



# Technical Assistance Report

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Project Number: 52214-001  
Knowledge and Support Technical Assistance (KSTA)  
November 2018

## Promoting Transformative Gender Equality Agenda in Asia and the Pacific

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
DMC	–	developing member country
SDG	–	Sustainable Development Goal
TA	–	technical assistance

## NOTE

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

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## KNOWLEDGE AND SUPPORT TECHNICAL ASSISTANCE AT A GLANCE

<b>1. Basic Data</b>		<b>Project Number:</b> 52214-001	
<b>Project Name</b>	Promoting Transformative Gender Equality Agenda in Asia and the Pacific	<b>Department/Division</b>	SDCC/SDTC-GEN
<b>Nature of Activity Modality</b>	Capacity Development Regular	<b>Executing Agency</b>	Asian Development Bank
<b>Country</b>	REG (All DMCs)		
<b>2. Sector</b>	<b>Subsector(s)</b>	<b>ADB Financing (\$ million)</b>	
✓ Public sector management	Public administration		0.85
Agriculture, natural resources and rural development	Agriculture research and application		0.30
Education	Technical and vocational education and training		0.50
Finance	Small and medium enterprise finance and leasing		0.15
Information and communication technology	ICT strategy and policy, and capacity development		0.20
		<b>Total</b>	<b>2.00</b>
<b>3. Strategic Agenda</b>	<b>Subcomponents</b>	<b>Climate Change Information</b>	
Inclusive economic growth (IEG)	Pillar 2: Access to economic opportunities, including jobs, made more inclusive Pillar 3: Extreme deprivation prevented and effects of shocks reduced (Social Protection)	Climate Change impact on the Project	Low
<b>4. Drivers of Change</b>	<b>Components</b>	<b>Gender Equity and Mainstreaming</b>	
Governance and capacity development (GCD)	Client relations, network, and partnership development to partnership driver of change Institutional development Organizational development	Gender equity (GEN)	✓
Knowledge solutions (KNS)	Application and use of new knowledge solutions in key operational areas Knowledge sharing activities Pilot-testing innovation and learning		
Partnerships (PAR)	Implementation International finance institutions (IFI) Regional organizations		
Private sector development (PSD)	Conducive policy and institutional environment		
<b>5. Poverty and SDG Targeting</b>		<b>Location Impact</b>	
Geographic Targeting	No	Regional	High
Household Targeting	No		
SDG Targeting	Yes		
SDG Goals	SDG2, SDG3, SDG4, SDG5, SDG8, SDG11		
<b>6. Risk Categorization</b>	Low		
<b>7. Safeguard Categorization</b>	Safeguard Policy Statement does not apply		
<b>8. Financing</b>			

## KNOWLEDGE AND SUPPORT TECHNICAL ASSISTANCE AT A GLANCE

Modality and Sources	Amount (\$ million)
<b>ADB</b>	<b>2.00</b>
Knowledge and Support technical assistance: Technical Assistance Special Fund	2.00
<b>Cofinancing</b>	<b>0.00</b>
None	0.00
<b>Counterpart</b>	<b>0.00</b>
None	0.00
<b>Total</b>	<b>2.00</b>

Currency of ADB Financing: USD



## I. INTRODUCTION

1. The knowledge and support technical assistance (TA) will generate new knowledge and evidence, and build the capacity of stakeholders in developing member countries (DMCs) to pursue transformative approaches to gender equality that will have a multiplier effect on both Asian Development Bank (ADB) operations and DMC policies and practices. The TA will support accelerating progress in gender equality, which is one of the operational priorities of ADB's Strategy 2030.<sup>1</sup> It will also support the achievement of Sustainable Development Goal (SDG) 5, which is dedicated to gender equality and women's empowerment, in the Asia and Pacific region.

2. The TA is included in the 2018–2019 work plan of the Gender Equity Thematic Group approved by ADB Management. It will support the implementation of a new Gender Equality Operational Plan, 2019–2024.<sup>2</sup>

## II. ISSUES

3. While Asia and the Pacific have made important progress on gender equality and women's empowerment since 1990,<sup>3</sup> stubborn gender gaps persist across all socioeconomic areas. Female labor force participation rates have declined; this is the only global region with this negative trend. Girls are still less likely than boys to complete secondary education and pursue higher levels of education. Subject segregation (wherein more boys study science, technology, engineering and mathematics, and information technology subjects than girls) contributes to the ongoing feminization of nontechnical occupations and concentration of women in less-valued and unskilled jobs. Gender wage gaps remain very high across many DMCs, and women's access to leadership positions is among the lowest globally. On average, close to one in three women report an experience of intimate partner violence during their lifetime: this increases to one in two women in some DMCs (footnote 3). Increasing evidence points to the adverse impacts of such gender inequalities on development outcomes and economic growth: McKinsey estimates that the cost of gender inequality in Asia and the Pacific is up to \$2.2 trillion.<sup>4</sup>

4. The SDGs' transformative approach to development provides an important opportunity to accelerate progress on gender equality and women's empowerment in Asia and the Pacific. The transformative gender agenda is defined by the ambitious gender targets included in SDG 5 and across other SDGs,<sup>5</sup> which provide strategic entry points for challenging the discriminatory social norms that drive such inequalities. Targets include gender-based violence, unpaid care and domestic work, sexual and reproductive health and rights, women's participation in decision making and leadership, access to economic and productive resources, access to information and communication technology, and legal and institutional reforms. For Asia and the Pacific, adopting a transformative approach to gender equality is particularly relevant given the rapidly changing regional context (e.g., demographic shifts, automation and digital transformations of the economy, and climate change), which threatens gender equality gains if a business-as-usual approach were to continue (footnote 3).

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<sup>1</sup> ADB. 2018. *Strategy 2030: Achieving a Prosperous, Inclusive, Resilient, and Sustainable Asia and the Pacific*. Manila.

<sup>2</sup> The TA first appeared in the business opportunities section of ADB's website on 31 October 2018.

<sup>3</sup> ADB and UN Women. 2018. *Gender Equality and the Sustainable Development Goals in Asia and the Pacific: Baseline and pathways for transformative change by 2030*. Bangkok.

<sup>4</sup> McKinsey Global Institute. 2015. *The Power of Parity: How advancing women's equality can add \$12 trillion to global growth*. Shanghai.

<sup>5</sup> SDG 5 is Gender Equality: Achieve gender equality and empower all women and girls. <https://sustainabledevelopment.un.org/sdg5>. <https://sustainabledevelopment.un.org/sdg5>.



5. Strategy 2030 offers an avenue for ADB to scale up support to its DMCs in responding to these persistent and emerging gender challenges. Accelerating progress in gender equality is one of Strategy 2030's seven operational priorities, which include gender targets for sovereign, as well as, for the first time, for nonsovereign operations. Building on its strong track record of innovation in gender equality, ADB is also increasing its attention to SDG 5's transformative gender agenda under Strategy 2030 and the Gender Equality Operational Plan, 2019–2024. However, limited evidence and resources on “what works” to operationalize the transformative gender agenda are restricting operational opportunities. Stronger innovation, knowledge, and evidence that can demonstrate the development benefits of transformative gender approaches are needed to ensure that ADB can better support its DMCs in achieving SDG 5 by 2030.

6. Complementing this approach, the TA will also scale up the capacity development of executing and implementing agencies in DMCs to deliver gender-inclusive and transformative projects. Promoting a knowledge-action loop through demonstration effects, capacity development, and knowledge-sharing events that are both cross-regional and cross-sectoral will foster more opportunities to pursue and mainstream transformative gender agenda approaches across a range of development areas at the country and regional levels.

### III. THE TECHNICAL ASSISTANCE

#### A. Impacts and Outcome

7. The TA is aligned with the following impacts: (i) SDG 5-related gender equality results in ADB operations improved in DMCs and (ii) Strategy 2030 gender targets supported. The TA will have the following outcome: ADB operations (both sovereign and nonsovereign) integrating the transformative gender agenda in DMCs increased.<sup>6</sup>

#### B. Outputs, Methods, and Activities

8. **Output 1: Evidence and knowledge on the transformative gender agenda in operations strengthened.** This output will focus on action research subprojects, which ADB's operations departments will implement, with the aim to demonstrate the positive development impacts of integrating a gender transformative agenda, as defined by the SDG 5 targets. The selection of subprojects drew on consultations with ADB's operations departments,<sup>7</sup> with criteria focusing on innovation, relevance for future sovereign and nonsovereign ADB operations, geographic distribution and cross-regional comparability, and transformative development impact. Focus areas within the transformative gender agenda include unpaid care and domestic work, access to economic and productive resources, access to digital technologies, and legal and regulatory reforms. Pending availability of future resources, the selection of DMCs and focus areas may be expanded. The following subprojects have been selected.

9. Under unpaid care and domestic work, subprojects will address a reduction in women's care burden and time poverty. In the agribusiness sector, a subproject to be implemented by ADB's Private Sector Operations Department will support the establishment of a training and apprenticeship program for caregivers to support working parents in private companies. This will include formal accreditation training and apprenticeship opportunities, developing additional

<sup>6</sup> The design and monitoring framework is in Appendix 1.

<sup>7</sup> Gender specialists were consulted for priority areas during the Annual Gender Consultation Workshop, 28–29 August 2018.

training on caring for children with disabilities, and ongoing pedagogical skills development. In the Lao People's Democratic Republic, a social norms campaign will address the unequal distribution of inter-household care responsibilities between women and men because of gendered roles. The campaign, involving community leaders and media, will promote positive images of fatherhood, while providing mothers with a forum for networking and training on climate-friendly agribusiness.

10. Under access to economic and productive resources, subprojects will look at improving women's access to nontraditional male-dominated occupations through specialized training and apprenticeship programs. In the city of Hetian in the People's Republic of China, women will be trained and employed as bus drivers and maintenance mechanics. No women are currently employed in these occupations in Hetian. In Pakistan, young women will be supported to pursue technical and vocational education and training, and to gain professional experience through an apprenticeship program with selected companies in the energy sector. Female employees will also benefit from additional upskill training programs designed to help them obtain relevant skills for more senior responsibilities within the company.

11. Under access to digital technologies, subprojects will leverage new technologies to improve women's financial inclusion and women's health data availability. In Viet Nam, select financial institutions will undertake a comprehensive gender gap assessment of their business development products and services to identify how digital technologies and systems can improve their outreach to female clients and strengthen sex-disaggregated data on borrower profiles. In Tonga, a forthcoming digital health program will capture gender data on SDG 3- and SDG 5-related topics (including maternal health and adolescent pregnancy), and support capacity development for the implementation of the health information system and use of gender statistics in decision making. This may also include further research on gender, health-seeking behavior, and referral pathways.

12. Under legal and regulatory reforms, a gender equality gap assessment of existing legal and regulatory frameworks will be undertaken in South Asia DMCs to identify future entry points for ADB technical and/or financial support.

13. Data, evidence, and lessons learned from these subprojects will be captured in knowledge products and events, disseminated in DMCs and through the activities under output 2. A report analyzing the development impacts and implications for ADB operations will be produced and made available in digital and printed copies.

14. **Output 2: Gender knowledge and capacity of DMCs enhanced.** This output will focus on strengthening awareness and institutional capacity in DMCs to pursue a gender transformative agenda. The activities will integrate the new evidence and data generated under output 1, with the view to share knowledge with and reinforce the capacity of DMCs. Capacity development activities will target key sector staff and gender focal points in executing and implementing agencies, national gender machineries in DMCs, and select private sector partners. These activities build on existing ADB initiatives and experiences in strengthening knowledge and capacity within executing agencies and implementing agencies, and promoting knowledge sharing within the region. It has four sub-outputs: (i) one gender lateral learning event every two years on a selected topic (e.g., digital technologies or unpaid care work), and support to DMC clients' participation in strategic gender events organized by non-ADB gender initiatives on the transformative agenda; (ii) one Asia Women Leaders Program for senior women government officers from "hard sectors" (e.g. finance, transport, infrastructure) to strengthen their gender knowledge, leadership, and communication skills; (iii) two external forums on gender and development organized to promote the transfer of state-of-the-art global knowledge and best

practices on operationalizing a gender transformative agenda; and (iv) joint research and knowledge events with multilateral development banks and other development partners.

### C. Cost and Financing

15. The TA is estimated to cost \$2,000,000, which will be financed on a grant basis by ADB's Technical Assistance Special Fund (\$1,500,000 from the TASF 6 and \$500,000 from the TASF-other sources). The key expenditure items are listed in Appendix 2.

### D. Implementation Arrangements

16. ADB will be the executing agency and will administer the TA. The Gender Equity Thematic Group Secretariat under ADB's Sustainable Development and Climate Change Department will coordinate with the ADB operations departments that will implement the subprojects in output 1,<sup>8</sup> as well as with other relevant sector and thematic groups and knowledge departments. The TA will be implemented from January 2019 to December 2021. ADB will select, supervise, and evaluate consultants; organize workshops; and provide staff to act as resource persons in trainings, seminars, conferences, and workshops.

17. The implementation arrangements are summarized in the table.

**Implementation Arrangements**

Aspects	Arrangements		
Indicative implementation period	January 2019–December 2021		
Executing agency	ADB through the Sustainable Development and Climate Change Department (Gender Equity Thematic Group)		
Consultants	To be selected and engaged by ADB		
	Firm, civil society organization, and training institute: consultant qualification selection	4 national, 25 person-months	\$105,500
	Individual: individual selection	International expertise, 36 person-months	\$562,000
	Individual: individual selection	National expertise, 64 person-months	\$245,500
Disbursement	The technical assistance resources will be disbursed following ADB's <i>Technical Assistance Disbursement Handbook</i> (2010, as amended from time to time).		

ADB = Asian Development Bank.

Source: Asian Development Bank.

18. **Consulting services.** ADB will engage the consultants following the ADB Procurement Policy (2017, as amended from time to time) and its associated project administration instructions and/or staff instructions.<sup>9</sup> The TA will require a minimum of 36 person-months of international and 89 person-months of national consulting services. International and national individual consultants will be engaged to support the implementation of activities. Consulting firms, civil society organizations, or training institutes may also be engaged for some activities under

<sup>8</sup> ADB will obtain a no-objection in writing from the relevant DMC before conducting or financing any TA activities in the territory of such DMC.

<sup>9</sup> Output-based/lump-sum contracts will be considered for consulting services, where appropriate, in consultation with ADB's Procurement, Portfolio and Financial Management Department.

subprojects in output 1. Detailed terms of reference for consultants will be developed once tasks, activities, and outputs are clearly defined during subproject preparation and TA implementation.<sup>10</sup>

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

19. The President, acting under the authority delegated by the Board, has approved the provision of technical assistance not exceeding the equivalent of \$2,000,000 on a grant basis for Promoting Transformative Gender Equality Agenda in Asia and the Pacific, and hereby reports this action to the Board.

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<sup>10</sup> Terms of Reference for Consultants (accessible from the list of linked documents in Appendix 3).

## DESIGN AND MONITORING FRAMEWORK

<b>Impacts the TA is Aligned with</b> SDG 5-related gender equality results in ADB operations improved in DMCs (defined by TA) <sup>a</sup> Strategy 2030 gender targets supported <sup>b</sup>			
<b>Results Chain</b>	<b>Performance Indicators with Targets and Baselines</b>	<b>Data Sources and Reporting Mechanisms</b>	<b>Risks</b>
<b>Outcome</b> ADB operations (both sovereign and nonsovereign) integrating the transformative gender agenda in DMCs increased	By 2021: a. Number of sovereign operations tagged with SDG 5 increased by 100% (2017 baseline: 6)  b. Number of nonsovereign operations tagged with SDG 5 increased by 100% (2017 baseline: 3)	a. 2021 Development Effectiveness Review Report; Gender Operational Plan annual implementation progress report  b. 2021 Development Effectiveness Review Report; Gender Operational Plan annual implementation progress report	Decrease in ADB and DMC prioritization of gender equality may impede integration efforts.
<b>Outputs</b> 1. Evidence and knowledge on the transformative gender agenda in operations strengthened  2. Gender knowledge and capacity of DMCs enhanced	By 2021: 1a. At least six sovereign and nonsovereign operations having integrated gender transformative activities (2017 baseline: 0)  1b. At least 600 women directly benefiting from TA-supported sovereign and nonsovereign operations (2017 baseline: 0)  2a. At least 75% of DMC participants in knowledge events (at least two) reporting increased awareness and knowledge of the gender transformative agenda (2017 baseline: not applicable)  2b. At least 90% of AWLP participants reporting increased confidence and leadership (2016 baseline: 90%)	1a. Project completion reports  1b. Project completion reports  2a. Knowledge event reports and participant evaluation  2b. AWLP event report and participant evaluation	Insufficient ADB institutional capacity and human resources constrain the operationalization of gender projects, knowledge generation, and capacity-building activities.

<p><b>Key Activities with Milestones</b></p> <p><b>1. Evidence and knowledge on the transformative gender agenda in operations strengthened</b></p> <p>1.1. Identify and implement gender transformative design features for sovereign and nonsovereign operations (Q1 2019–Q3 2021).</p> <p>1.2. Undertake analysis of operational impacts of subprojects (Q3–4 2021).</p> <p>1.3. Prepare knowledge products and reports, and organize dissemination events (2019–2021).</p> <p><b>2. Gender knowledge and capacity of DMCs enhanced</b></p> <p>2.1. Organize one AWLP event in 2019 (Q3 2019).</p> <p>2.2. Organize one ADB gender lateral learning event in 2021 (Q3 2021).</p> <p>2.3. Organize two external forums on gender (2019–2020).</p> <p>2.4. Organize and support multilateral development bank working groups on gender equality knowledge events (2019–2021).</p> <p>2.5. Prepare knowledge products and reports on gender transformative agenda (2019–2021).</p> <p><b>TA Management Activities</b></p> <p>Mobilize national TA coordinator (Q1 2019).</p> <p>Mobilize international consultants (Q2 2019).</p> <p>Submit TA final report (Q4 2021).</p>
<p><b>Inputs</b></p> <p>ADB: \$2,000,000</p>
<p><b>Assumptions for Partner Financing</b></p> <p>Not applicable</p>

ADB = Asian Development Bank, AWLP = Asia Women Leaders Program, DMC = developing member country, Q = quarter; SDG = Sustainable Development Goal, TA = technical assistance.

<sup>a</sup> SDG 5 is Gender Equality: Achieve gender equality and empower all women and girls.

<https://sustainabledevelopment.un.org/sdg5>.

<sup>b</sup> ADB. 2018. *Strategy 2030: Achieving a Prosperous, Inclusive, Resilient, and Sustainable Asia and the Pacific*. Manila. Source: Asian Development Bank.

**COST ESTIMATES AND FINANCING PLAN**  
(\$'000)

Item	Amount
<b>Asian Development Bank<sup>a</sup></b>	
1. Consultants	
a. Remuneration and per diem	
i. International consultants	562.0
ii. National consultants	351.0
b. Out-of-pocket expenditures	
i. International and local travel	79.2
ii. Surveys	12.0
iii. Training, seminars, and conferences <sup>b</sup>	346.0
iv. Reports and communications <sup>c</sup>	28.5
2. Training, seminars, workshops, forum, and conferences	
a. Facilitators <sup>d</sup>	38.4
b. Travel cost of Asian Development Bank staff acting as a resource persons <sup>e</sup>	36.0
c. Venue rental and related facilities <sup>f</sup>	45.0
d. Participants <sup>g</sup>	250.0
e. Resource persons <sup>h</sup>	120.0
3. Printed external publications <sup>i</sup>	7.8
4. Miscellaneous technical assistance administration	20.0
5. Contingencies	104.1
<b>Total</b>	<b>2,000.0</b>

<sup>a</sup> Financed by the Technical Assistance Special Fund (TASF) of the Asian Development Bank (ADB) (\$1,500,000 from the TASF-6 and \$500,000 from the TASF-other sources).

<sup>b</sup> Includes airfares, hotel accommodations, daily subsistence allowances, miscellaneous travel expenses, and land transport for workshop/training participants and resource persons to and from ADB member and nonmember countries, on-the-job training, apprenticeship, internships, and blended learning. It may also include event documents and materials, workshop kits, and miscellaneous items such as uniforms, bags, and flash drives. See also ADB (Budget, Personnel, and Management Systems Department and Strategy, Policy, and Review Department). 2013. Use of Bank Resources: Regional Technical Assistance and Technical Assistance vs. Internal Administrative Expenses Budget. Memorandum. 26 June (internal).

<sup>c</sup> Includes translation costs.

<sup>d</sup> Two facilitators for the Asia Women Leaders Program (AWLP). Includes remuneration, per diem, and miscellaneous travel expenses.

<sup>e</sup> Allocated for six ADB staff as resource persons for AWLP and lateral learning event to cover travel costs.

<sup>f</sup> Allocated for AWLP and lateral learning event venue rentals.

<sup>g</sup> Includes airfare, hotel accommodation, daily subsistence allowance, and miscellaneous travel expenses of event participants (79 in total) to and from ADB member countries for AWLP and lateral learning event.

<sup>h</sup> Includes minimal honorarium, airfare, hotel accommodation, daily subsistence allowance, and miscellaneous travel expenses of resource persons (28 in total) to and from ADB member and, possibly, nonmember countries for AWLP, lateral learning event, and External Forum on Gender and Development.

<sup>i</sup> Includes editing, printing, and translation costs. Printed materials will be disseminated during knowledge and learning events to external clients. Estimated number of copies is 400 (100 copies each for four subprojects in output 1).

Source: Asian Development Bank estimates.

**LIST OF LINKED DOCUMENTS**

<http://www.adb.org/Documents/LinkedDocs/?id=52214-001-TARreport>

1. Terms of Reference for Consultants