



Gender Network News

The Quarterly Newsletter of the Gender Network

ADB

Newsletter No. 12, April-June 2005

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A. Gender and Development Activities and Achievements

1. Pakistan Approves National Gender Reform Action Plan

The Federal Cabinet of Pakistan approved the National Gender Reform Action Plan (GRAP) 2005-2009 on May 25. In a press conference organized on May 26, the Ministry of Women Development, Social Welfare and Special Education presented the National GRAP seeking equal opportunities and an enabling environment for women in the public sector.

Preparation and Cabinet approval of the National GRAP is included as a policy condition of ADB's Decentralization Support Program (DSP) loan to Pakistan. The program objective is to improve local government representation, accountability, and efficiency, resulting in improved service delivery through fiscal support for reforms in policy, legal, technical, and fiscal domains. The reform agenda is structured around three policy outcomes, each with corresponding result areas and supporting policy actions judged essential for the reform process: (i) sufficient and effective Federal support for decentralization and related reforms, including gender and social development; (ii) effective and sustainable province-local inter-governmental relations; and (iii) local government institutions managing resources accountably and equitably.

Gender reform is placed in the core policy agenda of the DSP which carries a GAD thematic classification. One of the conditions for loan effectiveness and tranche one release include promulgation of the Local Government Ordinance which stipulates 33% seats reserved for women by all provinces.

Tranche two conditions include:

- (i) Cabinet approval of Federal and Provincial GRAPs.
- (ii) Establishment of performance-based grants and matching grants in each province for implementation of priority policies concerning poverty, gender and local revenue mobilization.

An associated Gender reform TA loan was included in the DSP for preparation of four provincial and 1 national GRAP. The GRAPs, aimed at improving the Government's gender policy framework and institutional mechanisms, were prepared by the Ministry of Women Development, Social Welfare and Special Education (MOWD), four Women and Development Departments (WDD) in the provinces of Balochistan, North West Frontiers, Punjab and Sindh, and the National Commission on the Status of Women (NWSC).

The GRAPs include a change management plan for institutional restructuring; capacity building requirements of MOWD and WDDs to institutionalize reforms; mitigation of negative impacts of institutional restructuring on staff; improved gender planning, budgeting, and auditing systems; and mechanisms for implementation and monitoring of the action plans. Furthermore the GRAPs identify roles and responsibilities for executing agencies, financing arrangements and a timeframe for implementation. Four provincial GRAPs were approved in 2004.

With approval of the 4 provincial and the national GRAP, Ministry of Women has allocated Rs.300 million for implementation of the National GRAP with incentives and special purpose grants (40% of the total GRAP budget) for provincial and district governments. The National GRAP has set a 10 per cent quota for women in the Central Superior Services to enhance gender mainstreaming in the Ministries of finance, labor, and information among others. A gender adviser will be appointed in these ministries to review the implementation of the GRAP and draft the rules of business for all these ministries.

ADB support for implementation of GRAPs will be continued through 2 TA grants financed by the Government of Canada and DFID's Poverty Reduction Fund.

2. Sri Lanka/Bangladesh Exchange and Lateral Learning

As part of ADB's gender related capacity building initiatives for DMC executing agencies, four project directors of ADB-financed projects from the Government of Sri Lanka participated in a seven-day visit to Bangladesh in April. The lateral learning and exchange visit is part of a program of peer learning between different DMC executing agencies to promote integration of gender issues in ADB-financed loan projects. The purpose of the visit was to (i) showcase gender inclusive ADB loan projects in Bangladesh achieving successful results and (ii) build the gender capacity of project staff implementing ADB loan projects that include gender components and Gender Action Plans. The exchange visit was organized by the Sri Lanka and Bangladesh resident missions' gender specialists.

The Sri Lankan team visited livestock development, rural infrastructure, small-scale water management, and crop diversification projects in four districts of Bangladesh being implemented by the Local Government Engineering Department (LGED), Department of Agriculture Extension (DAE), and the Palli Karma Shahayak Foundation. Besides visits to the projects, the exchange program included a series of workshops where Bangladesh project directors presented case studies of gender-inclusive loans, results being achieved and lessons learned in the design, implementation and monitoring of project gender action plans.

The exchange visit proved to be a useful tool in enhancing peer-learning and increasing the motivation and knowledge of Government senior officials "to incorporate gender issues in loan projects" and "to assist their executing agencies develop gender plans/strategies and interventions to promote gender equality" and improve the effectiveness and sustainability of projects and programs.

3. Cambodia Gender Capacity Development Workshop for Executing and Implementing Agencies

A four day workshop was held in Siem Reap, Cambodia in March for project staff and contracted NGO's implementing the ADB supported Northwest Rural Development Project (NRDP). The overall objective of the Project is to support the Government's effort to reduce poverty through accelerated rural development by establishing physical transport and social infrastructure, improving socioeconomic conditions, and enhancing rural livelihoods in northwestern Cambodia.

To ensure that women's needs and constraints are addressed, and that they are able to participate in the project, a gender action plan was prepared with a number of specific provisions during loan design.

ADB's rapid gender assessments (RGA) conducted in 2004 which included the NRDP among other projects in Cambodia recommended the NRDP gender strategy/plan be revisited and refined through a consultative workshop with the implementing groups. Hence, a workshop was organized with the aim of developing a more detailed NRDP GAP with targets and indicators for monitoring. Through presentations and working group sessions, ownership of staff of the project GAP was strengthened by providing staff an opportunity to:

- Analyze gender issues in the context of the project and devise strategies to address these issues.
- Build awareness of the detailed gender provisions in the GAP; understand why specific provisions are necessary; and how the provision would improve project implementation and the achievement of NRDP's goal of reducing poverty.
- Modify elements of the GAP and identify gender sensitive indicators and targets for monitoring benefits and impact on women and men.

The workshop was jointly organized and conducted by the Cambodia and Nepal RM gender specialists. Major outputs of the workshop included an adapted gender action plan and incorporation of gender sensitive indicators into the Project Framework. A summary of the GAP is presented in Box 1.

Box 1: Cambodia Northwest Rural Development Project Gender Action Plan

1. Rural infrastructure

- Gender orientation sessions for all contractors, IRAP staff, VDC, village chiefs, commune councils, district and provincial NRDP staff. Cooperation with provincial and district Departments of Women's Affairs should be sought for gender trainers.
- Contractors' agreements (labor-based appropriate technology [LBAT]) to include : (i) 50% of female workers, of which 15-20% are from women supported households; (ii) equal pay for men and women for work of equal value in the labor-intensive construction works
- NGOs to disseminate LBAT requirements so that women are informed of construction job opportunities
- Encourage more participation of female workers in the construction of schools, health centers and markets (40% of workers in some areas; NGOs to monitor the implementation)
- Maintenance committees of schools, health centers and markets to have 40% women as members with training on their roles and responsibilities, communication and leadership skills
- Conduct specific awareness campaigns for men and women on joint registration and land titling
- Changes in the supervision, monitoring and evaluation procedural manual in relation to gender disaggregated data collection and ways of improving poor people's and women's participation

2. Capacity Building

- Provincial and District Departments of Women's Affairs staff involved as facilitators for gender orientation sessions
- Gender orientation in the technical training sessions such as participatory techniques and work methodologies, data analysis techniques and resource inventory survey methodologies for provincial and district NRDP staff to respond to community-identified development initiatives
- Training for district facilitators to undertake village and commune level meetings
- Training of local contractors in bidding procedures and project implementation, to ensure 50% women's participation in LBAT
- NGOs to organize leadership and communication skills training for female members of village development committees, of other community-based organizations, and female commune councilors

3. Rural Livelihood Improvement

- Separate consultation with men and women in local planning processes in villages and communes
- Organize women's groups to develop gender investments
- Establishment of savings and credit groups for women
- Review NGO contracts to insert activities related to: ensuring management and maintenance committee have 30% women and receive training; conduct gender training for all village chiefs, VDCs, commune councils and Cobs; NGOs progress reports to include gender disaggregated data; organize small women-only groups for local planning processes; provide literacy classes for women and men; awareness campaigns for women and men in joint land registration and titling; priority for recruitment of female commune facilitators

B. Gender Mainstreaming in 2005 ADB Loan Projects

1. Indonesia: Community Water Services and Health Project

Providing access to water and sanitation is an integral part of the Government's efforts to improve health and living conditions in Indonesia and meeting the related Millennium Development Goals (MDGs). Many rural areas in Indonesia show high levels of waterborne and water-related diseases. Women, children, and the elderly suffer most from the lack of potable water, poor sanitation and hygiene practices. The project will provide access to reliable water supply and improved sanitation and hygiene practices to 20 districts in the most underserved areas in the country.

The project carries a gender and development thematic classification and has developed a gender action plan to promote and ensure women's involvement in the project design, planning and implementation stages. Key strategies underlying the GAP include the active involvement of women (50%) as both implementers and beneficiaries including: (i) engagement of women teachers, the women's Family Welfare Movement (PKK), village midwives, health volunteers, and other women activists, for information, education and communication (IEC) campaigns on clean water for hygiene and sanitation purposes; (ii) engagement of female community facilitators with equal salary to male facilitators; (iii) representation of women on the community implementation team to ensure that the community action plan adequately reflects women's interests; and (iv) specific training activities for village women. Details of the Gender Action Plan are presented in Box 1.

Box 2: Indonesia Community Water Services and Health Gender Action Plan

1. District/subdistrict capacity building

- proportional number of female local government staff are involved in the Project
- training of local government staff in charge of the Project on gender issues in water management, hygiene and sanitation practices, and the benefits of water, sanitation, and hygiene for improving health of communities, particularly for women and children.

2. Community empowerment

- one out of three community facilitators will be a woman with equal pay as male facilitators
- engagement of female local health workers, women's community groups, women teachers, and other women community activists to bring the messages to other members of their communities
- project beneficiaries include at least 50% females
- an appropriate number of women on the Community Implementation Teams responsible for implementing the Community Action Plan
- community training in financial management (bookkeeping, accounting, and auditing) with at least 30% women trainees

3. Construction of community-based water supply and sanitation physical facilities

- consultation with women on the location and design of public taps, tanks, drains, public steps, and platforms for bathing and washing clothes
- hiring women for construction of facilities with equal pay
- training on operation and maintenance for women

4. Sanitation and hygiene behavioral change

- curricula and training materials prepared are gender sensitive
- engagement of female facilitators for IEC activities targeting school children, mothers, women leaders, and women's groups
- preparation of visual training materials to cater to women with limited literacy levels
- IEC campaigns on personal, domestic, and environmental hygiene, planned and run by women
- close coordination with national and local coalition groups with programs targeting women

2. Bangladesh: Second Urban Primary Health Care Project (UPHCP II)

This loan project aims to improve the health status of the urban population, especially poor women in six city corporations and five municipalities. The urban population in Bangladesh has been growing rapidly, mostly because of rural–urban migration by the poor and the vulnerable. The health indicators of the urban poor are worse than those of the rural poor because of poorer living conditions, and limited urban primary health care (PHC) services.

In Bangladesh the risk of women dying from pregnancy and child-birth related causes is estimated at a 100 times higher than women in developed countries. More than 2.5 million pregnancies in Bangladesh lack any antenatal care. Malnutrition and micronutrient deficiencies remain high among women and children, especially among poorer women.

The project will focus on reducing the maternal mortality ratio and promoting child survival and health. The project will build on the gains of the first UPHCP and strengthen its pro-poor targeting by providing free preventive, promotive, and curative services for the poor especially women. It will also support the construction of 64 health facilities, upgrading of 4, and purchase of 12 apartments and/or buildings for PHC facilities. Community-run latrines and community-based solid-waste disposal will be piloted to improve environmental health.

The project carries a GAD thematic classification and includes a gender action plan with provisions to improve the quality of health services for women (see Box 3).

Box 3: Bangladesh Second Urban Primary Health Care Project Gender Action Plan

Provisions of the GAP include:

- Increasing the number of health facilities and access to primary health care and obstetric care
- Engaging 50% women as health providers from NGOs, thereby creating new jobs for women
- Provision of the choice of temporary and permanent contraception to reduce unwanted deliveries and their associated morbidity and mortality
- Legal counseling for women who are abused or under the threat of being abused
- Fifty per cent of community bathing and toilet facilities provided by the project will be for women
- Female ward commissioners to be involved in community programs to raise awareness about services available in PHC and CRHC centers.
- Engaging and training female health volunteers from poor communities with incentives
- Involving women community leaders and female ward commissioners in the planning and implementation of community-based solid waste management.
- Thirty per cent of the national project steering committee, project management unit (PMU), and project implementation unit will be women.
- Thirty per cent women as chairs of ward PHC coordination committees
- NGOs with female project managers will be given preference in project bids.
- Gender-disaggregated indicators developed to monitor the number of male and female patients served by the health care center, recruitment of community health workers and volunteers, and involvement of women in the PMU
- Training and capacity for the EA and NGOs on gender issues to enable greater understanding of the dynamics of the urban poor, and to design effective community services in slums with a focus on women and girls
- Engagement of a full-time gender and poverty specialist placed at the PMU for the whole project period to finalize the GAP including a budget, human resources, and an implementation schedule.

3. LAO PDR Northern and Central Region Water Supply and Sanitation Sector Project¹

In the Lao PDR, women and girls perform the bulk of household work and are responsible for water collection, family hygiene and sanitation and health care of sick family members. Women and children spend up to an average of 1-2 hours daily collecting water.

The specific objectives of the project are to (i) improve the accessibility, quality, reliability and sustainability of water supply services in 12 small towns and (ii) improve the environmental conditions in these small towns.

The project carries a GAD thematic classification and includes a gender strategy with specific design features to make the project more responsive to women's water supply and utilization needs. Gender design features include construction of new public toilet facilities to give women more privacy and engagement of women in employment, decision-making, learning and training activities under the project. 30% of new jobs generated by the project will be reserved for women. International and long-term domestic consultants will be engaged to help develop the implementation guidelines for the gender strategy, specific to each sub-project town and assist the project implementation unit with implementation of the strategy. Specific actions contained in the gender strategy are presented in Box 4.

Box 4: Lao North and Central Region Water Supply and Sanitation Sector Project

Specific Actions require in the design and implementation of subprojects include:

- equal access for women to employment, training and capacity building opportunities in WASA, district branches of the PNP's, WSD, OCTPC and WATSANs¹
- Representation of women's union on behalf of customer in the Water Authority Regulatory Committee
- Representation of National Commission for the advancement of Women at the national Project Steering Committee, and the Lao's women's union participation within the project implementation units
- 30% of new jobs generated in the community reserved for qualified women and preference to women to fill jobs created by community based improvements
- Equal access to village environmental improvements with preferences given to proposals submitted by women
- Special attention within the community health awareness program to women's reproductive health needs
- 30% women female representation within Community action Teams and WATSANs.
- Use of non-formal means of education (radio and other media) for health education promotion
- Consultations with women before the designs of roads, drainage works and public sanitation facilities are finalized
- Female heads of households to receive equal compensation and allowances as per the resettlement framework and short resettlement plans.
- Collection of gender disaggregated monitor benefits and impacts

¹ Project is scheduled for approval in August 2005.

C. Gender and Development Events

1. ADB's External Forum on Gender and Development Meeting



L-R: VP Jin, VP Eichenberger, Dr. Licuanan, Ms. Jalal, Dr. Grown

ADB's External Forum of Gender and Development (EFG) held its sixth session at ADB Headquarters on 30 May – 1 June 2005. During this session, the EFG met with Vice Presidents J. Eichenberger, L. Jin, K. Pholsena and G.H.P.B. van der Linden, and with senior staff from several departments. This included extended meetings with staff of the Regional and Sustainable Development Department and updates from the Director General

of Budget, Personnel and Management Systems Department and his staff on the new Human Resources Strategy and internal Gender Action Program (GAP II).

The focus of the EFG session was on the current review of ADB's GAD policy. In discussing the initial findings of the GAP Policy Review, EFG members were impressed with achievements under the Policy namely with the use of Gender Action Plans in loan projects which are showing tangible benefits for women and contributing to overall project objectives. In addition, the findings point out that successful projects with GAPs are also those with gender specialists in the resident missions (RM) who are closely involved in developing the plans with the line agencies and implementation teams. The EFG members firmly encouraged ADB's Management to seize the opportunity provided by the current review of the GAD Policy to reaffirm the importance of gender equality to ADB's mission, and to strengthen the institutional support for its gender work. The EFG also participated in a videoconference with staff in three resident missions involved in post-tsunami reconstruction, and conducted two seminars for ADB staff. Summaries of these sessions are presented below. The outcome document will soon be available online at <http://www.adb.org/Gender/forum.asp>

a. Video Conference on Post-Tsunami Reconstruction Projects

A videoconference between the EFG and ADB staff in the India, Indonesia and Sri Lanka resident missions was held to discuss how gender concerns are being addressed in the post-tsunami reconstruction projects supported by ADB. EFG members emphasized the importance of addressing gender dimensions in the multi-donor needs assessments to ensure the special needs of women are accurately assessed and appropriately addressed. Many initial relief and reconstruction efforts treated women primarily as victims and lost sight of the critical roles they play in ensuring their families' survival and in restoring basic services and livelihoods. The EFG also stressed that to date women's organizations have had limited involvement in the initial consultations and planning for the reconstruction effort. They strongly encouraged ADB staff to closely monitor, refine and adapt if necessary, gender action plans and other gender-related measures in the ADB-supported reconstruction projects. ADB staff were encouraged to involve and work more closely with the ministries in charge of gender and women's affairs, as well as women's organizations and networks, in future consultations, planning and oversight of the reconstruction efforts.

b. Seminar on International Instruments and Standards Promoting Gender Equality

Three EFG members Professor Andrew Byrnes, Professor Emeritus Savitri Goonesekere, and Ms. Imrana Jalal shared their knowledge and perspectives on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) with lawyers from ADB's Office of the General Counsel.

The purpose of the seminar was to address the following issues:

- Are rights relevant? Is CEDAW relevant? "Hard" law, "soft" law and policy statements (*Andrew Byrnes*)
- The CEDAW Convention: an overview of rights and obligations and their relevance to ADB activities (*Imrana Jalal*)
- The CEDAW Committee: its functions, output and relevance to the work of the ADB (*Savitri Goonesekere*)

According to the speakers CEDAW is relevant to the ADB's overall goal of reducing poverty through sustainable economic growth, inclusive social development, and good governance. In fact, many of the values and standards of CEDAW are already embodied in the ADB's objectives and policies (especially the Gender and Development Policy and Social Protection Strategy). ADB already embraces a number of non-binding international instruments related to gender equality and development, including the Beijing Platform for Action and the Millennium Development Goals (MDGs), as well as the core labor standards included in several ILO conventions. ADB has not explicitly incorporated the CEDAW as part of its policies, even though CEDAW has been ratified by virtually all ADB member countries.

The questions posed in the seminar were:

- Where do human rights standards fit into the work of the ADB?
- Can the ADB legitimately make explicit use of the standards of CEDAW in its work?
- Should it do so? And how might it do so?

The CEDAW Convention was adopted in 1979 and entered into force in 1981. As of May 2005, 180 States are parties to the convention and all members of the ADB, with the exception of Nauru; Marshall Islands; Taipei, China; and the United States are parties to the treaty. The *Optional Protocol to the Convention* was adopted in 1999 and entered into force in 2000. It provides for individual complaints procedure and inquiry procedure. As of May 2005, some 71 States are parties (including Azerbaijan, Bangladesh, Kazakhstan, Kyrgyz Republic, Mongolia, Philippines, Solomon Islands, Sri Lanka, Thailand and Timor-Leste).

Discussions at the seminar centered on how the norms and standards contained in CEDAW can be useful in developing measures to ensure women's and girls' participation in project activities, and supporting national policy and legal reforms. An example given was the Viet Nam Gender Equality Law, which is being drafted with ADB technical assistance. The speakers recommended that ADB look into reports submitted periodically by countries to the CEDAW expert committee, the committee's concluding comments, and the committee's general recommendations as a resource for developing ADB's country strategies and programs and the design of loan projects and programs, and technical assistance.

Finally, the speakers presented some suggestions for how CEDAW could be used in ADB operations.

How Might CEDAW Be Used in or Be Relevant to ADB Activities?

- In defining the scope of the rights of equality and non-discrimination on the ground of sex (relevant to issues such as quotas and affirmative action in loan agreements, etc)
- In helping to identify and analyse patterns of gender discrimination, and providing indications of appropriate strategies to address them (e.g., country gender strategy for Lao PDR)
- In giving content to the core labour standards (in particular that of non-discrimination on the ground of sex) referred to in the Social Protection Strategy and contained in various loan covenants
- As an advocacy tool:
 - to encourage governments to give effect to their equality commitments (including under the MDGs and Beijing Platform for Action)
 - to encourage the full participation of women in political decision-making and policy-making, including in relation to ADB activities
- As a source of standards for the drafting of gender equality legislation, domestic violence legislation, family law, etc (e.g., Viet Nam gender equality law)
- As a source of jurisprudence relevant to domestic litigation -- courts in many countries have begun to invoke international treaties and jurisprudence in their application of domestic law (e.g., *Vishaka v Rajasthan*, SCt India; International Law Association reports 2002 and 2004)
- As an instrument to be incorporated as part of domestic law at a constitutional level or as a statute (e.g., CEDAW Committee's concluding comments on Lao PDR report [2005])
- ADB support for the preparation of reports under the CEDAW Convention

c. Seminar on “Beijing + 10 Meets Millennium + 5”

Two of the EFG members, Dr. Patricia Licuanan, President, Miriam College and Dr. Caren Grown, Director for Poverty Reduction and Economic Governance, International Center for Research on Women discussed links between the recent ten-year review of the Beijing Platform for Action and the upcoming five-year review of the Millennium Declaration and Millennium Development Goals (MDG).

Beijing +10. Dr. Licuanan, who was a member of the Philippine delegation to the recent session of the UN Commission on the Status of Women (CSW) reported on progress made towards achieving gender equality and the challenges and obstacles remaining in the implementation of the Beijing Declaration and Platform for Action (BPFA). Over the past ten years, the status and role of women has undergone a significant change on a global scale although not at an equal pace in all regions. Gains over the last ten years are seen through the significant awareness of gender equality issues by Governments and the public at large. Major achievements of governments in implementation of the BPFA include governments' adherence to international and regional instruments on the protection and promotion of the human rights of women; the establishment and further development of national machineries and the increase of participation and representation of women institutions and their role in decision-making; combating violence against women in all its forms through legislative changes, support measures for victims, and the prosecution of offenders; and enhanced collection, analysis and dissemination of sex-aggregated statistics, data and indicators for measuring gender equality.

While progress has been made in the last ten years, persistent gaps and challenges remain. Dr. Licuanan emphasized the negative impacts on women of economic liberalization, globalization and privatization; the rise of religious and ethnic fundamentalisms; and growing armed conflict and terrorism. She also highlighted concerns that the international focus on the MDGs has diverted countries and international institutions from the broader agenda of the BPFA. Although the linkages between gender equality and all the other MDG goals are widely

acknowledged, efforts aimed at realizing gender equality and empowerment continue to be largely limited to MDG 3 and its targets and indicators. The connection is rarely made between the MDGs, the BFPA, and the Convention on the Elimination of All Forms of Discrimination Against Women.

Millennium +5. Dr. Grown, who is a lead author of the UN Millennium Project² report, *Taking Action: Achieving Gender Equality and Empowering Women* (2005), presented the final recommendations of the UN Millennium Project related to gender. The report underscores the need to place women's empowerment at the center of development plans, explains why gender equality is vital for achieving all of the Millennium Development Goals and shows how to do this in practical terms.



In trying to identify the best strategies for meeting MDG 3, the project adopted an operational framework for gender equality with three dimensions:

- The **capabilities domain**, which refers to basic human abilities as measured by education, health, and nutrition.
- The **access to resources and opportunities domain**, which refers primarily to equality in the opportunity to use or apply basic capabilities through access to economic assets (such as land or housing) and resources (such as income and employment), as well as political opportunity (such as representation in parliaments and other political bodies).
- The **security domain**, which is defined to mean reduced vulnerability to violence and conflict.

Dr. Grown stressed that these three domains are interrelated and change in all three is critical to achieving MDG 3. Progress in any one domain to the exclusion of the others will be insufficient to meet the goal of gender quality. To ensure that Goal 3 is met by 2015, the project also identified seven strategic and interdependent priorities which are the minimum necessary to empower women.

1. Strengthening opportunities for post primary education for girls while simultaneously meeting commitments to universal primary education.
2. Guaranteeing sexual and reproductive health and rights.
3. Investing in infrastructure to reduce women's and girls' time burdens.
4. Guaranteeing women's and girls' property and inheritance rights.
5. Eliminating gender inequality in employment by decreasing women's reliance on informal employment, closing gender gaps in earnings, and reducing occupational segregation.
6. Increasing women's share of seats in national parliaments and local governmental bodies.
7. Combating violence against girls and women.

² The UN Millennium Project is an independent advisory body commissioned by the UN Secretary-General to advise the UN on strategies for achieving the Millennium Development Goals. The research of the Millennium Project is performed by more than 265 development experts through 10 Task Forces.

The indicators proposed for tracking MDG 3 are insufficient to track all seven strategic priorities and suffer from several technical shortcomings. To address these limitations, the project suggests 12 indicators for countries and international organizations to use in monitoring the progress toward MDG 3 which are:

- *Education*: ratio of female to male gross enrollment rates, and ratio of female to male completion rates, in primary, secondary and tertiary education.
- *Sexual and reproductive health and rights*: proportion of contraceptive demand satisfied; and adolescent fertility rate.
- *Infrastructure*: hours per day (or year) women and men spend fetching water and collecting fuel.
- *Property rights*: land ownership and housing title, disaggregated by male, female and jointly held.
- *Employment*: share of women in employment, by wage/self-employment and by type; and gender gaps in earnings in wages and self-employment.
- *Participation in national parliaments and local government*: percentage of seats held by women in national parliament and local government bodies.
- *Violence against women*: prevalence of domestic violence.

Dr. Grown concluded by saying that different combinations of actions on MDG 3 have been implemented and show positive results within and across sectors, within institutions, and in different country and community contexts. The problem she mentioned is not a lack of practical ways to address gender inequality but rather a lack of change on a large and deep enough scale to bring about a transformation in the way societies conceive of and organize men's and women's roles, responsibilities, and control over resources. Essential for that kind of transformation are:

- political commitment by and mobilization of change agents at different levels;
- technical capacity to implement change;
- institutional structures and processes to support this transformation;
- adequate financial resources; and
- accountability and monitoring systems

2. Central Asia Regional Meeting on Gender Mainstreaming in Poverty Reduction Strategies

The State Committee for Women's Issues of the Republic of Azerbaijan hosted a Regional Meeting in Baku from April 21 to 23, 2005, with support from the Asian Development Bank (ADB). Representatives from government and civil society came from Central and East Asia (Kazakhstan, Tajikistan, Kyrgyzstan, Uzbekistan, Mongolia and China) to discuss their experiences in mainstreaming gender equality concerns in poverty reduction programming. Shireen Lateef, Principal Social Development Specialist, attended the meeting and gave a keynote address on the links between national poverty reduction strategies (NPRS), MDGs, and gender equality.

This event was part of an ADB funded technical assistance in four countries: Azerbaijan, Kazakhstan, Kyrgyz Republic, and Tajikistan. The objective of the TA was to strengthen government capacities in understanding gender equity concerns and developing entry points for dealing with the gender concerns in NPRS and their implementation and monitoring. The major outputs of the TA are four country gender assessments that include recommendations on how governments and ADB can address the gender dimensions of poverty with a focus on identifying entry points for gender in NPRS.

The regional meeting provided an opportunity to bring stakeholders from across the region to share experiences on how gender issues have been mainstreamed in poverty reduction programming especially in areas of common concern in the region; identify good practices for integrating gender equality concerns and identify steps required to fuel momentum for gender mainstreaming. Topics covered included labor market issues, rural poverty reduction, impacts of labor migration and human trafficking, and gender dimensions of good governance. Delegates also visited a poverty reduction project in Gabala region to see first hand how gender concerns are being tackled, and to meet with the involved non-government organization and project beneficiaries.

The meeting identified practical steps for gender mainstreaming gathered from countries facing similar challenges, and strengthened ties between countries in the Caucasus, Central Asia and East Asia that share similar challenges in addressing gender equality concerns in transition economies.

3. Fiji Stakeholder Consultation on Country Gender Assessment and Strategy

ADB Pacific Regional Office in Suva and the Ministry of Women, Social Welfare and Poverty Alleviation jointly organized a stakeholder consultation in June to discuss and finalize the Country Gender Assessment (CGA) and gender strategy as input for the ADB Country Strategy and Program (CSP) 2006-2010. Workshop participants included representatives of government, private sector, NGOs, civil society and donor organizations. Shireen Lateef, Principal Social Development Specialist, attended the workshop and presented ADB's Policy on Gender and Development, and how county gender assessments are integrated into ADB country strategies and programs. Other presentations included UNDP on Fiji's progress on the Millennium Development Goals and the Regional Rights Resource Team on an overview of gender issues and the law.

An outline and summary of the CGA findings was presented at the workshop. The draft CGA noted that Fiji has made considerable progress in recognizing gender issues in relation to legal and human rights and gender and development (GAD) reflected in legislative and policy progress. However, there are still many gaps in the implementation and achievement of government policy on gender, and these need addressing in institutional arrangements and in the planning and budgeting process.

Implications of gender gaps in economic and social development highlighted by the CGA refer to (i) policies for equal opportunities in the civil service which are yet to be applied; (ii) persistent occupational discrimination and gender segregation in Fiji labor markets; (iii) the shrinking manufacturing sector due to high costs of production because of Fiji's small size and relative isolation and its impact on women who are dominant workers in the sector; (iv) women's higher risk of poverty associated with labor force discrimination, increasing divorce and separation rates, lack of inheritance rights to land and other major assets; (v) threatening sustainability of rural livelihoods of women especially in fishing due to over-exploitation and destructive fishing methods; (vi) high rates of nutritionally-related diseases associated with poor diets due to the fact that imported, low quality foods are cheaper than local produce; (vii) low political participation of women; (viii) high prevalence of family and sexual violence; (ix) low reproductive health of women; and (x) increase of women with HIV/AIDs.

Discussions among the stakeholders centered around two issues. The first issue was on the role of the Department of Women (DOW) in implementing programs to meet Fiji's international commitments on gender and development. Recommendations made were to strengthen the capacity of DOW to undertake policy analysis, play an advocacy role within government on gender issues and to monitor progress and work in closer consultation with

NGOs in implementing programs. The second issue discussed was on action strategies to empower Fiji women, reduce poverty, improve women's economic and employment status and eliminate violence against women and increase women's political participation. Recommendations were made for donors to assist government in collecting data on gender related issues in all sectors to inform policy, invest in programs including micro-credit, training and advocacy to increase women's political participation, and review of school curricula to encourage change in cultural attitudes to gender.

ADB operations in Fiji will be guided by the Pacific Strategy 2005-2009, which establishes three strategic objectives including (i) enhanced cash income opportunities through private sector development; (ii) improved access and quality of basic social services; and (iii) effective development processes. Based on recommendations made by the consultative workshop, ADB's Country Gender Strategy for Fiji will focus on:

(i) **Opportunities to promote women's participation in the private sector**

- Alternative livelihoods for poor women
- Empower the poor, especially poor women, with registered assets
- Target women in rural and outer island economic development
- Develop more attractive products for the tourist market
- Support microfinance linked to financial literacy and skill training programs for women and men

(ii) **Gender and access to good quality social services**

- Address gender and social services in the proposed ADB TA to Strengthen Development Planning

(iii) **Building government capacity to meet its commitments to gender in development and women in development**

- Design a follow-up TA for the previous TA for WPA for gender mainstreaming
- Strengthen MWSWPA capacity for effective anti-poverty services to poor women:

4. Cambodia Preventing Poverty and Empowering Female Garment Employees Affected by the Changing International Trade Environment—Final Workshop

A dissemination and follow-up planning workshop on the garment employee pilot projects under ADB's technical assistance to Cambodia—*Preventing Poverty and Empowering Female Garment Employees Affected by the Changing International Trade Environment* (TA 4131)—was organized in Phnom Penh, Cambodia on 7 July 2005. Phase I of the TA, carried out in October 2003–October 2004, has successfully facilitated the participatory process among the government, private sector, and NGOs (including unions) in developing a pro-poor garment industry development strategy. Following the action plan developed under the strategy, Phase II (August 2004 - July 2005) launched a range of micro-scale pilot projects to improve the skills, knowledge, productivity, and welfare of garment workers (mostly female) and explore non-garment opportunities for those who wish to leave the industry and start up their own business. The workshop was organized by the Ministry of Women's Affairs in collaboration with the Ministry of Commerce (the Executing Agency of the TA) and attended by about 65 participants from the government agencies, Garment Manufacturers' Association of Cambodia (GMAC), trade unions, NGOs, and donors.

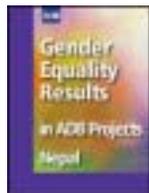
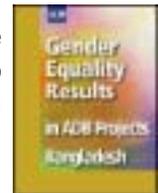
Altogether, some 700 women were trained on various garment and non-garment courses, and the follow-up survey on their current employment status is underway. In the non-garment sector, a trainee (former garment worker) who went through the entrepreneur development program (e.g., shop operation in tailoring, beauty salon) also made a presentation about the usefulness of the program and the difficulties in setting up her own business for the first time. GMAC presentation indicated that the basic operator course was highly welcomed by garment factories as they could recruit productive workers at the entry. A remittance survey in two receiving provinces also identified that the remittances have contributed to reducing food security and repaying debts of the rural households. However, given the limited salary and non-availability of savings schemes, very few workers and their families have managed to save. The workshop concluded that more follow-ups are needed in the areas of (i) training and skills development for garment workers and women who are entering and leaving the industry; (ii) social safety nets such as microinsurance with the contribution of employers; and (iii) support to productive management of remittances.

ADB Publications

Gender Equality Results in ADB Projects

As part of the review of the implementation of the Policy on Gender and Development adopted in 1998, ADB conducted rapid gender assessments of projects under implementation to determine whether inclusion of gender action plans (GAPs) in project design improve results for women. Two of the four country reports, Bangladesh and Nepal, have been published.

The ADB loans assessed in Bangladesh were (i) Third Rural Infrastructure Development Project, approved in November 1997; (ii) Northwest crop Development Project, approved in October 2000; and (iii) Secondary Education Sector Improvement Project, approved in May 1999.



For Nepal, the assessment covered (i) Third Livestock Development Project, approved in September 1996; (ii) Governance Reform program, approved in November 2001; and (iii) Teacher Education Project, approved in September 2001. The two reports are also available online at <http://www.adb.org/Documents/Books/Gender-Equality-Results/default.asp?p=gender>

Translated Gender Checklist in Agriculture: Nepali Translation

The ADB's gender checklist in agriculture has been translated to Nepali. The translation is available online at <http://www.adb.org/Gender/translated.asp>.



Other Resources

- DFID Report on Bridging the Divide: Lessons and challenges in promoting gender equality, November 2004 available at http://www.dfidbangladesh.org/publications/BridgingTheDivide_Nov2004.pdf.
- UNIFEM's Gender and HIV/AIDS Electronic Library in CD-ROM that compiles resources from UNIFEM's Gender and HIV/AIDS Web portal was released. For more information, visit <http://www.genderandaids.org>.

- Task Force on Education and Gender Equality report titled "Taking Action: achieving gender equality and empowering women" is available at http://www.unmillenniumproject.org/reports/tf_gender.htm. The other reports of the UN Millennium Project Task Forces are available at <http://www.unmillenniumproject.org/reports/reports2.htm>
- UNDP Training Toolkit for MDGs (developed in close collaboration with the World Bank and the Millennium Project) is now available at <http://mdgtoolkit.undg.org/>. The toolkit has five modules: (i) introduction to MDGs; (ii) operationalizing MDGs in national development and poverty reduction plans; (iii) monitoring and reporting; (iv) advocacy and campaigning; and (v) needs assessment and costing of MDGs.
- UNDP report on "Voices of the Least Developed Countries of Asia and the Pacific: Achieving the Millennium Development Goals Through a Global Partnership" is available at <http://www.undp.org/mdg/asia/LDC-MDGAsiaP.pdf>.