



Technical Assistance Report

Project Number: 51319-001
Knowledge and Support Technical Assistance (KSTA)
August 2018

People's Republic of Bangladesh: Institutionalizing Gender Equality Practices in the Local Government Engineering Department

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

Asian Development Bank

CURRENCY EQUIVALENTS

(as of 19 July 2018)

Currency unit	–	taka (Tk)
Tk1.00	=	\$0.011
\$1.00	=	Tk 84.72

ABBREVIATIONS

ADB	–	Asian Development Bank
BREB	–	Bangladesh Rural Electrification Board
DWASA	–	Dhaka Water Supply and Sewerage Authority
GAD	–	gender and development
GIMS	–	gender information management system
KWASA	–	Khulna Water Supply and Sewerage Authority
LGED	–	Local Government Engineering Department
MOWCA	–	Ministry of Women and Children Affairs
NGO	–	nongovernment organization
TA	–	technical assistance

NOTE

In this report, "\$" refers to United States dollars.

Vice-President	Wencai Zhang, Operations 1
Director General	Hun Kim, South Asia Department (SARD)
Country Director	Manmohan Parkash, Bangladesh Resident Mission (BRM), SARD
Team leader	Nasheeba Selim, Social Development Officer (Gender), BRM, SARD
Team member	Francesco Tornieri, Principal Social Development Specialist (Gender and Development), SARD

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

CONTENTS

	Page
KNOWLEDGE AND SUPPORT TECHNICAL ASSISTANCE AT A GLANCE#	
I. INTRODUCTION	1#
II.# ISSUES	1#
III.###THE TECHNICAL ASSISTANCE	2#
A. Impact and Outcome	2#
B. Outputs, Methods, and Activities	2#
C. Cost and Financing	3#
D. Implementation Arrangements	3#
IV.# THE PRESIDENT'S DECISION	4#
APPENDIXES	
1. Design and Monitoring Framework	5#
2. Cost Estimates and Financing Plan	8#
3. List of Linked Documents	9#

KNOWLEDGE AND SUPPORT TECHNICAL ASSISTANCE AT A GLANCE

1. Basic Data		Project Number: 51319-001	
Project Name	Institutionalizing Gender Equality Practices in the Local Government Engineering Department Capacity Development	Department/Division	SARD/BRM
Nature of Activity		Executing Agency	Local Government Engineering Department
Modality	Regular		
Country	Bangladesh		
2. Sector		ADB Financing (\$ million)	
Subsector(s)		Total	0.00
3. Strategic Agenda		Climate Change Information	
Inclusive economic growth (IEG)	Pillar 2: Access to economic opportunities, including jobs, made more inclusive	Climate Change impact on the Project	Low
4. Drivers of Change		Gender Equity and Mainstreaming	
Governance and capacity development (GCD)	Institutional development	Gender equity (GEN)	✓
Partnerships (PAR)	Bilateral institutions (not client government) Official cofinancing		
5. Poverty and SDG Targeting		Location Impact	
Geographic Targeting	No	Not Applicable	
Household Targeting	No		
SDG Targeting	Yes		
SDG Goals	SDG5		
6. Risk Categorization		Low	
7. Safeguard Categorization		Safeguard Policy Statement does not apply	
8. Financing			
Modality and Sources		Amount (\$ million)	
ADB		0.00	
None		0.00	
Cofinancing		2.00	
Japan Fund for Poverty Reduction (Full ADB Administration)		2.00	
Counterpart		0.00	
None		0.00	
Total		2.00	

I. INTRODUCTION

1. The knowledge and support technical assistance (TA) will contribute to strengthening the capacity of the Bangladesh Local Government Engineering Department (LGED) within the Local Government Division of the Ministry of Local Government, Rural Development and Cooperatives and its Gender and Development (GAD) Forum. The proposed TA will extend similar capacity development support to other infrastructure agencies involved in Asian Development Bank (ADB) projects, i.e., the Bangladesh Railway, Bangladesh Rural Electrification Board (BREB), Dhaka Water Supply and Sewerage Authority (DWASA), and Khulna Water Supply and Sewerage Authority (KWSA). It will enable the women development officers of the Ministry of Women and Children Affairs (MOWCA) to more effectively monitor, analyze, and consolidate the gender equality results of urban and rural infrastructure development projects.

2. The objectives of this TA are directly linked to the vision and mission set out in the Seventh Five Year Plan (2016–2020) of Bangladesh and LGED’s Gender Equality Strategy.¹ This TA is included in ADB’s country operations business plan for Bangladesh, 2018–2020, and serves to implement the gender strategy stipulated in ADB’s country partnership strategy for Bangladesh, 2016–2020.²

II. ISSUES

3. Bangladesh has made rapid progress as measured by several social and economic indicators, moving from a human development category of *low* in 2013 to *medium* in 2014–2016.³ The incidence of extreme poverty has declined by 47% in urban areas and 26% in rural areas.⁴ Women’s economic participation significantly improved, from 26.1% in 2002 to 57.2% in 2011. While this progress is noteworthy, gender equality is far from being fully achieved. While rapid urbanization has contributed to economic growth, it has resulted in the growth of low-income settlements and slums, and associated social problems, such as increased competition over basic facilities and services (e.g., education, health, water, transport, and electricity).⁵ Women and men differ in their roles, needs, and perceptions regarding urban development. Women often serve as the primary collectors, transporters, users, and managers of domestic water, promote home and community-based sanitation activities, and have a primary role in waste disposal and environmental management. They bear a primary responsibility for household chores and childcare. Consequently, housing design—including lighting, ventilation, and security—is of immediate importance to them. Access to services and transportation has differing implications based on gender, age, mobility. Poorer settlements such as urban slums are likely to include households headed by women, which have special needs related to access to clean water and sanitation, health services, and education for their children. Gender-inclusive infrastructure—such as construction of separate toilets for women in easily accessible and safe areas, construction of water collection points and tube wells at suitable areas, well-lit access roads for traveling, and waiting rooms for women in bus terminals—can contribute to women’s socioeconomic development and gender equality. Violence or the threat of violence is a constraining factor, with women and girls with the exposure of women and girls to threats of sexual harassment in public

¹ Government of Bangladesh, Planning Commission, Ministry of Planning. 2015. *Seventh Five-Year Plan FY2016–FY2020: Accelerating Growth, Empowering Citizens*. Dhaka.

² ADB. 2017. *Country Operations Business Plan: Bangladesh, 2018–2020*. Manila; ADB. 2016. *Country Partnership Strategy: Bangladesh, 2016–2020*. Manila. The TA first appeared in the business opportunities section of ADB’s website on 28 February 2018.

³ United Nations Development Programme. [Human Development Reports: 2014 to 2016](#).

⁴ Government of Bangladesh, Planning Commission. 2015. *Millennium Development Goals: Bangladesh Progress Report 2015*. Dhaka (p. 21).

⁵ ADB. 2017. *Bangladesh Gender Equality Diagnostic of Selected Sectors*. Manila.

places and workplaces increasing as a result of their increased mobility and visibility in public places. Gender-inclusive infrastructure, including construction of street lights, safe access roads, and well-lit waiting areas in bus and railway terminals can decrease the threat of sexual harassment for girls and women.

4. LGED has a critical role in responding to gender issues in infrastructure development for two reasons: (i) its wide scope of operations and geographic coverage and large workforce (11,184 with approximately 10% of LGED sanctioned posts occupied by women) provides wide coverage for gender mainstreaming efforts;⁶ and (ii) as the sole infrastructure agency with a gender equality strategy, LGED is envisaged to take a lead role in promoting gender inclusive infrastructure development in Bangladesh. However, a recent assessment of LGED's gender mainstreaming practices, particularly in its urban development projects, found these to be confined to projects supported by development partners (including ADB), with the LGED GAD Forum not fully equipped to undertake its responsibilities.⁷ LGED and the GAD Forum lack the capacity to effectively integrate gender sensitivity into human resource development and adopt workplace and anti-harassment guidelines.

5. This TA will build on LGED's lessons from mainstreaming gender in its ADB-supported urban development projects, which point to the importance of building LGED's internal capacity (trained staff and financial resources) to implement the nine targets of its Gender Equality Strategy, using well-established gender mainstreaming standards and procedures, and cooperating with other government agencies and other stakeholders in engendering, sustaining, and expanding good practices.

III. THE TECHNICAL ASSISTANCE

A. Impact and Outcome

6. The TA is aligned with the following impact: women's access to and benefits from infrastructure resources and social services (e.g., urban and rural transport infrastructure; and water supply and sanitation, employment, and market facilities) increased. The TA will have the following outcome: effectiveness in delivering gender equality results and social inclusion improved.⁸

B. Outputs, Methods, and Activities

7. **Output 1: Capacity of the Local Government Engineering Department at the central level strengthened.** This output supports the LGED GAD Forum and relevant central units (planning, training, design, and monitoring and evaluation) in spearheading and coordinating initiatives to mainstream gender at all levels of LGED operations (both internal and external), and fully deliver the commitments set out in its Gender Equality Strategy. The TA will train the GAD Forum and senior central LGED staff on gender mainstreaming tools and techniques in key LGED sectors of operations, support the enhancement and operationalization of LGED's gender information management system (GIMS), and train the LGED Monitoring and Evaluation Unit in operationalizing the GIMS.

8. **Output 2: Capacity of Local Government Engineering Department senior staff and functioning gender committees in 64 districts strengthened.** LGED is highly decentralized,

⁶ LGED has no gender-disaggregated data on its workforce at the central and local levels.

⁷ ADB. 2017. *Institutionalizing Gender Equality: Urban Development Experience of the Bangladesh Local Government Engineering Department*. Manila.

⁸ The design and monitoring framework is in Appendix 1.

with 99% of staff working in the field, making it important for field staff to be engaged and trained in mainstreaming gender in the core operations of LGED. The TA will (i) assess the gender mainstreaming practices of 64 district offices of LGED; (ii) train senior staff and members of LGED district gender committees in 64 districts in gender mainstreaming; and (iii) establish coordination systems (e.g., designation of focal persons, setting of regular consultations and information and communication exchange mechanisms) between the GAD Forum and district gender committees.

9. Output 3: Knowledge sharing and partnerships among various agencies in gender mainstreaming increased. LGED is the sole infrastructure agency in Bangladesh with a gender equality strategy, and could serve as a model for other infrastructure agencies. Knowledge sharing and partnerships among agencies are expected to strengthen LGED's gender mainstreaming efforts. To share LGED's gender mainstreaming practices and lessons and develop partnerships with other infrastructure agencies, this TA will (i) train the gender focal persons or designated staff of selected infrastructure agencies (Bangladesh Railway, BREB, DWASA, and KWASA) in mainstreaming gender in infrastructure development; (ii) build the capacity of women development officers and program officers of MOWCA in setting up, mobilizing, and coordinating a multistakeholder mechanism for monitoring the gender equality results of infrastructure development; and (iii) conduct two lateral learning events: a subregional conference to draw lessons from the practices of government agencies and other stakeholders in South Asia; and training of LGED, Bangladesh Railway, BREB, DWASA, KWASA, and MOWCA on international models of gender-inclusive infrastructure where experts will be invited as resource persons.

C. Cost and Financing

10. The TA is estimated to cost \$2.08 million, of which \$2.00 million will be financed on a grant basis by the Japan Fund For Poverty Reduction (JFPR) and administered by ADB. The key expenditure items are listed in Appendix 2. The following are ineligible expenditures under the 2017 Japan Fund for Poverty Reduction policy guidelines and are not included in the TA's cost estimates and financing plan (Appendix 2): (i) academic research, (ii) purchase of vehicles for project administration, (iii) salaries for civil servants, (iv) foreign travel, (v) scholarships or long internships, and (vi) those under ADB's List of Ineligible Items (or Negative List) and Prohibited Investment Activities List.⁹

11. The government will provide counterpart support in the form of counterpart staff, office space for the project management unit, meeting venues, access to data and information from international and national consultants, staff time to review consultant outputs and conduct periodic field visits, and other in-kind contributions. The consultants will arrange their own travel.

D. Implementation Arrangements

12. ADB will administer the TA. Bangladesh Resident Mission will recruit an international organization (consulting firm or nongovernment organization) using the quality- and cost-based selection method (90:10 quality to cost ratio) and will engage the consultants and carry out procurement following ADB's Procurement Policy (2017, as amended from time to time) and its associated project administration instructions and/or staff instructions.

13. The implementation arrangements are summarized in the table.

⁹ ADB. 2012. Cost Sharing and Eligibility of Expenditures for ADB Financing. Operations Manual. OM H3/BP

Implementation Arrangements

Aspects	Arrangements		
Indicative implementation period	September 2018–June 2020		
Executing agency	Local Government Engineering Department		
Implementing agency	Local Government Engineering Department		
Consultants ^a	To be selected and engaged by the Asian Development Bank		
	Quality- and cost-based selection	International organization	\$772,220
	Individual consultants selection ^b	Team leader	\$194,790
		Social and gender and development expert	\$67,830
Project communications and administrative assistant		\$33,445	
Disbursement	The technical assistance resources will be disbursed following ADB's <i>Technical Assistance Disbursement Handbook</i> (2010, as amended from time to time).		

^a Consultants' costs in this table include remuneration, per diem, and international and local travels.

^b Consultants to be selected and engaged through international consultant selection, together with the government's counterpart staff, will compose the project management unit.

Source: Asian Development Bank.

14. **Consulting services.** The following consulting inputs will be provided under the TA:¹⁰
- (i) an international organization (consulting firm or NGO) to recruit international and national individual consultants and national NGOs: 3 international individual consultants (18 person-months), 4 national individual consultants (62 person-months), and national NGOs (198 months); and
 - (ii) individual consultants, namely a team leader (international consultant) (16 person-months), social development and GAD expert (national consultant) (24 person-months), and project communications and administrative assistant (22 person-months).

15. **Cofinancier requirements.** ADB's Bangladesh Resident Mission will submit to the Embassy of Japan and the Japan International Cooperation Agency office in Dhaka copies of the TA progress and completion reports (presenting the project's cumulative inputs, outputs, outcomes, and lessons). Schedules of the project's national training workshops and the subregional conference as well as measures for Japan's visibility in these events and other project activities will be provided to the two offices.

IV. THE PRESIDENT'S DECISION

16. The President, acting under the authority delegated to the Board, has approved the Asian Development Bank (ADB) administering technical assistance not exceeding the equivalent of \$2,000,000 to the Government of Bangladesh to be financed on a grant basis by Japan Fund for Poverty Reduction for Institutionalizing Gender Equality Practices in the Local Government Engineering Department, and hereby reports this action to the Board.

¹⁰ Terms of Reference for Consultants (accessible from the list of linked documents in Appendix 3-).

DESIGN AND MONITORING FRAMEWORK

Impact the TA is aligned with^a:			
Women's access to and benefits from infrastructure resources and social services increased			
Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms	Risks
Outcome Effectiveness in delivering gender equality and social inclusion results improved.	By 2021: a. Progress in the achievement of the nine targets of the LGED gender equality strategy annually recorded at central, division, and district levels (2017 baseline: Progress not recorded) b. Gender equality strategies adopted by Bangladesh Railway, BREB, DWASA, and KWSA (2017 baseline: 0)	a. TA monitoring reports; LGED and LGED GAD Forum annual reports b. TA monitoring reports	Changes in the management teams of LGED and other agencies reduce their commitment to gender equality and women's empowerment High turnover of trained staff
Outputs 1. Capacity of LGED at central level strengthened	By March 2020: 1a. 25 GAD Forum members (30% women) and 65 LGED and LGED central-level staff (30% women) reported increased knowledge and skills in gender mainstreaming in LGED operations (2017 baseline: 0) 1b. Coordination mechanism of LGED units at central level in planning, delivering, monitoring, and reporting gender equality results established (2017 baseline: Not established) 1c. LGED GAD Forum quarterly monitoring reports for 3 LGED sectors prepared using GIMS data (2017 baseline: 0) 1d. At least 36 LGED M&E staff reported increased knowledge and skills in operating the GIMS (2017 baseline: 0)	1a.–1d. TA monitoring reports	Competing work priorities affect participation of targeted staff in training programs
2. Capacity of LGED senior staff and gender committees in 64 districts strengthened	By March 2020: 2a. LGED trained by three NGOs and trainers specializing in conducting gender audits and assessments and gender mainstreaming capacity building (2017 baseline: 0) 2b. Gender audit ^b of 64 LGED district offices conducted (2017 baseline: 0) 2c. At least 256 senior staff and 384 members of LGED gender committees in 64 districts (30% women) reported increased knowledge and skills in gender mainstreaming in LGED sectors (2017 baseline: 0) 2d. Coordination systems among the LGED GAD Forum, district gender committees, and district-level LGED	2a.–2d. Workshop reports and TA monitoring reports	

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms	Risks
	officials established (2017 baseline: Not established)		
3. Knowledge sharing and partnerships among various agencies in gender mainstreaming increased	<p>By March 2020:</p> <p>3a. At least 120 staff of Bangladesh Railway, BREB, DWASA, and KWASA (at least 30% women) reported increased knowledge and skills in gender mainstreaming in infrastructure development (2017 baseline: 0)</p> <p>3b. At least 128 women affairs officers and 5 MOWCA program officers reported increased knowledge and skills in setting up and facilitating participatory mechanism and monitoring gender equality results of infrastructure development (2017 baseline: 0)</p> <p>3c. Multistakeholder monitoring mechanism^c on gender mainstreaming efforts formed with at least one meeting during the TA period (2017 baseline: 0)</p> <p>3d. At least one subregional conference conducted on good practices and lessons on gender mainstreaming from other South Asia countries (2017 baseline: 0)</p> <p>3e. At least 40 staff of LGED, Bangladesh Railway, BREB, DWASA, KWASA, and MOWCA reported increased knowledge of international models of gender inclusive urban infrastructure development and its adoption (2017 baseline: 0)</p> <p>3f. Gender equality strategy prepared by Bangladesh Railway, BREB, DWASA, and KWASA (2017 baseline: 0)</p>	3a.–3f. TA monitoring and workshop reports	Inflexibility due to socio-cultural norms and rigidity of some stakeholders may affect their participation in knowledge-sharing events.
Key Activities with Milestones			
<p>1. Capacity of LGED at the central level strengthened</p> <p>1.1. Reorganize LGED GAD Forum Secretariat and set the tasks of the GAD Forum members (Q3 2018).</p> <p>1.2 Conduct a gender audit of LGED (Q1 2019).</p> <p>1.3 Prepare training modules (4) (one for each sector of operation of LGED, and one for organizational gender mainstreaming) and present to authorities for approval (Q1 2019).</p> <p>1.4 Carry out training workshops (3) for LGED GAD Forum and senior staff at central level (Q2 2019 onwards).</p> <p>1.5 Prepare monitoring formats through district level consultations and inputs from LGED GAD Forum (Q2 2019).</p> <p>1.6 Train LGED M&E unit in operating the GIMS and in analyzing data and information collected and integrating the analysis in the LGED GAD Forum monitoring reports (Q2 2019).</p> <p>1.7 Collect data through the GIMS for the preparation of reports (Q3 2019 onwards).</p>			
<p>2. Capacity of LGED senior staff and gender committees in 64 districts strengthened</p> <p>2.1 Train three NGOs on how to conduct a gender audit/assessment (Q1 2019).</p>			

<p>2.2. Train NGO trainers in gender mainstreaming training in LGED sectors (3) (Q1 2019).</p> <p>2.3 Conduct a gender audit and assess the gender mainstreaming practices of 64 LGED district offices (Q1 2019).</p> <p>2.4 Conduct training workshops (9) for LGED senior staff and training workshops (15) of gender committees in 64 districts (Q1 2019 onwards).</p> <p>2.5 Establish coordination systems between the GAD Forum and district gender committees (Q3 2019).</p> <p>3. Knowledge sharing and partnerships among various agencies in gender mainstreaming increased</p> <p>3.1 Conduct one training workshop each for Bangladesh Railway, BREB, DWASA, and KWASA (Q4 2019).</p> <p>3.2 Conduct training workshops (4) for women affairs officers of MOWCA in 64 districts (Q4 2019 onwards).</p> <p>3.3 Conduct a gender audit of Bangladesh Railway, BREB, DWASA, and KWASA (Q1 2020).</p> <p>3.4 Set up and operationalize a multistakeholder mechanism for regular monitoring of gender equality results in infrastructure development, and conduct at least one multistakeholder meeting to begin the exchange of initiatives and lessons (Q1 2020).</p> <p>3.5 Conduct training on international models of gender inclusive urban infrastructure development (Q2 2020).</p> <p>3.6 Conduct a subregional workshop on good practices and lessons from gender mainstreaming in urban infrastructure development (Q3 2020).</p> <p>TA Management Activities</p> <p>Recruit TA consultants (Q4 2018).</p> <p>Form the project management unit (Q4 2018).</p>
<p>Inputs</p> <p>JFPR: \$2.0 million</p> <p>Note: The government will provide counterpart support in the form of counterpart staff, office space for the project management unit, meeting venues, access to data and information of the international and national consultants, staff time to review outputs of consultants and conduct periodic field visits, and other in-kind contributions.</p>
<p>Assumptions for Partner Financing</p> <p>Not applicable</p>

BREB = Bangladesh Rural Electrification Board, DWASA = Dhaka Water Supply and Sewerage Authority, GAD = gender and development, GIMS = gender information management system, KWASA = Khulna Water Supply and Sewerage Authority, LGED = Local Government Engineering Department, M&E = monitoring and evaluation, MOWCA = Ministry of Women and Children Affairs, NGO = nongovernment organization, Q = quarter, TA = technical assistance.

^a Defined by TA.

^b Gender audits assesses the extent to which gender equality is effectively institutionalized in the policies, programs, organizational structures (including decision-making processes), and budgets.

^c The multistakeholder monitoring mechanism will be composed of representatives of LGED, Bangladesh Railway, BREB, DWASA, KWASA, selected contractors, and civil society organizations involved in gender mainstreaming in infrastructure development; and will be coordinated by MOWCA with the LGED GAD forum.

Source: Asian Development Bank.

COST ESTIMATES AND FINANCING PLAN
(\$'000)

Item	Amount
JFPR Financing^a	
1. Consultants	
a. Remuneration and per diem	
i. International consultants	376.74 ^b
ii. National consultants	552.34 ^c
b. Out-of-pocket expenditures	
i. International and local travel ^d	139.20
ii. Surveys	50.00 ^e
iii. Training, seminars, and conferences	786.59 ^f
iv. Reports and communications	5.00
v. Miscellaneous administration and support costs	12.00
2. Training, seminars, workshops, forum, and conferences	
a. Travel cost of Asian Development Bank staff acting as a resource person ^g	21.00
3. Goods ^h	5.00
4. Contingencies	52.13
Total	2,000.00

Note: The technical assistance (TA) is estimated to cost \$2.08 million, of which contributions from the JFPR of \$2.00 million are presented in the table above. The government will provide counterpart support in the form of counterpart staff, office space for the project management unit (PMU), meeting venues, access to data and information of the international and national consultants, staff time to review outputs of consultants and conduct periodic field visits, and other in-kind contributions. The value of government contribution is estimated to account for \$80,000 or about 4% of the total TA cost.

^a Administered by the Asian Development Bank

^b Includes estimated remuneration and per diem of three international individual consultants under the international organization and one international individual consultant, who will serve as the team leader of the PMU. Sections Aa and B1 of Table: Summary of Consulting Services of the Terms of Reference for Consultants (accessible from the list of linked documents in Appendix 3)

^c Includes the estimated remuneration and per diem of 22 national individual consultants (18 of whom are under three NGOs) and 2 national consultants in the PMU. Sections Aa, Ac, B2, and B3 of Table: Summary of Consulting Services of the Terms of Reference for Consultants (accessible from the list of linked documents in Appendix 3).

^d The consultants will arrange their own travel requirements.

^e This will be used for the gender audit of the Local Government Engineering Department (LGED) central level, 64 LGED district offices, and 4 additional infrastructure agencies.

^f This is the estimated cost of all 47 training workshops and conferences and 215 meetings (output 1: 4 training and 12 meetings regarding the gender audit, gender information management system, and establishment of coordination mechanisms; output 2: 30 training for senior officials and gender committees of LGED in 64 districts, and 192 meetings regarding the gender audit, training, and establishment of coordination mechanisms; and output 3: 11 training workshops for other infrastructure agencies and Ministry of Women and Children Affairs, 1 national training workshop, 1 subregional conference, and 2 meetings of the multistakeholder monitoring mechanism).

^g This is the estimated cost of the travel of resource persons (from outside and/or within the Asian Development Bank) to contribute to the subregional conference and training workshop (\$3,500 per person per event, with 3 persons per event and 2 events) to be held under output 3 of the Design and Monitoring Framework (Appendix 1).

^h Standard information technology equipment (2 computers and printer) for the enhancement and operationalization of the gender information management system (1c Appendix 1) will remain with the executing agency after the completion of the TA.

Source: Asian Development Bank estimates.

LIST OF LINKED DOCUMENTS

<http://www.adb.org/Documents/LinkedDocs/?id=51319-001-TARreport>

1. Terms of Reference for Consultants

Supplementary Documents

2. Technical Assistance Concept Paper
3. Fact Finding Mission on KSTA BAN :51319 Institutionalizing Gender Equality Practices in LGED