

Gender Responsiveness in ADB Water Policies and Projects

**Report on the Gender Review of ADB Water Operations
jointly conducted by the Gender and Water Alliance and
the Asian Development Bank**

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December 2005

Abbreviations

ADB	Asian Development Bank
BME	benefit monitoring and evaluation
BTOR	back-to-office report
CBO	community based organization
CPMU	central project management unit
DIU	district implementation unit
DMC	developing member country
EA	executing agency
GAD	gender and development
GWA	Gender and Water Alliance
IA	implementing authority
MARD	Ministry of Agriculture and Rural Development
MTR	midterm review
NGO	nongovernment organization
NWSDB	National Water and Sanitation Board, Sri Lanka
PAM	project administration memorandum
PEEP	Public Environmental Education Programme
PIU	project implementation unit
PMO	project management office
PMU	project management unit
PPIU	provincial project implementation unit
PPTA	project/program preparatory technical assistance
PO	project officers
PRRA	participatory rapid rural appraisal
RDS	Rural Development Support
RRP	report and recommendation of the President
SDP	Social Development Department
TA	technical assistance
TOR	terms of reference
TWSSP	Third Water Supply and Sanitation Project
UNV	United Nations Volunteer
VWU	Viet Nam Women's Union
WUC	water users committee
WUA	water users association

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Acknowledgments

A Gender in Water Partnership between ADB and the Gender and Water Alliance (GWA) was launched during the 3rd World Water Forum in Japan in March 2003. In October 2003, ADB and GWA signed a letter of agreement to co-sponsor a program of activities to put this partnership into operation. This is the report on the first of these activities—a Gender Review of ADB Water Operations, also known as the Water Operations Gender Scan. The aim is to examine the extent to which gender responsive practice is currently promoted and practiced in ADB water-related policies and programs, to provide an opportunity to reflect on experiences to date, and to think strategically about ways of building on and enhancing current practice.

The Gender Scan was prepared by a consultant representing the Gender and Water Alliance, Helen Derbyshire. This report was prepared in close collaboration with Jennifer Francis, Social Development Specialist (Gender and Development), Gender, Social Development, and Civil Society Division.

The GWA and ADB extend their appreciation for the assistance provided by ADB staff working on the projects included in this review, including the Water Committee and Water Team of ADB and key informants from the gender and water networks in the Regional and Sustainable Development Department (RSDD). Bong Reclamado provided production assistance.

It is hoped the publication will be useful to ADB operational staff, GWA members, and individuals working in the fields of gender and water.

About the Partners

Asian Development Bank (ADB)

ADB's work is aimed at improving the welfare of the people of the Asia and Pacific region, particularly for the 1.9 billion who live on less than \$2 a day. Despite the success stories, Asia and the Pacific remains home to two thirds of the world's poor.

ADB is a multilateral development finance institution owned by 63 members, 45 from the region and 18 from other parts of the globe. ADB's vision is a region free of poverty. Its mission is to help its developing member countries reduce poverty and improve their quality of life.

ADB's main instruments in providing help to its developing member countries are policy dialogues, loans, technical assistance, grants, guarantees, and equity investments. ADB's annual lending volume is typically about \$6 billion, with technical assistance provided usually totaling about \$180 million a year.

ADB's headquarters is in Manila. It has 26 offices around the world. The organization has more than 2,000 employees from over 50 countries.

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The Gender and Water Alliance (GWA)

The Alliance was formally established in June 2000 to promote gender mainstreaming in all aspects of water resource management. GWA is an international network open to all organizations and individuals involved in the water sector and is funded by the Governments of the Netherlands and United Kingdom. It is hosted by a Secretariat at the IRC-International Water and Sanitation Centre in the Netherlands and governed by a steering committee elected by the members. It is an associate program of the Global Water Partnership (GWP).

The establishment and mandate of GWA reflect a growing recognition by governments and donors that sustainable solutions to the world's water crisis have to blend the different needs and opinions of women and men. The Alliance's prime purpose is to encourage and support all the partners in water resources development and management in efforts to ensure the full involvement of women and men, rich and poor, in the formulation and implementation of plans to combat the water crisis.

The principles of sustainable water resource management and of gender equity were endorsed in the Second World Water Forum and Ministerial Conference at the Hague in March 2000. It is the application of those principles on a worldwide basis that drives the GWA agenda.

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Executive Summary

The methodology for the Gender Scan was structured into four areas of activity: a review of key ADB policies, reports and other relevant documentation; a review of a 25% sample of loans approved since 1995 (21 Loan documents); field visits to two projects in Sri Lanka and Viet Nam; and interviews with project officers and key informants.

The ADB policy context for reviewing gender in water operations is the 1998 Gender Policy, which adopted mainstreaming as the key strategy for promoting gender equity; and the 2001 Water Policy, which states that gender will be integrated in all water-related policies, plans, programs, and projects.

Findings and Analysis

This Gender Scan examined a 25% sample of water-related loans between 1995–2002—a total of 21 projects. These included loans approved pre- and post-policy approvals. The study found proportionately far more water-related loans with gender and development (GAD) thematic classification, “significant gender mainstreaming” or “some gender elements” and fewer with no “gender elements” since the approval of the Gender and Development and Water for All Policies.

This achievement bears testimony to the work that has gone into developing ADB’s gender and water policies, promoting awareness of and conformity with ADB gender requirements, and supporting their incorporation into project design. It also reflects the impact of international advocacy on gender and water, which has strongly argued the importance of women’s involvement in water-related programs for more than 10 years.

The ADB Water Policy includes a section on gender as part of its wider section on community participation. Gender is, however, minimally mainstreamed in other parts of the Policy. There is little gender analytical information in the “Policy Context,” little information on the rationale for gender mainstreaming in the “Policy Overview”.

Without exception, the gender elements of ADB water-related projects included in this Gender Scan are part of community level, participatory activities. This approach is promoted and reinforced by the Water Policy, which locates gender sensitivity within its overall section on participation. This raises concern on whether community participation is the only entry point for gender considerations or whether gender considerations are also relevant and should be addressed across a wide range of water-related projects including the policy, sector and institutional aspects of the project design.

Interviews with project officers (POs) indicated that some executing agencies (EAs) are responsive to gender issues to the point of developing their own gender initiatives. A greater number accept the need for gender mainstreaming as an ADB loan requirement, but have little motivation or capacity to implement.

Gender mainstreaming plans are likely only to be implemented if gender-sensitivity is either an EA requirement (i.e., it is clearly specified in their own government sector policies) or if EA staff are *genuinely convinced* that gender-sensitivity will help them to achieve their own policy objectives more effectively. If POs are to take responsibility for persuading governments of the value of gender mainstreaming that will promote commitment and implementation, POs themselves need to be clear on the rationale for gender mainstreaming in project contexts which is currently not the case.

It is instructive to learn from the experience many development organizations have had in developing and implementing gender policies. Numerous evaluations have highlighted the problem of “policy evaporation” where policy commitments have not been reflected in processes of project planning, implementation and impact. A consistent conclusion is that EA ownership of policy priorities and capacity to implement are critical. The most valuable part of a policy is often the *process of developing it* and that it is preferable for gender consult-

ants to *facilitate* organizations to develop their own gender policies and strategies, rather than to write policies themselves.

Gender analytical information provides critically important baseline data for effective gender mainstreaming. All loans in this sample include some gender analytical information on beneficiary groups but the quality and relevance of this information varies considerably. Some are clearly the product of considered analysis and consultation processes. In other instances, information is descriptive rather than analytical. None of the loans contain information about the capacity of EAs (management support, designated staff responsibility and appropriate skills and experience to implement) to implement gender elements of the project. The type and quality of gender analytical information was found to be dependent on project/program preparatory technical assistance (PPTA) terms of reference (TOR), the skills of social/gender consultants and the time and resources available.

Designing gender elements for a project is the process of drawing on gender analytical information and consultation processes to understand whether, why, where and how gender issues are relevant to the project. *Quality* can only be judged on the basis of the appropriateness of the elements to the overall project objective, to the needs of beneficiary groups, and to the willingness and capacity of EAs to implement.

A number of loans included some gender design features and in one case, these were clearly thought through and backed up by appropriate indicators. However, this review also identified gender features, which appear dislocated both from baseline gender analytical information and from the overall processes of project design. There tends to be a lot of similarity between gender design elements in different projects. While this is understandable at the level of objectives, indicators in particular need to reflect local realities and possibilities. In some cases, gender elements of the project lack planning rigor with activities, outputs and objectives not clearly distinguished.

ADB's approach of developing separate gender action plans (GAPs) have the advantage of con-

centrating efforts on gender and ensuring gender issues do not get lost or mainstreamed out of existence. Preparation of GAPs during design provides an important road map for implementation for EAs and project teams. However, a consultative approach for the development of GAPs is crucial to reinforce commitment and ownership of EAs. Designing an effective GAP requires: undertaking systematic gender analysis; developing a detailed GAP which is closely correlated with project components and activities; using a participatory GAP design process which is fully owned and understood by the executing agency; setting realistic targets which are linked to overall project objectives; ensuring adequate skills and resources are available to implement the GAP; and including a local gender specialist in the project implementation teams.

Project officers were in a position to give very little information on the implementation of gender plans. Their 6 monthly review meetings and associated back-to-office reports (BTOR) focus on the disbursement of funds and the achievement of construction targets rather than on "soft" issues, which are more to do with quality than quantity. Gender does not often come up in review discussions and project officers do not necessarily know what to ask about or look for.

Field visits to review implementation were made to four projects in two countries, which were selected as having gender elements in the project design. In the two projects in Sri Lanka, high levels of women's participation were met without the need for project activity (i.e., targets related to securing women's participation). Women's participation in Sri Lanka is the societal norm). By failing to accurately diagnose the problem (which relates more to the quality rather than the quantity of women's participation), gender elements of the project design failed to influence project implementation. In one project in Viet Nam, a comprehensive GAP was prepared with staff having difficulty in translating it into practice. In the other project, after initial consultancy support from the national women's union, water board staff have taken responsibility for implementing a very successful community hygiene and sanitation program with substantial participation of women. These

examples illustrate the point that EA ownership of gender elements and/or GAPs and capacity to implement are critical. Facilitating EAs to develop their own gender plans and design elements for projects is valuable support and would help them to think through and make decisions on what problem they are aiming to address, what they want to achieve and how they are going to achieve it.

A few POs of water-related projects have received gender training either in ADB or elsewhere. It was striking that those POs who demonstrated the most commitment to and interest in gender issues had learned not from gender training courses but from experience. Gender consultants are being called upon to demonstrate an ever increasing range of skills across a wide range of sectors including the ability to conduct targeted advocacy, gender analysis, planning, training, and—judging from the demand revealed in this review—practical implementation guidance and support.

Recommendations

Review of the Water Policy. In the context of the current Water Policy Implementation Review being undertaken in 2005, it would be useful to take the opportunity to amend the Water Policy by strengthening attention to gender mainstreaming as an important crosscutting theme in the context of poverty-focused integrated water resources management (IWRM). This includes strengthening gender analytical information, elaborating the rationale for gender mainstreaming, and including actions to promote gender-mainstreaming capacity in EAs and implementing authorities (IAs).

Increase attention to mainstreaming gender effectively in water sections of the Country Strategy and Program and Water Sector Road Maps. The Country Strategy and Program (CSPs) and Sector Road Maps provide important policy frameworks and high-level agreements for project level interventions. Renewed efforts are required to embed gender analytical information within the water-related sections of CSPs and in Water Sector Road Maps, and, on the basis of this analysis, to outline both the rationale for mainstreaming attention to gender issues in project design and required project-related actions. Attention is also

required to ensure effective linkages between Country Gender Assessments (CGAs) and Sector Road Maps.

Form a subgroup from the RSDD Water and Gender networks to make decisions on actions arising from this Gender Scan. Water-related staff are generally following gender procedures effectively. Improvements arising from this Gender Scan relate not to *general* rules but to *adapting* processes and procedures to fit the circumstances of different cultural groups and different EAs to promote effective implementation. In this context, it is important that staff from the RSDD Gender and Water Networks work together on agreeing and prioritizing conclusions and actions. Both groups have a role to play in promoting effective gender mainstreaming, they have complementary roles and experiences to contribute, and it is important that both feel a sense of ownership and commitment to new practices and procedures.

Produce a project typology chart for gender mainstreaming. When, where, and how gender issues are relevant in different types of water projects needs to be discussed and agreed. Clarity on this issue would increase the understanding and support for gender policy implementation by POs. The Water Committee and Gender network should work together to construct a project typology chart as a reference tool in the design of water-related projects. The typology chart would be designed to list a wide range of water-related projects, potential gender issues, and possible entry points for gender mainstreaming in project design.

Produce an advocacy package for policy dialogue. It is important that EAs do not simply accept GAPs because they are an ADB requirement. Rather they should be encouraged to understand how gender mainstreaming will assist them in achieving national water and gender policies and contribute to sustainability of the project. This has important implications for the PO involved in policy dialogue and for consultants involved in developing GAPs. The advocacy package will help POs and gender consultants demonstrate to policy makers how gender mainstreaming will assist them in achieving national goals. It should frame strong

advocacy arguments relevant to local circumstances and national policy commitments. The package should include references to CGAs and highlight good practice of implementing gender strategies and actions from different sectors.

Engage consultants to collect gender analytical information. Gender analytical information is the critical baseline data required for effective gender mainstreaming. The Water/Gender Subgroup needs to identify practical and realistic ways of overcoming the current PPTA time and budget constraints that impede the collection and collation of appropriate data. Inputs of gender specialists in resident missions (RMs) offers an opportunity to ensure that adequate gender analysis is undertaken and that appropriate gender strategies and provisions are developed. It is therefore essential for RM gender specialists to be included in loan fact finding, appraisal, inception, loan review, and mid-term review missions. Where RM gender specialists are not available, RSDD and GWA have already identified gender consultants with the skills to conduct gender analyses that POs should use more frequently.

Identify ways of providing support to EAs and IAs in the effective implementation of Gender Action Plans. The best GAPs are only as good as the people who implement them. Most EAs and IAs do not have existing knowledge and skills in this area. Support is required for the following: (i) gender training of a practical nature to focus on the roles and responsibilities of EA and IA staff and their partner organizations, backed up with ongoing support through networks and exchanges; (ii) facilitation by experienced RM gender specialists to enable EA staff to develop and “own” their gender strategy in relation to the practicalities of implementation; (iii) hands-on support by field staff in community level work to enable women and men to work together in community decision-making and (iv) regional workshops to showcase good practices and provide a forum for lateral learning among EA project directors and IAs to share experiences on successful gender inclusive loan projects.

Introduction

A Gender in Water Partnership between the Asian Development Bank (ADB) and the Gender and Water Alliance (GWA)¹ was launched during the 3rd World Water Forum in Japan in March 2003. Later that same year, in October, ADB and GWA signed a letter of agreement to co-sponsor a program of activities to put this partnership into operation. This report represents the first of these activities—a Gender in Water Operations Review—also known as the Gender Scan.²

Background

The Gender in Water Partnership aims to promote gender mainstreaming in water management by sharing knowledge, experience, and skills. This first activity under the partnership, examines ADB's water-related policies and a sample of loan projects to determine the extent to which gender sensitive practice is promoted and implemented. The aim is to provide an opportunity for ADB to reflect on experiences to date and to think strategically about ways of building on and enhancing current practice in water sector operations.

The Gender Scan will be particularly valuable in the second phase of the partnership's activities, from 2006 to 2008, which will focus on national and local level impact. It is at these levels where a gender sensitive approach is still not fully understood, especially among sector professionals who manage water resources, local authorities who have increasing responsibility for service provision, and communities who struggle to find suitable solutions to their multi-use water and sanitation challenges. While there is work to be done at the national and local levels, ADB and GWA recognize that today, the highest international policy-making levels do acknowledge that mainstreaming gender in the water sector promotes sustainability as well as more responsive and more equitable services.

Ultimately, this Gender Scan and the upcoming partnership activities will provide valuable insights into national and local level implementation, and

the possibility of developing appropriate pilot programs, capacity building, and research initiatives.

Gender Scan Methodology

An inception phase of the Gender Scan was carried out in a two-week visit to the ADB Headquarters in Manila from 9–20 February 2004 to (i) develop a methodology for the Gender Scan, (ii) commence a review of appropriate documentation, and (iii) interview headquarters staff. The methodology was developed based on feedback received during a Blue Bag presentation on 9 February, when the purpose of the Gender Scan was presented and discussed. Attendees discussed (i) the sample of projects to be reviewed, (ii) recommendations to ensure a balanced mix of subsectors and countries, (iii) the number of projects, (iv) recommended countries for field visits, (v) appropriate project-related documentation, and (vi) relevant wider ADB policy and review reports.

The Gender Scan comprised the following methodology:

1. Review of key documentation, particularly the Policy on Gender and Development, “Water for All” The Water Policy of ADB, The Poverty Reduction Strategy and progress reports on policy implementation.
2. Review of a 25% sample of loan documents approved since 1995.
3. Field visits to two countries to review 4 projects under implementation.
4. Key informant interviews and questionnaires.

The Gender Scan was guided by the following questions and this report subsequently attempts to answer them:

1. What are ADB's policy commitments to mainstream gender in the water sector?
2. What procedures are in place institutionally to promote policy implementation?
3. Are procedures being followed?
4. Are procedures working effectively?
5. To what extent is gender mainstreamed effec-

- tively in the design and implementation of water-related loans? What factors affect this?
6. What support is available to promote effective implementation?
 7. Are staff accessing the support they require?
 8. Are gender design elements and plans implemented effectively? What factors affect this?
 9. What conclusions can we draw from experiences to date?
 10. How might ADB mainstream gender more effectively in water sector operations?

Review of Key Documentation

A review of three key documents started the Gender Scan: (i) the 1998 Poverty Reduction Strategy, (ii) the 1998 Policy on Gender and Development, and (iii) the 2001 “Water for All”, the Water Policy of ADB. These policies are supported by relevant Operational Procedures outlined in the 2003 Operations Manual. In reviewing the policies in particular, the Gender Scan relied on the interim reviews completed for the Policy on Gender and Development (Gender Policy) and the Water for All Policy (Water Policy).³

The Gender Scan also reviewed an evaluation study on Project Performance Management and review of the Poverty Reduction Strategy. These documents were reviewed as they provided insights into the implementation of “software” components and thematic/crosscutting issues such as gender, governance, private sector development, and environment that are promoted across all ADB projects.

The Gender Scan is additionally informed by general reviews of gender mainstreaming conducted by other donor organizations. While there have been no reviews conducted by any organization to date specifically focusing on gender mainstreaming in the context of the water sector, there have been numerous reviews of the implementation of overall policy commitments to gender mainstreaming. The findings from these are fairly consistent in highlighting the problem of “policy evaporation”. Commitments to gender mainstreaming have commonly been found to be insufficiently backed up by systems and procedures for effective implementation, increasingly less visible in the successive stages of the project cycle, reliant on the skills and commitment of a small number of staff members,

and failing to generate anticipated impact on the ground (See Appendix 2 for a full list of references).

Review of 25% Sample of Water-Related Loan Documents

In order to obtain a representative overview of gender mainstreaming in water-related projects, the review took a 25% sample of water-related loans approved since 1995. The 25% sample constituted 21 projects from 16 countries. Water-related loans were selected using the ADB sector classification system: water supply and sanitation, irrigation and rural Infrastructure, forestry, and fisheries. Forestry projects were subsequently omitted on the grounds that they contained no water-related activities. The proportion of water-related loans distributed to irrigation and rural development, fisheries, and water and sanitation projects in the whole loan portfolio was replicated in the sample. Appendix 3 lists the selected projects. The sample was selected to ensure a country balance. Relevant country strategy documents were also reviewed for their attention to gender and water issues.⁴

The reviews concentrated on project loan documents. Staff consultation at the Inception Report stage suggested the value of also looking at Initial Poverty and Social Assessments (IPSAs) and Back to Office Reports (BTORs). It did not prove possible to obtain IPSAs. BTORs were obtained for some loan projects but not others. But where they were obtained, the set was too incomplete to draw useful or fair conclusions. Project Administration Memorandums (PAMs) were obtained for the majority of projects. There were no discernible differences in the gender content of PAMs and loan documents. For each loan document and accompanying annexes, gender information was categorized as follows:

- Gender analysis (i.e., information about beneficiary groups and affected groups,⁵ and about the gender mainstreaming capacity of EAs and IAs agencies);
- Gender consultation (i.e., information on men’s and women’s expressed needs and priorities);
- Gender objective/rationale (i.e., information on WHY the project is taking gender issues into account);

- Capacity building of EAs and IAs (i.e., information on what the project plans to do to strengthen the gender mainstreaming capacity of EAs and IAs);
- Gender-related activities—beneficiary groups (i.e., information on what the project plans to do to promote equality of access to services, opportunities, and decision making among beneficiary groups and to meet men’s and women’s needs);
- Anticipated impact (i.e., the impact of the project on women anticipated by the plan);
- Targets and indicators (i.e., any specified measures of impact on men and women);
- Percentage of budget to be spent on women/gender-related activities; and
- Inclusion of gender in consultant TORs.

Field Visits to Review Project Implementation

Field visits were made to two countries—Sri Lanka and Viet Nam—to review 4 projects—two projects in each country. The visits aimed to gain an understanding of factors influencing the implementation of gender-related commitments set out in Loan documents as well as a greater understanding of the processes and issues involved in mainstreaming gender in particular countries. The review was designed to draw conclusions of relevance to all water-related projects – not just to those in the two countries concerned.

The selected projects were: (i) SRI 1575: Third Water Supply Project, 1997; (ii) SRI 1462: North Central Province Rural Development Project 1996; (iii) VIE 1514: Second Provincial Towns Water Supply and Sanitation Project, 1996; and (iv) VIE 1855: Second Red River Basin Sector Project, 2001. The four selected projects represent two different water-related subsectors in each country (in Sri Lanka, water supply and rural development, and in Viet Nam, water supply and sanitation and integrated water resources management). Three projects included some gender elements in the project design and one project included a comprehensive project Gender Action Plan (GAP).

Visits involved (i) discussions with staff in RMs and with ADB gender consultants, (ii) visits to the project management offices of selected projects and

discussions with DMC project staff; (iii) visits to the field, where appropriate, and discussions with field staff and project beneficiaries. Appendix 4 lists project staff met and Appendix 5 provides the checklist of questions guiding the field studies

Key Informant Interviews and Questionnaires

Semi-structured informal interviews were held with 14 project officers (POs) currently responsible for 13 of the 21 selected projects. In some cases, these project officers were responsible during the process of project design; in others, they had taken on responsibility since that time. The aim of these interviews was to gain an understanding of the project officers’ experience and views. Interviews focused on POs’ perceptions of the processes involved in incorporating attention to gender issues in loan agreements and in implementation, as well as a discussion of the obstacles involved. All project officers were asked about how they had learned about gender issues, their access to appropriate information and support to promote more effective gender mainstreaming. Appendix 6 presents a list of people interviewed and Appendix 7 presents the checklist of interview questions.

Interviews were also held with and questionnaires circulated to key informants who have played a central role in developing and ensuring the implementation of gender and water policies. This included the principal social development specialist (heading the Gender Team), lead water resources specialist and members of the Water Sector Committee. The interviews and questionnaires were intended to ensure the Gender Scan was aware of all past and present initiatives relating to gender and water, and was informed by the perceptions and experiences of staff that are central to promoting attention to gender and water. Appendix 8 lists questions circulated to the Water Sector Committee members.

Structure of the Report

This report is divided into four sections:

Policy and Institutional Framework

This outlines the policy framework and institutional procedures for mainstreaming gender in

ADB water operations. It summarizes relevant findings from existing reviews of the GAD and Water Policies' implementation.

Gender Scan Findings

This outlines the findings relating to the desk review of 21 water-related loan projects, field visits to 4 water-related projects and interviews with project officers and key informants.

Analysis

This section draws out the main analytical conclusions relating to adherence to the GAD Policy, and to qualitative improvements to promote more effective project implementation and impact.

Recommendations

This section sets out recommendations relating both to policy adherence and to qualitative improvements to current practice.

Policy and Institutional Framework

This chapter looks at how certain ADB policies and procedures pay attention to gender, which provides a good background to and a context for the actual findings from this review of loans, interviews with key operations people, and visits to the field.

Policy Context

The importance of integrating gender in ADB operations is given attention in the Operations Manual Section C2 on Gender and Development issued on 29 October 2003. Furthermore, gender's contribution is explicitly communicated in the Poverty Reduction Strategy and the Gender and Development Policy and given substantial attention in the Water for All Policy.

Poverty Reduction Strategy

The Poverty Reduction Strategy, approved in 1999, states explicitly that improving the status of women is central to any strategy to reduce poverty in the region, and that women's participation is a key contributing factor to effective poverty reduction. Gender equity is cited as a key factor in transforming growth into development and poverty reduction, and water and sanitation is cited as one of the sectors where the full participation of women has demonstrated substantial benefits.

ADB's Enhanced Poverty Reduction Strategy approved in 2004 reaffirmed gender equality as one of the five thematic priorities for achieving the objectives of poverty reduction and the MDGs. With women comprising the bulk of the poor in the region, pursuit of gender equality and the empowerment of women are recognized as key to reducing poverty and meeting the MDGs in the Asia and Pacific region.

The EPRS highlights inclusion of gender and development issues in all ADB's economic and sector work, loans, technical assistance, and other activities. Furthermore, the strategy emphasizes gender analysis feeding directly into CSPs and project designs and supporting policy dialogue to

integrate gender considerations more effectively into operations and broader public policy reform.

Policy on Gender and Development

In June 1998, the Board of Directors approved the Policy on Gender and Development, replacing the former Women in Development Policy. The Gender Policy shifted ADB's approach from targeted interventions primarily in social sectors to mainstreaming gender in all ADB operations, including macroeconomic and sector work, and lending and technical assistance operations.

The policy recognizes that gender mainstreaming in ADB operations must begin with the development of CSPs,⁶ which provide the medium term framework for ADB's assistance to its DMCs. The GAD Policy requires a Country Gender Assessment (CGA)⁷ be prepared for each CSP as a background document and that a separate country gender strategy is attached as a core appendix. This should specify overall gender objectives for sector programs and how these will be achieved.

The GAD Policy also commits ADB to increasing the number of loan projects with gender as either a primary or secondary objective. As part of the policy, an ADB-wide GAD Action Plan, with departmental commitments, was submitted to the Board for information in December 2001. It includes commitments by each operational department to mainstream gender considerations in its activities.

The Water Policy

ADB approved the "Water for All" policy of the ADB in January 2001. The policy has seven principal elements, and specifies 40 policy actions to be pursued in the design and implementation of ADB's water operations.

The Water Policy states that ADB will promote the integration of gender concerns in water sector policies, plans, programs and projects. It recognizes that not enough progress has been made between gender and water in the region, and that

more gender-specific data is required. It further suggests that while gender issues and solutions in water supply, sanitation, and hygiene are comparatively well studied and implemented, good practices in connection with water and land rights, and in resource management and conservation, have not been widely adopted.

The policy sets out the following key elements of a gender approach to planning, implementing, and evaluating water sector activities, and states that these elements will be incorporated in ADB water sector operations:

- gender analysis at the design stage;
- explicit gender equity provisions in the objectives and scope of the activity; and
- gender disaggregated data in monitoring and management of information systems.

This approach is promoted and reinforced within the Policy's context of fostering participation.

The gender section of the Water Policy is located in the wider section on “fostering participation”. Discussion of gender in other sections of the Policy document is largely absent. There is little gender analytical information in the “Policy Context”, little information on the rationale for gender mainstreaming in the “Policy Overview” and no real consideration of gender differences and inequalities in the context of the strong focus on poverty throughout.

Institutional Framework

Attention to gender issues in water sector operations is governed by the institutional mechanisms devised to mainstream gender in ADB operations as a whole. These are set out in the 2003 Operations Manual Section C2 on Gender and Development. The OM provides guidelines and steps for integrating gender in ADB operations.

Operational Procedures

The 2003 Operations Manual clarifies in its procedures that gender issues must be integrated into all ADB operations, including CSPs, project preparation, implementation, and monitoring and evaluation. Gender issues must be considered at all stages of the project cycle—namely identification, preparation, appraisal, implementation, operation and

maintenance, and monitoring and evaluation—and be systematically addressed by CSPs, and reflected in the economic strategy as well as in program, and sector work.

The OM states that integration of gender issues in projects require:

1. An initial Poverty and Social Assessment (IPSA) for all ADB loan projects and programs. Gender analysis must be conducted as an essential component of the IPSA. The IPSA should be carried out as early as possible in the project cycle, preferably by the fact-finding stage for the PPTA.
2. A detailed gender assessment during project design to prepare a project specific gender action plan (GAP) if the IPSA indicates that the project has the potential to correct gender disparities or significantly mainstream gender concerns, or is likely to have substantial gender impact. Results of the gender analysis and a short summary of the GAP should be given in the RRP.
3. Identification in the GAP of strategies, mechanisms and/or project components for addressing gender concerns, and report on how women are to be involved in design, implementation and monitoring processes. Budget provision for these components or design features must also be highlighted.

The OM states that regional departments are responsible for implementing the GAD Policy as well as monitoring GAD components of individual projects, programs and TAs.

Review of Policy Implementation

While the previous section discusses the policy framework for gender mainstreaming in ADB projects, the following section takes a closer look at the interim Reviews of these policies. The interim Reviews looked also at how loans had addressed gender issues, which is valuable secondary information to the Gender Scan.

Special Evaluation Study on Gender and Development 2001

In 2001 the Operations Evaluation Department carried out a special evaluation study⁸ on gender issues in selected projects to learn lessons on how

better to address gender issues in project design and implementation. Projects selected were those specifically designed to address gender considerations and improve the status of women, or where gender impacts had been identified during implementation. They included the following water-related projects: Fourth Rural Water Supply and Sanitation Project (NEP 1464), Second Irrigation Sector Project (NEP 1437) and Fisheries Infrastructure Improvement Project (VIE 1404). Findings concerning the water-related projects were as follows:

VIE 1404 Fisheries Infrastructure Improvement Project. (Approval date: November 1995)

RRP/PAM: No special gender-related provisions in project. WID TA added to examine role of women in fishing ports and provide training to women.

Implementation: WID TA described in RRP was not implemented. Reformulated in 1999 to focus on training. Not implemented due to lack of ownership and implementation strategy.

NEP 1464 Fourth Rural Water Supply and Sanitation Project (Approval date: September 1996)

RRP/PAM: Community Education component targeting women, and using women's groups. At least 2 women to be elected to WUAs. Department of Water to appoint and train 75 women to District Offices, and ensure appointment of at least 25% of technical positions is held by women.

Implementation: Community Education component poorly implemented. Sanitation promotion volunteers all women but rarely active. WUAs male dominated. Few or no female staff in District Offices except clerical staff.

NEP 1437 Second Irrigation Sector Project (Approval Date: May 1996)

RRP/PAM: plan for women farmer organizers, training packages for women and women's involvement in WUAs

Implementation: none of the specified provisions for women's involvement in WUA formation were implemented. Project manager was unaware of gender provisions in RRP and PAM.

Overall, all of the water-related loan documents or attached TAs included at least some specified actions to include women in staffing, access to resources or decision-making. However, in *no* cases were these gender provisions implemented.

The study found that project designs tended to be based on inadequate gender-related baseline data, resulting in an overall tendency for project provisions on gender equity to be vague. Additionally, project designs tended to assume that EAs were committed to, and capable of, managing and supervising gender provisions and that implementing agencies had the capacity to implement them. Key conclusions were that ADB should support studies to demonstrate to DMCs that attention to gender is important for improving project effectiveness; gender-related objectives and requirements should be realistic; it should not be assumed that benefits will accrue to women without specific provision; and ADB should support capacity building to ensure that mission leaders are fully familiar with ADB GAD policy and that its principles are reflected in project preparation and implementation.

Interim Progress Report on the Policy of Gender and Development 2002

To support gender mainstreaming, the GAD policy of 1998 codified a number of operational requirements and practices, and introduced several new institutional mechanisms. It also called for an interim status report in implementation and progress. The Interim Progress Report assessed gender mainstreaming on the basis of a desk review of the reports and recommendations to the president (RRPs) approved during the period 1998-2001.

Of a total of 279 public sector loans approved during the review period, 18 loans (6%) carried a WID or GD classification. An additional 41 loans (15%) included effective gender mainstreaming, although they were not classified as WID or GD projects. Altogether, 59 loans (21%) of all ADB loan approvals during the period effectively addressed gender concerns. An additional 68 loans (24%) provided some gender benefits, although these benefits were relatively small compared with the overall scope and size of the loans. The remaining 55% of loans approved showed no notable

gender elements.

The review found that while ADB did not achieve significant increase in the number of loans with WID/GD classification there was a steady increase in the number of loans that effectively mainstreamed gender. A distinctly positive development according to the review, was the “bundling” of gender-supportive design features in a project gender plan or strategy, evident in several 2000 and 2001 loans in various sectors. This approach according to the review encourages a more consistent and integrated approach to gender mainstreaming in project design, and facilitates monitoring the gender elements of a project during implementation.

Although a substantial number of loans contained some gender elements, the quality of gender content in these loans varied substantially, even within the same sector. At the same time, a number of good practices in gender mainstreaming were identified in challenging areas such as sector and program loans and “hard sectors” such as transport and energy.

Interim Review of the Water Policy Implementation 2003

The purpose of the interim Review of the Water Policy implementation was to assess whether Water Policy provisions had been consistently integrated into ADB operations, to take stock of how much work had been accomplished and to derive lessons for ongoing and future operations. The review was a desk study focusing on the design of water sector loan and TA projects approved after the Water Policy was approved in January 2001, and selected projects approved prior to January 2001 for comparison. A total of 121 water projects were reviewed: 117 public sector projects and 4 private sector investments. The 117 public sector projects comprised (i) 26 recently approved loan projects (Jan 2001 – March 2003), (ii) 41 approved TAs (Jan 2001 – March 2003) and (iii) 50 loan projects approved prior to 2001 (1997-2000).

The report on the Interim Review of the Water Policy implementation noted that the Water Policy includes gender responsiveness as one of the specified actions under its section on participation; ac-

tions related to fostering participation were considered relevant to all projects and; the overall finding was that progress was “encouraging.” In relation to gender, 19 out of the 26 (73%) approved loan projects (2001-2003) were scored as having put into practice the key elements of a gender approach. The criteria used to assess a gender approach was the inclusion on gender analysis, explicit gender equity provisions and disaggregated monitoring data in the project. This compared with 31 out of 50 loans (62%) approved between 1997 and 2001.

Gender and Water Initiatives to Date

RSDD’s Gender Group provides advice and assistance with the implementation of the GAD Policy and has overall responsibility for coordinating and monitoring ADB’s gender-related activities. There is no staff member within the Water Group with designated responsibility for the promotion of gender issues.

Initiatives by the Water Group

In May 2002, ADB launched the Water Awareness Program which aims to create an environment supportive of effective water policies throughout Asia and the Pacific. Several of the program components promote gender issues and these are:

Water Voices Documentary Series. One of a series of seven documentaries entitled “Walking for Water” tells the example of how women from the arid rural areas in India are managing village systems and bringing water closer.

Water for All Publication Series. Through partnerships with international organizations and RM staff, the Water Group has prepared one thematic paper on “Understanding Gender, Water and Poverty” and two case studies depicting women’s greater involvement in water user associations and water related enterprises.

Water for All News. Published monthly this newsletter features stories on successful water initiatives in ADB developing member countries as well as articles and case studies on water actions on the ground. One of the newsletters was on Women and Water.

Pilot and Demonstration Activities. The pilot and demonstration activities are designed to highlight local level projects that promote awareness and encourage behavioural changes among local stakeholders. The Water Group has supported 11 of demonstration activities on Gender in various countries in Asia.

Water Partnerships. These partnerships are designed to broaden stakeholder participation and catalyze water reform activities in its developing member countries. The ADB/GWA Gender in Water Partnership is the first gender-related partnership.

Initiatives by the RSDD Gender Group

All initiatives to date to promote attention to gender and water have been initiated by the Gender Group. These are:

Gender and Water Checklist. The GAD policy made commitments to prepare handbooks, guidelines and good practices on GAD for use by staff and consultants. Since 1998, the Gender Group have prepared 5 sectoral checklists including one

on water supply and sanitation.

Case Study Examples. The Gender Group prepared case study examples of ADB loans that have successfully mainstreamed gender considerations and posted them on the ADB website. These include examples drawn from water supply and sanitation, irrigation and rural development.

Gender Training. During 1998-2001, the Gender Group trained ADB staff, DMC officials and project directors of ADB-financed projects on gender and development. The operations induction for new staff also includes a session on GAD. Sector specific training has been conducted for a number of subsectors including water supply and sanitation and irrigation.

Gender Network News. Published quarterly, this internal newsletter facilitates the exchange of information across ADB on gender and development activities and resources within and outside ADB. The newsletter often features ADB loans with gender action plans. One special edition was on Gender, Water and Poverty – Linking Women to Goals. *Chapter 3*

Gender Scan Findings

Four categories, developed for the 2002 Interim Review of the ADB Gender Policy, were used to analyze the loan documents for their degree of gender mainstreaming. The categories distinguish loans as having one of the following.

Gender and Development thematic classification.

All ADB loans are given classifications related to priority themes of poverty alleviation.

Significant gender mainstreaming. The loan includes gender analysis and specific design elements (including components, mechanisms, targets or strategies) to promote women’s involvement and receipt of tangible benefits, usually supported by loan covenants.

Some gender benefits. The loan includes some gender analysis and minor design elements or a small project component (e.g., a small grant fund) to benefit women.

No gender elements. For the purposes of this study, this is taken to mean no specified actions to promote gender equality or address women’s needs.⁹

Review of 25% Sampling of Water-Related Loan Documents

The review of the 21 water-related loans noted two main findings. The first finding shows that the majority of loans included specifications, to varying degrees, to promote gender equality or meet women’s needs. The second finding shows a sizeable increase in the number of water-related loans with a GAD thematic classification and signifi-

cant gender mainstreaming since the GAD Policy was approved. (See Table 1; comprehensive results are presented in Appendix 8).

Three of the 21 loans are categorized GAD Thematic; 4 have “significant gender mainstreaming”; 8 include “some gender benefits”; and 6 contain no specified actions to promote gender equality or meet women’s needs (see Table 1).

Most notably, the adoption of the GAD Policy has contributed to increases in the number of loans approved with a GAD thematic classification by 25% and significant gender mainstreaming by 14%. Likewise, those with some gender benefits have reduced by 31% and those with no gender elements have reduced from 33% to 25%.

The Interim Water Policy Review recorded similar positive conclusions in 2003. It also compared loans before and after the development of the ADB Water Policy in 2001. Gender inclusive loans had increased by 11% between the periods before and after policy approval (see Table 2). The Interim Water Policy Review assessed loans for “gender inclusion” using the following criteria: gender analysis carried out during project planning; inclusion of special gender provisions in the project design and; the collection of gender disaggregated data for monitoring.

While this analysis is quite crude and the categories are open to some interpretation these findings confirm that the adoption of the Gender and Water Policies have obviously facilitated greater attention to gender issues in the design of water related projects. However, before concluding that

Table 1: Gender in Water Related Loans: Before and After GAD Policy

	GAD Thematic a	Significant Gender Mainstreaming b	Some Gender Benefits c	No Gender Elements d	Total a+b	Total a+b+c
Before GAD Policy (1995–1997)	0 (0%)	1 (11%)	5 (56%)	3 (33%)	1 (11%)	6 (67%)
After GAD Policy (1998–2002)	3 (25%)	3 (25%)	3 (25%)	3 (25%)	6 (50%)	9 (75%)
Total	3 (14%)	4 (19%)	8 (38%)	6 (29%)	7 (33%)	15 (71%)

Table 2: Comparison of Loans Before and After the Water Policy Approval

RRP Date	Gender inclusive loan documents (%)	Total
1997–2000	31 (62%)	50
2001–2003	19 (75%)	26

those projects categorized as having “significant gender mainstreaming” have got it right, and those with “some” or “no gender benefits” show room for improvement, it is important to establish whether there are circumstances for projects to contain little or no attention to gender. There are two issues to consider here—*project-related* and *culture related* reasons. Some discussion of the *quality* of the gender activities that are specified in loans categorized with “GAD classification” and “significant gender mainstreaming” is also required.

Project-related Factors

In this sample of 21 water-related loans, there is a pronounced correlation between the nature of the project and the extent of gender mainstreaming. The significant factor is not the particular water subsector, but the extent of community participation. This is in accordance with the Water Policy, which locates gender mainstreaming within its section on participation.

Of the seven loans categorized as having either “GAD Thematic Classification” or “significant gender mainstreaming”, six have a participatory, community-based approach to the planning, construction, management, operation and maintenance of poverty-focused water-related services, and gender is mainstreamed within these (CAM 1862, VIE 1855, PHI 1562, PAK 1787, PAK 1950, NEP 1609).

In all eight loans categorized as having “some gender benefits”, the gender-related elements are also part of community participation. Four projects (KIR 1648, LAO 1710, UZB 1903, VIE 1514) involve rehabilitating and extending piped water supply systems. In each case, community participation relates to raising public awareness of hygiene and sanitation, a program element that commands a very small percentage of project funds (in the case of VIE 1514, for example, less than 1%).

In all four cases, gender-related activities are part of public awareness of hygiene and sanitation and relate to no other part of the project. The other 4 loans potentially involve substantial community participation in community management,¹⁰ but either the participatory approach or the gender elements of the participatory approach are less clearly specified than in those loans categorized as having “significant gender mainstreaming”. (SRI 1575, SRI 1462,¹¹ BAN 1941, BAN 1381).

Three of the six loans categorized as having “no gender elements” (PRC 1797, THA 1646, TAJ 1852) involve the construction of major infrastructure with *no community participatory element* (in two instances, major wastewater treatment works for large urban areas and in one the emergency restoration of a water conveyance system.) INO 1479 involves the construction of flood control and protection works and community participation relates only to a very small resettlement element. CAM 1725 involves rehabilitating and extending urban-piped water supply systems, similar to four of the projects with “some gender elements”. As with these projects, there is a small community sanitation component but actions to promote women’s involvement are not clearly specified.

The findings suggest that water-related projects designed with strong community participatory elements generally include gender considerations and provisions whereas those projects without the community participatory element, did not address gender issues. This raises a number of concerns and issues. The question is, whether community participation is the only entry point for gender considerations or whether gender considerations are also relevant or should be addressed across a wide range of water-related projects, including policy, sector and institutional aspects of the project design?

Culture-related Factors

In general, cultural differences regarding gender inequality between different societies do not appear to exercise a significant influence on how gender is mainstreamed in loans. Gender provisions in water related loans are very similar whether project takes place in cultures where women are well represented in ministries and the work force and play an active part in community life (such as parts of the Philippines and Sri Lanka), and cultures where ministries are male dominated and women play little role in community life. It is worth noting that there is limited correlation between the nature and extent of gender inequality in the DMC and the extent of gender mainstreaming in the project design.

Three of the loans categorized as having “significant gender mainstreaming” explicitly aim to address marked inequalities between men and women in the society where they are operating. The two projects in Pakistan (PAK 1787, PAK 1950) include evidence of considerable inequality and the low status of women, in households, in community-level decision making and in management and implementation agencies. In PAK 1787 improving the status of women and boosting their access to social and economic resources is the specific objective of gender mainstreaming activities. PNG 1925 also explicitly aims to address issues concerning the status of women. The RRP documents the particular vulnerability of female fish vendors to sexual abuse and includes measures to address this.

Interestingly, three of the loans categorized as having “no gender elements” (KAZ 1562, TAJ 1852, and PRC 1797) take place in communist or former communist countries, where project officers suggest gender inequalities are not significant in these DMCs.¹² The loan document for KAZ 1562 explicitly states that women do not suffer from low status. It goes on to say that women play an active role in the village community, manage a number of farms, and identified no specific issues of concern in project planning consultations with community members. The loan document for PRC 1797 states that women play an active role in the workforce.

The Four Steps of Gender Mainstreaming

Gender Analysis

- Information, relevant to the project, about differences and inequalities between men and women in beneficiary groups
- Information, relevant to the project, about differences and inequalities between women and men in affected groups such as groups facing resettlement
- Information, relevant to the project, about gender-mainstreaming capacity—attitudes, experience, skills—of EAs and IAs agencies

Consultation

Consultation with women and men in beneficiary groups highlighting any differences in men's and women's needs and priorities

Action Focused on EAs and IAs

Action to build gender-mainstreaming capacity, appropriate to the project, in management and implementation agencies. This should be planned on the basis of analytical information and be backed up by appropriate indicators of change.

Action Focused on Beneficiary Groups

Action to promote equality between women and men in access to resources, opportunities and/or decision making, or to address women's or men's particular needs, in the context of achieving the overall objective of the project. This should be planned on the basis of analytical and consultation information, and be backed up by appropriate indicators of change.

Gender Content of Loan Documents

Aside from simply reviewing existence of gender mainstreaming text in Loan documents, the Gender Scan also assessed the *content and quality* of the gender design features of the loan projects. The gender content of Loan documents can initially be checked for having the right elements in place, and for clearly and logically following the processes of gender mainstreaming. In simple terms, gender mainstreaming involves four elements, and there should be a logical relationship between them.

Appendix 9 summarizes the gender related information provided in a; 21 loan documents. All seven of the loans categorized as having GAD Thematic Classification and “significant gender mainstreaming” have:

- gender analytical information about beneficiary groups;
- evidence of consultation with beneficiary groups;
- action to build the capacity of EA and IA staff (usually gender training);

- gender consultants as part of the implementation team and/or gender written into the TORs of other implementation consultants;
- a set of actions to meet women’s needs and/or to promote women’s involvement in community management of water resources;
- specified targets or indicators relating to women’s involvement; and
- at least one covenant relating to gender elements.

Four of these loans have “Gender Action Plans” designed by gender consultants (PAK 1950, PAK 1787, CAM 1862, VIE 1855), three do not. The three loans without “Gender Action Plans” (PHI 1562, NEP 1609, PNG 1925), contain slightly detailed information particularly in relation to targets and indicators, but the content on actions is broadly similar and follows the steps of gender mainstreaming outlined above.

There is no easy benchmark against which the quality of gender design elements can be judged. It is wholly related to context: a question of what is appropriate and what is achievable. Objectives, activities and anticipated impacts need to be considered in the context of the culture within which the project is operating, the objectives of the overall project, and the capacity of organizations involved in management and implementation to put gender mainstreaming plans into action.

Virtually all the 21 loans provide gender analytical information about beneficiary groups, but the quality and relevance of this information varies considerably. Some are clearly the product of considered analysis and consultation processes, and in at least one instance the product of a gender analytical TA.¹³ In other instances, however, information is descriptive rather than analytical, or lifted from national level reports on women and development and not necessarily directly relevant to the project sector or area. There are instances of statements about women and water that would be true in almost any situation and say little about the particular project or country context. In all of the 21 loans, gender analytical information refers to groups benefiting from improved water services. No loans contained gender specific analytical information about groups negatively affected by

projects, such as those facing resettlement. None of the 21 loans provides information on the gender mainstreaming capacity of EAs, either in terms of their policy, institutional structure, commitment and motivation to address gender issues or their staffing and skills to put these commitments into practice. It is generally not clear who in the EAs is to take responsibility for gender elements of project implementation.

At least some activity involving women are referred to in 18 of the 21 loans. It is not always clear which activities are *project initiatives* and which are a description of the status quo. For example, PRC 1797 refers to equal employment opportunities in Tianjin Sewerage Company and Tianjin Water Source Protection Engineering Ltd – it is not clear whether this is a project initiative or the usual employment practice of these companies. Equally, 11 loans plan for women’s involvement in community decision making and most include 30-50% female participation as an indicator. It is not clear from the information provided whether 30-50% female participation requires specific project initiative, or whether it is in fact the status quo.

Only 8 of the 18 loans that include activities for women state an *overall objective or purpose* for women’s involvement. The distinction between gender-related activities and objectives/outputs is not always clear. In a number of loans there are gender activities (such as gender training) with no related output or objective, and in others outputs/objectives such as increasing women’s role in community decision-making with no corresponding or specified activities¹⁴ to achieve it. The consequence is that while many of the projects include gender-related activities, it is not always clear what they are intended to achieve. In most cases this objective is framed in the context of the *overall project objective* and concerns promoting sustainability of services. One project explicitly states that the objective of gender-related activities is to improve the status of women.

Statements of anticipated impact on women’s lives are included in 17 of the 21 loan documents. In the majority of cases impact is seen to derive *not* from specific activities with women, or from efforts to involve women in community decision-

making, but from the *existence of improved services*. Even those projects without any activities involving women anticipate that women will disproportionately benefit from the project. Many suggest that improved water services will save women's time from water collection and free their time for productive activities.

Some reference to monitoring gender aspects of the projects is included in 14 of the 21 loans. In 8 cases, the loans specify an intention to establish a MIS system that monitors women's involvement and benefits. Where indicators or targets are specified, however, these are almost exclusively *process or output indicators* (e.g., specifying a target for women's participation in community decision making). In only one or two cases do indicators or targets relate in any way to the statements of anticipated impacts and benefits. Hence, there is no tracking of time savings for women or whether they engage in other productive activities as a result. Statements of anticipated impact without targets and without impact evaluation are purely assumptions and say nothing about what the project actually will or will not achieve.

In none of the 21 loans was it possible from the documentation to separate out the budget for gender mainstreaming activities. PAK 1727 stipulates that over 20% of project resources must be spent on women, but with this exception, the 21 loans provide an overview of budget headings but do not include the level of detail that would allow identification of budget lines for gender-related activities such as specific trainings or consultants.

Field Visits to Sri Lanka and Viet Nam

Field visits were conducted to two countries to review 4 projects under implementation. The selected projects had either "significant gender mainstreaming" or "some gender elements" in the project design. The field visits consisted of meetings with senior staff of EAs, project directors, staff in PIUs, partner organizations, local authorities and ADB staff. These meetings were supplemented by visits to some project sites and consultations with selected beneficiaries. A list of persons met, sites visited and structure of field visits is provided in Appendix 4.

Sri Lanka (1575): Third Water Supply Project, 1997

Project Description

The Third Water Supply Project provides improved water and sanitation in rural and urban communities in six districts of Sri Lanka. The project comprises four parts:

- policy reforms including private sector participation;
- improved access to safe water in 6 rural districts and in the town of Anuradhapura;
- sustainable sanitation systems; and
- community education and awareness program to improve public awareness of hygiene and sanitation and people's participation in water management.

Gender Elements in Project Design

This project was categorized by the Gender Scan as having "some gender elements". The RRP contains the following gender-related information:¹⁵

Gender Analysis. Gender analytical information on unemployment, productive activities, household labour, credit, female headed households, ethnic difference and status.

Consultation. Considerable beneficiary consultation in project planning. No information is provided on differences between men and women's views.

Action – Management and Implementation Agencies. Gender sensitisation training will be given to the Water Board and project staff.

Action to Promote Gender Equality – Beneficiary Groups:

- Six Project Implementation Units to assess needs and choices of potential beneficiaries especially women
- Grassroots facilitators (existing NGOs, CBOs) to implement community awareness and education campaign centring on women's needs to make them more aware of health and hygiene practices, water conservation methods and responsibilities in maintaining household water supplies

- Training of women to enable them to play a leading role in the program as educators and communicators
- Women becoming members of CBOs with a minimum representation of 50%
- Training and technical guidance to CBOs and women in particular in project implementation
- Training for women's groups to prepare women for leadership roles in CBOs
- construction of separate toilets for females under the Institution and School sanitation program;
- equal salaries for males and females employed; and
- no deductions on labor contributions by females in the computation of their labor inputs.

The following new gender targets were suggested by staff at the most recent Annual Project Workshop and were approved by the Project Director:

- Insist over 50% agreement by women for technology option selected.
- Location of toilet to be decided by women (in consultation with PHI).
- Location of water point source/service point to be solely decided by housewife (subject to technical feasibility).
- Insist over 50% women and 10% girls involvement in BME/PRRA interviews.

Anticipated Impact. Women who are the main procurers and users of water and spend most time taking care of sick children and maintaining domestic hygiene will benefit most from the project. The improved water facilities will free women from these tasks for more productive activities. The involvement of women in project operation and maintenance, especially in rural communities, is critical to project success

Targets and Indicators. BME – Domestic Survey Institute will concentrate on the benefits of the 6 PIUs particularly regarding women and the poor – performance parameters include women's involvement with water, type of beneficiaries by gender

Gender in Consultant TORs. Gender/women in TORs of Domestic Community Development Specialist

Budget for Gender-related Activities. Not possible to separate from overall budget

Covenants. BME shall generally consider such matters as impact on the poor and women

Comparison of Planned to Actual Activities (see Table 3, next page)

Impact

Staff perception. After 5½ years of implementation, Project Management Staff reported the following gender-related areas as integral to project practice:

- 50% women's membership in CBOs and working committees;
- women and children as focal point of hygiene education programs;

Impact on women's participation. There is no doubt that women are actively participating in this program. Project records show that women are on average 40% of CBO committee members and in Anaradhapura District,¹⁶ records show that women hold 30% of Executive Officer positions. The Chief Training Officer reported that women form at least 40% of training course participants, representing CBOs, partner organizations and local authorities. During village visits, women constituted at least half of the participants in meetings, they spoke easily and openly in mixed meetings, and in response to open questions women spoke more than men.

However, it was clear from discussions with project staff, staff from partner organizations and CBO members that this project has been able to achieve a high level of women's participation *without any specific or targeted activity*. The project is monitoring but not promoting female participation. Only a minority of partner organization staff who participated in the field visits said they make a particular point of encouraging women's participation in CBOs. *Without* direction from the project staff, women regularly form the majority in community meetings. CBO members said gender played *no*

Table 3. Comparison of Planned to Actual Activities, Third Water Supply Project, Sri Lanka

Third Water Supply Project, Sri Lanka	
Planned Activities	Actual Activities
Implementation units (6) to assess needs and choices of potential beneficiaries	The project uses a participatory community-based approach to the planning, construction, operation, management and maintenance of rural water supplies. Women as well as men are involved.
Gender Training to be given to the Water Board and Project Staff	No staff has received gender training. The Project Director was unaware that this was part of the initial plan. No provision had been made for gender training.
Grassroots facilitators (existing NGOs, CBOs) to implement community awareness and education campaign centering on women's needs to make them more aware of health and hygiene practices, water conservation methods and responsibilities in maintaining household water supplies	The awareness raising campaign has centered on schools and community groups and involves women and men.
Women to be trained to play a leading role in the program as educators and communicators	Partner organizations are responsible for education, communication and community-based work. They have female and male staff.
Women to become members of CBOs with a minimum representation of 50%	Women play an active part in CBOs with an average overall membership of 40%.
Training and technical guidance to CBOs and women in particular in project implementation	Female and male members of CBOs are given training and technical guidance in project implementation.
Women's groups to receive training to prepare them for leadership roles in CBOs	There has been no training to prepare women for leadership roles in CBOs.
BME – The Domestic Survey Institute to concentrate on the benefits of the 6 PIUs particularly regarding women and the poor – performance parameters to include women's involvement with water, type of beneficiaries by gender	The BME system includes sex disaggregated statistics on CBO Executive committees; PO staff; DIU, PIU and PMO staff; training course participants and trainers; and study applicants. BME staff are in the process of developing quantitative <i>and qualitative</i> indicators to measure <i>impact</i> . This will include a gender specific checklist.
Anticipated gender-related impacts: <ul style="list-style-type: none"> – Women who are the main procurers and users of water and spend most time taking care of sick children and maintaining domestic hygiene to benefit most from the project; improved water facilities to free women from these tasks for more productive activities – Involvement of women in project operation and maintenance, especially in rural communities, critical to project success 	Neither of these impacts has yet been monitored. The gender checklist for evaluating impact is still being developed.
Covenants: BME shall generally consider such matters as impact on the poor and women	BME is acting in accordance with this covenant.

part in their decisions on who to elect to Executive Office. Making their choices on the basis of individual character and experience, they nonetheless appoint women and men. The same is true in relation to recruitment of staff for POs and participation in training courses.

Women's high level of participation—without

specific encouragement—was explained by Project and Partner Organization staff and CBO members in several ways:

- Responsibility for domestic water supply rests with women, and easy access to good quality water is a particular problem for women in many project areas.

- There are high levels of literacy and education amongst both women and men in villages (primary, secondary and tertiary education has been free in Sri Lanka since 1945, and the literacy level is more than 90% for both women and men).
- Sri Lankan/Buddhist culture promotes equal respect for and equal participation by women and men.
- In some project areas women are more available to participate in community meetings as some men are away working.
- NGO projects encouraging women's leadership have been operating in some of the project areas.

Impact on women's lives. The loan document anticipates that women will benefit most from the project as the main procurers and users of water, the main carers for sick children and those with principal responsibility for domestic hygiene. It anticipates that improved water facilities will free women from these tasks for more productive activities. Impact assessment is currently being designed. It will involve qualitative as well as quantitative information and will include a checklist specifically relating to impact on women. In villages visited, water systems were still under construction replacing communal sources with piped supplies with individual household connections and consequently it was too early to assess impact on workload. What was noticeable – and was not anticipated in the loan document – was the tangible sense of achievement felt by community groups (men and women alike) deriving from the success of community management.

Impact on project sustainability. The loan document anticipates that the involvement of women in project operation and maintenance, especially in rural communities, will be critical to project success. Again, this has yet to be measured. Women *are* involved in project operation and maintenance and the project *is* successful – but this does not necessarily mean that the two are linked. Factors contributing to sustainability have not been analysed.

Staff reported that a proportion of CBOs become dysfunctional due to corrupt practices or the in-

tervention of politics. Some suggested that women were often chosen for the position of treasurer because they were widely perceived to be more honest and less involved in “politics” than men. Others suggested that the appointment of women was incidental to this problem as political men exercise influence through their wives. Another problem is that after an initial burst of enthusiasm, interest and participation in CBOs often wanes and this has serious implications for sustainable community management.

Women's involvement in decision making may be a critical factor to consider in relation to sustainability. This is not specifically mentioned in the loan document. Women's participation in meetings does not necessarily equate to women's participation in decision making and project staff have some concerns about this. Female and male CBO members in Anaradhapura and Puttalam Districts said that women and men experienced no problem in sharing decision-making in CBO Executive Committees. They also said that decisions within households relating to water and sanitation were discussed and agreed between husbands and wives.¹⁷ On the other hand, PIU staff from Kalutara District noted that while women were numerically well represented in CBO committees, they tended to take a back seat when it came to decision-making, and household decisions on technology options also tended to be dominated by men. The fact that action to promote equality in aspects of decision-making was approved at the last TWSSP Annual Meeting indicates that the latter is a more widespread view. The Chair of a partner organization in Puttalam also emphatically stated that women involved in CBOs should receive training and support in leadership.

Impact on Staff awareness of gender issues. The project has not implemented a gender training program for staff. As noted above, although this was included in the RRP, the Project Director was unaware of this, and gender training activities had never been planned. However, a number of factors are currently leading to a strong demand from the Director and staff of this project for training and support in gender:

- Women's participation in decision making is stipulated in the recent Sri Lanka National

Policy on Water and Sanitation.

- The Project Director has taken an active personal interest in gender issues.
- There is growing international consensus that women's involvement in decision making is critical to good practice.

The Director of TWSSP has asked for ADB assistance in developing an appropriate gender training program and guidelines for staff, to enable them to formulate a Gender Action Plan relating to community level work.

The recently approved 4th Water Supply Project (Secondary Towns and Rural Community Based Water Supply and Sanitation Project) gives far more specific attention to gender issues drawing on lessons learned in the Third project. The Project staff have developed their own Gender Action Plan concerning staff issues, which include targets to increase the proportion of female engineers in the Water Board. The Water Board employ sociologists at PMU/PIU level, and Community Development Officers or Assistants at community implementation level. These staff will have the responsibility to introduce a gender perspective and will be trained to do this.

Sri Lanka (1462): North Central Province Rural Development Project, 1996

Project Description

The North Central Province Rural Development Project is designed to assist the Government in addressing economic development problems in North Central Province, one of the least developed provinces of Sri Lanka. This is not strictly a water sector project but a rural development project that includes water activities as a component.

Major problems in the North Central Province include low income in the majority of households, high unemployment and underemployment, stagnating agricultural productivity, deterioration of irrigation and road infrastructure, and inadequate social infrastructure in less developed villages. The project consists of three parts:

- Part A – productive components – rehabilitation and improvement of minor and medium tank irrigation schemes; inland fisheries de-

velopment; provision of credit for small and medium enterprises

- Part B – economic and social infrastructure – rehabilitation of rural roads; a village advancement program
- Part C – institutional support components – capacity building support

Gender Elements in the Project Design

The Gender Scan categorized this project as having “some gender elements.” The loan document contains the following gender-related information:¹⁸

Analysis. An initial social assessment (not available) included a gender analysis. Women are widely involved in farming activities. Women have a successful record of establishing small enterprises and repaying sub-loans.

Consultation. No information.

Action – Management and Implementation Agencies. PMO Project Director will be assisted by an adequate number of suitably qualified staff 10% of whom will be women.

Action – Beneficiary Groups:

- Village-level *women mobilizers* will be trained to encourage and permit women's participation in all project activities.
- Social mobilizers (mainly women) will ensure a bottom up approach by (i) carrying out a household benchmark survey and preparing socio-economic profiles to identify potential village beneficiaries (particularly women and including female headed households); (ii) training target groups for income generation and credit; and (iii) training them in business skills.

Anticipated Impact. An important indirect benefit includes improvements in the status of women. Women are likely to be the main recipients of credit since they already have a successful record of establishing small enterprises and repaying sub-loans.

Targets and Indicators. A midterm review will look at whether women have been substantially encouraged to participate in the project. (This will include an assessment of the number of women re-

tained by PMO and the number of women social mobilizers recruited under the project, as well as monitoring of women's participation in farmers' organizations.

Gender in Consultant TORs. Gender/women in TORs for BME specialist.

Budget for Gender-Related Activities. Not possible to separate from overall budget.

Covenants:

PMO shall coordinate with the social mobilizers from NGOs and selected volunteers to (i) carry out household benchmark surveys to identify potential village beneficiaries, particularly women; (ii) organize target groups to enable them to engage in income generating enterprises; and (iii) to obtain subloans, skills training, and credit.

PMO shall encourage the implementing agencies to involve women in the design and implementation of the project. Where possible, PMO shall recruit female social mobilizers to identify and mobilize social groups, create awareness, facilitate bottom up planning and guide these groups to venture into economic activities.

Comparison of Planned to Actual Activities (see Table 4, next page)

Impact

Impact on Female Participation. Women form more than 50% of credit recipients, but this study did not look into the nature of support to women or their businesses since these activities are not related to water.

The project has not promoted, and has not sought to promote, women's involvement in the operation and management of water-related services. The project addresses a range of rural development issues. The main thrust of the project is road rehabilitation, which is not a community based activity. However, those components, which are community-based, such as water supply and rehabilitation of irrigation facilities, are not planned, implemented and managed in a fully participatory way. Community members are involved in needs analysis and are required to make cash and labour contributions, but decision making takes place at

Local Government and Project level. The Local Government identify target villages, and Project staff make decisions on the location of water services and appropriate technologies. Management is handed over to village committees or Farmers Groups once construction is complete. The project does not support the development or capacity building of these groups and does not seek to influence membership.

The field trip in this project was to a village which had a piped water system with individual household connections constructed by the project four years previously. It has been managed by an all male village committee since that time and is operating effectively. It was striking – and may or may not be relevant – that the village consisted entirely of permanent houses whereas the project aims to target its village advancement program on the poorest villages characterized by mud houses.

Impact on Women's Lives. The Project staff—and men and women in the field visit village—regarded the benefits of the domestic water supply improvement as “gender neutral”. Both groups suggested that women and men both benefit from improved supplies since the same piped water source is used both for domestic purposes and irrigation.

The loan document anticipates that an important indirect benefit of the project will be improvements in the status of women as a result of the credit program. This has not been measured.

Impact on Staff. The majority of Social Mobilizer positions are held by women. This report has already noted that women play an active role at community level in Sri Lankan society. Women come forward for Social Mobilizer jobs without the need for specific targeting. Female Social Mobilizers do not specifically target women in their work.

Staff have not received gender training and this was not planned for. Staff showed very limited awareness of the ways in which gender issues might be relevant to their community level activities. Gender was entirely equated with the women's involvement in the credit program and a small program of women's income generating schemes. This is largely in accordance with the loan document.

Table 4. Comparison of Planned to Actual Activities, NCPRD, Sri Lanka

North Central Province Rural Development Project. Sri Lanka	
Planned Activities	Actual Activities
PMO Project Director will be assisted with an adequate number of suitably qualified staff 10% of whom will be women.	No statistical information was available but project staff considered that more than 10% of the staff was female.
Training of village women mobilizers to encourage and permit women's participation in all project activities.	75% of social mobilizers are women. They work as general community mobilizers rather than specifically focusing on women.
Social mobilizers will ensure a bottom up approach by: <ul style="list-style-type: none"> • carrying out a household benchmark survey and preparing socio-economic profiles to identify potential village beneficiaries (particularly women and including female headed households) • training target groups for income generation and credit • training for business skills 	Social mobilizers organize community meetings and carry out PRA surveys. However there is no focus on women or female-headed households. Women have been trained. 55% of active entrepreneurs are women.
Midterm Review to study whether: <ul style="list-style-type: none"> • women have been substantially encouraged to participate in the project (including an assessment of the number of women retained by the PMO) • the number of women mobilizers recruited • monitoring women's participation in Farmers organizations. 	No information available on whether the review on women's involvement actually took place. Midterm Review kick-started a credit program. NGOs were introduced as service providers and the program is currently supporting 1000 entrepreneurs, with more than half of whom are women
Covenants: PMO shall coordinate with the social mobilizers from NGOs and selected volunteers to: <ul style="list-style-type: none"> • carry our household benchmark surveys to identity potential village beneficiaries (particularly women) • organize target groups to enable them to engage in income generating enterprises • obtain sub-loans • skills training • credit <p>PMO shall encourage the implementing agencies to involve women in the design and implementation of the project. Where possible, PMO shall recruit female social mobilizers to identify and mobilize social groups, create awareness, facilitate bottom up planning and guide these groups to venture into economic activities.</p>	Same as above. Women are the majority of social mobilizers and women constitute more than half of the entrepreneurs supported by the project.

Viet Nam (1514): Second Provincial Towns Water Supply and Sanitation Project, 1996

Project Description

This project provides water supply and sanitation facilities to 7 provincial capital towns located throughout Viet Nam. Existing piped water supplies were constructed in the 1930s and 1960s and there has been little or no investment since then. The project has four objectives:

- to improve access to safe water;

- to improve drainage and sanitation systems;
- to enhance public awareness of hygiene and sanitation practices through the Public Environmental Education Program (PEEP); and
- to build the capacity and reform existing sector institutions.

Gender Elements in Project Design

The Gender Scan categorized this project as having “some gender benefits”. The loan document contains the following gender-related information:

Analysis. The Viet Nam Women's Union (VWU) provides grassroots support for improvement in urban environmental health and hygiene and the development of water supply and sanitation facilities for the urban poor. In project towns 35% of households are headed by women. The acquisition, use and disposal of water for drinking, bathing, childcare, laundering, washing and cooking place very heavy burdens on women in terms of time and energy.

Consultation. Women were surveyed during the course of project preparation and participated actively in the design process by guiding teams on public tap-stand locations, household drainage connections etc.. They also sought greater exposure to hygiene sanitation practices through a specially designed program.

Objective/Rationale. None stated.

Action – Management and Implementation Agencies:

- A representative of VWU on the Project Steering Committee to ensure that community views, especially those of women's groups, are reflected effectively at the design stage.
- PEEP will be coordinated by the CPMU through two fulltime staff members. One will be a UNV and the other a Senior Public Environmental Education Officer from VWU. They will be assisted by two consultants with expertise in community development, one international and one domestic.
- PPIUs will each have two full time staff to implement the program. One will be drawn either from VWU, the provincial health department, or provincial education department. The other will be a locally recruited consultant with expertise in community development and social mobilization.

Action – Beneficiary Groups. Sanitation education will be targeted towards women who have a keener understanding of the relationship between health, cleanliness and good sanitation practices. The PEEP program will be implemented chiefly by VWU with women officers in each town designing and running the program.

Anticipated Gender-related Impact:

- Improvements in water supply. will reduce the

burden on lower income groups and will particularly benefit households headed by women.

- The costs saved under the Project, such as time savings for women in collecting and treating water, and income saved from not having to pay high prices for water from water vendors, can be directed to other economic activities.

Targets and Indicators

Gender in Consultant TORs

- liaising with VWU in TORs for PEEP Advisor (UN volunteer)
- liaising with VWU in TORs applicable to all consultants

Budget for Gender-related Activities. Budget for PEEP program \$0.63 million (total budget \$92 million).

Covenants. No mention of gender/women in loan document assurances. (PAM not available to this study.)

Comparison of Planned to Actual Activities (see Table 5, next page)

Impact

Impact on women's participation. The key element of the gender strategy in this project is the involvement of the Vietnamese Women's Union (VWU) in decision making positions throughout the PEEP program. Provision is made for a VWU representative on the overall Project Steering Committee, full time VWU staff managing the PEEP program in the Central Project Management Unit, and full time VWU staff advising on and running the PEEP program in the 7 PPIOs. VWU members were also to be involved in implementation at community level.

Implementation followed a version of this strategy for the first year of project operation. A VWU representative was appointed to the project Steering Committee and VWU representatives worked on a consultancy basis with the CPMU and PPIOs. They designed PEEP training materials, conducted TOT workshops, shared their experience on septic tank revolving loan schemes, and organized a study tour to Bangladesh. VWU consultants, however, found relationships with CPMU and PPIOs

Table 5. Comparison of Planned to Actual Activities, SPTWSS, Viet Nam

Second Provincial Towns Water Supply and Sanitation Project, Vietnam	
Planned Activities	Actual Activities
A representative of VWU will be on the Project Steering Committee to ensure that community views, especially those of women's groups, are reflected effectively at the design stage.	A representative of VWU was appointed to the Steering Committee but resigned after 1 year.
PEEP will be coordinated by the CPMU through 2 fulltime staff members. One will be a UNV and the other a Senior Public Environmental Education Officer from VWU. They will be assisted by 2 consultants with expertise in community development, one international and one domestic.	UNV and VWU consultants worked with CPMU but for the first year of the project only.
PPIUs will each have 2 full time staff to implement the PEEP program. One will be drawn from either VWU, the Provincial Department of Health or the Provincial Department of Education. The other will be a locally recruited consultant with expertise in community development and social mobilization.	VWU consultants worked with PPIUs for the first year of the project only.
Sanitation education will be targeted towards women who have a keener understanding of the relationship between health, cleanliness and good sanitation practices. The PEEP program will be implemented chiefly by VWU with women officers in each town designing and running the program.	The PEEP program has been successfully implemented in each provincial town. It has been implemented by PPIOs through individual "collaborators" (community educators) most of who are women, and some of whom are members of VWU.

strained. Consultants felt unsupported, their participatory training methods were questioned, payments were delayed, and budgets cut. The PEEP program was never discussed in the Project Steering Committee. VWU consultants collectively withdrew from this project.

After the resignation/withdrawal of VWU (and UNV) consultants, PPIOs continued to implement the PEEP program themselves. They recruited and trained community-level collaborators, most of whom are women, to disseminate messages on sanitation and environmental awareness. Collaborators also then assessed demand for septic tanks. The project provided credit for the construction of septic tanks to individual households, supported by a revolving loan fund.

Women have not participated in this project in the way that was anticipated in the loan document. In particular they have not been involved in decision making and managerial positions. In the first year, VWU consultants played an advisory and operational role. Subsequently women were recruited by the project to act as community educators and it is evident that at Ward level women

play a very active if not leading role in this program. Recruitment of women for these roles did not however involve "positive discrimination" by the project. Women were generally considered more suited to the role of trainers and educators, and payment for these jobs was low.

The PEEP program is also a very tiny part of the overall project and accounts for less than 1% of the project budget. Gender issues were not addressed in the rest of the project. The project officer, who took over responsibility for this project in 2001, noted that gender issues had never come up in discussions with the EA.

Impact on Women's Lives. The loan document envisages that improvements in water supply will particularly benefit households headed by women and will save women time that can be directed to other economic activities. These are assumptions. They do not form part of the project monitoring or impact evaluation system.

Impact on Project Effectiveness and Sustainability. After the withdrawal of VWU consultants, PPIOs continued to implement the PEEP program. All 7 PPIOs reported at the conference that the PEEP

program had been very effective in raising awareness and creating demand for septic tanks. The septic tank program, a revolving loan scheme providing credit to households, was also reported by all PPIOs to be a great success. PPIOs had not previously been involved in this type of community sanitation program and many had been very sceptical. There can be no doubt that this element of the program has been a success however. Speakers from all PPIOs demonstrated a real sense of achievement and had clearly become converts to a community-based sanitation approach.

The PEEP and septic tank programs have been successful and women have been the main “collaborators” at community level. Women’s involvement has contributed to the success of the program—but the program has not empowered women in the way envisaged by the project design.

Viet Nam (1855): Second Red River Basin Sector Project, 2001

Project Description

This is a sector loan designed to establish IWRM in the Viet Nam Red River Basin and to improve priority infrastructure for water service delivery in the poorer provinces of the basin. The Red River Basin is home to 1/3 of Viet Nam’s population, 59% of whom live in poverty. Community needs are diverse and a top down blueprint approach is not viable. A process oriented approach will focus on poverty reduction, strengthen the community’s sense of ownership and capacity, and promote sustainability through participatory planning, implementation, monitoring and evaluation.

The project is organized into two parts:

- Part A: IWRM and associated institution building
- Part B: provision of infrastructure improvements and agricultural support services at community level

Gender Elements in Project Design

This project is categorized as GAD Thematic under ADB’s classification system.¹⁹ This is the only project reviewed in the field that was prepared after approval of the GAD policy. It includes a de-

tailed Gender Action Plan and the loan document contains the following gender-related information:

Analysis. The burden of poverty is disproportionately borne by women. In some areas women and girls have to travel far to fetch water and the problem of lack of or poor quality domestic or irrigation water falls disproportionately on women. In many project areas, out migration of men leaves women in charge of farms and female headed households are often excluded from development opportunities. Women actively participate in periodic irrigation maintenance work and in the delta as pump operators but their representation in decision making regarding water at all levels is limited.

Consultation. Women expressed a strong need for safe domestic water facilities and alternative income sources such as livestock, handicrafts and fruit and tree crops, and credit and skills development training.

Objective/Rationale. Reduction of poverty amongst women/empowerment of women

Action – EAs and IAs:

Part A: Two consultants—one domestic and one international—will be recruited incorporate gender issues in action plans and guidelines, and in the public awareness and education programs.

Part B: Gender training to all project consultants and MARD staff

Action – Beneficiary Groups:

Part A: Women’s roles in water resources management, health and hygiene issues will be highlighted in various action plans and public awareness and education programs. Women’s representation in the Red River Basin Organization will be required.

Part B: Women’s participation in planning, implementing, and monitoring the Rural Development Support activities will be mandated in the guidelines and field manual. Women’s needs will be identified separately to men’s and facilitated by village level women organizers and Vietnamese Women’s Union (VWU).

- At least 40% women’s representation on Rural Development Support (RDS) committees, including VWU representative and women organizers. All to be trained in PRA. Activi-

ties to include income generating opportunities for women.

- Where Participatory Irrigation Management is implemented, 50% of women in the newly formed/existing Water User Groups will be mandated.
- Water User Associations will be strengthened to enable male and female farmers to directly participate in O and M of on-farm irrigation/drainage.
- In the uplands where the scale of civil works is smaller than in the delta, efforts will be made to provide for percentages of female labour in the contract documents and women and men will be paid equal wages.

Anticipated impact:

- Increased agricultural production and productivity in poorer communes and among women
- Improvements in water supply leading to reduce health hazards experienced by women
- Reduced domestic and farm work burden for women
- Increased confidence for women that will reduce the burden on lower income groups and particularly benefit households headed by women.

Targets and Indicators:

- 40% of RDS management committee will be women.
- 50% of newly formed Water User Groups will be women.
- Specified indicator: Women's representation in rural development support committees, water user organizations, irrigation and drainage management companies, and Red River Basin Organization

Gender in Consultant TORs:

Part A: one domestic and one international Gender Consultant

Part B: two domestic social development consultants with responsibility for gender. Gender/women in overall TORs for Part A: Capacity Building of Red River Basin Organization Program; Public Awareness and Education Programs; and Part B: Project Implementation Support

Budget for gender-related activities. Not possible to separate.

Assurances: "In subproject preparation, the interests of poor and disadvantaged groups, especially women and ethnic minorities, will be taken into account through consultation with them, in accordance with the Gender Action Plan agreed by MARD and ADB."

Comparison of Planned to Actual Activities

This project is highly innovative in Viet Nam—both in focusing on IWRM and in adopting a participatory, community-based approach to subproject identification, implementation, monitoring and evaluation. Although the project was approved in 2001, implementation was delayed due to challenges in fielding the consultants. A consultancy firm has now been engaged to support a participatory approach to implementation and participatory activity commenced in June 2004. As the gender elements are integral to the participatory approach, there is as yet little activity to report.

Current gender-related activities are:

- The ADB's gender specialist in the Viet Nam RM is providing support to the project.
- The recently established RDS Rural Development Support (RDS) Program, an attached TA supported by the Japanese Fund for Poverty Reduction, has commenced participatory community surveys aimed at enabling community members to identify constraints to productivity and prioritize needs. Separate women's meetings have been held in addition to mixed community meetings.

Impact

Gender-related activities have yet to commence in this project. It is possible only to make general observations on the process of developing the project Gender Action Plan and its impact to date.

Development of a Gender Action Plan in this project was an ADB driven agenda – as was the introduction and focus on IWRM and community participation. The project officer was the primary driving force in introducing and developing this integrated, sector-based, participatory, gender-responsive approach. The Gender Action Planning process was introduced through workshops for EA

staff on gender and poverty, and drafts were circulated and discussed. The content of the Gender Action Plan was principally formulated by ADB's gender staff.

It has already been noted that project implementation initially progressed along traditional lines, focusing on physical infrastructure rather than on gender-sensitive participation. It is only very recently that the participatory process has commenced. Inevitably in this context, much confusion and uncertainty remains amongst EA staff about both the WHY and the HOW of these innovative aspects of the project approach – the IWRM approach, community participation and gender responsive design.

During project preparation, ADB staff made a clear link between gender sensitivity and overall policy and project objectives. The Government of Viet Nam has adopted poverty reduction as an important objective supported through the National Program for Hunger Eradication and Poverty Reduction. The objective of the project is reduction of poverty in the Red River Delta. The objective of the Gender Action Plan is the reduction of poverty amongst women. The loan document summarizes gender analytical information demonstrating that the burden of poverty is disproportionately borne by women and that women are the majority of farmers in the delta region. This is a well argued case for particular attention to women's needs. It will need to be reinforced, however, by any future consultants supporting work on gender in this project since it is evident that this rationale remains somewhat unclear to EA staff.

What also remains somewhat unclear is how to translate the Gender Action Plan into practice. The loan document stipulates that capacity building should be supported by 2 gender consultants, one domestic and one international. The ADB RM Gender Consultant is offering domestic consultancy support, but this is in an advisory rather than an operational capacity. No international gender consultant has yet been appointed.

Participatory approaches are currently in the process of being developed guided by an RDS consultant. These currently involve conducting participatory analysis and planning workshops

with community members—and gender should be mainstreamed in this process. The GAP provides some guidance on gender-related activities but it does not substitute for gender expertise. The RDS Consultant and EA staff noted some of the problems they are currently experiencing in relation to women's participation:

- While women are coming to community meetings, on the whole only the local head of the Vietnamese Women's Union speaks. The quantitative target on women's participation can easily be met in some communes, but "attendance does not equate with participation". The challenge, in most contexts, is to ensure the quality not quantity of women's participation.
- Separate meetings with women have indicated that their priorities tend to be for items that are smaller and cheaper than those prioritized by men or by mixed meetings. Since the project had not planned to implement multiple projects in the same location, smaller/cheaper priorities will tend to drop off the priority list and men's priorities prevail.
- District level staff are responsible for implementing a participatory approach to the program. The GAP in its current form would not make sense to them and needs to be translated into very practical guidelines (the GAP itself says this). Staff do not feel equipped to do this. A further issue is that there is considerable diversity in the project area and gender-related actions that might be appropriate in one place would not necessarily be appropriate in another.

These issues and concerns indicate a need for a Gender Consultant with practical experience of community based participatory programs to be working with or alongside the staff team. There is a danger that without practical support, opportunities to maximize women's involvement and benefit in this program will not be realized and participatory poverty focused activities will go ahead without appropriate and timely attention to gender issues. The RDS consultant has asked for ADB assistance in developing practical gender training for project staff and practical guidelines for implementation.

Interviews with Project Officers and Key Informants

Interviews were held with 14 POs who have responsibility (currently or previously) for 13 of the 21 selected loans, and with five additional members of the ADB Water Sector Committee²⁰ (Appendix 3). This section reflects the views of the POs and key informants on gender mainstreaming in the project cycle.

Knowledge and Skills

All POs interviewed were aware of the GAD Policy and of the gender provisions in the Water Policy. Most had received the “Water Supply and Sanitation” and “Agriculture”²¹ sector gender checklists. Of the 18 staff interviewed, seven had received ADB gender training, which most had found useful, although one said it had no lasting impact, and another found it unclear. The POs who were most interested in and informed about gender issues had generally *not* received gender training but learned “on the job.”

All the POs understood the necessity of addressing gender issues during project preparation, but motivation varied. Most expressed an active interest in addressing gender issues, either because of their understanding of the connections between women’s involvement and project sustainability or because of a concern to address women’s needs. However, some focused on compliance—“having someone on the team who can do the gender paragraph to keep everyone happy” (p). One PO commented, “The mission leader is very important. Compliance is an issue but they need to understand this from their heart (g).”

A number of POs felt that gender was more important in some projects than others, and that quality would improve if attention was focused on those projects where gender was critical, rather than saying it is important in all. One PO argued strongly that a distinction should be made between projects working directly with beneficiary groups (such as community based water and sanitation) and physical infrastructure projects which do not involve beneficiaries in implementation or management and which provide benefits to society as

a whole (such as some waste water management and flood control projects). The PO argued that while gender mainstreaming is centrally important in the former type of project, the latter projects should be regarded as “gender neutral”. (d)

In most community-based projects POs recognized that gender related actions need to be planned. Questions were raised about whether gender-related actions are required in all projects irrespective of the nature of the project. In projects where the PO does not perceive gender issues or women’s involvement to be an issue requiring specific project action (usually large infrastructure projects), several said they insert a token sentence into the loan document for the purpose of fulfilling ADB gender requirements: *“I insert some women sentence for lip service—something like—this project will improve the living conditions of poor women and children. Improved water supplies will save women time from domestic activities and reduce the rate of water-related diseases.’ It is a broad statement but it saves any fuss or argument. I have used the same standard paragraph since 1997—it is never really tested.”* (a)

Mainstreaming Gender in the Project Cycle

PPTA – Gender Analysis

The PPTA stage was identified by all POs as the critical time to mainstream gender. While the POs do not directly participate in this process, they influence the extent to which gender issues are identified and addressed by formulating the TORs for the consultancy team, by ensuring adherence to ADB policies, by reviewing consultant reports and writing the loan document including gender-related elements.

It was generally recognized that the key to gender mainstreaming is good quality analytical information, but project officers pointed out a number of factors that constrain the production of good quality information:

- The PO needs to understand whether gender issues are central to the project they are dealing with and develop TORs accordingly. It is easy to assume that the PPTA sociologist will cover all social development issues. At this stage, the PO needs to be aware and to recog-

nize the need for a gender specialist in the consultant team.

- If gender issues need to be addressed in detail, this has time and financial implications. But both time and money are highly constrained during PPTAs. *“You are under pressure to do everything as quickly as possible” and “at times, you just want to tick it off.”* (b) Although *“there is always a way to do gender analysis as part of other things,”* several POs said that there is not enough time to conduct gender assessments in detail or to have extended consultations at the field or government level.
- While technical economic and financial consultants are invariably internationally recruited, social development or gender consultants are often domestic consultants. This is partly a reflection of budget constraints and project priorities. But local gender specialists can also be more appropriate because they know the local culture. They may not, however, be familiar with international organization reporting formats.
- The quality of social/gender assessments conducted by consultants is sometimes poor. The PO does not necessarily have the knowledge and skills to write appropriate TORs, to select good quality social/gender consultants, or to judge the quality of the information they provide.
- The outputs of the social/gender consultants are not always used to inform the design of the project. Rather, they can be treated as stand-alone reports to meet requirements.
- In the end *“so much comes down to personalities—the team leader might not use their social development team member effectively.”* (o)

PPTA – Gender Design

Designing gender elements of projects involves analysing gender information about beneficiary groups in the context of the overall project design, to identify linkages between project objectives and the involvement of women. Project officers are generally reliant on gender or social development consultants for the gender elements of project design or for devising Gender Action Plans.

PO Recommendations: Gender Analysis

- Incorporate sectoral gender analyses and practical agreements into Country Strategies to create a context for project negotiations.
- Develop model TORs for PPTA gender analysis— including analysis of beneficiary groups and EAs.
- Provide additional resources for PPTA gender analysis.
- Provide RSDD advice at beginning of PPTA stage Consider programming in social/gender analysis as part of implementation and participatory planning, if funds are not available during PPTA.

“The project officer does not necessarily know clearly what to look for and therefore is completely reliant on the consultant. The project officer does not know the linkages, they are very time-constrained and have limited experience of linking the gender analysis with the project design. Knowledge is needed to link descriptive statistics with the project design.” (d)

“Advice is needed from RSDD and/or gender consultants at the PPTA stage. This needs to respond to the practical local context and provide specific suggestions about what is feasible and implementable.” (m)

Some POs and social/gender consultants have worked well together on developing project gender action plans or gender components of project design. However, POs expressed some concerns about the appropriateness and implementability of some of the actions suggested by gender consultants. A common feeling was that gender consultants are under high pressure to perform by RSDD.

“People developing the Action Plan can be very ambitious—people always like to show they are doing a good job” (c)

“They are judged by RSDD and add even more” (b)

“Gender Consultants can also be operating under considerable time constraints. During the PPTA, there’s lots of pressure in a short time—consultants end up applying experience from one country to another. I’m not saying they cut and paste but they are human beings. In the end every loan looks like each other.” (s)

Project officers write loan documents with a close eye on ADB requirements and several referred to the aim of “surviving” inter-departmental and RSDD Review. RSDD comments on loan docu-

ments are often perceived as criticism. POs resent having to accept amendments they do not agree with or which they consider to be unrealistic, and additionally resent the implied criticism of their commitment to the Gender Policy. A number suggested that RSDD has a tendency to be overly “academic” and not sufficiently in touch with the realities on the ground.

“Most project staff know about the policy—we are not as ignorant as gender staff think we are. They think we are the thieves and they are the police. They have to know that gender is one of a hundred or so issues we have to address. We are not saying it is not important but they should keep in mind that we are doing our best.” (f)

“From the donor’s point of view, we want this gender issue addressed. I have no argument. I am staff. I follow bank policies but I do not follow them blindly when this is not true on the ground...the gender specialists’ view was that I did not do enough. If you want me to do more, come to the villages. I have visited 9 villages. If the institution cannot face the reality of their own staff, it is not very good. I can’t say something I know is not true.” (i)

Project officers were almost unanimous in saying that comments from RSDD at the stage of circulating the draft loan document are generally coming too late to make a difference to the design of the project. Most suggested that it would be far more helpful if RSDD provided comments at the beginning of the PPTA process.

Executing Authorities

POs recounted experience with EAs explaining that there are some EAs who are on board with gender issues, even to the point of taking their own initiatives, and some who are not. Experiences of working with EAs in the Philippines, Sri Lanka and Uzbekistan had been very positive.

“In the Philippines Government, from the Secretary of the Bureau you will see so many women who are very happy to have these things. All the gender requirements, there is no problem, they think they make sense. In relation to implementation – women are in positions of power at all levels from the ministry downwards. Most of the Regional Directors are women.

PO Recommendations: Gender Design

Focus on what is achievable

- Gender Action Plans need to take into account local conditions and be developed on a case by case basis.
- Gender Action Plans need a clear goal, specifying what they aim to do and how, and link directly to overall project objectives.
- Targets should be 2 or 3 steps ahead, not 10.
- It’s better for the plan to be modest and implemented than ambitious and not implemented.

Focus on developing local ownership

- There has to be ownership on the government side. There needs to be something to convince the government this is important, something that makes a light bulb go on about how gender sensitivity adds value. Focus on women as untapped resources. Show examples, case studies, successes, not necessarily ADB, other donors, other sectors.
- It’s about having good mutual relations with the government.
- Identify someone who is a champion for these issues within PMU – a focal point.
- Ideally EAs should draw up their own Gender Action Plans.

Many of the Regional Offices work better where women are in positions of power – women are more serious than men. Women’s cooperatives are more successful.” (j)

“In the follow on [to SRI 1575], the Water Board had to come up with an Action Plan on how [to incorporate gender issues]. Women are very active anyway in Sri Lanka. Getting women’s involvement in CBOs is not culturally controversial – it is a very positive starting point, an easy context. The Water Board realized if they wanted the project to be more sustainable, they needed to be more aware themselves. They are under pressure from strong women in the Water Board. They recognized that they should be more gender sensitive in hiring. In the follow-on project, there’s a female Project Director, they want to get more women engineers into the Water Board, including women on the Board and in junior positions, and there’s a requirement that engineers get gender training.” (k)

“There are many female engineers. In planning, I felt that [gender] was dealt with quite well—it was not at all a battle. The government feels quite proud of raising the status of women—there is quite a lot of women officers. The project approval was 2 years ago – there is nothing much on record [about implemen-

tation]. But it seems fine. The [EA] is quite willing to employ women—there is no problem. Gender mainstreaming is working quite successfully. It is a conducive context. I did not encounter any problem from government—my personal experience has been very positive.” (e)

In contrast to the above, there are countries where EAs are not really on board with gender aspects of project plans. EAs will accept that gender has to be addressed in the project to comply with ADB requirements, but can have minimal capacity or motivation to implement. Projects in Pakistan, Bangladesh, Viet Nam, Laos and PNG were specifically mentioned in this context.

“The Government will not oppose any gender requirements—it is in the government’s interest to get the project funding—they accommodate donor’s conditions to a certain extent. Issues on gender are to a certain degree included in their National Policy. They may think the Gender Action Plan is too progressive but they will simply agree.” (b)

“Some governments are difficult to deal with. They will listen but nothing will happen. Pakistan will accept gender as something donors want. Central government is better at understanding—at district level or lower there is totally no understanding. They say OK we will try to comply but pay no more attention to it. They do not take it seriously. It’s a tool to pacify donors.” (f)

“It was very much an ADB agenda—the EA know that there are certain ADB policies and they will accept that these have to be included but when it comes to implementation it is not easy. Our policies are not necessarily the same as government policies. At implementation level they very much follow government policies.” [VIE 1855] (r)

Implementation

Project officers admitted they had little experience of the implementation of gender elements in projects. “It is an issue that generally does not come up, and is not brought up, in Review meetings”. (b) A number of factors contribute to this. Review meetings focus on the disbursement of funds and

PO Recommendations: Gender Elements

- Gender elements of project plans should aim to strengthen EA capacity while being realistic about what is achievable.
- Ideally, EAs should develop their own GAPs. If this is not viable, project design processes should aim to develop EA ownership of gender elements of plans.

PO Recommendations: PO Training and Guidance

Gender training

Most project officers would appreciate some gender training if it is:

- practical and rooted in experience and case studies;
- using methods that provoke thinking and application to project officers’ own projects;
- focusing on the role of mission leaders/project officers rather than on the role of gender analysts; and
- focusing on how women’s involvement adds value—how it helps the project achieve its goals.

Guidelines

Some POs felt guidelines would be useful if they:

- are short, clear and to the point;
- include key points to look for in various types of mission;
- provide examples of the type of things to write;
- include good examples, which are credible and useful; and
- include a list of do’s and don’ts.

the achievement of construction targets rather than “soft” issues, which are more to do with quality than quantity. Additionally, gender may be a very minor element of the project, EAs (and possibly POs) may have little interest, POs do not necessarily know what to ask about or look for, and, if there were problems, most would not be in a position to offer advice.

“In principle everyone agrees but we are really struggling. I want to know the most effective approach and I’m not necessarily seeing very effective models.” (g)

“As a layman, I just review it. There is no checklist to assess the extent to which women participate. I don’t know because I am not an expert” (h)

Analysis

Analysis of the sample of 21 water-related loans, field trips to 4 water-related projects, and interviews with 19 project officers (POs) clearly indicates that efforts are being made to address gender issues in the design of ADB water-related loans. There are proportionately more water-related loans with “significant gender mainstreaming” or “some gender elements” and fewer with no “gender elements” since the approval of the Gender and Water Policies. POs see the merits of gender mainstreaming to promote sustainability of projects and address women’s specific needs and priorities. They also recognize the need to meet policy requirements.

This is a significant achievement. It bears testimony to the considerable work that has gone into developing the ADB’s Gender and Water Policies, promoting awareness of gender issues and supporting their incorporation into project design by both the gender and water networks. It also reflects the impact of international advocacy on gender and water, which has strongly argued the importance of women’s involvement in water management, community development and sanitation for more than 10 years.

While adherence to policy requirements and developing gender-inclusive designs is progressing well, the issues of concern now relates to achieving *qualitative improvements* in design and implementation. Planning gender elements of project design should aim to: (i) support effective implementation of gender design features; (ii) promote ownership of GAPs by EAs; (iii) promote greater policy dialogue on GAD; and (iv) conduct GAD capacity development.

Consistency with the Gender Policy

Without exception, the gender elements of ADB water-related projects included in this review are all contextualized within the community level participatory activities. A feature common to many of the projects is inclusion of community participatory planning, construction, operation, main-

tenance and management of community level water resources and services. This approach is consistent with, that promotes and reinforces the Water Policy, which locates gender sensitivity within its overall section on participation.

The water-related projects included in this Gender Scan which focused exclusively on *infrastructure hardware*, providing services to the whole community such as wastewater treatment works, or flood control mechanisms, had “no gender elements.” Projects addressing urban domestic piped water supply systems, which are planned, constructed, rehabilitated, operated and managed by urban Water Authorities, mostly contained “some gender elements” but these related exclusively to small participatory sanitation components.

POs working with major infrastructure projects with no community based activities such as waste water treatment plants were unanimously of the opinion that gender issues are not relevant in this context. As a consequence, they tend to resort to using formulaic tokenistic sentences to satisfy perceived mandatory requirements for statements on women’s participation and on anticipated impact on women’s lives. These statements (such as “women are the main managers of water and will therefore be the main beneficiaries of improved services”) do not necessarily reflect the circumstances of the project. They are designed purely to satisfy ADB requirements and neither reflect nor influence project design.

This issue affects a significant number of water-related projects. The problem here is that project officers lack the understanding of how, why and when gender is relevant. Since many POs seem

Recommendation

Project officers recommend the Water Sector Committee and RSDD should construct a typology or flow chart to provide guidance on the nature and extent of gender analysis and gender design required in different types of water projects.

unfamiliar with the actual requirements of the Gender Policy they assume all projects must address gender issues irrespective of the nature or design of the project. This is incorrect. The misinterpretation of the Gender Policy and respective OM leads to unhelpful generic statements with respect to proposed project benefits to women. Whether gender *is* equally important in all projects, and whether there are projects where no specific action is required to promote women's involvement need to be clarified and discussed. Training of POs is required to familiarize them with the actual requirements of the Gender Policy as apposed to presumed requirements.

Qualitative Improvements: Gender in the Project Cycle

Policy Dialogue

The Gender Policy requires gender issues to be part of project design. Project officers report that some EAs are fully on board with gender issues to the point of developing their own gender initiatives. On the other hand, a larger number of EAs only accept the need for gender mainstreaming as an ADB requirement, but have little motivation or capacity to implement.

Policy dialogue is the process of working with EAs to influence the overall approach taken to project design. At its most effective, it is a process of advocacy, persuasion and learning from experience. While adherence with ADB policies will ensure that gender is included in loan documents, it can distort the process of advocacy and learning by replacing persuasion with compulsion. Sheer adherence to ADB Gender Policy requirement takes the onus off ADB staff and consultants to *persuade* EAs of the importance and value of gender mainstreaming.

Gender mainstreaming design features are only likely to be implemented if gender-sensitivity is either an *EA* requirement (i.e., it is clearly specified in their own government sector policies²²) or if EA staff are *genuinely convinced* that gender-sensitivity will help them to achieve their own policy objectives more effectively. Policy dialogue is required to promote institutional commitment to

Recommendation

Utilize the partnership between GWA and ADB to develop practical case studies of the impact of gender mainstreaming in water-related programs for use in advocacy with national governments. Prepare short guidelines on constructing advocacy arguments in the context of different EA policy priorities.

gender issues in the overall sector as well as in the individual projects. In the context of most EAs, gender mainstreaming is likely to be most accepted and effective if it is explicitly framed as a contribution to achieving the goal of the project. Focusing on “enhancing the status of women” as an end in itself is less likely to be supported by most water sector EAs.

It is clear from discussions with POs and implementation staff that reasons for gender mainstreaming in relation to particular projects are not always clear. Only eight of the 21 loans in this sample provided either a rationale or overall goal for gender mainstreaming activities. Six state that women's involvement would enhance the sustainability of project-related services, one that the aim is to address women's poverty and one that the aim of gender mainstreaming is to enhance the status of women.

Policy dialogue relating to gender and water follows the same rules as advocacy. The key issue is to frame arguments for gender mainstreaming in a way that will make the target audience listen and take note. This means focusing on how gender mainstreaming will assist more effective achievement of national policy goals. If POs are to take overall responsibility for policy dialogue, they themselves need to be convinced of the value of gender mainstreaming in order to promote this cause.

PPTA – Gender Analysis

The key to effective gender mainstreaming is appropriate gender analytical information relating to beneficiary groups, affected groups and EAs and IAs. The nature and extent of the information required depends on the type of project, as stated earlier. However, issues to consider generally

include:

- *Beneficiary groups*: men's and women's roles in relation to water/waste/ fisheries/irrigation (whatever the theme and effects of the project); their access to appropriate resources; their participation in relevant decision-making at household and community level; their barriers to access and participation; their needs and priorities;
- *Affected groups*: the ways in which men and women are affected by the project in different ways—e.g., ways in which male/female livelihoods and networks are affected by resettlement; and
- *Management and implementation agencies*: if actions to address women's needs and promote gender equality will form part of the project design, information is needed on the attitude or commitment of EAs and IAs to gender mainstreaming, on their experience, knowledge and skills, on whether or not there are staff with responsibility for mainstreaming, and possibly on the representation of male and female staff in the workforce.

At present, all loans include some gender analytical information on beneficiary groups but the quality and relevance of this information varies considerably. Some are clearly the product of considered analysis and consultation processes. However, in other instances, information is descriptive rather than analytical, or lifted from reports on women and development and not necessarily directly relevant to the project sector or area. There are instances of token statements about women and water that would be true in almost any situation and which say little about the particular project context. Loan documents often do not contain gender analytical information about groups being resettled neither about the capacity of EAs and IAs to implement plans for gender mainstreaming. Institutional assessment of this kind is not included in IPSAs.

There are a number of factors that influence the type and quality of gender analytical information and any suggested improvements clearly need to focus on these. Firstly, the project officer should be aware of the need for gender analytical information; they need to know when to recruit a gen-

Recommendations

Ways of improving the quality of gender analytical information need to be discussed and devised by the Water Sector Committee and RSDD collectively, in order to ensure that solutions are practical and that they constitute a qualitative improvement. The following are issues to consider:

- The typology of projects/flow chart discussed above should provide guidance on which projects require detailed gender analytical studies at the PPTA stage.
- The typology of projects should also make clear what kind of gender analytical information is required: information on beneficiary groups, affected groups, EAs and IAs.
- Sample TORs – with clear examples relating to different situations including institutional analysis – should assist POs in specifying requirements at PPTA stage
- Guidance to gender/social development consultants on essential information requirements and acceptable short-cuts.
- RSDD and GWA should assist in identifying appropriate gender consultants for this role, and in ascertaining the ability of regularly used sociologists and social development consultants²³ to incorporate gender analysis into their work.
- The issue of resource constraints is critical. Possibilities include:
 - additional resources for PPTAs where gender analysis is critical;
 - TAs;
 - support through GWA/ADB partnership; and
 - gender analytical studies in early stages of project implementation in the context

der consultant and when a sociologist or anthropologist can cover gender analytical aspects, and they need to prepare TORs appropriate to the project context. Secondly, the Gender Consultant/sociologist needs the ability to move beyond description of women's and men's roles and resources into a constructive analysis of problems and possibilities which is relevant to the project design. Thirdly, all of these happen in a context of extreme resource and time constraint.

PPTA Implementation – Gender Design

Designing gender inclusive projects requires drawing on gender analytical information and consultation processes to understand whether, why, where and how gender issues are relevant to the project design.

Loan projects categorized as having a GAD theme and “significant gender mainstreaming” demonstrated consistency with to the key processes of gender mainstreaming, and as such, can be

characterized as demonstrating good practice. They all provided:

- gender analytical information about beneficiary groups;
- evidence of consultation with beneficiary groups;
- action to build the capacity of management and implementation staff (usually gender training);
- gender consultants as part of the implementation team and/or gender written into the TORs of other implementation consultants;
- a set of actions to meet women's needs and/or to promote women's involvement in community management of water-resources;
- specified targets or indicators relating to women's involvement; and
- at least one covenant relating to gender elements.

However, the *quality* of the design features for gender mainstreaming can only be judged on the basis of appropriateness to the country context and overall nature of the project. Objectives and activities need to be appropriate to the challenges faced by beneficiary groups, identification of constraints, the objectives of the projects, and to the capacity of agencies to manage and implement them.

The gender elements of projects in this sample²⁴ demonstrate a considerable degree of similarity. This is in spite of the fact that the projects are taking place in different countries, characterized by very different gender norms and problems being implemented by EAs with markedly differing levels of commitment to and skills in relation to gender mainstreaming. To a certain degree, similarity can be expected of gender design features since overall project designs are similar. Project activities and performance indicators, however, should reflect local needs, opportunities, constraints and socio-economic environments. These are currently not adequately reflected in many of the gender design features of projects.

One example can illustrate this. Targets for women's involvement in community decision-making, were generally set between 30% and 50% yet these projects are taking place in very different

socio-cultural contexts, including:

- societies where it is normal for women to participate in community meetings such as the Philippines and Sri Lanka ;
- societies where women are completely excluded from community meetings such as Pakistan; and
- societies where women exclude themselves from the time-consuming processes of community management in order to focus on income earning activities such as in parts of Viet Nam.

While promoting women's involvement in community decision-making may well be an appropriate objective in all of these contexts, 30-50% participation cannot be an appropriate indicator of achievement in all cases. In the first instance described above, the project achieved high levels of women's participation before the project begun; in the second it seems an unrealistic aspiration; and in the third, women may chose to identify a more appropriate means of influencing community decision making than the time-consuming and voluntary processes of participating in community committees. In all cases, the quality of women's participation is likely to be more important than the quantity.

While almost all of the loans documents in this sample contained statements of anticipated positive impact for women—and many stated that women would benefit more than men from improved services—very few specified impact indicators or suggested that gender-related aspects of impact would be measured.

It is essential for gender planning to be integral to the activities, outputs, and indicators of the overall project design. ADB's system of developing separate GAPs have the advantage of concentrating efforts on gender and ensuring gender issues do not get lost or mainstreamed out of existence. Designing an effective GAP however requires: undertaking systematic gender analysis; developing a detailed GAP which is closely correlated with project components and activities; using a participatory GAP design process which is fully owned and understood by the executing agency; setting realistic targets which are linked to overall project objectives; ensuring adequate skills and resources

are available to implement the GAP; and including a local gender specialist in the project implementation teams.

Preparation of GAPs during design provides an important road map for implementation for EAs and project teams. However, a consultative approach for the development of GAPs is crucial to reinforce commitment and ownership of EAs. A participatory process in GAP development can also be seen as a way of building gender mainstreaming capacity within the EA and project team. Moreover, re-visiting GAPs during implementation may offer an opportunity to review the specific targets and indicators for project components and activities with clear responsibilities for implementation.

Project Implementation

POs were in a position to give very little information on the implementation of gender designs. It is generally not an issue that comes up or is brought up in Review meetings. Review meetings focus on the disbursement of funds and the achievement of construction targets rather than “soft” issues which are more to do with quality than quantity. Gender may be a very minor element of the project, EAs (and possibly POs) may have little interest, project officers do not necessarily know what to ask about or look for, and, if there were problems, most would not be in a position to offer advice.

The field visits to 4 projects under implementation revealed some interesting issues. It is worth noting here that of these projects visited in the field, 3 were classified as having “some gender benefits” and only one was classified GAD theme. Loans categorized as having “some gender benefits” are those projects with some gender analysis and *minor* design features. In ADB’s categorization, these loans are not included as gender mainstreaming loans.

In the two Sri Lankan projects, the minor gender design features related almost entirely to ensuring women’s participation, either in community meetings and/or as community animators. In Sri Lankan society, women’s participation in community level activities is normal and quantitative indicators on participation are achievable without any need for action. This is an instance of the kind of generalized gender features discussed above. By

failing to accurately diagnose the problem (which relates more to the quality than the quantity of women’s participation), and by failing to specify activities, gender elements of the project design failed to influence project implementation. However, it needs to be pointed out that both these projects were designed and approved prior to approval of the GAD and Water policies.

Although the VIE 1815 Second Red River Basin Sector Project has a GAP, staff appear confused as to how to translate this into practice. The project is operating an innovative integrated, sector based, participatory approach and gender is mainstreamed within this. Participatory activities have recently commenced, efforts are being made to include women in discussions, but project staff are facing difficulties. These relate to ensuring that women’s views are heard at community level, ensuring that women’s priorities influence decision making, and providing guidance to IAs. This project illustrates the point that GAPs—no matter how detailed—cannot substitute for expertise. EA and IA staff without practical experience of gender mainstreaming cannot expect a GAP to tell them what to do: practical gender consultancy support is necessary. The same can be said for the implementation of the IWRM approach in this project.

The VIE 1514 Second Provincial Towns Water Supply and Sanitation Project is an encouraging example of what can be achieved when EAs and IAs accept ownership and fully understand the reason for gender sensitive participatory elements of the project. After training and mentoring by consultants from the Vietnamese Women’s Union staff reluctantly took responsibility for community participatory hygiene and sanitation elements of the project, which were a great and unexpected success.

EA staff from the SRI 1575 Third Water Supply Project (who have now developed their own Gender Action Plan in the context of the follow-up project) and the VIE 1855 Second Red River Basin Sector Project are requesting ADB assistance in developing gender training, gender strategies and practical guidelines. Training and support in these instances needs to be practical and provided by consultants with experience appropriate to the context and needs of the project. These two projects

are also seeking assistance with the development of implementation strategies or guidelines.

It is instructive to learn from the experience many development organizations have had in developing and implementing gender policies. Numerous evaluations have highlighted the problem of “policy evaporation” where policy commitments have not been reflected in processes of project planning, implementation and impact. A consistent conclusion is that EA ownership of policy priorities and capacity to implement are critical. A recommendation arising from this is that the most valuable part of a policy is often the *process of developing it* and that it is preferable for gender consultants to *facilitate* organizations to develop their own Gender Policies and Strategies, rather than to write policies themselves.

There is likely to be insufficient time during project preparation to facilitate a participatory planning process, and appropriate staff are not in place. Valuable support to EAs during implementation would be to assist EA staff develop *their own project gender strategy/GAP* to put gender elements of the project plan into practice. This would help them to think through and make decisions on what problem they are aiming to address, what they want to achieve and how they are going to achieve it.

Gender Capacity Development

A few POs of water-related projects have received gender training either in ADB or elsewhere. It was striking that those POs who demonstrated the most commitment to and interest in gender issues learned not from gender training courses but from experience. While project officers would generally welcome gender training that is practical, relevant and focused on their own role, formal gender training is not necessarily the best way of learning. It is never sufficient on its own to build appropriate knowledge and skills and it always works best as part of a wider organizational strategy to build capacity and promote good practice. Complementary activities include activities to use skills learned on training courses such as pilot initiatives and participatory strategy development, and also other ways of developing knowledge and skills such as

Recommendations: Developing Gender Plans

Suggestions

- Ensure that gender/social development consultants are able to participate both in the analytical phase of the PPTA and in the project design stage.
- Ensure that gender/social development consultants have good planning skills, in particular an understanding how to use analytical data for prioritising and planning, understanding Logical Frameworks and using Logical frameworks to their advantage.

Issues to consider

- Ensure that the indicators and activities of gender plans are rooted in base line gender analytical data about beneficiary groups, affected groups, EAs and IAs, and relate both to outputs and to overall impact.
- Ensure that gender elements of plans and Gender Action Plans are clearly linked into the overall project design, e.g., related specifically to the project purpose and to each project output and component
- Promote ownership and buy-in from EA staff during the PPTA stage

Supporting implementation of gender plans

Even the best Gender Action Plans are only as good as the people who implement them. EAs and IAs need practical support, advice and training on implementation. This suggests:

- gender consultants support to EAs;
- capacity building through practical gender training (focused on implementation issues not on planning); participatory strategy development; exchange visits; network support;
- pilot projects as part of GWA/ADB partnership supporting/documenting experiences of implementation in projects keen to develop gender mainstreaming elements, and in different cultural/project contexts; and
- joint GWA/RSDD identification of gender consultants with practical skills in implementation including community level work. Categorization of gender consultants with different types of skills.

exchange visits, mentoring programs, and follow-up report back and discussion workshops.

Gender consultants are called upon to have an ever increasing range of skills across a wide range of sectors including the ability to conduct targeted advocacy, gender analysis, planning, training and, judging from the demand revealed in the review conducted for this project, to provide practical implementation guidance and support. It is unrealistic to expect one person to have knowledge and skills in all of these areas. Gender Consultants in RMs focus principally on gender analysis, planning and assistance to EAs for implementation. Training can support them in these roles. This

Gender Scan reveals a need to develop skills in gender advocacy, learning from the very successful experience of gender advocates in the international arena. The challenge is to develop commitment and buy-in to gender mainstreaming at the national level as part of the planning process. This requires EAs to understand how gender mainstreaming will assist them in more effectively meeting their own national policy objectives – this is not an easy or a one-off advocacy task, but it is an essential component of gender planning. Secondly, this Gender Scan indicates a need to begin to develop gender action plans with more of an eye to implementation rather than to ADB requirements.

Practical support to the implementation of gender plans requires consultants with practical experience of work with local government staff and community level groups. This is discussed in the next section.

Recommendations

Project Officers

- Participatory gender training, focused on the role of a project officer, enabling analysis of project officers own projects and guidance on policy dialogue, providing practical and relevant understanding and advice.
- Development of complementary forms of learning including, in particular, exchange visits.
- Investigation of the inclusion of gender in courses relating to poverty and participation.
- Practical checklists/examples of TORs.

Gender Consultants

- Training/discussion of gender advocacy and policy dialogue – framing arguments to promote buy-in from EAs.
- Training/discussion of developing gender plans drawing on gender analytical baseline data and relating directly to the objectives of overall project plans.
- Training/discussion on facilitating EAs to develop their own Gender Strategies at the start of project implementation.

Recommendations

This section presents recommendations and the follow-up action that is currently being coordinated. The recommendations are based primarily on the insights of the Gender Scan team but also recommendations provided directly by POs and EA project staff in the field.

Review the Water Policy

In line with the Water Policy Implementation Review being undertaken in 2005, it would be useful to take the opportunity to amend the Water Policy by strengthen attention to gender mainstreaming as an important crosscutting theme in the context of poverty focused IWRM. This includes strengthening gender analytical information, elaborating the rationale for gender mainstreaming and including actions to promote gender-mainstreaming capacity in EAs and IAs.

The Water Group of ADB will take into account this recommendation during the planning and implementation of the Review Process.

Increase attention to mainstreaming gender effectively in water sections of Country Strategy and Plans and Water Sector Road Maps

Country Strategy Papers and Sector Road Maps provide important policy frameworks and high-level agreements for project level interventions. Renewed efforts are required to embed gender analytical information within the water-related sections of CSPs and in Water Sector Road Maps, and, on the basis of this analysis, to outline both the rationale for mainstreaming attention to gender issues in project design and required project-related actions. Written guidance is needed on mainstreaming gender in Sector Road Maps, as well as renewed attention to ensuring effective linkages between CGAs and CSPs.

Upon establishment of the subgroup, a first meeting will be organized to discuss follow-up issues and set a time frame for accomplishment of follow-up activi-

ties. The subgroup will be expected to discuss the need and action required to prepare guidelines for gender inclusion in preparation of Water Sector Road Maps.

Form a subgroup from the Water and Gender Networks to make decisions on actions arising from this Gender Scan

Water-related staff are generally following gender procedures effectively. Improvements arising from this Gender Scan relate not to *general* rules but to *adapting* processes and procedures to fit the circumstances of different cultural groups and different EAs to promote effective implementation. In this context, it is important that staff from the Gender and Water Networks work together on agreeing and prioritizing conclusions and actions. Both groups have a role to play in promoting effective gender mainstreaming, they have complementary roles and experiences to contribute, and it is important that both feel a sense of ownership and commitment to new practices and procedures.

This will be the first activity as follow-up to the Gender Scan. The gender group will take the initiative to openly invite interested water sector staff to form this group. The subgroup will liaise closely with the water sub-committee for policy and funding issues. This subgroup will be established by May 2005.

Produce practical tools to make gender mainstreaming more operational through each phase of the project cycle

Two tools have been suggested:

1. A **project typology chart for gender mainstreaming**. Whether gender is an issue in major infrastructure projects with no community participatory elements and how gender should be dealt in these projects are issues that need to be discussed and agreed. It may be better to concentrate gender resources (staff and consultants) on those projects where gender sensitivity is particularly important. Clar-

ity on this issues would increase the understanding and support for gender policy implementation by POs. The Water Committee and RSDD should work together in constructing a project typology chart that acts as a reference tool in the design stage of water-related projects. The typology chart would be designed to list a wide range of water-related projects and possible gender issues to anticipate and identifying entry points for gender mainstreaming in project design.

The subgroup will review the first draft before sharing for additional input.

2. **An advocacy package for policy dialogue.** It is important that EAs for not simply accept GAPs because they are an ADB requirement. Rather they should be encouraged to understand how gender mainstreaming will assist them in achieving national water and gender policies and contribute to sustainability of the project. This has important implications for the PO involved in policy dialogue and for consultants involved in developing GAPs. The advocacy package will help POs and gender consultants demonstrate to policy makers how gender mainstreaming will assist them in achieving national goals. It should frame strong advocacy arguments relevant to local circumstances and national policy commitments. The Package should include references to CGAs and highlight good practice of implementing gender strategies and actions from different sectors.

The Gender and Water Partnership between ADB and GWA is expected to be renewed with extra funding (on a cost sharing basis) between ADB and GWA. The extension of the partnership will require a set of activities for implementation during 2005–2006. The preparation of this advocacy package will form part of the program.

Engage consultants to collect gender analytical information

Gender analytical information is the critical baseline data required for effective gender mainstreaming. The Water/Gender Subgroup

needs to identify practical and realistic ways of overcoming the current PPTA time and budget constraints that impede the collection and collation of appropriate data. Inputs of gender specialists in RMs offers an opportunity to ensure that adequate gender analysis is undertaken and that appropriate gender strategies and provisions are developed. It is therefore essential for RM gender specialists to be included in loan fact finding, appraisal, inception, loan Review and mid-term Review missions. Where RM gender specialists are not available, RSDD and GWA have already identified Gender Consultants with the skills to conduct gender analyses that POs should use more frequently.

The Gender and Water Partnership agreement for 2003-2004, had included a budget to support ADB staff to engage gender consultants for PPTAs. Allocated funds for this activity are still available and will be promoted widely to ADB staff for use in 2005. Review and support to regularly used consultants on improved gender analysis will be provided by RSDD and where relevant by GWA as well.

Identify ways of providing support to EAs and IAs in the effective implementation of Gender Action Plans

The best Gender Action Plans are only as good as the people who implement them, and most EAs and IAs do not have existing knowledge and skills in this area. Four forms of support appear to be called for:

1. Gender training of a very practical kind is needed focusing on the roles and responsibilities of EA and IA staff and their partner organizations, backed up with ongoing support through networks and exchanges. It is particularly important to provide support to staff within EAs and IAs who have responsibility for spearheading, supporting and sustaining gender sensitive practice, such as social development staff or gender focal points.
2. Facilitation is required to enable EA staff to develop and “own” their own Gender Strategy in relation to the practicalities of implementation. It is recognized that RM gender specialists have worked extensively on promot-

ing gender issues in many other sectors and have skills and experience in the area of implementation from which the water sector can learn.

3. Hands-on support to community level work is required to support field staff in enabling women and men to work together in community decision-making. Initiating and documenting pilot support initiatives, supported by ADB and GWA, would be very valuable since information in this area is generally lacking.
4. Regional workshops to showcase good practices and provide a forum for lateral learning among EA-Project Directors and IAs is required for experience sharing on (i) successful gender inclusive loan projects and processes undertaken by EAs and IAs themselves to design specific gender features for those loans and (ii) the use of GAPs to guide implementation and monitoring of project activities.

The Gender and Water Partnership agreement activities for 2005–2006 will include support for training to EA and IA staff on gender issues. The

support offered would be on a demand basis thus requiring EA and IA to identify training needs. Gender specialists in the RM will liaise closely with the EA and IA staff and assist the gender/water subgroup and GWA in preparing and conducting tailored made training at country level.

Develop skills and knowledge of ADB staff on gender mainstreaming

Training for project officers, which is practical and focused explicitly on their roles and responsibilities, has an important role to play. Training is more effective when it is recognized as a continuing process with follow up workshops and opportunities for reflection and discussion of experiences.

A training of trainers on gender and water was prepared and tested out in September 2004 for ADB staff. The first training conducted was specifically for gender in domestic water supply and sanitation subsector. The second course to be conducted in 2005 will be on gender in irrigation and water resources management.

Endnotes

1. The GWA is an informal network of more than 300 members—organizations and individuals, government and NGOs—from 56 countries throughout the world. The overall aim is to promote and support equity among women and men in sustainable water resources development and management at all levels
2. See Appendix 1 for the TOR of this review.
3. ADB.1998. *The ADBs Policy on Gender and Development*. Manila ADB. 2001. *“Water for All” The Water Policy of ADB*. Manila.
4. A total of 20 COSSs and CSPs from 1995 to 2003 were reviewed.
5. Such as populations facing resettlement.
6. CSPs came into ADB operations in 2000, replacing Country Action Plans (CAPs) and Country Operational Strategy Studies (COSSs).
7. Country Gender Assessments were previously referred to as Country Briefing Papers on Women.
8. ADB. 2001. Special Evaluation Study on Gender and Development, Manila.
9. ADB. 2003. *Interim Progress Report on the Policy on Gender and Development. Poverty and Social Development Papers No.5*. Manila.
10. i.e., they involve the provision of community-based water-related services
11. SRI 1575 and SRI 1462 date from 1996 and 1997. In interviews, project officers said that were they being prepared today they would undoubtedly include a more clearly specified community-based approach and within this, more specific gender mainstreaming. The follow-up project to SRI 1575 demonstrates that this is the case. Interviews were not held with the POs of BAN 1941 and BAN 1381.
12. Project officers’ understanding of gender issues in communist and former communist countries at the time of the interviews, related to centrally planned economies which promote full equality for women in economic and political spheres with women-friendly labor market and policies. POs were not well informed of the changes of these countries to market economies and its impact on gender.
13. TA on women’s involvement in fisheries in the Philippines.
14. These commitments relate to the “logical framework” method of planning. The “purpose” is a brief sentence or statement of what will be achieved by the end of the project; “Outputs” are the various changes that the project will bring about that will collectively achieve the “purpose”; “Activities” are the actions that are necessary and sufficient to achieve each “output”. “Activities” should form the basis for budgeting, staffing and time management.
15. Gender information is summarized under these headings – this is not exactly how it appears in the RRP documentation.
16. Visited during the field trip.

17. It was not possible in the time available to talk to women separately from male community members and project staff. Although these responses appeared quite emphatic, they may have been influenced by the circumstances of the meeting.
18. Gender information is summarized under these headings – this is not exactly how it appears in the RRP documentation
19. In 2001, a new project classification system was adopted to conform to the PRS. Under the new system, all projects are classified by their poverty focus. In addition, projects are classified in terms of one or two thematic priorities includes gender and development. Memorandum from Director, SPD, *Staff Instruction: Loan Classification System – Conforming to the Poverty Reduction Strategy*, dated 27 November 2000.
20. Quotations for the 19 POs and key informants have been codified as to distinguish responses from different staff members.
21. The Gender and Agriculture checklist includes guidance on irrigation.
22. ADB has an important role to play here.
23. Given the very close correlation between gender, community participatory approaches, and a poverty focus, a consultant who is able to analyze and link all three issues is likely to be more useful than a separate gender consultant who is not experienced in participatory, poverty-focused development.
24. This refers to all Loan documents with gender elements not only those with Gender Action Plans

Appendixes

Appendix 1

TERMS OF REFERENCE OPERATIONS REVIEW OF GENDER MAINSTREAMING IN ADB's WATER SECTOR

A. Background

1. The Gender and Water Alliance (GWA) and the Asian Development Bank (ADB) signed a letter of agreement in October 2003 to co-sponsor a program of activities under the Gender in Water Partnership that was launched during the 3rd World Water Forum to promote gender mainstreaming in water management. The purpose of the program is to improve the practice of gender mainstreaming within ADB's and the GWA's water operations through the sharing of knowledge, experience and skills of both parties. The program will work at a strategic level with the GWA to assist ADB staff in the water sector and develop their capacity in new approaches and methods of gender mainstreaming and use them to improve operations and formulate policy frameworks.

2. The main areas of collaboration between ADB and GWA, referred to as the "the Program" consist of the following activities:

- Water operations Review
- Advisory service
- Pilot and/or demonstration activities
- Training
- Joint publications

3. The aim of the water operations Review is to examine the implementation of ADB's gender practice from an operational as well as institutional perspective, to ensure that gender sensitive practice becomes routine in all aspects of ADB work. The concept of gender mainstreaming represents a broad shift in responsibility from gender specialists to management and operational levels. Building staff capacity to be willing and able to can be a complex and a long-term task, involving both technical and political dimensions of change. Conducting a water operations Review is a useful and common starting point for mainstreaming attention to gender issues in ADB and its work.

4. The fact that ADB has already taken some steps towards promoting gender sensitivity (through providing staff with training or guidelines, for example), the water operations Review is an opportunity to consolidate and formalize the steps ADB has taken, and think strategically about the future.

5. The main outputs of the operations Review will include:

- A valuable opportunity to involve staff in thinking through why gender is important to their work in the water sector and what the implications are for practice;

- A public statement (through the report of the operations) of ADB's commitment to taking gender issues seriously;
- Agreed gender-related action and indicators of change;
- An instrument of accountability against which to evaluate ADB's performance.

6. The water operations Review will use a multi-prong approach with interviews, workshops, literature and reports Review and questionnaires as a basis for fact finding. The Review is intended to look into ADB's water operations at the institutional level (at ADB itself) and at the field level (project coverage). Consultations with ADB staff in headquarters and in the field will be central to the method.

7. The Review will focus on a framework covering internal application of ADB's gender policy; application of policy in ADB's products and services; ADB's organizational support for gender policy application; application of gender policy internally at ADB, each of them further measured by specific performance indicators. In terms of the AADB water operations at the field level, the Review shall cover loans and technical assistance of the various sub-sectors within water, pilot and demonstration projects and regional events. A sample of 20% of all ADB's field activities shall be randomly selected for the Review.

8. The Review is expected to last for three months. Phase 1 of the Review, two weeks long, to prepare the Review and conduct workshops and interviews, will begin in February. Phase 2, will last for one month in June, to conduct the field Review and Phase 3, lasting two weeks, to report on the results of the Review.

B. Key Qualifications

9. The assignment requires a qualified gender and water specialist with a minimum of 10 years experience in designing gender activities, particularly in preparing policy frameworks. Country and/or regional experience would be beneficial.

10. The skills required include the ability to independently conduct the Review within a short time frame and with use of as little as possible time of management, professional and ADB staff. The consultant must be able to communicate with a wide range of audiences (representing different levels and interest in the ADB) with use of participatory approaches.

C. Duty Station

The duty station will be the United Kingdom, with two travels to the ADB headquarters.

D. Inputs

The gender specialist will be required for a 51 person-days input starting between April – September 2004.

E. Scope

11. The consultant will be responsible for assessing 20 projects of the ADB which will include 2 field visits. Upon Review of the documents and field visits, an analysis of the assessments will be documented as the final report. A visit to the ADB headquarters to present the Review results is also expected.

A. Duties and Responsibilities

12. The gender specialist's duties during the Review will include, though not limited to the following:

- the **guidance** ADB staff and partner organizations have received in relation to gender (training, gender policies, gender guidelines, gender requirements on planning formats etc..)
- the **gender-related understanding and skills** of ADB program staff (i.e. the ADB staff responsible for the development/approval of policies/projects at the country level)
- gender issues within **ADB itself**
- the extent to which **project/policy documents/log frames/Reviews** include appropriate attention to gender issues
- the extent to which policy/project **implementation** includes attention to gender issues (inclusion of gender in implementation staff TORs, gender training/guidance/support for staff; gender-related activities)
- gender-related **impact of projects**
- Review all relevant documents pertaining to the ADB's gender and water policies and operations
- Identify the areas of ADB's staff involvement in the Review
- Visit two resident missions and conduct field visits as well as workshops with staff involved in the two Reviewed projects.
- Consult the water committee and network of the ADB on the findings of the assessment through Review of the draft final report.
- Conduct a workshop at the end of the Review to present the workshop results and facilitate discussions on future plans and action required.

B. Reporting Relationship

13. The consultant will report to the RSDD social development specialist (GAD).

a. OUTPUTS

14. The consultant will be responsible for submitting the following documents and reports:

- A report on the field visits describing the process, methodology and analysis of the projects visited.

- Conduct a workshop by early September to present the results of the Review.
- A final report on the Review results with recommendations for improving ADB's operations by the end of September.

Appendix 2

POLICIES AND DOCUMENTS REVIEWED

ADB Manila

ADB (1997), *Gender and Development in ADB Operations*. ADB Operations Manual.

ADB (1998), *Policy on Gender and Development*. ADB Manila.

ADB (1998) *Fighting Poverty in Asia and the Pacific. The Poverty Reduction Strategy*. ADB Manila

ADB (2001), *Gender Action Plan 2001 – 2003*. ADB Manila

ADB (2001), *Water for All – The Water Policy of ADB*. ADB Manila

ADB (2001), *In-House Review of ADB's Water Policy Implementation*. ADB Manila

ADB (2001), *Special Evaluation Study on Gender and Development*. ADB Manila

ADB (2001), *Gender Checklist: Water Supply and Sanitation*. ADB Manila

ADB (2002), *Interim Progress Report on the Policy on Gender and Development*. Poverty and Social Development Papers, ADB Manila

ADB (2003), *Special Evaluation Study on Project Performance Management in the Asian Development Bank and its Projects in Developing Member Countries*. ADB Manila

Malvicini, P.G. 2003. Staff Perspectives on the Poverty Reduction Strategy, Supplementary Appendix No. 1 of *Review of the Asian Development Banks' Poverty Reduction Strategy*. ADB Manila

Sri Lanka

ADB Sri Lanka Country Strategy

Country Gender Assessment (Draft), ADB Sri Lanka

Ministry of Women's Affairs (2004) *Bill on Women's Rights (Sri Lanka) (Draft)* made open for public scrutiny and views.

Viet Nam

The Socialist Republic of Vietnam, *National Strategy for the Advancement of Women in Vietnam by 2010*.
ADB Country Strategy and Program Update 2004-2006, Socialist Republic of Vietnam, July 2003

Women in Vietnam, ADB Country Briefing Paper

Gender Mainstreaming Literature

Athukorla, K (1996) *The Need for Gender Analysis in Strategic Planning for Effective Water Management in Sri Lanka*, Water Resources Development Vol.12 No.4 pp.447-459

DAC Working Party on Gender Equality (1998) "DAC Source Book on Concepts and Approaches Linked to Gender Equality", OECD

Derbyshire, H (1999) "*Mainstreaming Gender Equality in Project Implementation*", Social Development Department, DFID, UK

Derbyshire, H (2002) "Gender Manual: Practical Guidance for Policy Makers and Practitioners", DFID, UK

Moser, C., Tornqvist, A., and van Bronkhorst, B. (1999) "*Mainstreaming Gender and Development in the World Bank: Progress and Recommendations*", World Bank

Razavi, S (1997) *Fitting gender into development institutions*. World Development, vol.25, no.7: 1111-1125

Schalkwyk, J., Thomas, H. and Woroniuk, B. (1996) "Mainstreaming: A Strategy for Achieving Equality between Men and Women: a Think Piece", Sida,

Standing, H (2004-draft) *Gender, myth and fable – the perils of mainstreaming in sector bureaucracies*. Personal draft

Appendix 3

LIST OF 21 SELECTED LOAN PROJECTS

1. Irrigation and Rural Development

KAZ 1592: Water Resources Management and Land Improvement
RRP November 1997
Effective Date August 1998

INO 1479: South Java Flood Control Sector
RRP October 96
Effective Date January 1997

NEP 1609: Community Groundwater Irrigation Sector
RRP February 1998
Effective Date March 1999

SR1462: North Central Province Rural Development project
RRP August 1996
Effective Date February 1997

TAJ 1852: Emergency Restoration of Yavan River Conveyance System
RRP October 2001
Effective Date December 2001

PAK 1787: North Western Frontier Province Barani Area Development
RRP November 2000
Effective Date February 2002

CAM 1862: Northwestern Rural Development
RRP November 2001
Effective Date September 2002

VIE 1855: Second Red River Basin Sector
RRP October 2001
Effective Date May 2002

2. Fisheries

PHI 1562: Fisheries Resource Management
RRP September 1997
Effective Date September 1998

PNG 1925: Coastal Fisheries and Management Development
RRP October 2002
Effective Date July 2003

3. Water Supply

VIE 1514: Second Provincial Towns Water Supply and Sanitation
RRP December 1996
Effective Date November 1997

THA 1646: Samut Prakarn Wastewater Management
RRP 1998
Effective Date November 1999

SRI 1575: Third Water Supply and Sanitation Project
RRP November 97
Effective Date July 1998

CAM-1725: Provincial Towns Improvement
RRP November 1999
Effective Date April 2000

LAO 1710: Water Supply and Sanitation Sector
RRP October 1999
Effective Date July 2000

KIR 1648: Sanitation, Public Health and Environment Improvement
RRP November 1998
Effective Date September 1999

UZB 1903: Western Uzbekistan Rural Water Supply Project
RRP April 2002
Effective Date July 2003

BAN 1941: Jamuna-Meghna River Erosion
RRP November 2002
Effective Date April 2003

PRC 1797: Tianjin Wastewater Treatment and Water Resources
RRP November 2000
Effective Date October 2001

PAK 1950 Punjab Community Water Supply and Sanitation
RRP: November 2002
Effective date: April 2003

Appendix 4

INTERVIEWS AND MEETING

ADB Resident Mission and Field Staff

John Cooney	Director, Sri Lanka Resident Mission
Bradford Philips	Director, Viet Nam Resident Mission

Third Water Supply and Sanitation Project, Sri Lanka

Ministry of Urban Development and Water Supply

Mr. T Hewage	Secretary
Mr. M I.A. Latiff	Director (Water Sector)

Ministry of Women Empowerment & Social Welfare

Mrs. Rajapakse	Secretary
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National Water Supply & Drainage Board

Mr S L Seneviratne	Chairman
Mr. H Suriyaarachchi	Vice Chairman
Mr. M. Wickramage	General Manager

PMU – TWSSP

Mr K L L Premanath	Project Director (TWSSP)/Addl.GM(ADB)
Mr. Deepthi Sumanasekera	Deputy Project Director/AGM(RWS)
Mr A H Gunapala	Chief Sociologist(RWS)
Mrs Champa Siriwardena	Chief Engineer (UWS)
Mr K H Nandisena	Chief Engineer (RWS)
Mrs Premani Fonseka	Snr Accountant (ADB)

PIU Anuradhapura – TWSSP

Mr. D.B. Gunadasa	District Manager
Mr. D. Dharmapala	Engineer (Consolidation)
Mr. Sarath Silva	Hydrogeologist
Mr Karunaratne	CDO

PIU Puttalam – TWSSP

Mr Ranjith Fernando	District Manager
Mr S Abeydheera	Senior Engineer
Mr B A Gamini	Snr Sociologist
Mr S Edirisinghe	District Training Officer

PIU Kegalle – TWSSP

Mr Rohan Wljesooriya	District Manager
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Second Red River Basin Sector Project, Vietnam

Mr. Nguyen Dinh Hiep, Director, CPO
Mr. Chu Tuan Dat, Project Management Specialist
Ms. Mai Thi Kim Chi, Social Development Specialist
Ms. Nguyen Thi Thu Ha, Translator
Mr. Neil O'Sullivan, Social Development Specialist/JPPR Consultant

Second Provincial Towns Water Supply and Sanitation Project, Vietnam

Mr Truong Son, Director PEEP program
Ms Hong, Women's Union of Vietnam

Participants at the Semi-final Workshop on the Public Environment Education Programme (PEEP) and the non-interest Revolving Fund for Septic Tank Construction 22nd-23rd July 2004

Mr Nguyen Van Cung	Deputy Director, CPMU and relevant CPMU staff
Mr Nguyen Van Nga	Deputy Director of Preventive Health Care, Ministry of Health
Mrs Phung	former specialist on PEEP/Sanitation program for ADB program

PPIO Nghe An Province

Mr Hoang Nhat Quang	Deputy Chief Clerk of Nghe An Provincial Peoples Committee
Mr Phan Quang Hien	Vice Chair of Vinh City People's Committee
Mr Nguyen Tung	Deputy Director of Nghe An Department of Construction

Chairs or Vice Chairs of 16 wards and communes of Vinh City
Collaborators from 16 wards in Vinh City

Appendix 5

FIELD STUDY CHECKLIST

Field Study Objectives

- To visit projects with substantial “gender” elements in the project design
- To find out:
 - The process by which the gender elements came to be included in the project design
 - The extent to which gender elements included in the project design are being followed through in implementation
 - Conclusions and recommendations applicable to ADB water programs as a whole
- What is the current implementation status of these 2 projects?
- There is much more detailed attention to gender issues in the Secondary Towns Project documents than in the Third Water Supply documents. Why is this?
- History of addressing gender issues in water supply in Sri Lanka?
- What role does/did ADB play in promoting attention to gender issues?
- What role do/did other donors play?
- Who is responsible for implementing/ensuring the implementation of gender-related elements in these projects?
- Have you had difficulties in implementing gender aspects of the plan?
- Are gender-related elements monitored? In what way?
- What conclusions would you draw from your experience to assist in promoting attention to gender issues in other water-related projects?

Appendix 6

INTERVIEWS AND MEETINGS—ADB HQ STAFF

ADB Water Sector Project Officers

Xioyan Ye	CAM 1725 and LAO 1710
Tadayuki Kanazawa	VIE 1514
Eva Maria Mayerhofer	SRI 1575
Takshi Matsuo	SRI 1462
Amy Leung	UZB 1903 and PRC 1797
Kenichi Yokoyama	BAN 1941
Tetsuro Miyazato	INO 1479
Ashraf Malik	TAJ 1852
Weidong Zhou	PHI 1562
Thomas Gloerfelt-Tarp	PNG 1925
Peter Smith	VIE 1855
Hole Phong	VIE 1855
Eva Maria Mayerhofer	SRI 1462
Peter Wallum	UZB 1903
Amy Leung	PRC 1797

ADB Water Committee Members

Wouter Lincklaen Arriens	Water Committee
Charles Andrews	Water Committee
KyeongAe Choe	Water Committee
Rudolf Frauendorfer	Water Committee
Alain Goffeau	Water Committee

ADB Gender Staff

Shireen Lateef	Principal Social Development Specialist
Jennifer Francis	Social Development Specialist (GAD)
Shiranee Mills	ADB Sri Lanka Gender Consultant
Nguyen Nhat Tuyen	ADB Vietnam Social Development and Gender Officer

Appendix 7

PROJECT OFFICER INTERVIEW CHECKLIST

Process of Developing and Reviewing the Loan Agreement

- What was the process of incorporating attention to gender issues in the RRP and loan agreement?
- What influenced the extent to which gender issues were addressed?
 - The type of project?
 - The beneficiary group/local culture?
 - The ADB Project Officer?
 - The executing agency – gender policy commitments/staff attitudes and experience?
 - The Social/Gender Consultant?
 - Input and comments from RSDD?
 - Other factors?

Implementation and Review

- If gender issues are addressed in the loan document, what in your experience governs the extent to which these are implemented effectively?
 - Inclusion in covenants?
 - The attitude and skills of management and implementation agencies?
 - The provision of appropriate support (consultancy, training etc.) to implementation staff and agencies?
 - Other factors

Gender-Related Knowledge, Access to Information and Support

- Have you received any gender training? Was it useful?
- Have you received a copy of the ADB Gender and Water checklist? Was it useful?
- Have you learned about gender issues in any other way?
- Do you feel you have a reasonable understanding of gender issues in relation to water-related loans – including the ways in which these issues might be included in loan documents and agreements?

ADB Gender-Related Systems and Procedures

- Are you aware of ADB's commitments to gender mainstreaming as set out in the Gender Policy?
- Are you aware of ADB's commitments to gender mainstreaming as set out in the Water Policy?
- Are you aware of the gender requirements set out in the Operational Guidelines?

Conclusions

- What conclusions do you draw from your experience of addressing gender issues in loan negotiations, documents, implementation and Review?
- How might ADB improve attention to gender in loan design and implementation?

Appendix 8

CHECKLIST FOR OF QUESTIONS TO THE WATER COMMITTEE

Water Policy

- Who has written the areas regarding gender in the water policy?
- Is there somebody responsible for monitoring gender within the water sector group?

Water Committee Composition

- How were committee members selected?
- What is the gender composition of the committee?
- How much funding does the committee have for activities?
- How much of these activities were related to gender? And amount of spending for gender?

Training and Events

- Has there been any gender training organized for ADB water staff?
- If yes, how many? Are the training modules available?
- How many workshops/events have been organized in HQ and other regions since 1997?
- For each event:
 - o Number of participants according to gender?
 - o Number of women speakers according to gender?
 - o Number of sessions addressing gender as an issue?

Publications:

- Total number of publications under the water group since 1997?
- How many is gender related (mainstreamed)?
- How many are specific on gender?
- Total number of videos and films?
- How many discuss gender (mainstream)?
- How many are specifically on gender?
- Is there a gender site under the water website?
- How many articles or stories in water website relate to gender?
- Have their been any guidelines for mainstreaming gender prepared by the water group?
- How does the water group utilize the gender in water supply and sanitation checklist prepared by RSDD?

Appendix 9

ANALYSIS OF GENDER ELEMENTS OF 21 WATER SECTOR LOANS

I. Jamuna-Meghna River Erosion Mitigation Project, Bangladesh (BAN 1941)

RRP:	November 2002
Effective Date:	April 2003
Budget:	\$42 million ADB loan
Duration:	5 years
Sector:	Water Supply
Categorization:	Poverty intervention
	Thematic: economic growth, environmental protection
Gender Categorization:	Some gender benefits

A. Project Description

The project is designed to establish cost effective and sustainable mitigation measures for riverbank erosion and supporting institutions to protect the livelihoods of 2 million people living in 2 flood protection and irrigation schemes, threatened by progressive river erosion. The project comprises 3 components:

- About 11.4kms of riverbank protection works, using geo-textile sandbags and labour intensive methods
- Non structural river erosion mitigation measures including data and information management, disaster preparedness, and targeted participatory social development to people displaced by the project
- Institutional strengthening of the Riverbank Erosion Management System including capacity development and project management

B. Gender Elements

Analysis	Critical poverty-related issues include the social exclusion of women.
Consultation	[consultations with beneficiaries as part of project planning. No information on differences in male/female views]
Objective/rationale	
Action – beneficiary groups	<ul style="list-style-type: none">▪ Displaced persons (PAPs – Project Affected Persons) – compensation and resettlement benefits plus social development support.▪ Groups will be formed for self help empowerment for squatter population including female headed households who will be given opportunities to be engaged in permanent income generating activities using water management facilities▪ Specific efforts to increase participation and role of women in WMAs and JMCs. To ensure this, the project

	<p>will a) set up a special network for women VWA members b) fix targets for the enrolment of female WMA members and c) provide special training for women only groups.</p> <ul style="list-style-type: none"> ▪ Numerical targets for engagement of female labourers for earthwork and other project-related activity
Action – management and implementation agencies	
Anticipated impact	
Targets and indicators	<ul style="list-style-type: none"> • Gender specific monitoring indicators will be identified and gender relevant information will be included and documented in the project's MIS to be developed with consultants
Gender in consultant TORs	NGO TORs – formation of vulnerable groups by gender
Budget for gender-related activities	Not possible to separate. Relevant budget lines: Social development \$130,000 (total budget \$61,322,000) TA?
Covenants	[No assurances]

II. Small Scale Water Resources Development Project, Bangladesh (BAN 1381)

RRP:	August 1995
Effective Date:	
Budget:	\$32 million ADB loan; Total cost \$66 million; DGIS TA \$6.8 million for Beneficiary Participation and Project Management
Duration:	7 years
Sector:	Irrigation and rural development
Categorization:	Primary objective: Growth Secondary Objective: Poverty Reduction
Gender Categorization:	Some gender benefits

A. Project Description

The project will facilitate sustainable growth in agricultural production by rehabilitating 400 water control systems (flood control, drainage improvement, water conservation and command area development) in 37 districts of western Bangladesh. The principal beneficiaries are mostly small landholders or landless farmers, more than half of whom live below the poverty line. The project consists of 3 parts:

- Beneficiary participation and Water Management Association development – mobilising beneficiaries to participate in the selection, design, implementation and operation and maintenance of sub projects
- Development of small scale water control systems – 400 small scale schemes average investment \$100,000) for flood control, drainage improvement, water

- conservation, and command area development
- Institutional support for small scale water resources development

B. Gender Elements

Analysis	Almost all leadership positions are currently held by men. Most women in the project area are housewives because women's activities in rural Bangladesh are very limited. Only homestead farming and host-harvest activities such as threshing, soaking, parboiling, drying, husking, winnowing and storing rice are undertaken by housewives. However, landless women are involved in rice milling, and in road construction and maintenance activities. More than 50% of Labour Contracting Society participants are women.
Consultation	
Objective/rationale	
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ The participation of women leaders and other women will be encouraged. Consultation in detailed design will include landless women who may work in Labour Contracting Societies (LCSs). A facilitator will identify and work with other groups of women who may take part in project activities, and help women's groups to identify and link with sources for training, credit and other assistance in addition to activities directly funded through the project. . ▪ Women's involvement will be promoted in the process of Water Management Association (WMA) formation and development, including discussion of the project among groups of women, representation of women on WMA committees and formation of women's sub-committees in WMAs. ▪ NGOs will assist landless women and households headed by women to form LCSs under the project. ▪ Pond aquaculture, tree planting on embankments and other Income Generating Activities (IGAs) supported by the project will create opportunities for landless women ▪ Employment opportunities during construction and O& M work
Action – management and implementation agencies	
Anticipated impact	Increased agricultural production will lead to more labour for landless women Improved soil water conditions will expand production in women's homestead gardens, encouraging income generation and improving nutrition
Targets and indicators	Degree of women's participation in WMAs and LCSs. Women's participation in project activities will be closely monitored.
Gender in consultant	60 person months for a Women in Development specialist

TORs	
Budget for gender-related activities	[Budget for beneficiary participation \$3,278.9 plus DGIS TA
Covenants	No assurances

III. Provincial Towns Improvement Project, Cambodia (1725 CAM)

RRP:	November 1999
Effective date:	April 2000
Budget:	\$20 million ADB loan, total cost \$26.3 million. Supplementary ADB loan 2003 \$6.3 million.
Duration:	5 years
Sector:	Water Supply
Categorization:	Primary: Human development Secondary: Poverty reduction
Gender Categorization:	No gender elements

A. Project Description

The project will rehabilitate the water supply system in 6 towns, develop a sewage collection and treatment system in Sihanoukville, improve community sanitation conditions in 3 towns, and help mobilize resources at local government level. Water supply systems and sanitation deteriorated severely in the 1970s and 80s because of war, ineffectual management and lack of maintenance. Recent rapid population increase in urban centres has aggravated the situation. 26% of households have piped water: the rest rely on vendors, wells and unprotected sources. There are no operating sewerage systems. The project consists of 5 parts:

- Community sanitation and health awareness, including community education and participation in project design, cost sharing, operation and maintenance. Participatory urban community development is a new concept in Cambodia. This component to be implemented by NGO.
- Water supply in 7 provincial towns – provision, upgrading or rehabilitation of facilities
- Wastewater management – a sewage collection and treatment system in Sihanoukville
- Local governance and Resource Mobilisation
- Implementation assistance

B. Gender Elements

Analysis	Feasibility study included a gender impact analysis. Women and children are particularly affected by poor living conditions arising from inadequate water and sanitation – exposed to unsanitary conditions in the domestic environment they exhibit a higher incidence of disease. Government surveys show that 52% of
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	male students and 37% of female students drop out of school because of the need to help with household chores, of which fetching water is a major one.
Consultation	Extensive consultation in the planning process. (no information on differences in male/female views and priorities)
Rationale/Objectives	Community participation, particularly participation by women, in project development, implementation, operation and maintenance is of particular importance in Cambodia – partly for empowerment and partly to complement the limited government budget.
Action – beneficiary groups	Women will play a key role in preparing, delivering and coordinating the sanitation component by ensuring that all activities involve a majority representation of women.
Action – management and implementation agencies	
Targets and indicators	
Anticipated impact	Anticipation of overall positive social impacts that are not gender biased. The positive impacts are more evident for women. Safe and convenient water will significantly increase women's productive time and reduce their hardship in fetching water. Improved sanitation will make women and children less vulnerable to disease and enhance their productivity.
Gender in consultant TORs	No
Budget for gender-related activities	
Covenants	No mention of gender or women

IV. Northwestern Rural Development project, Cambodia (CAM 1862)

RRP:	November 2001
Effective date:	September 2002
Sector:	Irrigation and Rural Development
Budget:	\$27.2 million ADB loan, Total cost \$34.73 million
Duration:	5 years
Categorization:	Primary: Poverty intervention Thematic: Human Development
Gender Categorization:	Significant gender mainstreaming

A. Project Description

After nearly three decades of armed conflict finishing only in 1998, northwestern Cambodia is now in transition from a region requiring humanitarian relief to one requiring investment for sustainable long-term development. One legacy of war is a fractured

society that is progressively resettling into formerly occupied and new areas where basic infrastructure is limited. Social cohesion is low, community structure weak and participatory development a new concept. 8.5% have access to safe drinking water, 4% have latrines. It is one of the poorest regions of the country.

The project has three components:

- Rural infrastructure development extending the rural road network and establishing social infrastructure at district level (schools, health facilities and markets)
- Capacity building for private and public sectors concerned with planning, design, construction, maintenance and monitoring of project activities
- Rural livelihood enhancement – involving and empowering beneficiaries, establishing small-scale infrastructure at village level (water supply and sanitation schemes, rice drying and storage facilities etc.) and savings and credit initiatives.

Gender Action Plan/Gender and Development Strategy

B. Gender Elements

Analysis	Women form a slight majority in the project area – 51.4%. Poverty does not distinguish gender but households headed by women or those that lack male labour are disadvantaged. 14.6% of households are in this category. Women have become primary income earners in many families. There are high levels of illiteracy particularly amongst women. Women 6% of mine fatalities: men 53%. The Khmer system provides equal rights to men and women in property ownership and inheritance but in practice, these norms have been moderated by an environment that values men more than women. Women tend to be seen as being good wives: they are in charge of a family’s money. Their role in community decision making needs strengthening. Even if women are members of VDCs (30% is mandatory) they do not speak out. Poor and very poor women cannot afford to attend meetings due to their numerous household and income earning tasks.
Consultation	[no information provided]
Objective/rationale	
Action – beneficiary groups	<p>Gender Strategy:</p> <ul style="list-style-type: none"> ▪ target female headed households for employment and equal pay in labour based construction road works ▪ encourage women to expand income generating activities through membership of credit groups (currently 75-80% women in such groups) ▪ organize women-only discussion and planning groups ▪ training and planning discussions to accord with women’s timetable ▪ functional literacy

	<ul style="list-style-type: none"> ▪ supporting women members of village development committees ▪ information campaigns on joint land titling and using women specific information channels.
Action–management and implementation agencies	Capacity building training in gender sensitive community participatory approaches.
Anticipated impact	Expectation that women’s workload will be reduced through increased access to water and sanitation – to enable them to participate actively in village decision
Targets and indicators	<p>Gender sensitive participatory approaches will be adopted in monitoring village and commune activities</p> <ul style="list-style-type: none"> ▪ training in management and maintenance of infrastructure will have at least 30% women ▪ supported community based organizations will consist of at least 30% female members ▪ Labour based methods for roads where possible – poor/very poor (50% women) will be offered work
Gender in consultant TORs	The 4 community development specialists under the project will have a proven track record in gender and development and will co-ordinate and supervise the implementation of this strategy.
Budget for gender-related activities	Not possible to separate.
Covenants	<p><i>Assurances:</i></p> <p>The Government will ensure that labour inspectors will be engaged to confirm gender equity in the contractors’ employment practices and payment to workers of the appropriate market wage in a timely manner</p> <p>The Government will ensure that the poor and vulnerable people in the project area will be able to participate in prioritising, planning, implementing, and monitoring village-based infrastructure and that gender-sensitive participatory approaches will be employed</p> <p>The Government will ensure that special measures will be taken to promote participation of women in project activities. To such end a) training in management and maintenance of infrastructure will have at least 30% women; b) functional literacy and numeric literacy training will be given c) supported community based organizations will consist of at least 30% female members d) awareness campaigns will be organized for men and women on joint land titling and registration</p>

V. Tianjin Wastewater Treatment and Water Resources Protection Project, China (1797 PRC)

RRP: November 2000
 Effective date: October 2001
 Sector: Water Supply
 Budget: \$130 million ADB loan, total cost \$340.7 million
 Duration: 5 years
 Categorization: Primary: Environment
 Secondary: Human Development
 Gender categorization: No gender elements

A. Project Description

The project will help to reduce pollution, protect water resources and improve the environment, living conditions and public health standards in Tianjin’s, China’s 4th largest city (pop. 9.6 million people). More than half of Tianjin’s wastewater is discharged untreated into canals, rivers and Bohai Bay. Increasing pollution affects the city’s sole raw water supply. The Project is an important component of a comprehensive approach to address pollution in the Hai River Basin that will serve as a model for replication in the PRC. The Project has 2 parts:

- Part 1: waste water collection and treatment including construction of sewer mains and pump stations connected to a treatment plant
- Part 2: protecting Tianjin’s sole raw water supply, a 34 kms closed conduit downstream and improvements to the existing open channel further downstream.

Significant number of people will suffer temporary or permanent loss of land.

B. Gender Elements

Analysis	Women play an important role as income earners and are well represented in the workforce in Tianjin. Women work at home as much as outside the home and are responsible for household duties and looking after children, the elderly and sick.
Consultation	[Community survey during project planning and consultation – no information on differences between male/female views and priorities].
Objective/rationale	
Action – beneficiary groups	Equal employment opportunities in Tianjin Sewerage Company and Tianjin Water Source Protection Engineering Ltd
Action – management and implementation agencies	
Targets and indicators	
Anticipated impact	Improved water supply will mean women require less time and

	resources managing day-to-day responsibilities. Improved water quality will reduce the rate of water related illnesses.
Gender in consultant TORs	
Budget for gender-related activities	
Covenants	No mention of gender or women

VI. South Java Flood Control Sector Project, Indonesia (1479 INO)

RRP:	October 1996
Effective date:	January 1997
Sector:	Irrigation and rural development
Budget:	\$103 million; Total cost \$184 million; \$325,000 TA to strengthen management of resettlement including social aspects.
Duration:	6 years
Categorization:	Primary objective: human development
Gender Categorization:	No gender elements

A. Project Description

The project will improve the quality of life and provide security from the threat of frequent flooding for the populations in flood-affected zones on the south coast of Java. The project also aims to improve land use in the upper catchment areas of the Project rivers to reduce flooding and promote sound management of natural resources. The project has 6 main components:

- flood control and protection (sub projects in 10 river basins)
- institutional strengthening of water resources services
- flood warning system
- monitoring of river characteristics
- upper catchment land rehabilitation (Community forestry type activities)
- project implementation coordination

B. Gender Elements

Analysis	The men tend to leave their villages during the wet season in search of work. Left alone with their children and elders, the women take responsibility for transferring the families' possessions and food to higher places, cleaning up after floods recede, repairing houses and replanting damaged rice crops. Women, the physically handicapped and the aged are therefore particularly vulnerable to flooding.
Consultation	[The Government has promoted at all stages of preparatory studies consultation with concerned residents and their

	community leaders]
Objective/rationale	
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ Resettlement – up to 3,000 households – will entail consultations with affected individuals and communities including those who may be particularly disadvantaged such as women ▪ In PAM not RRP: ▪ Flood damage assessments to include assessment of role of women ▪ Prepare programs for recruiting labourers from amongst the affected communities with particular emphasis on providing work opportunities to women heads of families (amongst others)
Action– management and implementation agencies	
Anticipated impact	
Targets and indicators	
Gender in consultant TORs	TORs for Component 1 consultant - socio economic surveys to include assessing role of women in flood damaged areas
Budget for gender-related activities	
Covenants	No mention of gender or women

VII. Water Resources Management and Land Improvement Project, Kazakhstan (KAZ 1592)

RRP date:	November 1997
Effective date:	August 1998
Sector:	Irrigation and Rural Development
Budget:	\$40 million ADB; Total cost \$55 million; TA \$600,000 ADB; Total \$650,000
Duration:	5 years
Categorization:	Economic growth
Gender Categorization:	

A. Project Description

The project will support the Government's policy of privatisation by facilitating transfer of the management of irrigation and drainage systems covering 32,500 hectares, after rehabilitation, to project beneficiaries. Privatisation of irrigated state farms has taken place without restructuring the institutional set up, leading to complete break down of the drainage system. 80% of the drainage system is now affected by waterlogging and salinity, crop yields have declined by 40% (in one of Kazakhstan's most productive agricultural areas) and drinking water has been contaminated by the rising water table.

There is little variation in income level – only a very few could be considered to be living in poverty. The project comprises 3 elements:

- Institutional support, training, monitoring and evaluation which includes organization of Water User Groups and training of participants
- Irrigation and drainage improvement
- On-farm improvements

B. Gender Elements

Analysis	Available socio-economic information indicates that women play an active role in the village community, including management of a number of farms. Their workload is generally heavier than men's, encompassing household responsibilities in addition to farm labour. Women have same legal rights to land as men. A Bank study identified concerns relating to the impacts of farm privatisation on women, women's roles in WUAs and other voluntary associations, access to credit and gender specific impacts of declining social services.
Consultation	Several women managers of private farms and production co-operatives were met by Bank's missions. No specific concerns about women's roles emerged during project preparation.
Objective/rationale	
Action – beneficiary groups	Participation of women in the project will be monitored, focusing on their access to land and credit and their participation in WUAs. The results of gender data collection and analysis will be reviewed with the Government at the time of the mid term review so that specific interventions to facilitate women's roles can be initiated if warranted.
Action – management and implementation agencies	
Anticipated impact	
Targets and indicators	
Gender in consultant TORs	
Budget for gender-related activities	
Covenants	No mention of gender or women

VIII. Sanitation, Public Health and Environment Improvement Project, Kiribati (KIR 1648)

RRP date: November 1998
 Effective date: September 1999
 Sector: Water Supply
 Budget: \$10.24 million ADB loan; Total cost: \$12.8 million
 Duration: 5 years
 Categorization: Primary: Human development
 Secondary: Environment
 Gender Categorization: No gender elements

A. Project Description

The project will improve the development potential of Kiribati and the health and well-being of its people through a sustained program of improvements in water supply, sewerage, solid waste disposals and environment conservation. Population pressure in South Tarawa (6,000 people per km²) has brought existing systems to the edge of collapse. Piped water is reaching 70% of households but with limited volume and poor overall management. Well water is contaminated and unfit for human consumption. Water borne diseases are a major public health hazard. The sewerage system reaches 38% of households. There is totally inadequate waste collection and widespread dumping. The project comprises 4 elements:

- Institutional reforms in management of public utilities and environmental resources
- Improvement in quality and availability of safe drinking water – piped water systems – expansion and rehabilitation
- Rehabilitation and expansion of sewerage and sanitation systems – rehabilitation and expansion
- Promotion of hygiene and sanitation through better solid waste management – improved collection and disposal

2 attached TAs:

- Restructuring Public Utilities Board (\$1.2 million) – strengthening institutional base for sustainable water and sanitation services
- Community Development and Participation Initiatives (\$0.3 million) – strengthening beneficiary participation and enhancing community awareness and understanding of sanitation and public health

B. Gender Elements

Analysis	Despite education and social change, the role of women, their influence on the development process and their opportunities as individuals remain limited. Traditional values and patterns of behaviour, such as land tenure, community politics, and household division of labour, contribute to the perpetuation of a lower social, legal, and economic status for women. Overall, Kiribati women constitute 47% of the labour force. (ADB 1995)
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	“Women in Development: Kiribati”, ADB Manila.)
Consultation	In line with Bank’s emphasis on participatory development and building further on the Kiribati tradition, extensive consultations were held during project preparation, including women’s groups. Most of the women’s group meetings were held through neighbourhood NGOs.
Objective/rationale	
Action – beneficiary groups	<p>The sanitation and health education activities (supported by a TA) will be undertaken with participation of NGOs, churches, cooperatives and women’s organizations and are geared to promote hygiene and public sanitation – including know how on rain water tanks, composting toilets, water conservation, sanitation, waste reduction through composting and recycling</p> <p><i>From appendix on performance management:</i> Target communities will be encouraged to form Community participation committees – 10 elected members at least 50% women to act as interface between hard and soft elements of the project, monitoring quantitative and qualitative aspects.</p>
Action – management and implementation agencies	
Anticipated impact	<p>It will especially benefit women and children who are most exposed to hazards related to irregular and unsafe supply of water and inadequate sanitation facilities, waterborne diseases and malnutrition.</p> <p>The participation of beneficiaries, especially women, in the design and implementation stages of the Project, will instil a sense of ownership among them.</p>
Targets and indicators	Output 1.2 “Promote participatory development”: Indicator “Feedback from MESD, NGOs and women’s organizations
Gender in consultant TORs	
Budget for gender-related activities	
Covenats	<p>With the participation of NGOs, churches, cooperatives and women’s organizations, the Borrower will, within 6 months of the Effective Date, initiate an extensive and sustained information and education campaign to build public awareness for:</p> <ul style="list-style-type: none"> ▪ The need to save and the ways to conserve freshwater ▪ The need to remedy and the ways to restore the quality of the lagoon water and ground water ▪ Sanitation, waste reduction through composting and recycling and related public health issues

IX. Water Supply and Sanitation Sector Project, Laos (LAO 1710)

RRP date:	October 1999
Effective date:	July 2000
Sector:	Water Supply
Budget:	\$20 million ADB loan; Total cost \$25 million
Duration:	6 years
Categorization:	Human development Poverty Reduction
Gender Categorization:	Some gender benefits

A. Project Description

The project is designed to support decentralisation of the water supply sector, and invest in the water supply and sanitation systems of small towns (pop. 4,000-15,000) and peri-urban areas of Vientiane. Currently, there is no piped water supply system and people are using shallow wells or purchasing water at high prices from vendors. 50% of households have sanitation services but many are unsanitary. The project has 4 parts:

- community awareness and participation program, (CAPP) to promote community involvement, sustainable water supply services and educate community about environmental sanitation and health linkages
- improved water supply and sanitation in small towns (through up to 12 sub projects) (individual metered connections) (on plot sanitation arrangements through revolving fund). Water and Sanitation Associations within each sub-project to facilitate access to revolving fund for intended beneficiaries, particularly the poor and other vulnerable groups.
- Vientiane water supply system expansion and sanitation
- Implementation assistance and capacity building

B. Gender Elements

Analysis	People are spending a considerable amount of time meeting daily water needs (30 mins–1 hour a day), particularly women who are the traditional carriers of water. Women are solely responsible for household work and important participants in trade and marketing contributing 60% of household income. Childhood illnesses are high as a result of lack of sanitation facilities and women are the main carers.
Consultation	[participatory discussions in project preparation – no information on differences between men’s and women’s views]
Objective/rationale	Education of women has been shown in Unicef projects to have the greatest impact on improved hygiene and sanitation practices
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ CAPP will use existing community networks such as the Lao Women’s Union. ▪ Women will play a direct role in the design and implementation of the Sanitation component. A senior and respected woman in each village will be selected as the

	<p>coordinator.</p> <ul style="list-style-type: none"> ▪ One woman member of each WATSAN will usually be a member of the Lao Women's Union, through which she can readily disseminate knowledge and information on the benefits of clean water and improved on-site sanitation and hygiene practices to other women.
Action – management and implementation agencies	
Anticipated impact	<p>Opportunities for women to contribute labour and participate in public decision making will be enhanced</p> <p>Women and girls who are traditionally responsible for carrying and managing water in the household will particularly benefit.</p>
Targets and indicators	BME will measure better provision and coverage of basic services especially for women.
Gender in consultant TORs	<p>CAPP NGOs:</p> <ul style="list-style-type: none"> ▪ Develop and agree CAPP program for all sub project towns with key stakeholders taking account of gender (and other) aspects ▪ Undertake a program of capacity building at community level to develop sustainable local community organization (Water and Sanitation Associations) consisting of women's and men's groups and community leadership development ▪ Create and foster participatory approaches and sensitivity towards social issues including gender and development among government agencies involved
Budget for gender-related activities	<p>CAPP 0.42 million</p> <p>Total 22.62</p>
Covenants	No mention of gender or women

X. Community Groundwater Irrigation Sector Project, Nepal (NEP 1609)

RRP date:	February 1998
Effective date:	March 1999
Sector:	Irrigation and Rural Development
Budget:	\$30 million ADB loan; total cost \$42.8 million
Duration:	6 years
Categorization:	Primary: economic growth Secondary: poverty reduction
Gender Categorization:	Significant gender mainstreaming

A. Project Description

The project is designed to promote shallow tube well irrigation in the Terai, in accordance with the Nepal Agriculture Perspective Plan, on the basis of lessons learned from past irrigation projects. The main objective is to increase agricultural productivity and improve the incomes of poor farmers through participatory, demand-driven, group STW development. The project will consist of 4 parts:

- Community shallow tube well development
- Improvement of farm to market roads
- Provision of credit for STW investments and crop production
- Implementation assistance and Institutional strengthening

B. Gender Elements

Analysis	While women are widely involved in farming activities, they have traditionally had little involvement in the decision-making related to planning and operating STWs and improving agricultural practices. Pump repair and maintenance is traditionally a male domain.
Consultation	[The project design incorporates beneficiaries choices and preferences – no information is given on any differences in men’s and women’s views]
Rationale	Without women’s participation in decision making and skills training, the full impact of the project will not be realized.
Action – beneficiary groups	<p>The project design encourages substantial women’s participation in all project activities. Under the project:</p> <ul style="list-style-type: none"> ▪ As many female social mobilizers as possible will be hired by PMU to assist with the formation and strengthening of WUGs and WUAs in each sub project area ▪ Targets will be set by PMU for the percentage of women’s participation in the WUGs and WUAs and in all training the Project provides. ▪ Some women agricultural extension officers will be appointed by DOA to assist in providing these services to farmers. Women will be included as clients of agricultural extension agents. ▪ Sufficient gender training of project staff and discussion of gender issues with WUGs and WUAs should precede STW installation and road improvement works. ▪ Women will comprise a significant proportion of trainees in pump repair and maintenance.
Action – management and implementation agencies	<ul style="list-style-type: none"> ▪ The PMU training coordinator will be responsible for preparation of an annual training program in gender sensitisation for staff, and gender issues will be incorporated in all other training modules. ▪ A gender specialist consultant will be hired to assist the project staff in designing all training packages and in working with women farmers ▪ Clear consideration will be given to achieving gender balance in hiring or appointing all project staff.

Anticipated impact	The STW schemes plus crop intensification and diversification will significantly alter the workload of women.
Targets and indicators	MIS will periodically assess the participation of women.
Gender in consultant TORs	TORs for Gender Specialist Consultant (24 person months) Gender/women in TORs for Team Leader; Co-Team Leader; NGOs
Budget for gender-related activities	Not possible to separate. Part of “consulting services”, part of “training and workshops”, part of “NGO services”.
Covenants	No assurances in RRP

XI. Punjab Community Water Supply and Sanitation Sector Project, Pakistan {PAK 1950}

RRP date: November 2002
Effective Date: April 2003
Sector: Water Supply
Budget: \$50 million ADB loans, total cost \$71.4 million
Duration: 5 years
Categorization: Core poverty intervention
Thematic: Human Development, Gender and Development
Gender Categorization: GAD Theme

A. Project Description

The overall goal is to reduce poverty and improve quality of life in rural settlements of Punjab province where water is scarce and groundwater brackish. The Project constitutes Phase 2 of a successfully completed ADB project that achieved its development objectives in relation to poverty reduction, gender and development and environmental improvement. The project consists of four parts:

- Construction of water supply and drainage facilities, using a community based, demand driven approach
- Hygiene education program, including revolving fund for household latrines
- Institutional strengthening and capacity building
- Social uplift and poverty eradication program, including 2 key interventions a) micro-credit schemes for using time saved mainly by women and children in more productive and livelihood activities and b) constructing additional classrooms in village schools to accommodate additional children who have been freed from the chore of collecting drinking water

B. Gender Elements

Gender Action Plan/Gender and Development Strategy

Analysis	Women spend 2-5 hours daily in fetching water from considerable distance. This task causes women to lose out on productive opportunities while children lose out on educational opportunities. In planning and implementation of development projects at Union Council level, women councillors are not assigned an active role. Similarly women CBOs lack opportunity to participate in planning and implementing development projects.
Consultation	[extensive beneficiary consultations during planning – no information on differences in male/female views]
Objective/rationale	<p><i>Lessons learned:</i> to ensure sustainability of community-based projects, it is essential that both male and female community groups are involved in planning, design, implementation and O&M; more attention must be given to gender considerations, sanitation and hygiene education components so as to achieve lasting results. Successful O&M of Phase 1 has resulted partly from women's active participation in tariff collection.</p> <p>The project recognizes that the participation of women in decision making is important, as they are providers, users and managers of water in the household. The project also recognizes that communication between women is more effective than between women and men in rural areas of the project. Therefore the Project will actively encourage the participation of women as both beneficiaries and implementers.</p>
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ Female Community Based Motivators will help local women's groups in forming female CBOs in all sub-projects. ▪ Both PIUs and the Community Development Unit (CDU) will emphasize the need for active participation of beneficiaries in community meetings, which will have 50% women's participation ▪ CDU will give specific training to women councillors and lady health workers to play a catalytic role in hygiene education and household latrine promotion ▪ The revolving fund for latrines will be jointly managed by male and female CBOs ▪ Community Development Fund committees will have a majority of women members: women councillors, female community-based motivators and representatives of women's CBOs. ▪ Women will be 60% of target beneficiaries for credit
Action – management and implementation agencies	<ul style="list-style-type: none"> ▪ To monitor women's effective participation and training opportunities provided, a female assistant director for the Community Development Unit will work with female CBOs and CBMs. ▪ Each PIU will appoint 2 community-based motivators – one male and one female

Anticipated impact	People from extremely poor areas of rural Punjab, especially women, will be the main project beneficiaries. The provision of clean water will enable women to make more productive use of their time and will yield significant health benefits. School enrolment amongst girls will increase.
Targets and indicators	<ul style="list-style-type: none"> ▪ Gender disaggregated data will be collected for the PPMS. ▪ Community meetings will have 50% women's participation ▪ Women will be 60% of the target beneficiaries for credit
Gender in consultant TORs	<ul style="list-style-type: none"> ▪ The ADB bi-annual review missions and MTR will evaluate the participation of men and women CBOs and women councillors in planning and implementing the project ▪ Gender/women in outline TORs for Community Needs Assessment Specialist; Micro-Enterprise Development Specialist; Community Development Officers
Budget for gender-related activities	Not possible to separate Social Uplift and Poverty Eradication \$0.6 million Hygiene education program \$0.5 million Institutional Support \$3 million Water Supply and Sanitation \$60.30 million
Covenants	<i>Assurances:</i> The Housing, Urban Development and Public Health Engineering Dept, the Public Health Engineering Dept and all Union Councils will ensure women councillors and female CBOs will participate in sub-project planning, execution, and O&M together with the male CBOs, following the gender strategy agreed between the Government and ADB [PAM not available]

XII. North West Frontier Barani Development Project, Phase 2, Pakistan (PAK 1787)

(case study example on ADB web site)

RRP date: November 2000
Effective date: February 2002
Sector: Irrigation and Rural Development
Budget: \$52 million ADB loan; total cost \$99 million
Duration: 8 years
Categorization: Primary objective: poverty reduction
Secondary objective: gender and development
Gender Categorization: GAD Theme

A. Project Description

The project goals are to reduce poverty in remote areas of NWFP, particularly amongst smallholders and landless people, and to improve the status of women in traditionally conservative areas where access and opportunities have been limited. The project will be delivered through a participatory, bottom up approach, involving a

partnership between NGOs, project staff, line agencies, participating financial institutions, and the rural population. The project includes the following components:

- Village level development, including improving women’s status and community mobilisation
- Strengthening of agricultural livelihoods
- Rural financial services
- Participatory small-scale infrastructure
- Institutional support

B. Gender Elements

Gender Action Plan/Gender and Development Strategy

Analysis	There is significant gender disparity in the area; women’s access to basic social services such as health and education considerably lags behind men’s; and women are malnourished because of poor nutrition and heavy workload. With male out-migration, women bear large responsibility for farm work. It is a conservative social context, limiting women’s access to productive assets, social services and decision- making. Girls are commonly exchanged in marriage for money. Drinking water is the single biggest need in the project area. Women and children spend several hours each day collecting water. The government is male dominated and not a conducive atmosphere for women to work. Given the widespread cultural segregation of the sexes, line agencies are generally unable to deliver services to women without employing female staff.
Consultation	A separate gender analysis was conducted and consultations were held with women, both through PRA and formal surveys.
Rationale/objective	Specific objective – to improve the status of women and boost access to social and economic resources. <i>Lessons learned:</i> it is critical to have women in project, NGO and line agency positions for successful outreach to women.
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ Cross cutting measures to ensure women’s participation and access to all project components including gender training ▪ Additional women-specific activities: forming separate women’s organizations (40% of total); providing village based girls education; training of village female teachers; health awareness and family planning; women health practitioners; training of traditional birth attendants; gender awareness programming, skills and enterprise training; networking amongst WOs.
Action – management and implementation agencies	<ul style="list-style-type: none"> ▪ The project will support the placement of gender specialists in PLU, DIUs, the NGO district program offices and social organizing unit offices; and women technical staff in the line agencies. Government will move project financed female staff to permanent positions when vacancies occur in line with the Government’s 5% quota for female staff at all levels

	<p>of public offices.</p> <ul style="list-style-type: none"> ▪ Gender coordinator in each of nine districts. ▪ Hostels for female staff, specific women's office room to support women staff and support women visiting and appropriate transport.
Targets and indicators	<p>Non quantifiable and quantifiable benefits to women:</p> <ul style="list-style-type: none"> ▪ Number of women active in income generation activity or employment per village doubled over 15 years ▪ 50 women per village active in village organizations by project close ▪ No. of women-run village enterprises up by 100% by project close ▪ 500 women's VOs formed and operative ▪ 30% of loans to women
Anticipated impact	Improved status for women
Gender in consultant TORs	<ul style="list-style-type: none"> ▪ Gender and Development Post (4 person months) ▪ Gender/women included in TORs for Social Sector Specialists, BME Officer, Community Forestry Specialist, Micro-Finance Consultant, and NGO Capacity Building Consultant
Budget for gender-related activities	<p>Total project resources devoted to women over 20%</p> <p>Line item "Improving women's status" \$1,576.1 (2% base cost)</p>
Covenants	<p><i>Assurances</i> "The NWFP government will move Project financed women staff in line agencies to permanent status on an increasing basis as positions become available. Women candidates will be encouraged to apply for all project staff positions and the NWFP government will work to achieve a gender balance."</p> <p>[PAM not available]</p>

XIII. Fisheries Resource Management Project, Philippines (PHI 1562)

RRP date: September 1997
Effective date: September 1998
Sector: Fisheries
Budget: \$35 million ADB loan, total cost \$89.1 million
Duration: 6 years
Categorization: Primary: Environment
Gender Categorization: Significant gender mainstreaming

A. Project Description

The project supports the Government's efforts to address critical issues of fisheries resource depletion and persistent poverty amongst municipal fisher-folk in 18 out of 26 priority bays in the Philippines. The project comprises three components:

- Fisheries resource management, focusing on data management; legislation and regulations; community based law enforcement; management, planning and implementation
- Income diversification including community organizing, promotion of micro-enterprises and support for mariculture development
- Capacity building for public agencies in charge of fisheries management at all levels with a focus on local government

B. Gender Elements

Analysis	<p>Women play an important role in both economic and non-economic activities in fishing villages. They dominate pre-harvest and post-harvest, taking responsibility for fish vending and processing, preparing fishing gears etc. These chores are time consuming especially in the case of poor families who can afford only cheap gear. Women also play a major role in managing micro-enterprises, such as fish fry and shellfish gathering, swine and poultry raising, managing of small stores and vending of vegetables and fruit. As women are usually responsible for allocating family resources, inadequacy of income from fishing has encouraged them to pursue other income generation activities. There are women's groups organized for health, nutrition, child-care and income generation and women account for over 60% of co-operative membership. In the previous loan, women actively participated in community development, formation of fisher-folk co-operatives, income diversification and law enforcement. They accounted for an average 30% attendance at various meetings and training sessions. Many women assumed important positions in NGOs, fisher folk co-ops and fish warden associations. It was observed that in many cases women's participation in meetings was limited to supporting roles such as preparing food and recording the minutes of meetings. There is a need to substantially promote the role of women in decision-making.</p>
Consultation	
Objective/rationale	
Action – beneficiary groups	<p>Gender concerns will be integrated into all project activities</p> <ul style="list-style-type: none"> ▪ It is anticipated that women will constitute at least 50% of participants in community development. ▪ COs engaged in community development will encourage the election of women as group leaders to ensure their participation in decision-making ▪ Women will play a major role in savings mobilisation and micro-enterprise development. Women will be trained in bookkeeping, managing small businesses and technical skills such as sewing ▪ Effort will be made to ensure women have equal access to extension services such as seaweed production technology ▪ Training schedules and venues will take into account

	women's time constraints
Action – management and implementation agencies	<ul style="list-style-type: none"> ▪ Gender awareness training for project implementers, organized by national or local women's resource centres ▪ One staff member will be assigned as gender focal point in PMO with responsibility for organizing gender training, coordinating gender related activities and ensuring gender concerns are integrated into all project activities. ▪ Gender disaggregated data will be regularly collected
Targets and indicators	Gender indicators will be included in the project monitoring system and will become an important element in the evaluation system for PMO, PIU, FMU and contracted NGOs.
Anticipated impact	Women will play an increasing role in both economic and community activities.
Gender in consultant TORs	In none of the TORs attached to RRP
Budget for gender-related activities	Not possible to separate
Covenants	Conduct gender training to Project staff at all levels to promote the role of women in project implementation. Relevant Date: throughout the project; Responsible agency: PMO

XIII. Coastal Waters Fisheries Management and Development Project, PNG (PNG 1925)

RRP date:	October 2002
Effective Date:	July 2003
Sector:	Fisheries
Budget:	\$5.7 million ADB loan, total cost \$9.50 million
Duration:	5 years
Categorization:	Poverty classification: Poverty intervention Thematic: Economic growth
Gender Categorization:	Significant gender mainstreaming

A. Project Description

The goal of the project is to sustain the productivity of PNG's valuable coastal fisheries resources while reducing the poverty level of coastal communities whose livelihoods depend on fisheries. The Project will target major fish landing areas and their surrounding coastal communities in 4 of PNG's 14 maritime provinces. The project has 4 main components:

- Fisheries management support, strengthening the capacity of fisheries stakeholders and/or service providers at provincial levels
- Longline wharf – extend the long line wharf in Lae to improve the efficiency and effectiveness of small scale fishing operations

- Social infrastructure, establishing jetties and access roads and providing safe shelters and sanitation for women
- Project management

B. Gender Elements

Analysis	<p>Women are the major participants in the PNG fishing industry even if they are not often credited for it. They are responsible for a large proportion of subsistence fishing, are becoming increasingly involved in artisanal fishing for commercial purposes, carry out most of the marketing of the artisanal catch and all of the processing of the industrial catch. Despite this, women have little or no say in resource management, small-scale development or industry planning. It is generally the responsibility of women to bring seafood products to market to sell. It is hard to sell the produce in one day and return home. Loading expenses cut further into profits and women are forced to sleep where they can. They face real risk of being sexually abused as payment for personal protection and protection of unsold produce. HIV is also rapidly spreading. These fisher groups at high risk.</p>
Consultation	<p>During the design phase all of the women interviewed identified sexual abuse as the highest risk.</p>
Objective/rationale	<p>Women dominate small scale fish-trading and processing. Improved social infrastructure, to address women's lack of safety, must be addressed if sustainability of coastal fisheries is to be achieved. [these] infrastructure components are judged on the basis of their larger societal benefits (such as reduced incidence of rape) for which benefit valuation is not really possible. As social infrastructure constitutes 12% of total project costs, the overall economic viability of the project is not threatened.</p>
Action – beneficiary groups	<p>To assist in mitigating the risk women face of sexual assault and HIV, the Project will</p> <ul style="list-style-type: none"> ▪ Construct public shelters for women traders and public toilets; ▪ Conduct targeted HIV/AIDs campaigns, including training and peer education <p>To assist women fish traders, the project will:</p> <ul style="list-style-type: none"> ▪ conduct women's skills training on fish quality, fish marketing, value added processing and business management; ▪ encourage women to form stakeholder associations ▪ motivate women to participate in other community level activities to be sponsored by the project.
Action – management and implementation agencies	<p>Gender awareness training for government officials, private sector managers and other participants in community based fisheries development</p>

Anticipated impact	Women are expected to benefit most from improved facilities for retail fish trading and processing as they dominate this aspect of the fishing industry. Specifically the small boat jetties and improved access to commercial fish centres will open a market for the fish and other commercially valuable maritime products generally caught or sold by women traders and vendors.
Targets and indicators	<ul style="list-style-type: none"> ▪ Processed fisheries products by women processors increased by min 15% in value over the project period” ▪ 50% of all women traders staying overnight use facilities for increased safety
Gender in consultant TORs	Gender/women in TORs for Community Fisheries Officer (re. income earning opportunities)
Budget for gender-related activities	Not possible to separate
Covenants	<p><i>Schedule 6:</i></p> <ul style="list-style-type: none"> • “The Borrower shall ensure that gender awareness training for government officials, private sector managers and other participants in community based fisheries development and management component of this project is carried out” • “The Borrower shall monitor or cause to monitor the number of women and proportion of women and men taking part in training activities under Part A4b I and ii of the project and evaluate the benefit of such training on women participating in these activities”

XV. Third Water Supply Project, Sri Lanka (SRI 1575)

RRP date:	November 1997
Effective date:	July 1998
Sector:	Water Supply
Budget:	\$75 million ADB loan, total cost \$121
Duration:	7 years
Categorization:	Primary: Human Resource Development Secondary: Poverty Reduction
Gender Categorization:	Some gender benefits

A. Project Description

The project provides improved water and sanitation conditions in rural and urban communities in 6 districts. These districts are those in which sustainable investments in water supply and sanitation have not yet been undertaken. About 90% of the target population live in rural areas that are prone to water shortages. The project comprises 4 parts:

- policy reforms including private sector participation
- improved access to safe water in 6 rural districts and the town of Anuradhapura

- sustainable sanitation systems
- community education and awareness program to improve public awareness of hygiene and sanitation and people's participation in water management

B. Gender Elements

Analysis	Gender analytical information on unemployment, productive activities, household labour, credit, female headed households, ethnic difference and status.
Consultation	Considerable beneficiary consultation in project planning. No information on differences between men's and women's views.
Objective/rationale	
Action to promote gender equality beneficiary groups	<ul style="list-style-type: none"> ▪ 6 PIUs to assess <i>needs and choices</i> of potential beneficiaries especially women ▪ Grassroots facilitators (existing NGOs, CBOs) to implement <i>community awareness and education campaign</i> centring on women's needs to make them more aware of health and hygiene practices, water conservation methods and responsibilities in maintaining household water supplies ▪ Women will be <i>trained</i> to play a leading role in the program as educators and communicators.
Action to promote gender equality – Management and implementation agencies	<ul style="list-style-type: none"> ▪ Women will become <i>members of CBOs</i> with a minimum representation of 50%. ▪ <i>training and technical</i> guidance to CBOs and women in particular in project implementation ▪ Women's groups will receive training to prepare them for <i>leadership roles</i> in CBOs ▪ <i>gender sensitisation training</i> will be given to NWSDB and project staff.
Anticipated impact	Women who are the main procurers and users of water and spend most time taking care of sick children and maintaining domestic hygiene will benefit most from the project. The improved water facilities will free women from these tasks for more productive activities. The involvement of women in project operation and maintenance, especially in rural communities, is critical to project success.
Targets and indicators	BME – Domestic Survey Institute will concentrate on the benefits of the 6 PIUs particularly regarding women and the poor – performance parameters include women's involvement with water, type of beneficiaries by gender
Gender in consultant TORs	Gender/women in TORs of Domestic Community Development Specialist
Budget for gender-related activities	[not available]
Covenants	Schedule 6: BME shall generally consider such matters as impact on the poor and women Covenants: no mention of women/gender

XVI. North Central Province Rural Development Project, Sri Lanka (SRI 1462)

RRP date:	August 1996
Effective date:	February 1997
Sector:	Irrigation and Rural Development
Budget:	\$20 million ADB loan, Total cost \$31 million
Duration:	7 years
Categorization:	Primary: poverty reduction
Gender Categorization	Some gender benefits

A. Project Description

The project is designed to assist the Government in addressing the economic development problems in North central Province, one of the least developed provinces. NCPs major problems include low income in the majority of households, high unemployment and underemployment, stagnating agricultural productivity, deterioration of irrigation and road infrastructure, and inadequate social infrastructure in less developed villages. The project consists of 3 parts:

- Part A – productive components – rehabilitation and improvement of minor and medium tank irrigation schemes; inland fisheries development; provision of credit for small and medium enterprises
- Part B – economic and social infrastructure – rehabilitation of rural roads, a village advancement program
- Part C – institutional support components – capacity building support

B. Gender Elements

Analysis	An initial social assessment (not available) that included a gender analysis. Women are widely involved in farming activities. Women have a successful record of establishing small enterprises and repaying sub-loans.
Consultation	
Action – beneficiary groups	<ul style="list-style-type: none"> ▪ Training of village level <i>women mobilizers</i> to encourage and permit women's participation in all project activities ▪ Social mobilizers (mainly women) will ensure a bottom up approach by i) carrying out a household benchmark survey and preparing socio-economic profiles to identify potential village beneficiaries (particularly women and including female headed households; ii) training target groups for income generation and credit iii) training for business skills
Action – management and implementation agencies	PMO Project Director will be assisted by an adequate number of suitably qualified staff 10% of whom will be women
Anticipated impact	An important indirect benefit includes improvements in the status of women. Women are likely to be the main recipients of credit since they already have a successful record of establishing small enterprises and repaying sub-loans.

Targets and indicators	Mid term review – to look at whether women have been substantially encouraged to participate in the project (Including an assessment of the number of women retained by PMO, the number of women social mobilizers recruited under the project and monitoring women’s participation in farmers’ organizations
Gender in consultant TORs	Gender/women in TORs for BME specialist
Budget for gender-related activities	Not possible to separate Village Advancement Programme: \$4,981,000 Credit: \$2,453,000
Covenants	<p>“..PMO shall coordinate with the social mobilizers from NGOs and selected volunteers to i) carry out household benchmark surveys to identify potential village beneficiaries (particularly women) ii) organize ..target groups to enable them to engage in income generating enterprises and to obtain sub-loans ii) skills training iv/ credit</p> <p>“PMO shall ensure that the provision of credit under the project shall be targeted to women”.</p> <p>“PMO shall encourage the implementing agencies to involve women in the design and implementation of the project. Where possible, PMO shall recruit female social mobilizers to identify and mobilize social groups, create awareness, facilitate bottom up planning and guide these groups to venture into economic activities.</p>

XVII. Emergency Restoration of Yavan Water Conveyance System Project, Tajikistan (TAJ 1852)

RRP date: October 2001
Effective date: December 2001
Sector: Irrigation and Rural Development
Budget: \$3.60 million ADB loan; Total cost \$4.50 million. TA \$135,000 to promote sustainability
Duration: 1½ years
Categorization: Core: Poverty intervention
Human development
Gender Categorization: No gender elements

A. Project Description

The aim of the project is to restore the water conveyance system in 3 districts of Khatlon region, which were damaged by an earthquake in May 2001. The system provides water to 56,000 people and 65,000 livestock. The project comprises two components:

- Physical infrastructure (temporary restoration of siphon, construction of by-pass canal, remodelling of by-pass canal, replacement of pipes, rehabilitation of main canal and tunnel)
- Project implementation support – surveys, investigations, design, environmental monitoring and social impact assessment

B. Gender Elements

Analysis	Female-headed households amongst most vulnerable groups in affected communities. Social appendix provides analytical information on the situation of women in transition Tajikistan as well as in the affected area.
Consultation	
Objective/rationale	
Action – beneficiary groups	TA to include information campaign to inform men, women and children on the structure and functioning of the new system, the necessary annual maintenance, the reconstruction works being undertaken, and the real costs of these [as part of a possible push towards reform of local governance of irrigation and domestic water systems and the introduction of bottom up, participatory processes].
Action – management and implementation agencies	
Targets and indicators	
Anticipated impact	
Gender in consultant TORs	
Budget for gender-related activities	
Covenants	“Extensive and comprehensive information campaign is essential to inform men, women and school children of the structure and function of the entire system, the necessary annual maintenance, the reconstruction works being undertaken and its real cost.

XVIII. Samut Prakarn Wastewater Management Project, Thailand (THA 1646)

RRP date:	November 1998
Effective Date:	November 1999
Sector:	Water Supply
Budget:	\$150 million ADB loan
Duration:	5 years
Categorization:	Primary: Environment

Gender Categorization: Secondary: Human Development
No gender elements

A. Project Description

The Project objective is to improve the quality of the environment, public health and welfare in the heavily industrialized Samut Prakarn Province, with benefits to 1.2 million residents, as well as businesses, industries and institutions. This project is a supplementary loan to completely a previously approved project (THA 1410) now at an advanced stage of completion. The approved project comprises:

- Wastewater collection systems including over 300 kms of interception and collection sewers and associated pumping stations
- Central wastewater treatment including 525,000 cubic metres /day extended aeration plant and associated disposal facilities
- Wastewater and effluent monitoring systems
- Industrial pollution prevention and a clean technology transfer program
- Capacity building of Government Agencies responsible for planning and implementing wastewater management projects

B. Gender Elements

Analysis	
Consultation	
Objective/rationale	
Action – beneficiary groups	
Action – management and implementation agencies	
Anticipated impact	<p>“The project will be of particular benefit to women and low income families who often live close to factories and in low lying flood prone areas and are most exposed to polluted water ways.</p> <p>“</p> <p>“The installation of household connections, the improvements in water quality and the public health campaigns under the project, will decrease the sanitation hazards faced by many women.”</p>
Targets and indicators	
Gender in consultant TORs	
Budget for gender-related activities	
Covenants	No mention of women or gender

IXX. Western Uzbekistan Rural Water Supply Project (UZB 1903)

RRP date: April 2002
 Effective Date: July 2003
 Sector: Water Supply
 Budget: \$38 million ADB loan
 Duration: 3 years
 Categorization: Poverty: Core poverty intervention
 Thematic: Human Development
 Gender Categorization: Some gender benefits

A. Project Description

The objective of the project is to improve living and health conditions in rural communities in Karakalpalstan and Khorezm. This is to combat water shortages and drought problems affecting the poorest part of the country, bordering the Aral Sea and suffering the worst drought in 100 years. The project comprises 3 parts:

- Potable water supply, expanding coverage in rural areas from 12% to 85%, mobilising community participation in sub-project planning and implementation
- Water conservation and health improvements, including sanitation facilities in schools and water and sanitation-related health awareness
- Capacity building

B. Gender Elements

Analysis	Women are traditionally responsible for collecting and managing drinking water, and for health and hygiene in the home. Traditional male occupations of crop cultivation and livestock rearing have significantly declined due to prevailing ecological conditions. In many households women are now the main wage earner, in low paid jobs such as cleaning. Lack and poor quality of potable water have posed serious health risks over the decades for women and children – highest rates of child and maternal mortality in Central Asia – 90% of pregnancies have complications and 30% of pregnant women have kidney diseases. As a result of the drought, children, especially girls, have the added task of collecting water from more distant sources. Women committees exist in both Karakalpakstan and Khorez. These are government recognized groups responsible for women’s affairs in the community and have the potential to assist in community projects.
Consultation	Men’s concern is to maintain their ability to irrigate and to desalinate water to increase crop yield. Women are mainly concerned about water quality.
Objective/rationale	<i>Lessons learned:</i> Stakeholders such as women’s committees should be involved in developing sub-projects and may be appropriate for O&M of facilities, to promote sustainability
Action – beneficiary	▪ Public awareness campaigns will be run by women to

groups	<p>enable full benefits of improved drinking water supply and good hygiene facilities to be realized.</p> <ul style="list-style-type: none"> ▪ Main selection criteria for NGO participation will include evidence of involvement of women ▪ Will be mechanisms to ensure that all users, particularly the poor and women, can participate in project implementation, receive benefits of improved water supply and are willing and can afford to pay for water services. ▪ Women's involvement will be facilitated through the existing rural assembly where women's committees are represented
Action to promote gender equality – management and implementation agencies	
Anticipated impact	The project will relieve women from the burden of walking long distances and queuing for water collection and thus free their time for rest and other activities. The women will benefit from education provided by the project enabling them to realize their desire to improve the protection of their children from disease. This experience will strengthen their capacity to take up future self help projects as and when opportunities arise”
Targets and indicators	
Gender in consultant TORs	Gender/women in TORs of Community Development Specialist for PIUs (2 positions – total of 36 person months)
Budget for gender-related activities	<p>Not possible to separate</p> <p>Relevant budget lines:</p> <ul style="list-style-type: none"> ▪ Public awareness campaigns \$0.4 million Institutional strengthening \$0.9 million
Covenants	The Borrower shall ensure participation of women in community groups in project implementation activities and availability of adequate opportunities for employment of women by Agrovodokanals in project activities

XX. Second Red River Basin Sector Project, Vietnam (VIE 1855) (case study example on ADB web site)

RRP date: October 2001
Effective date: May 2002
Sector: Irrigation and Rural Development
Budget: \$70 million ADB loan, total cost \$156.2 million
Duration: 6 years
Categorization: Poverty intervention
Thematic: Gender and Development
Gender Categorization: GAD Theme

A. Project Description

This is a sector project designed to establish integrated water resource management in the Red River Basin and to improve priority infrastructure for water service delivery in the poorer provinces of the basin. The Red River Basin is home to 1/3 of Vietnam's population, 59% of whom live in poverty. Poverty is linked to unreliable and insufficient access to water and drainage services but a combination of measures is needed to address poverty – increased agricultural production, equitable benefit distribution and increased capacity of the poor to manage risks. Community needs are diverse and a top down blueprint approach is not viable.

The project is organized into 2 parts:

- Part A integrated water resources management and associated institution building
- Part B provision of infrastructure improvements and agricultural support services at community level.

A process oriented approach will focus on poverty reduction, strengthen the community's sense of ownership and capacity, and promote sustainability through participatory planning, implementation, monitoring and evaluation.

B. Gender Elements

Gender Action Plan

Analysis	The burden of poverty is disproportionately borne by women. In some areas women and girls have to travel far to fetch water and the problem of lack of or poor quality domestic or irrigation water falls disproportionately on women. In many project areas, out migration of men leaves women in charge of farms and female-headed households are often excluded from development opportunities. Women actively participate in periodic irrigation maintenance work and in the delta as pump operators but their representation in decision making regarding water at all levels is limited.
Consultation	Women expressed a strong need for safe domestic water facilities and alternative income sources such as livestock, handicrafts and fruit and tree crops, and credit and skills development training.
Objective/rationale	Reduction of poverty amongst women/empowerment of women
Action – beneficiary groups	Part A Women's roles in water resources management, health and hygiene issues will be highlighted in various action plans and public awareness and education programs. Women's representation in the Red River Basin Organisation will be required. Part B

	<ul style="list-style-type: none"> ▪ Women's participation in planning, implementing and monitoring the Rural Development Support activities will be mandated in the guidelines and field manual – women's needs will be identified separately to men's and facilitated by village level women organizers and Vietnamese Women's Union (VWU) At least 40% women's representation on Rural Development Support (RDS) committees, including VWU representative and women organizers. All to be trained in PRA. Activities to include income generating opportunities for women. ▪ Where Participatory Irrigation Management is implemented, 50% of women in the newly formed/existing Water User Groups will be mandated ▪ Water User Associations will be strengthened to enable male and female farmers to directly participate in O and M of on-farm irrigation/drainage. ▪ In the uplands where the scale of civil works is smaller than in the delta, efforts will be made to provide for percentages of female labour in the contract documents and women and men will be paid equal wages
Action – Management and implementation agencies	<p>Part A</p> <p>2 consultants – one domestic and one international - will be recruited incorporate gender issues in action plans and guidelines, and in the public awareness and education programs.</p> <p>Part B</p> <p>Gender training to all project consultants and MARD staff</p>
Anticipated impact	<ul style="list-style-type: none"> ▪ Increased agricultural production and productivity in poorer communes and among women ▪ Improvements in water supply reduce health hazards experienced by women ▪ Reduced domestic and farm work burden for women ▪ Increased confidence for women will reduce the burden on lower income groups and will particularly benefit households headed by women.
Targets and indicators	<p>40% of RDS management committee will be women. 50% of newly formed Water User Groups will be women.</p> <p>Specified indicator: Women's representation in rural development support committees, water user organizations, irrigation and drainage management companies and Red River Basin Organisation</p>
Gender in consultant TORs	<p>Part A]: 1 domestic and 1 international Gender Consultant and Part B: 2 domestic social development consultants with responsibility for gender.</p> <p>Gender/women in overall TORs for Part A Capacity Building of Red River Basin Organisation Programme; Public Awareness and Education Programmes; and Part B Project Implementation Support</p>

Budget for gender-related activities	Not possible to separate.
Covenants	<i>Assurances:</i> “In sub project preparation, the interests of poor and disadvantaged groups, especially women and ethnic minorities, will be taken into account through consultation with them, in accordance with the Gender Action Plan agreed by MARD and ADB”

XX1. Second Provincial Towns Water Supply and Sanitation Project, Vietnam (VIE 1514)

(case study example on ADB web site)

RRP date: December 1996
 Effective date: November 1997
 Sector: Water Supply
 Budget: \$69 million ADB loan, total cost \$92 million
 Duration: 5 years
 Categorization: Primary: Human Development
 Secondary: Environment
 Gender Categorization: Some gender benefits

A. Project Description

The project will provide water supply and sanitation facilities to 7 provincial capital towns located throughout Vietnam where the lack of adequate, safe water supply and sanitation poses serious environmental risks and inhibits social and economic development. Existing piped water supplies were constructed in the 1930s and 1960s. There has been little or no investment since then. The project has 4 objectives:

- Improved access to safe water
- Improved drainage and sanitation systems
- Enhanced public awareness of hygiene and sanitation through a Public Environmental Education Programme (PEEP)
- Capacity building and sector reform of existing sector institutions

B. Gender Elements

Analysis	The Viet Nam Women’s Union (VWU) provides grassroots support for improvement in urban environmental health and hygiene and the development of water supply and sanitation facilities for the urban poor. In project towns 35% of households are headed by women. The acquisition, use and disposal of water for drinking, bathing, childcare, laundering, washing and cooking place very heavy burdens on women in
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	terms of time and energy.
Consultation	Women were surveyed during the course of project preparation and participated actively in the design process by guiding teams on public tap-stand locations, household drainage connections etc.. They also sought greater exposure to hygiene sanitation practices through a specially designed program.
Objective/rationale	
Action – beneficiary groups	Sanitation education will be targeted towards women who have a keener understanding of the relationship between health, cleanliness and good sanitation practices. The PEEP program will be implemented chiefly by VWU with women officers in each town designing and running the program.
Action – management and implementation agencies	<ul style="list-style-type: none"> ▪ A representative of VWU will be on the Project Steering Committee to ensure that community views, especially those of women’s groups, are reflected effectively at the design stage. ▪ PEEP will be coordinated by the CPMU through 2 fulltime staff members. One will be a UNV and the other a Senior Public Environmental Education Officer from VWU. They will be assisted by 2 consultants with expertise in community development, one international and one domestic. ▪ PPIUs will each have 2 full time staff to implement the program. One will be drawn either from VWU, the provincial Dept of Health or the provincial Dept of Education. The other will be a locally recruited consultant with expertise in community development and social mobilisation.
Anticipated gender-related impact	<ul style="list-style-type: none"> ▪ Improvements in water supply.. will reduce the burden on lower income groups and will particularly benefit households headed by women. ▪ The costs saved under the Project, such as time savings for women in collecting and treating water, and income saved from not having to pay high prices for water from water vendors, can be directed to other economic activities.
Targets and indicators	
Gender in consultant TORs	“liaising with VWU” in TORs for PEEP Advisor (UN volunteer) “liaising with VWU” in TORs applicable to all consultants
Budget for gender-related activities	Budget for PEEP program \$0.63 million (total budget \$92 million)
Covenants	Not in assurances