



# Technical Assistance Report

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Project Number: 49410-001  
Regional—Capacity Development Technical Assistance (R-CDTA)  
March 2016

## Strengthening Gender-Inclusive Growth in Central and West Asia

This document is being disclosed to the public in accordance with ADB's Public Communications Policy 2011.

**Asian Development Bank**

### ABBREVIATIONS

ADB	–	Asian Development Bank
CWA	–	Central and West Asia
DMC	–	developing member country
CWRD	–	Central and West Asia Department
GAD	–	gender and development
GAP	–	gender action plan
MDG	–	Millennium Development Goal
SDG	–	Sustainable Development Goal
TA	–	technical assistance

### NOTE

In this report, "\$" refers to US dollars.

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## CAPACITY DEVELOPMENT TECHNICAL ASSISTANCE AT A GLANCE

<b>1. Basic Data</b>		<b>Project Number: 49410-001</b>	
<b>Project Name</b>	Strengthening Gender-Inclusive Growth in Central and West Asia	<b>Department /Division</b>	CWRD/CWOD-PSS
<b>Country</b>	REG, AFG, ARM, AZE, GEO, KAZ, KGZ, PAK, TAJ, TKM, UZB	<b>Executing Agency</b>	Asian Development Bank
<b>2. Sector</b>		<b>ADB Financing (\$ million)</b>	
✓ Multisector	ADB's corporate management, policy and strategy development		1.50
		<b>Total</b>	<b>1.50</b>
<b>3. Strategic Agenda</b>		<b>Climate Change Information</b>	
Inclusive economic growth (IEG)	Pillar 2: Access to economic opportunities, including jobs, made more inclusive	Climate Change impact on the Project	Low
<b>4. Drivers of Change</b>		<b>Gender Equity and Mainstreaming</b>	
Governance and capacity development (GCD)	Client relations, network, and partnership development to partnership driver of change	Gender equity (GEN)	✓
Knowledge solutions (KNS)	Pilot-testing innovation and learning		
Partnerships (PAR)	Civil society organizations Implementation		
<b>5. Poverty Targeting</b>		<b>Location Impact</b>	
Project directly targets poverty	Yes	Regional	High
MDG-targeting (TI-M)	MDG3		
<b>6. TA Category:</b>		B	
<b>7. Safeguard Categorization</b> Not Applicable			
<b>8. Financing</b>			
<b>Modality and Sources</b>		<b>Amount (\$ million)</b>	
<b>ADB</b>		<b>1.50</b>	
Capacity development technical assistance: Technical Assistance Special Fund		1.50	
<b>Cofinancing</b>		<b>0.00</b>	
None		0.00	
<b>Counterpart</b>		<b>0.00</b>	
None		0.00	
<b>Total</b>		<b>1.50</b>	
<b>9. Effective Development Cooperation</b>			
Use of country procurement systems		No	
Use of country public financial management systems		No	

## I. INTRODUCTION

1. The proposed regional capacity development technical assistance (TA) follows on from and builds upon the successful implementation of the TA for Promoting Gender-Inclusive Growth in Central and West Asia Developing Member Countries (DMCs), which is scheduled to be completed in March 2016.<sup>1</sup> Although that TA is likely to be rated *highly successful*, it is based on a problem analysis and the related design from 2009, which is now outdated. This TA will (i) build on the successes of the TA on Promoting Gender-Inclusive Growth in Central and West Asia DMCs; (ii) realign gender approaches with the Sustainable Development Goals (SDGs) agreed in 2015 as well as emerging issues and opportunities in the region; and (iii) assist all 10 DMCs in Central and West Asia (CWA) to inform and strengthen, from a gender perspective, the design, performance, and evaluation of projects financed by the Asian Development Bank (ADB).

2. This TA was developed through the experience of implementing, as well as leveraging, the existing gender and development (GAD) networks established in each participating member country under the TA on Promoting Gender-Inclusive Growth in Central and West Asia DMCs. In this way, access to government representatives, partners from United Nations agencies, bilateral and multilateral development organizations, and civil society to discuss key issues surrounding gender-inclusive growth has informed the development of this TA. In particular, the final workshop of the previous TA, which was held in October 2015 and attended by representatives from all 10 DMCs in CWA, identified emerging and persistent gender issues, national priorities, and new opportunities in the region. Government partners expressed support and indicated the continued need for ADB's work in the thematic area of gender. The design of this TA has been informed by (i) feedback provided by ADB's regional network of gender specialists, focal points, sector specialists, and country directors about recommended approaches, events, and activities; (ii) consultations with development partners; (iii) ADB staff experience in developing and delivering gender mainstreaming activities through investments in public sector finance and social protection, and the education, transportation, energy, urban, and water sectors in the region; and (iv) good practices internationally. Government concurrence with the design and monitoring framework (Appendix 1) will be obtained from each DMC prior to TA effectiveness, and no activity will be financed or undertaken in any participating DMC until government concurrence is received.<sup>2</sup>

## II. ISSUES

3. Although most DMCs in CWA have nearly achieved their education and literacy targets, key gender gaps remain, which impact the extent to which women and girls benefit from growth, exacerbating inequality. Labor markets in the region are vertically and horizontally segregated, meaning professional women are concentrated in sectors considered more suitable for women (such as education or health), which pay lower wages. Women are overrepresented in the rural and agriculture sectors and the informal economy, and they have limited access to social protection. When employed in industry, women are underrepresented in management and

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<sup>1</sup> Asian Development Bank (ADB). 2010. *Promoting Gender-Inclusive Growth in Central and West Asia Developing Member Countries*. Manila (TA 7563-REG). This TA was approved for \$0.75 million and received subsequent funds to finally total \$4.5 million.

<sup>2</sup> The TA first appeared in the business opportunities section of ADB's website on 11 December 2015.

technical positions. While labor force participation rates are nearly equal in many DMCs, female unemployment outstrips that of men<sup>3</sup>.

4. Women also remain predominantly responsible for unpaid domestic and care work, which is time-consuming and compounded by substandard infrastructure such as limited water supply, sanitation, or electricity. As a result, women often lack the time to pursue paid work, participate in community governance, or further their skills and education.

5. Violence against women (domestic violence, harassment in public, restrictions on mobility, discrimination, or the “missing girls phenomenon”)<sup>4</sup> is also prevalent in the region. The costs of gender-based violence are felt not just by individuals (in the form of direct and opportunity costs) and families, but also communities and economies, in terms of additional health costs, the absence of women in the labor force and the governance costs of criminal, judicial, and support systems that could be reapplied to productive sectors. Climate change and disaster risks will also impact the region, with women and men facing different challenges and possessing differing capacities for resilience due to their gender roles and responsibilities.

6. The ADB Central and West Asia Department has a high annual level of new project investments classified as “effective gender mainstreaming (EGM)” (46% of approved projects in 2015). However the capacity of governments (through project management units) to implement gender action plans is weak (only 33% of investments classified as EGM delivered their intended gender equality results in the year ending 2014). The mid-term review of ADB’s Strategy 2020<sup>5</sup> noted that despite increased quality of project gender action plans, “both the implementation of these plans and ADB’s capacity to monitor and capture gender equity results remained weak”. The subject TA will enable ADB to better work with DMCs to improve in these areas, as well as address the gender gaps noted above.

### III. THE CAPACITY DEVELOPMENT TECHNICAL ASSISTANCE

6. The types of gender gaps, and the most relevant entry points for gender mainstreaming in each ADB investment, are unique in each DMC. This is reflected in the wide range of Gender Inequality Index scores in the region, which range from 0.323 in Kazakhstan to 0.705 in Afghanistan.<sup>6</sup> As such, resources are required for analysis, women’s participation, formulation of country and sector-specific approaches, and provision of capacity building assistance to government implementation in the thematic area of gender to ensure inclusive growth. The TA will provide DMC capacity support for gender mainstreaming to (i) strengthen incorporation of social and gender perspectives in the ADB portfolio, (ii) assist in identifying entry points for effective gender mainstreaming, (iii) assist sector specialists to better develop and implement gender-sensitive approaches in investment projects and programs, and (iv) participate in country-level networks related to gender and social inclusion.

7. The Millennium Development Goals (MDGs) have served as the prevailing global development framework since 2000. MDG 3 seeks to promote gender equality and empower

<sup>3</sup> Female unemployment (as a % of females aged 15-64) in the region ranges from 4.9% in Kazakhstan to 18.8% in Armenia, compared with a range of 3.2% to 15.8% in the same countries for men. All figures 2014. Source <http://databank.worldbank.org/data/reports.aspx?source=Gender-Statistics> accessed 17 March 2016.

<sup>4</sup> Where sex-selective abortion leads to a significantly skewed birth ratio in favor of boys.

<sup>5</sup> Asian Development Bank (ADB). 2014. *Midterm Review of Strategy 2020: Meeting the Challenges of a Transforming Asia and Pacific*

<sup>6</sup> A score of 0 indicates gender parity. United Nations Development Programme. Gender Inequality Index. <http://hdr.undp.org/en/content/gender-inequality-index> (accessed 5 February 2016).

women, predominantly focusing on educational parity, with indicators on enrollment, literacy rates, share of nonagricultural wage employment, and positions held by women in national parliaments. The SDGs<sup>7</sup>, the successor to the MDGs, will drive the global development agenda during 2015–2030. The SDGs use more powerful language and are more ambitious in both number and intended outcome than the MDGs.<sup>8</sup>

8. To achieve SDG 5 (“Achieve gender equality and empower all women and girls”), DMCs must (i) end discrimination against women and girls everywhere; (ii) eliminate all forms of violence against all women and girls in the public and private spheres; (iii) eliminate all harmful practices (including child, early, and forced marriage); (iv) recognize and value unpaid care and domestic work through provision of public services, infrastructure, and social protection policies; (v) ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life; (vi) ensure universal access to sexual and reproductive health services and rights; (vii) undertake reforms to give women equal rights to economic resources (including ownership and control over land and other property, financial services, inheritance, and natural resources); (viii) enhance the use of enabling technologies to promote the empowerment of women; and (ix) adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. This TA will help DMCs in CWA meet the SDG 5 targets. It will also help CWA DMCs implement GAD activities in support of countries’ national policies and international commitments on GAD in ADB-financed investment programs.

9. All CWA country partnership strategies include gender as a key cross-cutting theme. Central Asia Regional Economic Cooperation 2020, the regional strategy for CWA, is anchored to four key areas of cooperation: transport, trade facilitation, trade policy, and energy.<sup>9</sup> Projects under these areas tend to be large and have difficulty mainstreaming gender-responsive approaches. Additionally, the Central Asia Regional Economic Cooperation Comprehensive Action Plan is silent on both gender equality and women’s empowerment. This TA will help meet ADB’s wider policies<sup>10</sup> on inclusive growth, gender, and development in the region.

10. Without capturing and unleashing the talents, human capital, and economic potential of women and girls, who constitute half of Asia’s population, the goal of a region free of poverty will not be realized. This is stated clearly in ADB’s Gender Equality and Women’s Empowerment Operational Plan, 2013–2020, which (i) describes gender mainstreaming as the key strategy to promote gender equality and women’s empowerment across the full range of ADB operations, and (ii) promotes the use of pilot projects to demonstrate new approaches for gender mainstreaming and to foster innovation.<sup>11</sup>

<sup>7</sup> United Nations. Sustainable Development Goals. <http://www.un.org/sustainabledevelopment/sustainable-development-goals/> (accessed 5 February 2016).

<sup>8</sup> The MDGs aimed to “promote,” “reduce,” and “improve” situations, whereas the SDGs aim to “achieve,” “end,” and “ensure” situations. The MDGs had 8 goals and 18 targets, while the SDGs have 17 goals and 169 targets.

<sup>9</sup> ADB 2012. CAREC 2020: A Strategic Framework for Central Asia Regional Economic Cooperation Program 2011–2020. Manila. <http://www.carecprogram.org/uploads/docs/CAREC-Publications/2012/CAREC-2020-Strategic-Framework.pdf> (accessed on 5 February 2016).

<sup>10</sup> ADB 2003. Gender and Development. Manila; ADB. 2013. *Gender Equality and Women’s Empowerment Operational Plan, 2013–2020: Moving the Agenda Forward in Asia and the Pacific*. Manila.

<sup>11</sup> ADB. 2013. *Gender Equality and Women’s Empowerment Operational Plan, 2013–2020: Moving the Agenda Forward in Asia and the Pacific*. Manila.

## **A. Impact and Outcome**

11. The impact will be the attainment of gender-inclusive growth in participating DMCs. The outcome will be improved capacity of participating DMCs in gender mainstreaming. The TA's outcome target is that at least 50% of ADB-financed projects with gender mainstreaming in the CWA region deliver their intended gender equality results by the end of 2018.<sup>12</sup>

## **B. Methodology and Key Activities**

12. Outputs are as follows:

- (i) Relevant country-level gender information will be produced. This will include country-, sector-, and thematic-level gender analysis and knowledge work to inform country partnership strategies and ADB investments. Selected knowledge partnerships will be explored with regional and national organizations working in the thematic area of gender.
- (ii) Gender mainstreaming approaches will be modeled. These will include the conduct of 10 pilot projects to explore new and emerging practices and methodologies to (a) enhance gender outcomes in relevant sectors; and (b) demonstrate strategies, tools, and approaches for scaling up or integrating in sector projects and programs.
- (iii) The operational environment for gender mainstreaming in each participating DMC will be strengthened. This will include the provision of (a) gender specialists, who will work from each ADB resident mission (with the exception of Uzbekistan, which has a national officer for gender) to work with ADB staff, and (b) executing and implementing agencies throughout the country planning and investment project cycle to support the effective gender mainstreaming of all work. The gender specialists will also (a) oversee the implementation quality of projects with a gender action plan, providing high-level capacity advice to project management units; and (b) participate in country-level GAD networks, including identifying joint activities with partner organizations for the promotion of gender equality results.

13. Together, these outputs and their associated activities will help guide ADB investments so they contain relevant designs to promote distribution of benefits to women and girls and prevent the creation or widening of gender gaps. Knowledge work and participation in national GAD networks will help make ADB's work relevant to existing and emerging issues in each CWA DMC. Provision of capacity building assistance to project implementation professionals will increase the likelihood of anticipated gender results being realized in each CWA DMC. Success of the TA will depend on recruiting skilled consultants.

## **C. Cost and Financing**

14. The TA is estimated to cost \$1,500,000, which will be financed on a grant basis by ADB's Technical Assistance Special Fund (TASF-V).

## **D. Implementation Arrangements**

15. The TA will be implemented from April 2016 until March 2018. ADB will be the executing agency. CWRD's Portfolio, Results, Safeguards and Social Sector Unit will be responsible for the overall administration and supervision of the TA, and will engage consultants and coordinate

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<sup>12</sup> The baseline for the end of 2014 is 33%.



with implementation partners. CWRD will be accountable for the delivery of the TA's outputs. Partner international organizations and nongovernment organizations will be determined during TA implementation.

16. The TA will require the services of one international consultant (24 person-months) and five national consultants (120 person-months). The international consultant will oversee activities in Armenia, Azerbaijan, Georgia, Kazakhstan, and Turkmenistan, and will assist with overall regional issues and/or studies, capacity development support, and preparation and dissemination of information. A total of four national consultants (24 person-months each) will be engaged in Afghanistan, the Kyrgyz Republic, Pakistan, and Tajikistan. One national consultant (24 person-months) will be hired to help coordinate implementation and supervision of the TA. Terms of reference for the consultants are provided in Appendix 3. The consultants will be recruited by ADB using the individual consultant selection method, in accordance with the Guidelines on the Use of Consultants (2013, as amended from time to time). To expedite consultant mobilization, advance contracting procedure will be followed.

17. Under the TA, it is expected that consulting firms or nongovernment organizations will be engaged for pilot activities in each DMC. As the value of each contract is expected to be less than \$100,000, recruitment will be done using consultant qualification selection, in accordance with the Guidelines on the Use of Consultants. The first two pilot projects have already been identified to be carried out by the following organizations: Center for Entrepreneurship and Executive Development (CEED) (for \$15,000) in Armenia and ACTED (for \$80,000) in Pakistan. Given the small size of the contract for Armenia and the unique nature of the services CEED can provide in Armenia, single-source selection will be requested. Information related to both organizations is in Supplementary Appendix A. Output-based contracts will be utilized wherever possible for pilot projects. Under output 1, potential partner organizations will be determined based on their appropriate experience and track record, and with reference to ADB's integrity due diligence.

18. Materials and equipment under the TA will be procured following ADB's Procurement Guidelines (2015, as amended from time to time), including materials and equipment purchased by consultants, who will use shopping procedures. Disbursement will be done in accordance with ADB's *Technical Assistance Disbursement Handbook* (2010, as amended from time to time).

19. The TA will use different methods to disseminate information, including social media, workshops, reports, and knowledge products. Consultants will provide quarterly reports. A midterm review mission will be held after the first year of the TA.

#### **IV. THE PRESIDENT'S DECISION**

20. The President, acting under the authority delegated by the Board, has approved the provision of technical assistance not exceeding the equivalent of \$1,500,000 on a grant basis for Strengthening Gender-Inclusive Growth in Central and West Asia, and hereby reports this action to the Board.

## DESIGN AND MONITORING FRAMEWORK

<b>Impact the TA is Aligned with:</b>			
Gender-inclusive growth is attained in participating DMCs <sup>a</sup>			
<b>Results Chain</b>	<b>Performance Indicators with Targets and Baselines</b>	<b>Data Sources and Reporting</b>	<b>Risks</b>
<b>Outcome</b> Improved capacity of participating DMCs in gender mainstreaming	At least 50% of ADB-financed projects with gender mainstreaming in the Central and West Asia region deliver their intended gender equality results by the end of 2018 (2014 baseline: 33%)	Sustainable Development and Climate Change Department year-end assessments of gender results from project completion reports	
<b>Outputs</b> 1. Relevant country-level gender information is produced  2. Gender mainstreaming approaches are modeled  3. The operational environment for gender mainstreaming is strengthened in each participating DMC	1a. At least four new gender-themed knowledge products are produced by March 2018  1b. New CPSs in CWA prepared during 2016–2017 are informed from a gender perspective 2a. 10 pilot projects have demonstrated technologies or approaches for gender mainstreaming in relevant sectors by March 2018  3a. Support for at least one gender-themed learning event in eight DMCs by March 2018  3b. Every project or program with effective gender mainstreaming or gender empowerment themes is informed from a gender perspective during the duration of the TA	1a. Publications on ADB's website  1b. New CPS documents  2a. Project documents on ADB's website  3a. Articles in CWRD's newsletter; TA midterm review  3b. Back-to-office reports; processing documents; gender specialist periodic reports; gender action plan monitoring reports	The TA is dependent on obtaining skilled consultants
<b>Key Activities with Milestones</b>			
<b>1. Relevant country-level gender information is produced</b> 1.1 Conduct consultations with stakeholders to identify knowledge gaps by Q2 2016 1.2 Contract individuals, nongovernment organizations, or companies to undertake knowledge work by Q4 2016 1.3 Disseminate knowledge through workshops or publications by Q4 2017			

<p><b>Key Activities with Milestones</b></p> <p><b>2. Gender mainstreaming approaches are modeled</b></p> <p>2.1 Identify first batch of five pilot projects by Q3 2016</p> <p>2.2 Contract and commence first batch of pilot projects by Q4 2016 while identifying second batch of five pilot projects</p> <p>2.3 Contract and commence second batch of pilot projects by Q1 2017</p> <p><b>3. The operational environment for gender mainstreaming is strengthened</b></p> <p>3.1 Secure no objection letters from participating DMC governments by Q2 2016</p> <p>3.2 A gender specialist is hired and working with sector teams in each resident mission by Q2 2016</p> <p>3.3 Consult with country-level gender theme groups to identify gender learning events in eight DMCs by Q1 2018</p>
<p><b>Inputs</b></p> <p>ADB: Technical Assistance Special Fund (TASF-V) \$1,500,000</p>
<p><b>Assumptions for Partner Financing</b></p> <p>Not applicable.</p>

ADB = Asian Development Bank, CPS = country partnership strategy, CWRD = Central and West Asia Department, DMC = developing member country, TA = technical assistance.

<sup>a</sup> (i) Afghanistan: Government of Afghanistan. 2008. *Afghanistan National Development Strategy*. Kabul; ADB. 2008. *Country Partnership Strategy: Afghanistan, 2009–2013*. Manila; (ii) Armenia: Government of Armenia. 2014. *Armenia Development Strategy 2025*. Yerevan; ADB. 2014. *Country Partnership Strategy: Armenia, 2014–2018*. Manila; (iii) Azerbaijan: ADB. 2014. *Country Partnership Strategy: Azerbaijan, 2014–2018*. Manila; (iv) Georgia: ADB. 2014. *Country Partnership Strategy: Georgia, 2014–2018*. Manila; (v) Kazakhstan: ADB 2012. *Country Partnership Strategy: Kazakhstan, 2012–2016*. Manila; (vi) Kyrgyz Republic: ADB. 2013. *Country Partnership Strategy: Kyrgyz Republic, 2013–2017*. Manila; (vii) Pakistan: ADB. 2015. *Country Partnership Strategy, Pakistan 2015–2019*. Manila; (viii) Tajikistan: Government of Tajikistan. 2007. *National Development Strategy*. Dushanbe; ADB. 2010. *Country Partnership Strategy: Republic of Tajikistan, 2010–2014*. Manila; (ix) Turkmenistan: ADB. 2014. *Interim Country Partnership Strategy: Turkmenistan, 2013–2015*. Manila. (x) Uzbekistan: ADB. 2012. *Country Partnership Strategy: Uzbekistan, 2012–2016*. Manila.

Source: ADB.

**COST ESTIMATES AND FINANCING PLAN**

(\$'000)

<b>Item</b>	<b>Amount</b>
<b>Asian Development Bank<sup>a</sup></b>	
1. Consultants	
a. Remuneration and per diem	
i. International consultants	223.8
ii. National consultants	607.7
b. International and local travel	60.6
c. Reports and communications	24.0
2. Equipment <sup>b</sup>	12.0
3. Training, seminars, and conferences	
a. National gender events	8.6
4. Surveys <sup>c</sup>	500.0
5. Miscellaneous administration and support costs	29.1
8. Contingencies	34.2
<b>Total</b>	<b>1,500.0</b>

<sup>a</sup> Financed by the Asian Development Bank's Technical Assistance Special Fund (TASF-V).

<sup>b</sup> Equipment will be disposed of by ADB at completion of the technical assistance.

<sup>c</sup> Including financing for pilot subprojects.

Source: Asian Development Bank estimates.

## OUTLINE TERMS OF REFERENCE FOR CONSULTANTS

1. Consultants under the technical assistance (TA) will be selected in accordance with the Guidelines on the Use of Consultants (2013, as amended from time to time) of the Asian Development Bank (ADB). These terms of reference describe broad tasks of consultants relating to the implementation of activities under the outputs.

2. The TA promotes gender-inclusive growth by helping developing member countries (DMCs) in Central and West Asia to make progress in achieving gender equality and women's empowerment. While progress has been made during the era of the Millennium Development Goals (2000–2015), there is a need to refocus and plan ahead to support the new Sustainable Development Goals agreed in 2015.

### **A. National Implementation Consultants for Afghanistan, Kyrgyz Republic, Pakistan, and Tajikistan (24 person-months each)**

3. **Qualifications.** Each national consultant should have knowledge of gender issues in their country and speak English plus one or more of the national languages. Each consultant should have a bachelor's degree (or preferably a postgraduate degree) in the social sciences or another relevant discipline. The consultants should have the following additional qualifications:

- (i) expertise and work experience in gender issues and in sector areas relevant to ADB;
- (ii) experience and skills in gender analysis, gender action plan (GAP) implementation and monitoring;
- (iii) experience in developing strong collaborations with sector agencies, thematic groups, and the private sector; and
- (iv) experience in working with multilateral and nongovernment organizations.

4. **Scope of work.** The consultants will implement the project at the country level. Their tasks will be to assist in preparing gender-sensitive project designs and pilot projects, identifying appropriate partner organizations, providing capacity support for project implementation, and participating in country-level gender networks and events.

5. **Detailed tasks.** Under the direct supervision of the gender and development (GAD) specialist from ADB's Central and West Asia Department (CWRD) and in consultation with the TA coordinator, the consultants will manage TA activities in their respective countries. Tasks include but are not limited to the following:

- (i) render technical support and substantive inputs to country-level gender knowledge products and assist in coordinating related activities;
- (ii) contribute gender inputs to country partnership strategies, country performance assessments, and other documents, as needed;
- (iii) participate in the recruitment and selection of other TA consultants in their respective countries, coordinate distribution of tasks, and monitor the quality of work;
- (iv) review, evaluate, and provide inputs for improvement of all pilot project proposals developed in their respective countries under this TA, and follow up implementation monitoring performance by implementing partners to encourage timely delivery of high-quality outputs;

- (v) assist ADB project missions in acquiring baseline data on gender gaps and issues, and provide technical guidance for incorporating gender in the design and monitoring frameworks of pipeline projects and other relevant purposes;
- (vi) monitor implementation of the GAP in CWRD projects classified as *effective gender mainstreaming* or with *gender equity as a theme*;
- (vii) organize country gender focal groups, and convene and encourage conduct of regular meetings and delivery of joint learning events;
- (viii) plan, coordinate, and conduct workshops, consultation meetings, and learning events;
- (ix) monitor implementation of the resident mission GAD plan;
- (x) report progress of TA implementation through regular monitoring reports, as required;
- (xi) prepare case study write-ups on successful gender mainstreaming pilot projects;
- (xii) prepare quarterly and year-end reports, and a completion report on TA implementation in the country; and
- (xiii) perform other duties and tasks, as determined by the CWRD GAD specialist.

## **B. National Technical Assistance Coordinator (24 person-months)**

6. **Qualifications.** The coordinator should have knowledge of gender issues in Central and West Asia and be fluent in English. The coordinator should have a bachelor's degree (or preferably a postgraduate degree) in the social sciences or another relevant discipline. The coordinator should have the following additional qualifications:

- (i) expertise and work experience in gender issues and in sector areas relevant to ADB;
- (ii) experience and skills in gender analysis, GAP implementation, and monitoring;
- (iii) strong experience in project coordination, monitoring, reporting, and organizing events; and
- (iv) experience working in a similar role with multilateral and nongovernment organizations.

7. **Scope of work.** Under the direct supervision of the senior social development specialist (gender and development) at CWRD, the coordinator will contribute to implementing TA activities. Specific tasks include the following:

- (i) review and provide technical inputs to national implementation consultants' outputs;
- (ii) coordinate the production and dissemination of TA-generated knowledge products;
- (iii) provide technical and logistical support for TA workshops and learning events;
- (iv) coordinate TA activities with the national and international implementation consultants;
- (v) assist in the preparation of the GAP and/or country gender knowledge products;
- (vi) monitor the progress of pilot project implementation;
- (vii) consolidate all TA monitoring data;
- (viii) assist in the preparation of TA reports; and
- (ix) perform other duties as assigned from time to time by the CWRD GAD specialist.

**C. International Implementation Consultant for Armenia, Azerbaijan, Georgia, Kazakhstan, and Turkmenistan (24 person-months)**

8. **Qualifications.** The consultant should have knowledge of gender issues in the region and speak English, Russian, plus one or more of the national languages of the countries for which he or she is responsible. The consultant should have a bachelor's degree (or preferably a postgraduate degree) in the social sciences or another relevant discipline. The coordinator should have the following additional qualifications:

- (i) expertise and work experience in gender issues and in sector areas relevant to ADB;
- (ii) experience and skills in gender analysis, GAP implementation, and monitoring;
- (iii) experience in developing strong collaborations with sector agencies, thematic groups, and the private sector; and
- (iv) experience working with multilateral and nongovernment organizations.

9. **Scope of work.** The consultant will implement the project at the sub-regional level. The consultant will assist in preparing gender-sensitive project designs and pilot projects, identifying appropriate partner organizations, providing capacity support for project implementation, and participating in country-level gender networks and events. In addition, the consultant will be responsible for overall sub-regional issues and studies, and will assist with capacity development support, conduct and collate studies and information, write reports, and prepare information dissemination products as needed.

10. **Detailed tasks.** Under the direct supervision of the CWRD GAD specialist and in consultation with the TA coordinator, the international implementation consultant will manage TA activities in Armenia, Azerbaijan, Georgia, Kazakhstan, and Turkmenistan. Tasks include the following:

- (i) render technical support and substantive inputs to sub-regional gender knowledge products, and assist in coordinating related activities;
- (ii) contribute gender inputs in preparing the country partnership strategies, country performance assessments, and other documents, as needed;
- (iii) participate in the recruitment and selection of other consultants in the sub-region hired under the TA, coordinate distribution of tasks, and monitor the quality of work;
- (iv) review, evaluate, and provide inputs for improvement of all pilot project proposals developed in the sub-region under the TA, and follow-up implementation monitoring performance by implementing partners to encourage timely delivery of high-quality outputs;
- (v) assist ADB project missions in acquiring baseline data on gender gaps and issues, and provide technical guidance for incorporating gender in the design and monitoring frameworks of pipeline projects and other relevant purposes;
- (vi) monitor GAP implementation in CWRD projects classified as *effective gender mainstreaming* and with gender equity as a theme;
- (vii) organize country gender focal groups, and convene and encourage the conduct of regular meetings and delivery of meaningful outputs;
- (viii) plan, coordinate, and conduct workshops, consultation meetings, and learning events;
- (ix) monitor implementation of the resident mission GAD plan for each country;
- (x) report progress of TA implementation through regular monitoring reports, as required;
- (xi) prepare case study write-ups on successful gender mainstreaming pilot projects;

- (xii) prepare quarterly and year-end reports, and a completion report on the TA implementation in the sub-region;
- (xiii) support new and ongoing ADB investment projects or pilots in the region as required;
- (xiv) provide support to regional workshops, training activities, or other events; and
- (xv) perform other duties and tasks, as determined by the CWRD GAD specialist.