

Government of the People's Republic of Bangladesh  
Ministry of Finance  
Economic Relations Division  
ADB-6 Branch  
Sher-E-Bangla Nagar, Dhaka  
[www.erd.gov.bd](http://www.erd.gov.bd); Fax :9180788



No- 09.00.0000.125.14.019.17- 62

Date: 08 March 2018

**Subject: Institutionalizing Gender Equality Practices in Local Government Engineering Department (LGED) Fact Finding Mission (24-31 January 2018)- Aide Memoire.**

Ref: BRM, ADB's Letter of 11 February 2018

Dear Mr. Parkash,

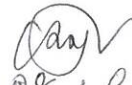
With reference to the subject mentioned above, I would like to convey the concurrence of the Government of Bangladesh to the Aide Memoire subject to incorporation of observations (copy attached) given by Local Government Engineering Department (LGED).

2. This is for your kind information and necessary action at your end.

Encl: as state above

With best regards,

Sincerely yours,

  
- 08.03.2018  
Salina Pervez  
Deputy Secretary  
Phone: 9145463  
E-mail: [ds-adb6@erd.gov.bd](mailto:ds-adb6@erd.gov.bd)

✓ Mr. Manmohan Parkash  
Country Director  
Asian Development Bank  
Bangladesh Resident Mission  
Agargaon, Dhaka

Copy for information:

1. Secretary, Local Government Division, Bangladesh Secretariat, Dhaka.
2. Chief Engineer, Local Government Engineering Department, Agargaon, Dhaka.

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


LGED's comments on Aide Memoire of FACT FINDING MISSION (24-31 January 2018)


Aide Memoire of Fact Finding Mission (24-31 January 2018) submitted by the ADB to the Economic Relations Divisions (ERD) has been received to provide LGED's no objection. LGED now provides it's no objection subject to incorporation of the following observations:

Para 12:

Table 1: Cost Estimates and Financing:

- (a) Amount provided in million USD should be in thousand USD (1000 USD).
- (b) Provision of GOB contribution amounting USD 800000.00 for all taxes needs to be incorporated in the cost table.

  
19/02/18

  
19/2/18

Md. Ali Akhtar Hossain  
Superintending Engineer (Planning)  
LGED HQ, Dhaka.

**ASIAN DEVELOPMENT BANK**  
**Fact Finding Mission**  
**On**  
**KSTA BAN :51319 Institutionalizing Gender Equality Practices in LGED**  
**24-31 January 2018**

**Aide Memoire**

**I. INTRODUCTION**

1. A fact-finding mission for the processing of a (proposed) Knowledge and Support Technical Assistance (KSTA) on: Institutionalizing Gender Equality Practices in Local Government Engineering Department (LGED) was fielded in Dhaka from 24 to 31 January 2018<sup>1</sup>. The objectives of the Mission were to: (i) brief LGED Management on progress of discussions with LGED Gender Forum and the interest manifested by other infrastructure agencies to benefit from the TA activities; (ii) agree on key KSTA outputs/activities and proposed implementation arrangement; (iii) define processing schedule to be discussed and confirmed with the Economic Relations Division (ERD) after mission completion. The Mission held discussions with various stakeholders including the LGED (TA executing agency), LGED Gender Forum, officials from Local Government Division (LGD), officials from Dhaka Water and Sewerage Authority (DWASA), Khulna Water and Sewerage Authority (KWSA), Bangladesh Rural Electrification Board (BREB) and Bangladesh Railways (BR). A list of persons met is in Annex 1. This Aide Mémoire records the findings and understandings reached between the Government and the Mission, which are subject to review and approval by higher authorities of the Government and ADB. A wrap-up meeting chaired by representative from ERD, Ms. Salina Pervez, Deputy Secretary (ADB Wing) held on 29 January 2018, discussed the main findings in the aide memoire. The Government's confirmation of the aide-mémoire is requested by 28 February 2018.

2. The (proposed) KSTA was developed in response to a request from the LGED to work with the LGED Gender Forum to strengthen its capacity in mainstreaming gender across the organization and in response to the findings of the stocktaking exercise led by the ADB, which resulted in the publication on *Institutionalizing Gender Equality – Urban Development Experience of the Bangladesh LGED* (2017) in mainstreaming gender equality and women's empowerment approaches in its ADB-supported urban development projects, and contribute to build LGED's internal capacity, use established gender mainstreaming standards and procedures, and converging with other government agencies and stakeholders in engendering, sustaining and expanding good practices. In addition, the TA will enable the Women's Development Officers (WDOs) of the Ministry of Women's and Children's Affairs (MoWCA) to monitor the gender-related approaches and results of urban and rural infrastructure development.

**II. MAIN ISSUES DISCUSSED**

3. Based on inputs provided by the LGED and other relevant stakeholders and the main findings of these consultations are as followed:

- **LGED Gender Forum.** The meeting with the LGED Gender Forum was led by the LGED Chief Engineer and was attended by other members who all agree on the proposed outputs and activities which include: (a) Capacity of LGED at central level strengthened; (b) Capacity of LGED senior staff and gender committees in 64 districts strengthened; (c) Knowledge sharing and

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<sup>1</sup> The mission comprised of Ms. Nasheeba Selim, Social Development (Gender) Officer, Bangladesh Resident Mission (BRM), mission leader; Mr. Francesco Tornieri, Principal Social Development Specialist (GAD), co-mission leader, South Asia Department; and Ms. Sinora Chakma, ADB Consultant.

partnership among various agencies in gender mainstreaming increased. On (c) LGED confirmed its commitment to share their experience and lessons learnt with other identified infrastructure agencies. Clear guidance were provided to the ADB Team with respect to the (proposed) implementation arrangement for the TA, which: (i) should be open to both international consulting firms/nongovernment NGOs; (ii) should devote most of the allocations to mobilize national consultants and be strategic and selective in the recruitment of international consultants; and (iii) should aim at supporting a review of the LGED Gender Equality Strategy; developing Implementation Guidelines with reporting format on activities of gender equality practices in the field level for the effective implementation of the LGED Gender Action Plan; M&E systems for better monitoring and reporting of gender equality results in LGED operations. Opportunities for greater exposure of LGED staff to other regional and sub-regional promising practices should be explored.

- **Local Government Division (LGD):** The meeting with the LGD was led by the Director General, Mr. A.S.M Mahbubul Alam and attended by other members of the LGD. The discussion on the main components of the TA presented by the mission leader was appreciated and the following recommendations were made to further strengthen the TA: a) the TA will include LGD representatives in the capacity building and training component, b) Table 1: Cost estimates and Financing plan will be further refined to reflect a lower contingency and clearer understanding of the works done under the TA and c) to ensure cross learning is achieved through exposure visits or exchanges within the country.

- **Bangladesh Rural Electrification Board (BREB).** The BREB Director of Planning agreed to be involved in the TA activities with BREB and reiterated the need of capacity building of BREB management and staff on gender mainstreaming within the organization and its activities. He also stressed the need to create a conducive environment in BREB to implement gender related activities, as there is still resistance within the organization to implement social development programs. He also mentioned that before any activities or programs are developed a baseline needs to be developed for BREB to correctly assess the situation. The director also mentioned that one key area for women in energy was entrepreneurship related to energy, especial renewable energy. This is an area that needs to be further explored and he commended ADB on taking this up on their upcoming loans. The discussion also pointed out the need to share experiences and learn from other EAs such as the LGED on how to effectively include women both in project implementation and in reaping benefits from it. One area of intervention he felt would be appropriate was the *Palli Bidyut Samiti* (PBS)- the rural electricity co-operative and the involvement of women. The director also identified needs in two areas: a. at the organizational level a needs assessment is required to produce a sound gender equality strategy and gender action plan for BREB and b. clear guidelines need to be developed to ensure gender is mainstreamed at the consumer level in the energy sector. The Director appreciated the involvement of BREB in the TA and supported the TA design and outputs.

- **The Bangladesh Railways (BR).** The Director General of Bangladesh Railways and the General Manager, both concurred to BR involvement in the proposed TA. They reiterated the need and scope of BR involvement to ensure there is increased participation of women in BR projects and activities. They agreed that building capacity of BR as an organization and raising awareness on how to mainstream gender into BR at the organizational level and at the operational level was much needed. The GM also advised the TA to look at entry points for gender mainstreaming in BR and to build on the existing ADB projects Gender Action Plans (GAPs).

- **The Dhaka WASA (DWasa).** The DWasa Managing Director welcomed the TA proposal and ensured its full support to including DWasa in the TA activities. Since DWasa already has a Gender Equality Strategy and Action Plan, the TA can support the implementation of the action plan based on lessons learnt from the LGED experience. While DWasa has gender balance mandated in its policy through affirmative action and quotas for women in recruitment, there is still a need to develop concrete action points and identify entry points to increase women's active participation within the organizations. The TA can thus support the organization to become more gender sensitive and

implement the action plans effectively across the DWasa projects and activities beyond ADB projects.

- **The Khulna Wasa (KWasa).** The Khulna Wasa Managing Director showed interest in being part of the TA and commended the ADB efforts in mainstreaming gender within KWasa. The MD also reiterated the need to work within the organizational structure of KWasa to make it more gender balanced and women-friendly. They concurred to being involved in the TA.

### III. THE PROJECT

#### A. Background

4. Bangladesh has made rapid progress on several social and economic indicators, moving from a low human development category in 2013 to medium human development category in 2014 to 2016.<sup>2</sup> The incidence of extreme poverty has declined by 47% in urban areas and 26% in rural areas.<sup>3</sup> Women's economic participation has also significantly improved by 31.1% over a decade from 26.1% in 2002 to 57.2% in 2011. Overall, while this progress is noteworthy, the envisioned gender equality in different realms is however far from being fully achieved. For instance, while rapid urbanization has contributed to economic growth, it also 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, electricity, etc.) Furthermore, women and men differ in their roles, needs, and perceptions regarding urban development. Women are often the primary collectors, transporters, users, and managers of domestic water and promoters of home and community-based sanitation activities and play a primary role in waste disposal and environmental management. They also bear a primary responsibility in household chores and childcare, hence housing design including lighting, ventilation, and security is of immediate importance for them. Access to services and transportation has specific implications for women and men, young and old, and for those differently abled. Poorer settlements such as urban slums are also likely to include female-headed household populations<sup>4</sup>, and such households also have special needs related to access to clean water and sanitation, health services and education for their children. Gender inclusive infrastructures 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, waiting rooms for women in bus terminals can contribute to women's socio-economic development and to gender equality. Violence, or the threat of violence, is one of the constraining factors and women and girls also tend to be more exposed to the threats of sexual harassment in the public space and the workplace due to women's increased mobility and visibility in public sphere. Gender inclusive infrastructures including construction of street lights, safe access roads, well-lit waiting areas in bus and railway terminals can decrease the threat of sexual harassment for young girls and women.

5. More work needs to be done. As LGED is an infrastructure agency with a large scope of functions, encompassing different forms of urban and rural infrastructures, and the only the infrastructure agency in Bangladesh with a Gender Equality Strategy, it is envisaged to be take a lead role in promoting gender inclusive infrastructure development in Bangladesh. A recent stocktaking of the gender mainstreaming practices of LGED, particularly in its urban development projects, however, found these gender mainstreaming efforts to be confined to projects supported by development partners (including ADB) and the LGED Gender Forum to be not fully equipped to perform its responsibility.<sup>5</sup> This TA is a response to the findings of this stocktaking. It will build on

<sup>2</sup> Human Development Reports from 2014 to 2016 of the United Nations Development Program (UNDP).

<sup>3</sup> Government of Bangladesh, Planning Commission. 2015. *Millennium Development Goals: Bangladesh Progress Report 2015*. Dhaka. p. 21.

<sup>4</sup> Female headed households (FHH) refer to households that are 'below the poverty line' or are categorized as 'poor and vulnerable'.

<sup>5</sup> ADB. 2017. *Institutionalizing Gender Equality: Urban Development Experience of the Bangladesh Local Government Engineering*

the lessons of LGED 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), using well-established gender mainstreaming standards and procedures, and converging with other government agencies and other stakeholders in engendering, sustaining and expanding good practices. Thus, this TA will also target to extend its benefits to government infrastructure agencies. It will also enable the women development officers of the Ministry of Women and Children Affairs (MoWCA) to monitor the Gender Equality and Social Inclusion (GESI) approaches and results of urban and rural infrastructure development.

6. 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. This TA Project also serves to implement the gender strategy stipulated in the ADB Bangladesh Country Partnership Strategy (2016-2020).

## **B. Impact and Outcome**

7. The impact will be women's access to and benefits from infrastructure resources and social services (e.g., urban and rural transport infrastructures and services, water supply and sanitation, market facilities, etc.) increased and the outcome will be Effectiveness in delivering gender equality results and social inclusion improved. The design and monitoring framework (DMF) is attached Annex 1.

## **C. Outputs**

8. **Output 1: Capacity of LGED at the central level strengthened.** This output gives emphasis to the critical role of the LGED Gender Forum and relevant units (Planning Unit, Training Unit, Design Unit, and Monitoring and Evaluation Unit) at its central level in spearheading and coordinating initiatives to mainstream gender at all levels of LGED operations and fully deliver the commitments set out in the LGED's Gender Equality Strategy. To help them effectively perform this role, the TA will train the Gender Forum and senior staff of LGED and LGD at the central level, support the enhancement and operationalization of LGED's Gender Information Management System (GIMS),<sup>6</sup> and train the LGED M&E Unit in operationalizing the GIMS.

9. **Output 2: Capacity of LGED senior staff and functioning gender committees in districts strengthened.** As the LGED is a highly decentralized department with 99% of staff working in the field, it is important for field staff to be engaged and trained in mainstreaming gender in the core operations of LGED. In view of this, 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 and in gender mainstreaming,<sup>7</sup> and (iii) establish coordination systems (e.g. designation of focal persons, setting of regular consultations and information and communication exchange mechanisms) between the Gender Forum and district gender committees including district level LGD officials.

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*Department. Manila.*

<sup>6</sup> The GIMS was developed to monitor the institutional achievements of gender equality in LGED. It measures the number of women receiving support or have access to infrastructure development, number of women employed in construction and other paid employment, the working conditions, number of women trained (and type of training), number of women participated in LGED operations and local government and other community committees. The data is collected through the district and sub-district level LGED offices and inputted into the GIMS according to the indicators set. The reporting at the field level is to be done through a streamlined monitoring system. The reports generated through the system will be used to track LGED gender equality results and will feed into future programs and interventions. Currently, while the GIMS has been set up, it is not yet operationalized.

<sup>7</sup> In addition to LGED Gender Forum at central level, the LGED established gender focal points at the local level. A sociologist is assigned to the position at district level and a community organizer at the sub-district level. At district level, LGED sector-wide gender activities related to projects are coordinated by gender committees to ensure the (i) participation of women staff and stakeholders in all stages of the project cycle; (ii) collection of sex-disaggregated data; and (iii) preparation of progress reports on gender activities, for submission to the LGED head office in Dhaka. Each gender committee has six members and is headed by an executive engineer.

10. **Output 3: Knowledge sharing and partnerships among various agencies in gender mainstreaming increased.** The LGED is the sole infrastructure agency in Bangladesh with a gender equality strategy and thus could serve as a model for other infrastructure agencies. Knowledge sharing and partnerships among agencies are expected to strengthen the gender mainstreaming efforts of LGED. To share the gender mainstreaming practices and lessons of LGED 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 the women development officers and program officers of MoWCA<sup>8</sup> in setting up, mobilizing, and coordinating a multi-stakeholder mechanism for monitoring the gender equality results of infrastructure development; and (iii) conduct two lateral learning events -- a sub-regional 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.

#### D. Investment and Financing Plans

11. The TA is estimated to cost \$2.0 million, which will be financed on a grant basis by the Japan Fund for Poverty Reduction(JFPR).

12. 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

**Table 1: Cost Estimates and Financing Plan**  
(\$ million)s

Item	Amount
<b>A. Asian Development Bank (ADB)<sup>a</sup></b>	
1. Consultants	
a. Remuneration and per diem	
i. International consultants	369.00
ii. National consultants	590.87
b. Out-of-pocket expenditures	
i. International and local travel	126.43
ii. Office space rental and related facilities	18.00
iii. Goods (purchase)	74.55
iv. Surveys <sup>b</sup> , capacity building, seminars, studies <sup>c</sup>	740.15
v. Reports and communications	5.00
vi. Miscellaneous administration and support costs	5.00
2. Goods (purchase for Project Management Unit)	3.00
3. Training, seminars, workshops, forum, and conferences	
a. Travel cost of ADB staff acting as a resource person <sup>d</sup>	18.00
4. Contingencies	50.00
<b>Total</b>	<b>2,000.0</b>

<sup>8</sup> MoWCA has 1 women affairs officer in (WAOs) in each of the 64 districts and each of the 490 sub-districts. This TA will train all district level WAOs, one sub-district level WAO in each district (to be selected by MoWCA), 4 program officers at the central level, and 1 program officer at the ministry level.

Note: The technical assistance (TA) is estimated to cost \$2.0 million, of which contributions from the Asian Development Bank 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, 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.

- <sup>a</sup> Financed by the Asian Development Bank's Technical Assistance Special Fund ({TASF 6} {TASF-other sources}).
- <sup>b</sup> Operational fund for the gender audit of LGED central level, 64 LGED district offices, and 4 additional infrastructure agencies.
- <sup>c</sup> Includes three training workshops (for LGED Gender Forum; LGED senior level staff) at the central level; 24 training workshops for senior staff and gender committees in 64 districts; 1 training workshops for monitoring and evaluation staff of LGED on GIMS; 1 training workshop for two additional infrastructure agencies; 1 training workshop for women affairs officers of MoWCA); one national multisectoral workshop; one sub regional workshop; one international training workshop; and 137 meetings for the different activities of the four outputs.
- <sup>d</sup> This is for the attendance of three resource persons from ADB in the sub regional conference and training workshop to be held under Output C. In accordance with a memo from the director general of the ADB Budget, Personnel, and Management Systems Department (dated 6 June 2013), when ADB staff act as resource persons for purposes of effectiveness, travel costs are charged to the TA, but salaries and benefits are absorbed by the internal administrative expenses budget.

Source: Asian Development Bank

## E. Implementation Arrangements

13. ADB will administer the TA. ADB will recruit an international consulting firm using the quality and cost-based selection method (90:10 quality to cost ratio) and will engage the consultants and carry out procurement following the ADB Procurement Policy (2017, as amended from time to time) and its associated project administration instructions and/or staff instructions. ADB will also recruit individual consultants through framework agreements wherein shortlisted candidates may be hired as needed for the duration of the agreement to provide international and national inputs as required.

14. **TA processing schedule.** The following processing schedule has been proposed by the mission.

No.	Key Action	Responsibility	Due Date
1.	Confirmation of the Aide Memoire to ADB.	LGED/LGD/ERD	28 February 2018
2.	TPP submission by LGED to LGD	LGED/LGD	15 March 2018
3.	TPP cleared by LGD	LGED/LGD	15 April 2018
4.	TPP submission and clearance by Planning Commission	LGED/LGD/Planning Commission	30 April 2018
5.	Submission of draft TA agreement to ERD	ADB	15 May2018
6.	TA agreement signing	ADB/ERD	05 June 2018

15. The Mission acknowledges the courtesies extended by the Government, development partners, and other stakeholders.

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Nasheeba Selim  
Social Development and gender Specialist  
Bangladesh Resident Mission (BRM)



## ANNEX 1: LIST OF PERSONS MET

### LIST OF KEY PERSONS MET

#### **Local Government Engineering Department (LGED)**

Mr. Md. Abul Kalam Azad, Chief Engineer

Mr. Ahsan Habib, Superintending Engineer, IWRMU (Planning & Design)

Mr. Md. Ali Akhtar Hossain, Superintending Engineer (Planning)

Mr. Sheikh Mohd. Nurul Islam, Project Director, Participatory Small-Scale Water Resources Sector Project

Ms. Syeda Asma Khatun, Deputy Project Director, Coastal Climate Resilient Infrastructure Project (CCRIP) and Member Secretary, LGED Gender and Development Forum

#### **Local Government Division**

Mr. A.S.M Mahbubul Alam, Director General, LGD

Mr. Shohrab Hossain, Director, (Joint Secretary), LGD

Mr. Md. Abdur Rouf, Deputy Chief, LGD

Ms. Zannat-ul-Ferdous, Senior Assistant Chief, LGD

#### **Planning Commission**

S.M. Tareque Sultan, Assistant Chief, Planning Commission

#### **Bangladesh Rural Electrification Board (BREB)**

Mr. Syed Mahbubur Rahman, Director, Program Planning Directorate

#### **Dhaka Wasa**

Engr. Taqsem A Khan, Managing Director

Md. Kamrul Hasan, Project director, Dhaka Water Supply Network Investment Project

Mr. Md. Mahmudul Islam, Project Director Dhaka Environmentally Sustainable Water Supply Project

#### **Khulna Wasa**

Md. Abdullah P.Eng. Managing Director

#### **Bangladesh Railway**

Mr. Md. Mozammel Hoque, General Manger and Project Director, Akhaura Laksham Double line Project

Mr. Saidur Rahman, Additional Chief Engineer and Deputy Project Director, Akhaura Laksham Double line Project

Mr. Anisur Rahman, Deputy Director, Resettlement, Akhaura Laksham Double line Project

## ANNEX 2: PRELIMINARY DESIGN AND MONITORING FRAMEWORK

### Impact the TA is aligned with:

Women's access to and benefits from infrastructure resources and social services (e.g., urban and rural transport infrastructures and services, water supply and sanitation, market facilities, etc.) increased.<sup>1</sup>

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting	Risks
<b>Outcome</b> Effectiveness in delivering gender equality results and social inclusion improved.	By 2020: a. Significant progress in the achievement of the nine targets of LGED Gender Equality Strategy recorded at central, division, and district levels (2017 baseline: progress not recorded)  b. Gender Equality Strategies developed by Bangladesh Railway (BR), BREB, DWASA, and KWASA (2017 baseline: n.a.)	a. TA impact assessment report and LGED Gender Forum annual reports  b. Drafts of Gender Equality Strategies and LGED annual reports	High turnover of trained LGED staff  Allocations for gender responsive budget for LGED operations not a priority
<b>Outputs</b>  1. Capacity of LGED at central level strengthened	By end of 2019:  1a. 25 Gender Forum members and at least 65 LGED and LGD staff (at least 30% women) at central level reporting increased appreciation, knowledge, and skills in mainstreaming gender in core sectors of LGED operations (2017 baseline: 0)  1b. Coordination mechanism of LGED units at central level in planning, delivering, monitoring, reporting gender equality results established (2017 baseline: not established)  1c. Gender equality results monitoring and reporting format/guide for LGED sectors (3) developed and linked to its Gender Information Management System (GIMS) (2017 baseline: 0)  1d. At least 36 LGED M&E staff reporting increased knowledge and skills in operating the GIMS (2017 baseline: 0)	1a-1e. TA monitoring reports	Competing work priorities affect participation of targeted staff in training programs

<sup>1</sup> Source: project-defined

	1e. LGED Gender Forum quarterly monitoring reports prepared using GIMS data (2017 baseline: 0)		
2. Capacity of LGED senior staff and gender committees in 64 districts strengthened	<p>By end of 2019:</p> <p>2a. Three NGOs/trainers trained in conducting gender audit/assessment and gender mainstreaming capacity building.</p> <p>2b. conduct a gender audit on 764 LGED district offices</p> <p>2c. At least 256 senior staff and 384 members of LGED Gender Committees in 64 districts reporting increased appreciation, knowledge, and skills in gender mainstreaming in LGED sectors (2017 baseline: 0)</p> <p>2d. Coordination systems between the LGED Gender Forum, district gender committees and district level LGD officials established (2017Baseline: not established)</p>	2a-2d. Workshop reports and TA monitoring reports	
3. Knowledge sharing and partnerships among various agencies in gender mainstreaming increased	<p><b>By March 2020:</b></p> <p>3a. At least 120 staff of BR, BREB, DWASA, and KWASA (at least 30% women) reporting increased appreciation, knowledge and skills in mainstreaming gender in infrastructure development (2017 baseline: 0)</p> <p>3b. At least 128 women affairs officers and 5 MoWCA program officers reporting increased knowledge and skills in setting up and facilitating participatory mechanism in monitoring gender equality results of infrastructure development (2017 baseline: 0)</p> <p>3c. Multi-stakeholder monitoring mechanism<sup>a</sup> formed and regular (e.g., semi-annual) exchanges on gender mainstreaming efforts commenced -at least one meeting</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

	<p>during the TA period (2017 baseline: 0)</p> <p>3d. At least 1 Subregional Conference conducted to disseminate good practices and draw lessons from other South Asia countries (2017 baseline: 0)</p> <p>3e. At least 40 staff of LGED, BR, BREB, DWASA, KWASA, and MoWCA reporting increased knowledge of international models of gender inclusive urban infrastructure development and ways to adopt these models in their respective areas of operations (2017 baseline: 0)</p> <p>3f. Gender Equality Strategy prepared by BR, BREB, DWASA, and KWASA (2017 baseline: 0)</p>	
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### Key Activities with Milestones

#### 1. Capacity of LGED at the central level strengthened

- 1.1. Reorganize LGED Gender Forum Secretariat and set the tasks of the Gender Forum members (Q1 2018)
- 1.2 Conduct a gender audit of LGED (Q3 2018)
- 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 (Q3 2018)
- 1.4 Carry out training workshops (3) for LGED Gender Forum and senior staff at central level (Q4 2018 onwards)
- 1.5 Prepare monitoring formats through district level consultations and inputs from LGED Gender Forum (Q4 2018)
- 1.6 Train LGED monitoring and reporting unit in operating the GIMS and in analyzing data and information collected and integrating the analysis in the LGED Gender Forum monitoring reports (Q4 2018)
- 1.7 Collect data through the GIMS for the preparation of reports (Q1 2019 onwards)

## **2. Capacity of LGED senior staff and gender committees in 64 districts strengthened**

- 2.1 Train three NGOs on how to conduct a gender audit/assessment (Q3 2018)
- 2.2. Train trainers of NGOs on how to run a training on gender mainstreaming in LGED sectors (3) (Q3 2018)
- 2.3 Conduct a gender audit and assess the gender mainstreaming practices of 64 LGED district offices (Q3 2018)
- 2.4 Conduct training workshops (9) for LGED senior staff and training workshops (15) of gender committees in 64 districts (Q3 2018 onwards)
- 2.5 Establish coordination systems between the Gender Forum and district gender committees (Q1 2019)

## **3. Knowledge sharing and partnerships among various agencies in gender mainstreaming increased**

- 3.1 Conduct one training workshop each for BR, BREB, DWASA, and KWASA (Q2 2019)
- 3.2 Conduct training workshops (4) for women affairs officers of MoWCA in 64 districts (Q2 2019 onwards)
- 3.3 Conduct a gender audit of BR, BREB, DWASA, and KWASA (Q3 2019)
- 3.4 Set-up and operationalize a multi-stakeholder mechanism for regular monitoring of gender equality results in infrastructure development, and conduct at least one multi-stakeholder meeting to begin the exchange of initiatives and lessons (Q3 2019)
- 3.5 Conduct a training on international models of gender inclusive urban infrastructure development (Q4 2019)
- 3.6 Conduct a subregional workshop on good practices and lessons from gender mainstreaming in urban infrastructure development (Q1 2020)

### **TA Management Activities**

- Recruit TA consultants (Q2 2018)
- Form the Project Management Unit (Q2 2018)

### **Inputs**

ADB Trust Fund: \$2.0

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, conducting of periodic field visits, and other in-kind contributions.

### **Assumptions for Partner Financing**

Not Applicable

BR= Bangladesh Railway, BREB = Bangladesh Rural Electrification Board, DWASA = Dhaka Water Supply and Sewerage Authority, GIMS = gender information management system, KWASA = Khulna Water Supply and Sewerage Authority, LGED = Local Government Engineering Department, MoWCA = Ministry of Women and Children Affairs, TA = technical assistance

<sup>a</sup> The multi-stakeholder monitoring mechanism will be composed of representatives of the LGED, BR, BREB, DWASA, KWASA, selected contractors, and civil society organizations involved in gender mainstreaming in infrastructure development; and will be coordinated by the MoWCA in partnership with the LGED Gender Forum.

Source: Asian Development Bank