing laws, particularly on land rights, as they also greatly affect displaced groups of Sinhalese, Tamils, and Muslims in conflict- and tsunami-affected areas. A proposal was developed and submitted to the GAD Fund Peer Review Committee to undertake an in-depth study and analysis of these laws from a gender perspective. The study will lead to the formulation of a comprehensive body of legal amendments to remove bias in statutory provisions of national and provincial laws. Comprehensive consultations to address ethnic and geographical issues in proposed amendments will be carried out with various groups at the national and provincial levels. A network of legal and judicial professionals involved in policy and law reforms will support the study. Advocacy activities will be undertaken with support from the Government, women's affairs agencies, and institutions dealing with law and

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<sup>17</sup> Loan Fact Finding scheduled for July 2007.

human rights. The proposed amendments will then be presented before national and provincial legislative assemblies.

**v. Philippines: Gender Action Planning in Metro Manila Urban Poor Communities, (\$50,000, approved 10 Jan 2007)**

The rapid growth of urban slum settlements and demand for basic services has overwhelmed the capacity of the Government and NGOs. Resettlement programs to relocate the poor to remote sites devoid of livelihood facilities and services have generally failed. On-site urban upgrading using an integrated urban development approach was therefore considered as an alternative solution for addressing urban poverty. ADB started work in 2003 on the preparation of a comprehensive urban renewal program for Metro Manila under **Loan 2063: Metro Manila Urban Services for the Poor (MMUSP)**. This program developed a 15-year slum eradication policy to address the massive influx of poor rural migrants.

During the preparatory stage of the MMUSP, women were recognized as primary beneficiaries of secure housing and tenure. It was realized that a community action plan and housing design, particularly of multiple family dwellings, needed to be developed to take into account specific needs of women for security, mobility, and child care. This action plan was developed during the first tranche of the technical assistance for the MMUSP to targeted areas in Quezon City, Taguig and Muntinlupa, covering 8,468 households. The second TA project funded by the Cities Alliance started in mid-2006 and identified sites in Makati, Manila, Marikina, Mandaluyong, and Valenzuela, with about 60,000 households.

Support from the GAD Fund was requested to assist in the formulation of Community Action Plans (CAPs) and strengthen women's capacity to participate in community consultations and decision making. The CAPs will ensure that women heads of households will have access to land, housing, and basic infrastructure services. Funding was obtained from the GAD Fund and a request for three local gender experts/consultants was recently submitted, to start a comprehensive poverty and social and gender analysis to develop a GAP for the loan project.

**b. Support for ADB Loans**

**i. Mongolia: Rural Women Business Development, (\$32,500, approved 30 June 2006)**

The 2005 CGA for Mongolia highlighted the need for gender-targeted programs for poverty reduction. The subproject is linked to the **Agriculture Sector Development Project (ASDP)**<sup>18</sup> and helps to mainstream gender issues in its components.

The GAD-funded subproject builds on the previous work of two NGOS, the Foundation for the Empowerment of Rural Women (FERW) and the Women and Child Development Centre (WCDC), which aimed to promote poverty reduction through skills training and income generation for rural women, and to enhance their participation and leadership skills. The subproject targets two of the three groups identified by ADB and the Government of Mongolia, namely, (i) nomadic semi-subsistence herders and (ii) urban migrants to rural *aimags* (top level administrative division [province]) and *soums* (divisions of aimags).

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<sup>18</sup> Loan 1822-CAM: Agriculture Sector Development Project approved December 2000 (\$10 million).

The subproject started in 2006 by running training programs on making products from milk sap and felt. About 160 women were selected for the training program from two aimags, Uv and Arkhangai, with two soums in each aimag (Erdenemandal and Battengel soums of Arkhangai aimag and Undurkhantai and Zuunkhangai soums of Uv aimag). Following this training, 12 women's groups were formed to engage in producing milk sap and various products that were sold in local school cafeterias, dormitories, and hospitals. In addition, four groups were formed for felt production. Further, results from the 2006 trainings:

- Exhibits and sales of products were held and generated additional income for the women;
- Community women's groups, which pooled skills and resources to increase production, were established; and
- Women were able to generate additional income for family expenditures on education and healthcare.

In 2007, another group of 160 women attended two other courses: "Marketing and Small Business," conducted by WCDC, and "How to Start Cooperative Groups" by FERW. The women were introduced to the basics of building cooperatives, business operations, and marketing. Sales from their products gave the women additional income for children's schooling and to procure raw materials to continue production.

The NGOs encountered difficulties during the training programs because of severe weather conditions during winter, and the second-phase activities had to be postponed. The situation also made procurement of raw materials for the business operations seminar difficult. Despite difficulties and the remoteness of the area, demand for the training was high due to the large number of poor and unemployed women in the project sites, and the training programs were successfully completed.

## ii. **Uzbekistan: Strengthening the Role of Rural Women in Agribusiness**, (\$50,000, approved 10 January 2007)

In Uzbekistan, the reorganization of *shirkats* into small private farms has excluded women from the acquisition of farm lots. Rural women have limited access to information and lack the educational and professional skills to engage in entrepreneurial activities.

This subproject is linked to the 2007 proposed loan for the Fruit and Vegetable Market Development Project.<sup>19</sup> It is in response to the Government's request to develop a concept paper to highlight the importance of gender issues within the project, and increase the role of rural women in agribusiness by increasing their access to credit and land. Because loan funds are not sufficient to address crosscutting issues, supplementary funds from RETA 6143 were provided to support activities that include (i) provision of training for rural women on establishing and efficiently operating private farms, and (ii) creation of horticulture training and production centers in the project area (including Fergana Valley).

Business development training under the subproject will enhance women's access to credit and land and will enable them to participate in more economic activities. The RM GS has already assisted the consultants in conducting a social/gender analysis. In addition, the corresponding GAP has been developed and GAD features have been incorporated in the

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<sup>19</sup> Proposed Loan for 2007 on Fruit and Market Development Project (\$20 million).

Design and Monitoring Framework of the loan project. The Rural Women's Support Center, a local NGO, will implement the GAP.

**iii. Tajikistan: Gender Action Planning for Sustainable Cotton Subsector** (\$35,000, approved 10 January 2007)

Cotton supports 75% of farm households and 75% of Tajikistan's poor and extremely poor households. Its significant contribution to rural livelihoods, government revenues, and export incomes makes it critical to national development. However, the subsector is still in crisis, with women from poor households living in cotton-growing areas being particularly disadvantaged. The farm privatization process and the lack of transparent land tenure systems result in disadvantages for women. While they may have their names on land use certificates, they still cannot make decisions about production and sales. Often they work as farm laborers or alternatively run the households while their husbands migrate to Russia. These women's income consists largely of in-kind cotton stalks and limited cash payment from cotton picking.

To address these issues in the cotton subsector, a multidonor group is supporting the government in implementing its Cotton Farm Debt Resolution Strategy. ADB as the lead donor provided technical assistance through the Japan Fund for Poverty Reduction<sup>20</sup> and a proposed grant-cum-loan project to facilitate cotton debt resolution and marketing improvements.

Support from the GAD fund was requested to develop a participatory GAP for the Sustainable Cotton Subsector Project, whose Summary of Poverty Reduction and Social Strategy<sup>21</sup> recognized women as a vulnerable group. The GAP will ensure full and equal participation for women in the farm debt resolution process and in awareness training programs, as well as promoting their access to credit facilities. The GAP will also be used as a platform for educating the government, both central and local, on gender-related issues and for advocating reforms in the cotton subsector.

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

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<sup>20</sup> The Japan Fund for Poverty Reduction, an untied grant facility established by the Japanese Government and ADB in May 2000, assists ADB clients to provide direct relief to the poorest and most vulnerable segments of society while building their capacities for self-help and income generation.

<sup>21</sup> The Summary Poverty Reduction and Social Strategy summarizes the initial poverty and social analysis carried out during a project preparatory stage.

**c. GAD Capacity Development**

**i. Uzbekistan: GAD Capacity Building for Makhalla Advisers**  
(\$65,000, approved 17 April 2007)

The credibility of women advisers in *Makhallas* (community-based self-governance organizations revived during the transition period) on moral and religious issues, and their potential to complement the activities of the Government, NGOs, and the WCU, in remote areas has been widely recognized. However, the need to enhance the advocacy and leadership skills of these women was brought to the attention of WCU by the BWA and Mehr, an association of 53 women's NGOs.

Support from the GAD Fund was obtained to enhance the capacity of these *Makhalla* advisers. Activities to be undertaken include a training needs assessment, a 5-day TOT and a 3-day practicum for trained consultants, preparation of a training manual, publication of success stories, and a national conference to present and disseminate results of the project. The subproject aims to target at least 200 *Makhalla* women advisers who have attended the TOT and become certified trainers.

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

**d. Partnership Activities**

**i. Regional: Gender Aspects of Regional Remittances in Central Asia and North Caucasus** (\$57,150, approved 21 June 2006)

Research on the macroeconomic impact of remittances has shown significant positive effects on financial sector development and on poverty reduction. Household remittances are invested in family education and health care and nutrition, as well as in housing and micro-enterprises.

In Central Asia and South Caucasus, the emergence of newly independent states after the breakup of the Soviet Union dramatically increased the movement of people across borders. Labor migration from poorer Central Asian countries like Tajikistan and South Caucasus to wealthier countries like Kazakhstan is prevalent. Central Bank statistics show that significant amounts of formal sector funds are being transferred into receiving countries: up to 27% of GDP in Kyrgyz Republic and about 20% to 50% of GDP in Tajikistan. However, information on the structure and channels of remittance flows in the region and its impact on poverty is very limited. This prevents governments and financial institutions from responding to policy changes and introducing new products to increase remittance flows and further promote financial sector development. To address these concerns, ADB developed a regional technical assistance on remittances and poverty in Central Asia and South Caucasus, and initiated research

collaboration with the European Bank for Reconstruction and Development, the International Monetary Fund, and the World Bank.

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

### C. Country-Specific Technical Assistance Projects

The GAD Fund also supports initiatives in amounts exceeding \$150,000<sup>22</sup> that are classified as stand-alone TA projects. Concept papers are submitted and initially screened by RSGS for review and endorsement by the Peer Review Committee. Proposals amounting to \$150,000 are submitted directly for the President's approval. Proposals with amounts exceeding \$150,000 are forwarded to the Office of Cofinancing Operations (OCO), which seeks clearance on a no-objection basis from the funding country governments.

The stand-alone TA projects represent efforts either to expand ongoing gender capacity development initiatives in the DMCs, or complement efforts of ADB loans to build the GAD capacity of EAs. To date, four stand-alone TAs are under implementation.

#### 1. Cambodia TA 4459: Implementation of an Action Plan for Gender Mainstreaming Agriculture (\$300,000, approved December 2004)

This TA was developed in association with the loan **CAM: Agriculture Sector Development Program (ASDP)** to assist in developing a strategy and action plan for mainstreaming gender in the agricultural sector. The project aims to promote sustainable growth of market-based agriculture and improve agricultural productivity. The **Program Loan** includes two gender-related tranche-release conditions: the establishment of a Gender Working Group within the MAFF; and the preparation of a sector-specific gender policy and strategy. The **Project Loan** has a GAP, the implementation of which is being supported by the GAD Fund through the stand-alone TA approved in 2004, which 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* endorsed in May 2006 by the MAFF. The TA also assisted the Gender Unit (GU) in developing its 2005–2010 work plan and the 2006 annual work plan.

The TA ensures (i) that at least 50% of members of farmer groups are women, (ii) that at least 50% of members are from poor households, and (iii) that equal opportunities are provided to ethnic minorities in forming farmers groups. The TA activities include (i) institutional strengthening; (ii) capacity building for gender mainstreaming; and (iii) enhancement of women's access to agricultural extension services, information, and technology. Completed activities include the following:

<sup>22</sup> *Gender and Development Cooperation Fund R75-03*, page 9.

- An assessment of roles and responsibilities in selected MAFF departments and four provincial offices of the Department of Agriculture, Forestry and Fisheries;
- A Training Needs Assessment carried out by the TA consultants, from which a 2-Year Training Plan and a 5-Year Training Program were formulated;
- A pilot project on Taro Chip processing initiated in August 2006;
- Arrangements for training on database use for the GU and the staff of the Departments of Statistics and Agricultural Extension;
- Review of the gender responsiveness of existing teaching materials and curricula, with integration of gender in rural sociology and philosophy courses;
- Handbook on Gender Analysis and Planning translated into Khmer and English;
- Training sessions for staff of MAFF departments, focusing on skills in proposal preparation, gender analysis and planning, and planning and monitoring of agricultural extension projects;
- Development of training modules on micro-enterprises;
- Review of gender issues in extension services and development of training modules in gender-responsive extension services;
- Provision of extension support to 368 farmers' groups in 350 target municipalities, with 7,744 farmers including 2,830 women farmers, or 36.54%;
- Internship: four female students from Prek Leap National School of Agriculture and two from RUA were provided financial support and exposure to working agriculture extension services in the three districts of Takeo, Kompong Speu, and Kompong Cham.

Specifically under Component 3, Enhancing Women's Access to Agricultural Extension Services, Information and Technology, the TA targets both men and women to improve agricultural production and diversification through increased access to technology and market options. This will focus on extension services for tasks predominantly performed by women, such as seed selection and germination, harvesting, post-harvest processing, livestock production, vegetable gardening, and community-based forestry. The TA already includes significant institutional achievements within the framework of ASDP:

- The establishment in March 2006 of a GU composed of seven members from key departments, chaired by an Undersecretary of State and directly attached to the General Directorate of MAFF. The GU is mandated to ensure mainstreaming of gender concerns in all activities and projects of relevant departments and the collection and use of sex-disaggregated data in all MAFF policy and project documents.
- Approval on 28 March 2006 of the Gender Mainstreaming Policy and Strategy, launched at the Annual Agriculture Conference chaired by the Cambodian Prime

Minister and attended by high-level officials and delegates from donors and international agencies.

- Approval of the 3-year Work Plan for Gender Mainstreaming in Agriculture (2006–2008) with the corresponding budget.
- Promotion of 11 women staff to decision-making positions as a result of the review of the system of recruitment and promotion of women in MAFF.
- Creation of a gender checklist for screening projects and programs.
- Incorporation of a gender perspective in training materials for first-year students and for the master courses of the Royal University of Agriculture.

Completion of the TA was extended from October 2006 to mid July 2007.

**2. Viet Nam TA 4452: Gender Mainstreaming Action Plan in Agriculture and Rural Development** (\$250,000, approved 24 November 2004)

Under the earlier TA 3831—*Gender Strategy and Implementation Plan for Agriculture and Rural Development*, the Vietnamese 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.

Building on the achievements of TA 3831, activities under TA 4452 include (i) development of a 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 for different target groups; (iv) gender training for agency staff such as planners, decision makers, managers, and public service providers to MARD at all levels; (v) TOT for teachers of MARD-related management schools, colleges, and vocational schools; and (vi) establishment of a network and systems of trainers on gender mainstreaming among MARD staff and public service providers.

Due to the late start-up and a time-consuming participatory planning process with MARD stakeholders, a detailed project implementation plan was approved by the MARD leadership only in March 2006.

The TA includes the following outputs:

- The development of a system for sex-disaggregated indicators, which will be used for MARD's annual planning purposes;
- A review of MARD's Annual Plan for 2006, including gender-sensitive indicators for the 5-year Plan (2006–2010);
- An assessment of the status of agricultural extension services, for the integration of gender into MARD's public service provision;
- A thorough review of the gender training materials, training curriculum, and training methods for MARD staff, planners, managers, decision makers,

extension workers, and public service providers, to identify standardized and improved training modules on gender and agricultural extension models; and

- Preparation of a Handbook for MARD key stakeholders (11 technical departments and six functional departments), to facilitate daily operations and introduce gender-sensitive planning, budgeting, monitoring and evaluation.
- 3. Nepal TA 4767: Capacity Building for Gender Equality and Empowerment of Women** (\$300,000, approved 28 February 2006) – ongoing

The Nepal loan for ***Gender Equality and Empowerment of Women (GEEOW)*** aims to empower poor rural women and members of disadvantaged groups. A stand-alone TA was designed to supplement this loan, with the Department of Women's Development (DWD) as the EA of the loan, by providing capacity building to strengthen the managerial and institutional capabilities of DWD. In addition, this TA would assist the DWD and Women Development Sections to make the transition from direct service providers to being facilitators in addressing gender equality issues at district and lower administrative levels. This would support the DWD in assuming its new role as a gender focal institution and guiding national, district, and lower-level administration units to incorporate gender issues in their policies, programs, and projects.

This TA, which started implementation in 2006, so far includes the following activities:

- A review of DWD policies, plans, decrees, operating guidelines, organizational structure, personnel management system, and financial management system. Documents were reviewed, workshops and consultation meetings conducted, and interviews and focused group discussions held in Katmandu and at district level. Only four out of the seven districts originally planned for visits between November 2006 and February 2007 were covered, because of disruptions brought about by strikes and conflict. A consultative workshop in February 2007 presented findings and recommendations to the DWD prior to submission to World Education Australia Ltd. in March 2007.
- A review of DWD's recruitment, deployment, and professional career development plan for all levels of DWD staff, as part of the institutional audit.
- Formulation of 5-year training plans and on-the job training plans, with training materials collected and assessed according to relevance.

The TA team encountered difficulties during the process. Retrieval of documents was not easy due to the lack of documentation procedures and practices. Many interviewees were not available during the early weeks of the scheduled visits for the audit because of urgent work. In addition, the political situation disrupted schedules for workshops, meetings, and other field activities. Lack of transport facilities and availability of support staff constrained follow-up activities, collection of information, and in distribution of questionnaires.

- 4. Cambodia TA 4892: Community Development of Female Commune Councils** (\$200,000, approved 12 December 2006)

During the 2002 elections only 951 women candidates were elected, or 8% of 11,257 councilors in 1,621 communes. As a result, only one third of commune councils had a woman

councilor. This raised the concern of the Ministry of Women's Affairs (MoWA) and led to the decision in 2003 to have at least one woman designated as women and children focal point (WCFP) in each commune council.

Building on the achievements of CCDP I discussed above, this Phase 2 of the TA aims to empower female councilors and to build the institutional capacity of MoWA to promote gender equity in the next phase of decentralization. Key activities under the three TA components include (i) conducting TOT, (ii) capacity building for women councilors and WCFPs, and (iii) establishing networking forums among women councilors.

The NGO WFP was selected to carry out the TA activities for a period of 18 months. At the end of the project, the women councilors will have acquired skills related to public speaking, lobbying and advocacy, problem solving, and conflict resolution, and become better capable of fulfilling their roles and responsibilities as commune councilors.

As of this report, no schedule has yet been issued for the three main components of the project. This is due to the fact that activities were deferred until after the April 2007 elections.

Attaining leadership positions in local government has enabled women to gain the confidence necessary to be more proactive in legislation and policy formulation.

### **III. CONCLUSION**

The multi-donor Gender and Development Cooperation Fund continues to support ADB's gender mainstreaming efforts in the DMCs, thereby promoting gender equality and women's empowerment throughout the region. Altogether, GAD Fund support for the two regional RETAs (6092 and 6143), four stand-alone TAs, and 44 subprojects has led to substantial results in enhancing women's roles and capacities and their equality of access with men to resources and opportunities.

Different approaches to mainstreaming gender have enabled women to be more active in all project activities, especially through participatory approaches, which have also created an enabling environment for more gender-responsive activities and institutions. For example, the inclusion of gender-related activities as a tranche condition under the new modalities for ADB lending requires participation of all stakeholders and creates a time frame for translating the commitment into action to derive better project results in some sectors.

RETA 6092 has proved a very effective mechanism for the implementation of ADB's policy on Gender and Development, especially in facilitating gender mainstreaming in ADB's loan portfolio. This has been made possible in large part through the activities of the GSs and National Officers in the RMs, especially through the preparation of project-specific GAPs, and through gender capacity development of sector agencies that directly contribute to mainstreaming gender in ADB operations.

RETA 6143 has supported a number of small initiatives in conjunction with larger loan projects to strengthen gender mainstreaming design features. It has also financed pilot initiatives for possible scaling up and replication in larger loan projects. Special studies and assessments critical to developing and refining loan designs, implementing plans, and monitoring arrangements were also undertaken. Equally important, the RETA allowed financing of gender capacity development of sector agencies in the DMCs and strengthened partnerships with government units and civil society groups.

Continuous support from the GAD Fund is necessary to disseminate continuous learning of positive lessons among DMCs, and also to provide continuity to projects that require a larger scope of coverage. Furthermore, follow-through activities to evaluate and monitor project outcomes and their real impact on target beneficiaries need to be carried out after a gestation period following project completion dates.

Successful outcomes of initiatives can be replicated in projects within the same sector or in countries within the region. With additional fund contributions, strategic interventions through activities to promote gender mainstreaming in ADB operations will increase and will support continuous capacity development of the EAs toward enhancing gender equity. The GAD Fund therefore remains crucial, particularly in formulating plans and directions to provide further assistance to the DMCs, and in contributing to ADB's goal of reducing poverty in the region.