

**GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH**

**Ministry of Water Resources**



**Bangladesh Water Development Board**

**Southwest Area Integrated Water Resources Planning and Management Project  
-Additional Financing**

[ADB Loan No. 3302 (SF) & GON Grant No. 0441 (EF)]

**Quarterly Progress Report on Gender Action Plan  
January-March, 2019**

Joint venture of



&



**April, 2019**

## **Quarterly Progress Report of Gender Action Plan (January-March, 2019)**

**Project Title:** Southwest Area Integrated Water Resources Planning and Management Project- Additional Financing (SWAIWRPMP-AF)

**Date of Update:** March, 2019      **Submission Date:** 15-04-2019

**Agency:** Bangladesh Water Development Board.

**Time frame:** From July 2015 to June 2022

**Gender Category:** GEN

**Project Impact (from DPP):**

Enhanced economic growth and reduced poverty in rural areas of the selected sub regions in the southwest areas

**Project Outcome (from DPP):**

Enhanced productivity and sustainability of existing flood control and drainage/irrigation (FCD/I) systems (forming hydrological boundaries) suffering from low productivity and poverty in the selected sub-regions of the southwest through (i) Preparing IWMPs for the areas; (ii) Delivering services for WMA development, water management facilities, and support for agriculture, fishery, and livelihood enhancement including women and disadvantaged groups; and (iii) Strengthening institutions to operate the above functions while delivering intended benefits with self-sustaining O&M Mechanisms.

**Whether there is a Gender Action Plan:** Yes

**Is there a Gender Specialist:** There is a provision for Gender Specialist. Accordingly the Gender Specialist Joined on the 10<sup>th</sup> September,2017 and the Principal Extension Officer, WMO Development Unit, PMO, SWAIWRPMP-AF assigned to act as Gender Focal Point for GAP implementation.

**If not, how gender mainstreaming is supported?** N/A

## Features of Gender Action Plan

Activities, Indicators and Targets	Progress of Reporting Quarter January-March, 2019	Cumulative Progress up to March, 2019	Qualitative aspects of Accomplished Activities and Comments/Explanations
<b>1a: Preparation of integrated water management plans</b>			
<b>Preparation of four integrated water management plans for each subproject</b>			
<p><b>Activity 1:</b> Ensure women participation in consultation meetings</p> <p><i>Target 1.1: Include 40% of women participation in consultation meetings. The data/list of meeting participants will be presented with sex disaggregated data.</i></p>	<p>Total 01 Union level meeting held in this quarter and 83 WMG Ad-hoc committee formation were held. Total participants were 18,510 where female were 7799 (42%).</p>	<p>Till March 2019, 47+1=48 union level meetings and 197 WMG Ad-hoc committee formation meeting were held, where total 44524 participants were present. Among them 22073 (49.5%) were women.</p>	
<p><b>Activity 2:</b> Integrate activities to address women's needs in the integrated water management plan</p> <p><i>Target 2.1: Final integrated water management plans will include actions identified in the meeting.</i></p>	<p>In this quarter, total 8169 members enrolled in the committee to integrate women need in water management plan. Among them 3231 (39.55%) are women</p>	<p>Till March, 2018 total 47668 member enrolled (batch 1+ batch 2) in the committee. Among them 26,144 (54.84%) are women</p>	
<b>1b: Preparation of Subunit Implementation Plan (SIPs)</b>			
<b>Preparation of SIPs for each subunit</b>			
<p><b>Activity 3:</b> Ensure women participation in consultation meetings</p> <p><i>Target 3.1: Include 40% of women participation in consultation meetings. The data/list of meeting participants will be presented with sex disaggregated data.</i></p>	<p>Total 01 Union level meeting held in this quarter. Total 40 Participants attended the meeting. Out of the total participants 5 (12.5%) are women.</p> <p>This quarter total 325 no. WMG EC monthly meeting held which were organized by Community Facilitator (CF) and Senior Facilitator (SF). Total 3003 participants attended the meeting.</p>	<p>Till March 2019, 47+1=48 union level meetings and 197 WMG Ad-hoc committee formation meeting were held, where total 44524 participants were present. Among them 22073 (49.5%) were women.</p> <p>Till to date total 326 + 325 = 651 no. WMG EC monthly</p>	<p>According to the ToR this is regular work of the CF and SF</p>

Activities, Indicators and Targets	Progress of Reporting Quarter January-March, 2019	Cumulative Progress up to March, 2019	Qualitative aspects of Accomplished Activities and Comments/Explanations
	Out of the total participants 1105 (36.80%) are women.	meeting organized by the Community Facilitator (CF) and Senior Facilitator (SF). Total 3114 + 3003 = 6117 participants attended the meeting. Out of the total participants 1165+ 1105 = 2270 (37.10%) are women.	
<p><b>Activity 4.</b> Ensure activities to address women's needs included in SIPs (need based)</p> <p><b>Target 4.1:</b> Final SIPs include provisions for joint and/or separate gender training for women and men.</p>	<p><i>In the Final SIPs there is provisions for joint and/or separate gender training for women and men.</i></p>	<p><i>In Batch one all Final SIPs report include provisions for joint and/or separate gender training for women and men.</i></p>	
<p><b>1c. WMO formulation and support</b></p>			
<p><b>1c-1: Formulation and capacity building of WMOs</b></p>			
<p><b>Activity 5:</b> Ensure women engagement as social mobilizers</p> <p><b>Target 5.1:</b> Recruitment of 33% women for senior and community mobilizers</p>	<p>In this quarter 1 SF + 4 CF = 5 staff left the job.</p> <p>5 CFs again recruited in this quarter. Out of the total staff 3 are women (60%).</p>	<p>Total 125 field staff (CF, SF, Field Coordinator &amp; WMO Monitors) have been recruited. Among them 25 (20%) are women.</p>	<p>Total 128 field staff (Community Facilitator (CF), Senior Facilitator (SF), Field Coordinator &amp; Water Management Organisation Monitors) have been recruited. Among them 28 (21.78%) are women. PMO is trying to include more women from the waiting list.</p>
<p><b>Activity 6:</b> Train PMO and subproject Management Unit (SMO) staff on gender issue</p>	<p>In this quarter, 3 nos. of staff training held on gender Concept and Gender mainstreaming. Total 110 nos participants were present. Participants were CF, SF and WMO Monitors. Out of</p>	<p>Total PMO and SMO staffs are 153. Till March 2019, a total number of 323 +110=433 staffs received training in five batches. Out</p>	<p>Some of them received training two times. Beside this, regular coaching is being provided to the field</p>

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<p><b>Target 6.1:</b> Provide training to 100% PMO and SMO staff and facilitators in gender and other social consideration issues using the guidelines for gender requirements</p>	<p>the total participants 18 (16.36%) are women.</p>	<p>of the total participants, 16.36% are women. Some of them received training two times. Beside this, regular coaching is being provided to the field staffs by the Gender and Social Development Specialist of ISPMC on Gender concept and other social consideration issues.</p>	<p>staffs by the Gender and Social Development Specialist of ISPMC on Gender concept and other social consideration issues.</p>
<p><b>Activity 7:</b> Training of Water Management Organization (WMO) members, both female and male beneficiaries, in water management and Operations and Maintenance (O&amp;M) <b>Target 7.1:</b> Include 33% of women participants in training in water management and O&amp;M.</p>	<p>45 batches received training in this quarter, where 1125 participants were present. Out of the total participants 430 (38%) were women.</p>	<p>Till March 2019. 111 batches training program were conducted on Organizational Management and Bye-Law drafting, Agriculture, Fisheries, Livelihood where total participants 1650 + 1125 = 2775. Out of total participants 575+430 = 1005 (36%) are women.</p>	
<p><b>Activity 8:</b> Elect women representatives in WMGs <b>Target 8.1:</b> Include 33% women members in WMG <b>Target 8.2:</b> 80% of WMGs have at least two out of five elected women members of the management committee (President, vice-president, secretary, etc.)</p>		<p>111 WMG's election has been completed where 1336 members are elected as executive committee members. Out of 1336 elected members 448 nos. are women (34%)</p>	
<p><b>1c-2: Livelihood improvement support.</b></p>			

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<p><b>Activity 9:</b> Ensure women participation in training and supporting programs</p> <p><b>Target 9.1:</b> 33% women participation in livelihood support training, such as crop diversification, seed production, composting process and techniques, nurseries, tree planting, poultry raising, cow and goat rearing, safe sanitation, and other trainings as per their needs.</p>	<p>45 batches received training in this quarter, where 1125 participants were present. Out of the total participants 430 (38%) were women.</p>	<p>45 batches received training in this quarter, where 1125 participants were present. Out of the total participants 430 (38%) were women.</p>	
<p><b>Activity 10:</b> Organize destitute women groups according to selected on-farm and off- farm activities</p> <p><b>Target 10.1:</b> 100% of destitute women from WMO member families received at least one livelihood support training</p>	<p>Not started yet</p> <p>Not started yet</p>	<p>Not started yet</p> <p>Not started yet</p>	
<p><b>Activity 11:</b> Integrate activities to address women's needs in integrated water management and provide training</p> <p><b>Target 11.1:</b></p>			
<b>2:Infrastructure facilities of flood control, drainage and irrigation schemes in the subproject areas restored</b>			
<b>Rehabilitation and construction of water management structures</b>			
<p><b>Activity 12:</b> Ensure women benefit from employment in project supported construction works</p> <p><b>Target 12.1:</b> Form LCS groups with 30% WMG women members</p>	<p>Formation of LCS is under process</p>		<p>According to GPWM. 2001 and Participatory Water Management Rules-2014 (PWMR-2014) 30% women will be LCS members. So it is upgraded to 30% from 25% (in original GAP)</p>
<p><b>Activity 13:</b> Emphasize gender aspect of labor standard including equal wage for women and men for equal work</p> <p><b>Target 13.1:</b> Train PMO and SMO staff and facilitators to supervise; verify and ensure that the conditions for recruiting women in construction works are met.</p>	<p>In this quarter 30 unskilled labours have been involved at PMU construction site and bank protection site at work Purulia Cha-Bhatpara subproject area. Out of the total labour 5 (16.16%) are women labour. (Source: Contractor).</p>	<p>Total 270 +30=300 unskilled labour have been working at Dakhin Char Bhatpara, at Kashiani Upazila under Gopalganj district. Out of the 300</p>	<p>The construction work will be completed in April 2019.</p>

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		labour, 42 (14%) are women.	
<p><b>Activity 14:</b> Occupational health and safety, safe water supply, and sanitation</p> <p><b>Target 14.1:</b> <i>Facilities for women workers where women are employed are available and cover specific needs of women on the standard operating procedure for health and safety staff.</i></p>	For health & safety: helmet, first aid box, potable water etc. are available in the working site.	For health & safety: helmet, first aid box, potable water etc. are available in the working site.	
<p><b>Activity 15:</b> Separate toilets for women, where identified</p> <p>Target 15.1:</p>	Separate toilet for women is already complied in the working site.	Separate toilet for women is already complied in the working site.	
<p><b>3: Institutional capacity for sustainable participatory water resources planning and management strengthened</b></p>			
<p>3a: Institutional capacity strengthening for management of WMOs</p>			
<p><b>Capacity building of BWDB on integrated water resources management with participatory approaches, and management of WMOs, including institutional capacity development of OCWM.</b></p>			
<p><b>Activity 16:</b> Integrate a gender-specific module in BWDB training</p> <p><b>Target 16.1:</b> <i>Gender aspects integrated in the relevant training program / module.</i></p>	Gender aspects included in the relevant training program / module. The session includes Gender Concept and Gender Mainstreaming in the development.	Gender aspects included in the relevant training program / module. The session includes Gender Concept and Gender Mainstreaming in the development.	Gender aspects included in the relevant training program / module. The session includes Gender Concept and Gender Mainstreaming in the development.
<p><b>Activity 17.</b> Include women in the training program</p> <p><b>Target 17.1:</b> <i>15% women participants in training Programs</i></p>	Total 80 staffs received training is this quarter. Out of the total staff 18 (22%) are women	Total 323 +18=341 staff received training in seven batches. Among them 58+18=76 (22.28%) are women staff.	
<p><b>Activity 18:</b> Raise awareness and build capacity of men and women officials in mainstreaming gender in integrated water resources management.</p>	Gender aspects included in the all training program. Gender and Social Development Specialist of ISPMC and	Gender aspects included in the all training program. Gender and Social	The Principle Extension Officer from PMO is

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<b>Target 18.1:</b>	Assistant Chief, Sociology, PMO, BWDB jointly responsible to carry out the session. The session includes Gender concept and Gender mainstreaming in the development.	Development Specialist of ISPMC and Assistant Chief, Sociology, PMO, BWDB jointly responsible to carry out the session. The session includes Gender concept and Gender mainstreaming in the development.	working as Gender Focal point
<b>3b: Institutional capacity strengthening for sustainable operation and maintenance of structures</b>			
<b>Updating present MIS</b>			
<p><b>Activities 19:</b> Establish MIS system with sex disaggregated database for project reporting.</p> <p><b>Target 19.1:</b> <i>Identify gender indicators and incorporate in the MIS.</i></p>	Establish MIS system is under process. The Executive Engineer, of PMO office is being preserved the sex dis aggregated data in the WMO website	Establish MIS system is under process. The Executive Engineer, PMO office is being preserved the sex dis-aggregated data in the WMO website	
<p><b>Activity 20:</b> Ensure effective use of sex disaggregated data</p> <p><b>Target 20.1:</b> <i>Data in MIS are used in quarterly GAP implementation progress reports</i></p>	<p>In this quarter total 8542 households survey have been completed of Arol beel sub-project. The sex dis-aggregated data will be available after compilation of data.</p> <p>Data collection and data entry work is going on at the same time.</p>	<p>190723 +8542 =199265 Household survey has been completed so far. The sex dis agree grated data will be available after compilation of data analysis.</p> <p>Data collection and data entry work is going on at the same time.</p>	

**Note: At Alfadanga Boalmari subproject total 55 Project Affected Persons (PAPs) have been identified for paying compensation. All of them (100%) are aware about their entitlement. Out of the total PAPs, 5 (9%) are women, who will get special support from the project for their livelihood.**



**Issues/Challenges from last report:**

Women are reluctant to involve in participatory groups as their households works are hampered and also discouraged by household members

**Proposed measures to address them:**

- The Community Facilitator have been raising awareness on involving more women in participatory group
- Regular coaching on Gender aspect is being provided by Project Gender Specialist.
- Time to time special training/guidelines is needed for PMO staff (including CF, SF, FC & WMO Monitors) from Gender Specialist, ADB, BRM Dhaka office.