



WORKSHOP PROGRAM

ADVANCING GENDER EQUALITY THROUGH ADB-FINANCED OPERATIONS IN THE PACIFIC

LOCATION: Tanoa International, Nadi, Fiji

DATE: 20-22 October 2026

OBJECTIVES

This capacity development workshop is specifically designed to enhance the skills and knowledge critical for achieving gender results in ADB-financed projects.

Over the course of three days, participants will gain a comprehensive understanding of the ADB gender corporate priorities and gender mainstreaming in ADB operations. It will cover key topics relating to gender concepts, gender in ADB project life cycle, ADB's gender policy and framework and findings from Pacific country gender assessments.

The workshop also serves as a valuable opportunity for gender focal points working on ADB-financed projects to exchange insights, best practices, and innovative strategies.

PARTICIPANTS

Participants will include gender specialists in the project management unit (PMU) responsible for the implementation and monitoring of the Gender Action Plan (GAP) on ADB-financed projects. Where the PMU gender specialist is unavailable, a gender focal/staff from the Implementing Agency working on the project can attend.

ADMINISTRATIVE MATTERS

Stephaine Smith scsmith@adb.org

Soqo Karawa (skarawa@adb.org)



DAY 1: TUESDAY 20 OCTOBER 2026		
Focus: Gender introduction, policy setting and institutional strengthening for sustainable change		
8.00 AM – 8.30 AM	Registration	All
8.30 AM – 8.45 AM	Opening address	Azusa Sato
8.45 AM – 9:00 AM	Introduction	Beatrice Olsson (overall moderator of Day 1)
9.00 AM – 10:30 AM	Session 1: Gender Concepts, Situational Analysis and gender mainstreaming priorities for the Pacific a) Gender Concepts (30 mins) Discussions (15 mins) b) Situational Analysis & Gender Mainstreaming Priorities for the Pacific (30 mins) Q&A (15 mins)	Moderator: Beatrice Olsson Lulu Zuniga Carmine Uzma Altaf
10.30 AM – 11.30 AM	Morning Tea & Group Photo	
11.30 AM – 12.45 PM	Session 2: ADB gender policy and mainstreaming gender in ADB projects' life cycle a) ADB Gender Policy (20 mins) b) Mainstreaming Gender in ADB projects (40 mins) Q&A (15 mins)	Moderator: Beatrice Olsson Uzma Altaf Lulu Zuniga Carmine and Joanne Carmela
12.45 PM – 1.45 PM	Lunch	
1.45 PM – 3.00 PM	Session 3: Institutionalizing gender mainstreaming through Gender-Responsive Policies and Frameworks Context setting Why policies matter Panel Session: Experiences developing organizational gender policies and frameworks a) FRA Gender policy and Action Plan - Chea Pisey Gender Consultant Climate Resilient Bridge Project b) WAF Gender Policy: Ulamila Kunatuba Head of Legal and Procurement/Chairperson of the WAF Gender Taskforce Committee c) Samoa LTA GEDSI Strategy: James Marasavana, Samoa Land Transport Authority, Central Cross Island Road Upgrading Project	Uzma Altaf
3.00 PM – 3.15 PM	Afternoon Tea	
3.15 PM – 4.15 PM	Group work: Embedding Gender in Policies, Systems, and Organizational Culture	4 Groups. Facilitators: Joanne, Beatrice, Bolkin, Lulu Conclusion by Uzma Altaf
4.15 PM – 4:30 PM	Wrap-Up	Beatrice Olsson and Mikee Nazal
5.30 PM – 6.30 PM	Networking Event	All



DAY 2: WEDNESDAY 21 OCTOBER 2026

Focus: Strengthening gap monitoring & implementation for quality results

8.00 AM – 8.20 AM	Registration	All
8.20 AM – 8.30 AM	Recap of Day 1	Bolkin Sil
8:30 AM– 9:30 AM	Session 4: Understanding Gender Action Plans (implementation, monitoring and reporting) - Interpreting indicators and targets (10 mins) - Difference between Gender Performance and tracking indicators (10 mins) - Effective GAP reporting practices (Do's and Don'ts) (15 mins) Quiz (15 mins)	Moderator of the day: Lulu Carmine Zuniga Uzma Altaf Uzma Altaf Sian John
9.30 AM – 10.45 AM	Session 5: GAP implementation and monitoring Overall lessons and good practices (30 mins) Panel session: Gender focals sharing best practices (30mins) a) PNG: Bolkin Sil, ADB Gender Officer, <i>Sustainable Highlands Highway Investment Project, Tranche 2</i> b) KIR: Rose Tiaon, Gender Officer, Public Utilities Board, <i>South Tarawa Renewable Energy Project</i> c) TON: Estrellita Fulivai, Gender Specialist <i>Nukualofa Network Upgrade Project, Tonga Renewable Energy Project</i> d) VAN: Susan Wokeke, Acting Public Health Manager for Sanma; Ministry of Health, <i>Northern Provinces Health and Treatment Project</i> Q&A (15 mins)	Overall Facilitator: Sian John Presenter: Joanne Carmela Moderator: Sian John
10.45 AM – 11.00 AM	Morning Tea	
11.00 AM – 12.30 PM	Group work: Identify practical solutions to overcome implementation challenges and develop action plans to improve implementation, monitoring and reporting.	Facilitators: Uzma Altaf, Lulu Carmine Zuniga, Joanne Carmela and Bolkin Sil Concluded by Sian John
12.30 PM – 1.30 PM	Lunch	
1.30 PM – 3.00 PM	Session 6: Social Media Storytelling for Gender Equality Group work: Develop a social media post on a gender equality topic through a practical exercise	Mikee Nazal
3.00 PM – 3.15 PM	Afternoon Tea	
3.15 PM – 4.45PM	Session 7: Assessing and documenting gender equality results at project completion Group work: Facilitated session focusing on achievements of gender results in projects	Joanne Carmela, Lulu Carmine Zuniga and Bolkin Sil
4.45 PM – 5.00 PM	Wrap-up	Uzma Altaf and Mikee Nazal



DAY 3: THURSDAY 22 OCTOBER 2026		
Focus: SEAH, emerging gender issues, leadership		
8.00 AM – 8.20 AM	Registration	All
8.20 AM – 8.30 AM	Recap of Day 2	Beatrice Olsson
8.30 AM – 10.30 AM	Session 7: Gender and Technology Group work	Nour Al-Asmar
10.30 AM – 10.45 AM	Morning Tea	
10.45 AM – 12.30 PM	Session 8: Sexual Exploitation, Abuse and Harassment (SEAH) Group work	Edwina Kotoisuva
12.30 PM – 1.30 PM	Lunch	
1.30 PM – 3.30 PM	Session 9: Empowering Leaders: From Gender Focals to Gender Change Agents Group work	Ana Laqeretabua
3.30 PM – 3.45 PM	Afternoon Tea	
3.45 PM – 4.00 PM	Wrap-up	
4.00 PM – 5.00 PM	Evaluation and closing	

