

GENDER ACTION PLAN

Activities	Targets and Indicator	Monitoring mechanism	Time Frame	Responsibility
Output 1: Independent Performance Based Irrigation Management for Selected Large Scale FCDI Schemes				
<p>Self-sustaining independent management operator (IMO) established for selected large scale irrigation projects for the general purpose of supervising the work associated with rehabilitating and modernizing the systems.</p> <p>Agricultural support services and pilot cost recovery activities through the IMOs will be planned and implemented by the IMO.</p>	<p>One staff engaged in IMO to support social and vulnerable groups.</p>	<p>Contract agreement, Annual Report of the IMO</p>	<p>During selection of IMO</p> <p>Year 1 Year 1</p>	<p>IMO, PMU, BWDB, Chief Engineer Zonal Office</p>
	<p>Technically qualified women prioritized for recruitment in IMO</p>	<p>Ditto</p>		<p>IMO, PMU, BWDB, Chief Engineer Zonal Office IMO</p>
	<p>Agriculture support services and cost recovery activities (ASCR) designed in year 1 incorporating activities with potential for long term sustainable roles for women, such as, crop diversification, post-harvest processing, social forestry and other appropriate activities</p> <p>At least 30% women's participation ensured in planning ASPR</p> <p>Women constitute 20% of all extension trainees¹</p>	<p>Agriculture support services and cost recovery program design reports.</p> <p>Monitoring</p>	<p>Year 2-5</p>	
Output 2: Rehabilitation and Modernization of Selected Large-Scale FCDI Schemes				
<p>Implementation of rehabilitation and modernization and investment activities</p>	<p>Women (50% of all trainees) trained as pump operators, pre-paid card vendors and on other livelihood skills</p>	<p>Meeting minutes, Video footage, Progress reports</p>	<p>Prior to the rehabilitation and up gradation</p>	<p>PMU, BWDB</p>

¹ The proxy baseline is 15.16%, as obtained from the Statistical Yearbook of Bangladesh -2010 (the last published one), published by the Bangladesh Bureau of Statistics on the work force participation rate of females in Feni district. Besides, most households in the project area have men living in the Middle East working as migrant workers. This indicates that the households are relatively well off and given the prevailing conservative culture, women are neither interested nor encouraged to work outside their homes

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	<p>Women constitute minimum 10% of pump operators</p> <p>Women constitute minimum 30% of mobile smart car unit vendors</p> <p>At least 30% of the LCS work allocated for women's groups</p> <p>Provision for at least 5% women's employment as unskilled workers incorporated in the contractors' bidding document and implementation monitored</p>			
Output 3: Strengthened Project Management and Institutional Development				
Planning and design of Tranche 2 and 3 Projects.	<p>One Gender Consultant included in the Program Management Design Consultants (PMDC) during feasibility studies and preparation of GKIP and TBP</p> <p>At least 10% women's representation ensured in each consultation session, and document and address their needs</p>	PMDC report. Gender assessments minutes of meetings	Years 1 to 3	PMU, PMDC
Establishment of Program MIS with sex disaggregated data	M&E reports includes sex disaggregated data when relevant	PMU quarterly reports	Year 1 to 5	PMU, PMDC
Ensure effective participation of women in the activities of the Implementation Coordination Committee (ICC)	<p>At least one woman deployed as member of the ICC to deal with gender issues</p> <p>Women identified and employed as at least 10% of the electrified pump operators</p>	ICC records	Year 1	PMU/PMDC

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	At least 30% LCS membership ensured for women			
Incorporation of gender aspects into the WMO training.	WMO training curricula developed integrating gender aspects	WMOs (WUG,WMA, WMF) formation sheet, WMOs Contract Training reports	Year 1	PMU, IMO
Recruit and deploy Gender Specialist and Sociologist at PMU HQ level Deploy female staff at BWDB field level offices	Gender Specialist and Sociologist deployed at PMU Women deployed at 10% of officers and 15% of staff positions as per Govt. employment regulation	Project progress report	Year 1	PMU, BWDB
Institutional development, awareness, and training of key stakeholders to incorporate training in Gender and Development issues	All training modules included project related gender issues All relevant project staff oriented on gender aspects of the Project and their own responsibilities	Training reports/ Trainees attendance sheet. M&E Report, Project progress reports Training curriculum.	During years 2-5	PMU, BWDB
Ensure gender inclusive surveying, data collection, monitoring, recording and reporting of all project activities	Sex segregated data collected, collated, and gender analysis based report prepared regularly	All Formats and tool.	Prior to implementation of survey	PMU, BWD
Gender budgeting	Budget allocation for mainstreamed GAP implementation ensured.	Development Project Proforma	During project preparation	PMU, BWD