

GENDER ANALYSIS

A. Introduction

1. Gender equality and female empowerment are now universally recognized as core development objectives, fundamental to the realization of human rights, and the key to effective and sustainable development outcomes.
2. No society can develop sustainably without increasing and transforming the distribution of opportunities, resources, and choices for males and females, such that they have equal power to shape their own lives and contribute to their communities. Growing research and data demonstrates that societies with greater gender equality experience faster economic growth, and benefit from greater agricultural productivity and improved food security. Empowering women to participate in and lead public and private institutions makes these institutions more representative and effective. Increasing girls' and women's education and access to resources improves the health and education of the next generation. Women also play critical roles as effective peace advocates, community leaders, and champions of civil and human rights.
3. The West Bengal Drinking Water Sector Improvement Project (WBDWSIP) targets drinking water security in selected districts of West Bengal.¹ Since women are primarily responsible for household water collection and management, the project is expected to benefit them significantly. The project provides unique opportunities for inclusion of women in project benefits in many other ways and at all stages of the project—planning, construction, and operation and maintenance. This note on gender analysis is based primarily on secondary data, some primary data, and focus group discussions conducted with men and women in sample *gram panchayats* in project areas.² It attempts to examine the present status of women in rural West Bengal, women's access to opportunities and services, and their willingness to get involved in the project.

B. Objectives

4. The gender analysis for the project was undertaken to understand the conditions affecting gender relations and build gender considerations into the project design such that it contributes to the project's efficiency and sustainability and enables it to move beyond technical solutions towards a more gendered and inclusive approach. The gender analysis also provides the background information, based on which an effective gender equality and social inclusion (GESI) action plan can be prepared for the project. In particular, it has the objective of analysing the gender situation in the project areas and understanding:³
 - (i) the activity profile (what do men and women—both adults and children—do and where do these activities take place);
 - (ii) the access and control (who has access and control over resources and services and decision making);
 - (iii) the structural, cultural, religious, and attitudinal factors affecting the activities, access, and control;
 - (iv) the perception of benefits arising from the project; and

¹ Bankura, North 24 Parganas (with one neighboring block of South 24 Parganas included) and Purba Medinipur.

² *Gram panchayat* is a village-level administrative authority, the first tier of the local administrative body of the Government of West Bengal.

³ A comprehensive capacity mapping and assessment of all 66 project gram panchayats, including gender, financial and institutional indicators, was also carried out for the project by the project preparatory consultants. Capacity Assessment of Project *Gram Panchayat* can be accessed in the list of supplementary documents in Appendix 2.

- (v) the scope of gender considerations needed for the project.

C. Rationale for Gender Analysis

5. Gender equity is recognized as one of the five drivers of change in the Asian Development Bank (ADB) Strategy 2020. ADB recognizes that without harnessing the talents, human capital, and economic potential of half the region's population—women and girls—the goal of a region free of poverty will not be realized. Gender equality is, thus, critical in its own right as well as essential for better development outcomes in terms of inclusive growth, faster poverty reduction, and achieving the Millennium Development Goals and Sustainable Development Goals. Given this backdrop, a gender analysis was conducted to inform project design and policy. This is of importance to ensure that the design is relevant and responsive to the ground reality and local context. A gender focus will ensure that all investments are socially inclusive, equitable, and sustainable. It is expected to help design the project such that it includes women and the poor and vulnerable by improving their access to water and is sustainable in terms of local operation and maintenance.

D. Status of Women in Rural West Bengal: Evidence from Secondary Data

6. As per details from India's Census 2011, the population of West Bengal is 91,276,115 of which 46,809,027 are male and 44,467,088 are female.⁴ In 2001, the total population was 80,176,197 in which males were 41,465,985 while females were 38,710,212. Overall, at the state level, the gender ratio has increased from 934 women per 1000 males in 2001 to 950 women per 1000 males in 2011, higher than the 2011 national average of 906 females per 1000 males.

7. The total population growth in this decade (2001–2011) was 13.84% while in the previous decade it was 17.84%. The population of West Bengal constituted 7.54% of India's population in 2011. The population density per square kilometer in 2011 was 1,029 (up from 903 in 2001), which is significantly higher than the national average of 382 per square kilometer (sq. km) in 2011.

8. In West Bengal, it is estimated that around 68.13% of the population lives in villages. The total population living in rural areas of West Bengal in 2011 was 62,183,113, of which 31,844,945 were males and 30,338,168 were females (footnote 4). The overall gender ratio in rural areas of the state in 2011 was 953 females per 1000 males, higher than the overall state average. In 2011 West Bengal, 7,820,710 children (0–6) lived in rural areas. Child population formed 12.58% of the total rural population, and child gender ratio (0–6 age) in rural West Bengal was 959 girls per 1000 boys.

Table 1: Population and Gender Ratio of the Project Area

Block Name	Household	Population	Total male population	Total female population	Sex ratio (no of female per 1000 male)
<i>Purba Medinipur District</i>					
Nandigram-I	42,289	207,835	106,827	101,008	950
Nandigram-II	26,902	123,219	63,323	59,896	950

⁴ Government of India. 2011. Census 2011. <http://www.censusindia.gov.in/>

Block Name	Household	Population	Total male population	Total female population	Sex ratio (no of female per 1000 male)
TOTAL	69,191	331,054	170,150	160,904	950
24 Parganas (N) District					
Haroa	46,888	214,401	111,080	103,321	930
24 Parganas (S) District					
Bhangar-II	50,209	246,708	127,195	119,513	940
Bankura District					
Mejia	17,659	86,188	44,575	41,613	930
Gangajalghati	37,878	180,974	93,252	87,722	940
Indpur	31,668	156,522	80,556	75,966	940
Taldangra	31,312	147,893	74,999	72,894	970
TOTAL	118,517	571,577	293,382	278,195	950

Source: Government of India. 2011. Census 2011. <http://www.censusindia.gov.in/>.

9. Literacy rate in West Bengal has seen an upward trend and is 76.3% as of 2011. Male literacy rate stands at 82.67% while female literacy rate stands at 71.16%. The overall literacy rate in India in 2011 is 73.0%; with male literacy rate at 82.14% and female literacy rate at 65.46% (Census 2011). The female literacy rate in West Bengal is higher than the national average.

10. In rural West Bengal, the overall literacy rate, (for the population over 7 years of age) is 72.13%; rural male literacy rate is 78.44% while rural female literacy rate is 65.51% (Census 2011).

Table 2: Gender Gap in Literacy in Project Areas

Block Name	Total Literate Population	Literate Male Population	Literate Female Population	Gender Gap in Literacy
Purba Medinipur District				
Nandigram-I	152,339	81,810	70,529	11,281
Nandigram-II	96,395	51,751	44,644	7,107
TOTAL	248,734	133,561	115,173	183,88
24 Parganas (N) District				
Haroa	136,679	75,747	60,932	14,815
24 Parganas (S) District				
Bhangar-II	157,734	85,372	72,362	13,010
Bankura District				
Mejia	50,244	30,291	19,953	10,338
Gangajalghati	108,675	65,451	43,224	22,227
Indpur	92,434	56,305	36,129	20,176
Taldangra	92,168	53,006	39,162	13,844
TOTAL	343,521	205,053	138,468	66,585

Source: Government of India. 2011. Census 2011. <http://www.censusindia.gov.in/>.

11. The workforce participation rate of males in rural West Bengal is 57.2% compared to the Indian average of 53.0%, whereas it is 19.4% for women compared to the Indian average of 30%. In terms of main workers, the percentage of male main workers in rural West Bengal is 57.2%, compared to all-India statistics of 53.0%. However, the percentage of main workers among females in rural areas of West Bengal is quite low at 19.4% compared to the national average for rural India of 30.0%. It is evident that it is mainly male workers who take the more economically rewarding work in rural West Bengal. A look at the percentage of marginal workers confirms the above: male marginal workers in rural West Bengal comprise 8.3% while the percentage of female marginal workers is higher at 11.8%. In comparison, at the national level, male marginal workers in rural areas are 7.85%, while female marginal workers are 14.21%.

Table 3: Comparative analysis of Work Force Participation in Project Area

Block Name	WFP to total worker	WFP to total population	Work Participation	Work participation rate, 2011 Census (% Rural)			Work participation rate, 2011 Census (% Urban)		
				Total	Male	Female	Total	Male	Female
Purba Medinipur District			West Bengal	38.7	57.2	19.4	36.7	56.8	15.4
Nandigram– I	13.77	4.39							
Nandigram – II	17.01	5.93							
TOTAL	15.04	4.96							
24 Parganas (North) District			India	41.8	53.0	30.0	35.3	53.8	15.4
Haroa	14.11	4.82							
24 Parganas (South) District									
Bhangar II	15.19	5.21							
Bankura District									
Mejia	18.15	6.41							
Gangajalghati	25.26	9.67							
Indpur	30.36	12.30							
Taldangra	32.01	13.51							
TOTAL	27.60	10.89							

WFP = work force participation

Source: Government of India. National Sample Survey Office. 2011. Employment and Unemployment situation in India, 2009–2010.

Table 4: Comparative Analysis of Average Earnings

Average Earnings	Regular wage employee ages 15–59, 2009–2010 ⁵ (₹ /day)				Casual laborers ages 15–59, 2009–2010 ⁶ (₹ /day)			
	Rural		Urban		Rural		Urban	
	Women's average wage	Women as % of men	Women's average wage	Women as % of men	Women's average wage	Women as % of men	Women's average wage	Women as % of men
West Bengal	97.20	54.00	277.08	70.70	65.94	75.13	78.46	79.20
All India	155.87	62.60	308.70	81.90	68.94	67.90	76.73	58.20

Source: Government of India. National Sample Survey Office. 2011. Employment and Unemployment situation in India, 2009–2010.

12. Spatial analysis shows pockets with high concentrations of the poor population across the state. More than a third of the population in Purulia district lives in extreme poverty. A closer look suggests that a large part of the poor population is settled near agricultural croplands or the mining belt in the rural or suburban part of the district. Similarly, Bankura, Birbhum, Malda, and Uttar Dinajpur districts display high concentrations of poor population in the mining belt. The rising unemployment rate in the state as a consequence of the slow economic growth has been instrumental in perpetuating poverty.

13. West Bengal ranks 20 in the human development index data, based on the 2001 census. It ranks 26 among all states in India in the Gender Disparity Index.

14. The proportion of households headed by women 11.2% compared to an all India average of 10.9% (footnote 4). Around 47.3% of total households headed by women in West Bengal use banking services. The access to banking services in rural areas is much lower for households headed by women (35%) compared to that of urban households headed by women (65.7%). National data show that women who are household heads are on average older and less educated than male household heads (and less educated than the average woman) and are overrepresented among the poorest 20% of the population. These households have, therefore, been identified as meriting specific attention in poverty reduction initiatives.

15. The state's per capita annual income in 2013–2014 was ₹69,000; lower than the national average of ₹74,000. Infant mortality rate only fell from 35 per 1,000 in 2008 to 31 per 1,000 in 2013; in comparison, the national average infant mortality rate fell by 13 percent during the same period. According to Planning Commission data using the Tendulkar committee's estimates, about 20% of the state's population lives below the poverty line.⁷ The urban poverty rate in the state at 14.7% is higher than the national average of 13.7%. The rural poverty rate (22.5%) is higher than the urban poverty rate (14.7%) by 8 percentage points, though it is lower than the national average (25.7%). The overall poverty rate at the state level shows a significant decrease from 34% in 2005–2006 to 20% in 2011–2012. The district of Purulia ranks 1 in terms

⁵Regular wage and/or salary employee relates to Activity Status 31 (those who worked as regular wage/salary employees); Activity Status 71 (those who did not work owing to sickness but had regular salaried/wage employee); and Activity Status 72 (those who did not work due to other reasons but had regular salary/wage).

⁶Casual laborers engaged in works other than public works (Activity Status 51).

⁷Planning Commission. Government of India. 2014. *Report of the Expert Group to Review the Methodology for Measurement of Poverty*. New Delhi.

of poverty followed by Bankura. More than 50% of the population near the forest areas in the districts of Purba Medinipur live in extreme poverty.

16. Women's role in household decision-making indicates their status at the household level. National Family Health Survey data shows that women in West Bengal are lagging behind the all-India averages in this aspect.

Table 5: Women in Household Decision-Making

Women and Household Decisions	Women involved in household decision making on: (%)				Women who participate in: (%)	
	Their own healthcare	Major household purchases	Daily household purchases	Visits to family	All four decisions	None of the four decisions
West Bengal	59.6	37.5	46.9	48.4	23.9	25.7
All India	62.2	52.9	60.1	60.5	36.7	20.5

Source: International Institute for Population Sciences. 2006. National Family Health Survey, 2005–2006. Mumbai.

E. Status of Women in Project Areas: Preliminary Evidence from Baseline Household Survey

17. An affordability and willingness to pay survey of 800 sample households was carried out in two sample subproject areas of Purba Medinipur (Nandigram-II) and North 24 Parganas Districts (Haroa), namely Bhekutia and Sonapukur–Sankarpur *gram panchayats*. Some of the key survey findings relevant to gender analysis are presented in paras.18–23.

18. Households headed by women comprise a total of 3.25% of sample households.

Table 6: Households Headed by Women

Chief Wage Earners' number	No. Households Headed by Males	No. Households Headed by Women
Purba Medinipur	385	15
North 24 Parganas	389	11

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

19. None of the households headed by women have access to drinking water within the premises, though all have access to household latrines and electricity.

Table 7: Access to Basic Services by Households Headed by Women

Number of Households Headed by Women and Access to Basic Services	Household headed by women that have access to basic services		
	Access to electricity	Latrine in premises	Access to drinking water in premises
Purba Medinipur	15	15	Nil
North 24 Paraganas	11	11	Nil

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

20. As many as 18.75% of the household headed by women in the sample are illiterate. None of the household headed by women have received education beyond higher secondary school level, and only one household headed by women has studied up to high school.

Table 8: Education Levels of Male and Female Chief Wage Earners

Education level of Chief Wage Earners		Illiterate	Primary	Secondary	Higher Secondary	Bachelors	Master's/ higher	Diploma	Skill Training
Purba Medinipur (number of chief wage earners)	Female	1	7	6	1	nil	nil	nil	Nil
	Male	37	231	93	19	3	2	nil	Nil
North 24 Paraganas (number of chief wage earners)	Female	2	5	4	nil	nil	nil	nil	Nil
	Male	46	202	104	23	13	1	nil	Nil

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

21. Participation by female members of households in economic activities yielding monetary incomes is significantly lower than that for men among sample households. The number of unemployed female members of households is significantly higher than for unemployed male members in the sample households.

Table 9: Paid Workers and Unemployed Disaggregated by Sex (Number)

Economic Participation		
Participation in Family earning	Male Members	Female Members
Purba Medinipur	157	69
North 24 Paraganas	443	52
Unemployed family members (at working age)	Male Members	Female Members
Purba Medinipur	83	147
North 24 Paraganas	70	135

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

22. More women than men in the sample households took on care-giving responsibilities in the year preceding the survey (2016).

Table 10: Caregiving Responsibilities of Family Members (Number of family members of respondents)

Responsibility shared in taking care of family members during sickness (in 2016)	Male	Female
Purba Medinipur	3	7
North 24 Paraganas	2	5

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

23. In 90% of the sample households, water is fetched by female members of the family. The average distance covered to fetch water is 150–180 meter and the average time taken to fetch water is 45 minutes in Purba Medinipur and 30 minutes in North 24 Parganas, as reported by sample households.

Table 11: Responsibilities for Fetching Water at Household Level

Fetching of water from a distant place by family members			
Responsibility shared in fetching water by any member of the family	Male Members of the family	Female Members of the family	Both
Purba Medinipur	19	368	13
North 24 Paraganas	13	357	30
Average Distance Covered / Time spent & No. of times/day	Average Distance travelled each time (meters)	Average time spent each time (Access to source + return time) (minutes)	No. of times per day
Purba Medinipur	150	15	3
North 24 Paraganas	180	15	2

Source: Sample Household Survey conducted by ADB Project Preparatory Team, 2017.

F. Focus Group Discussions

24. Focus group discussions with *gram panchayats* and self-help groups were conducted in three sample *gram panchayats* (Appendix 1 has the Minutes of Meeting). The proposed project and its likely benefits to the community in terms of availability of safe water at the household level and likely health benefits were discussed. The participants were briefed about the gender equality and social inclusion (GESI) action plan under preparation for the project and that the consultations would inform the preparation of the GESI action plan. The potential for women's involvement at various stages of the project (at planning, construction, and operation and maintenance stages) was discussed. It emerged from the consultations that local women were active members of local self-help groups in all three sample *gram panchayats* and were very keen to get involved in the project, especially in awareness-raising activities among community members and operation and maintenance related jobs generated by the project. Many women participants expressed keenness in receiving entrepreneurship development training as well.

25. Meetings and discussions were held with the Public Health Engineering Department (PHED) in Kolkata as well as local circle offices and the potential for making PHED a more gender-inclusive workplace was discussed. Data on the number of women and men employed by PHED were sought, and it emerged that the PHED currently has very few women working in the organization (8.5% of total permanent and contractual staff). However, PHED officials at all levels welcomed the idea of making PHED a more inclusive workplace.

Table 12: Women's Employment in Public Health Engineering Department

Sl.No.	Circle/ Division/ Sub Division/ WSSO	Number	Total Staff	Permanent	Contractual	Female
1	Circle	19	703	513	190	57
2	Division	61	10,736	8,906	1,830	915
3	WSSO	1	49	1	48	9
Total			11,488	9,420	2,068	981

WSSO = Water Sanitation Support Organization.

Source: Public Health Engineering Department. Government of West Bengal

G. Conclusions and Way Forward

26. The project aims to address water concerns of the rural poor by facilitating equitable accesses to water facilities. The program proposes strategies to effectively overcome social barriers by way of community engagement to increase demand for water supply services within the most disadvantaged groups, thus addressing the wider environmental and social dimensions of water supply. This can be achieved only through concerted efforts to address the needs of the rural poor and their constraints and reaching out to the most underserved, vulnerable, and disadvantaged sections of the community. Targeted approaches for the enhanced involvement of women, especially those from poor households, in the project is anticipated to improve the project's anticipated outcomes and impacts significantly.

27. Gender analysis was conducted for the project using a combination of secondary data, primary data and focus group discussions, to identify the potential for women's inclusion and involvement in project benefits.

28. Key issues identified in the gender analysis based on secondary data analysis include:

- (i) low workforce participation rate of rural women (19.4%) compared to men, which is also way below the national average (30%);
- (ii) gap between male and female wages, with women's wages at 54% of those of men in rural areas;
- (iii) exacerbation of women's work burdens due to deficiencies in basic water and sanitation (with only 11.4% of rural households having access to tap water and 46.7% having access to sanitation); and
- (iv) increasing the proportion of households headed by women (11.2%) and their access to banking services (35%).

29. Primary data from the baseline household survey was conducted for assessment of affordability and willingness to pay among rural households. Focus group discussions conducted with the three sample *gram panchayats* prior to the preparation of the GESI action plan corroborated the secondary and primary data analyses and helped confirm that:

- (i) Women, especially those from poor and low-income families, are members of self-help groups across the project coverage areas and are organized and vocal;
- (ii) There are few job opportunities or opportunities for women's participation in economic activities in the project area. The available local jobs largely employ men and very few women;
- (iii) There is significant potential for employment of women at *gram panchayat* level operation and maintenance (O&M) work, and that women are willing and available for different types of work ranging from plumbing and minor repairs to billing and accounting, bill collection, IT and consumer database management;
- (iv) There is significant potential for training and involvement of local women in awareness generation activities related to the project, including benefits of the project, need to protect project assets and connection drives. Women are available and willing to take up such work;
- (v) Although the majority of people access water from private or shared handpumps, they need to make several trips to the handpump to collect water. The responsibility for water collection primarily rests with women and the average time taken for water collection ranges between 30 minutes to 45 minutes per day. More women than men are responsible for caregiving to family members. Some time savings in water collection are anticipated through the provision of potable water connections under the project; and

- (vi) Extensive capacity building, including trade-certified training on technical, financial and customer management skills will be required to skill the local women and help them obtain employment.

30. To sum up, a GESI action plan with clear targets, responsibilities, and resource allocation is required for the project. The GESI action plan should have clear targets related to employment generation for local people in the project *gram panchayats* and specify the targeted women beneficiaries of such employment. Awareness raising campaigns on water conservation, climate resilience, and water, sanitation, and hygiene (WASH) will be required and should specifically target at least participation of women and girls. Women members of the Village Water and Sanitation Committees (VWSCs) in the *gram panchayats*, will also require leadership training to be able to perform their envisaged role in the VWSC.

31. PHED has agreed to develop and adopt a gender strategy during the project implementation period. Project consultants will assist them in doing so.

MINUTES OF THE CONSULTATION MEETINGS HELD PRIOR TO GENDER ACTION PLAN PREPARATION

A: Consultation Meeting 1

1. **Topic of the Consultation.** Women's inclusion and potential involvement in the West Bengal Drinking Water Sector Improvement Project
2. **Venue:** Sonapukur–Shankarpur *gram panchayat* Office, 6 June 2017
3. **Consultation Summary.** At the start of the consultation, ADB Social Development Consultant briefed about the goals and targets of the project related to women's empowerment, the potential scope for involvement in the project by of local women and vulnerable section(s) of the community.
4. The meeting discussed types of operation and maintenance related jobs likely to be generated by the project including data entry and maintenance of database of consumers, accounts, bill preparation and collection, plumbing, minor repairs, etc. and skill training/ capacity building opportunities under the project, and women's willingness to get involved in such activities. A proposal to initiate metered connections in the name of women or jointly with their husbands was also discussed. Participants, who included women and men from the local community, were overwhelmingly in favor of jobs for local women and for meters in the names of women.
5. **Issues raised by participants:**
 - (i) proper selection / eligibility criteria for beneficiaries/ candidates,
 - (ii) date of commencement of project works, and
 - (iii) remuneration of employees.
6. **Issue raised by *gram panchayat* Pradhan Mrs. Shaymali Mondal.** The rationale behind jobs for women (and why not local men) and who will be the members of the Selection Committee for recruitment in the previously named jobs. The ADB consultant and team members stated that guidelines would be prepared for preferential selection of local women and vulnerable persons for training and job opportunities under the project and the *gram panchayat* would be responsible for ensuring that the guidelines are followed and the entire process is fair and transparent. It was also clarified that both local women and men would have opportunities to participate in operation and maintenance (O&M) activities of the project.
7. **ADB survey team members.** Pointed out that the active participation of the community members is necessary for the proper use of drinking water and successful implementation of the water project.
8. **Issue raised by Public Health Engineering Department.** Awareness should be raised and community watch and ward required to ensure that there are no illegal water connections or wasteful use of water from project pipelines. They also mentioned that women could play a more active role in this regard.
9. In the end, the *gram panchayat* Pradhan Mrs. Shyamali Mondal summed up the discussions with a vote of thanks to the ADB project representatives and consultants and all the participants.

B. Consultation Meeting 2

10. **Minutes of meeting “Consultation for preparation of Gender Action Plan” under West Bengal Drinking Water Sector Improvement Program.** Sri, Pradyumna Mondal Upo Pradhan of Bheduashole, *gram panchayat* chaired the program. Assistant Engineer and Sub Assistant Engineer of PHE Bankura Division:

- (i) The no. of male participants was 13; the no. of female participants was 13, for a total of 26 participants.
- (ii) The ADB survey team members initiated the meeting with a brief introduction to the proposed Water Supply Project which will benefit an estimated 1.58 million population in the fluoride affected Gangajalghati, Indpur, Joypur and Kotulpur, Mejhia, Patrasayer, Sonamukhi, and Taldangra blocks of Bankura.
- (iii) The purpose of the consultation was explained as “Consultation for preparation of GESI action plan” for enhanced involvement of women and vulnerable persons in sharing of project benefits.
- (iv) The participants were briefed about the scope for the involvement of local women at *gram panchayat* level. Project-based job placement for women is proposed through skill development training in identified sectors like plumbing, data entry for bill generation, bill collection, and water meter calibration etc. Candidates will be selected in a transparent way and with the active involvement of local *gram panchayats*.

11. **Suggestions received from participants.** Setting of a clear plan of action so that no confusion arises, particularly related to the selection criteria for beneficiaries; formation of a *gram panchayat* Level Selection Committee with persons having a good image in the eyes of the community. Most importantly, the candidate/beneficiary selection process should be fair and impartial.

12. The Upo-Pradhan of Bheduashole *gram panchayat* added that full cooperation from the *gram panchayat* would be extended to make the project a success but before designing the final implementation plan the Panchayat members must be consulted, and their views and opinions considered.

13. Finally, the consultation meeting ended with a vote of thanks by PHED official Mr. Uday Konar. The consensus was that the overall objectives of the water supply project could not be achieved without the active participation of women. Whether it is monitoring of illegal water connections or stopping the misuse of water at domestic or community level—the issues can be addressed by the village women more efficiently.

C. Consultation Meeting 3

14. **Minutes of the Meeting– Consultation for Gender Equality and Social Inclusion Action Plan Preparation.** The programme was chaired by the Pradhan of Nandigram 1 *Gram Panchayat* and attended by *Gram Panchayat* officials and members of a local women’s self-help group. The Assistant Engineer and Sub Assistant Engineer of PHE Bankura Division, ADB social development consultant and ADB Survey Team members were present:

- (i) No. of Male Participants – 7 & No. of Female Participants 6: Total Participants – 13;
- (ii) The ADB consultant initiated the meeting with a brief introduction to WBDWSIP. The purpose of the consultation programme was explained as “consultation for preparation of the GESI action plan” for enhanced involvement of women and vulnerable persons in sharing of project benefits;
- (iii) The gender mainstreaming strategies being developed for the project were discussed, and the potential for involvement of local women at *gram panchayat* level operation and maintenance work and awareness generation among community members was discussed. Types of jobs likely to be generated were discussed and women participants (mostly members of local self-help groups) asked about their interest in taking up such work;
- (iv) The participants especially the women welcomed the project. They also expressed interest in different types of jobs ranging from computer operators and accountants to bill collectors and plumbers and said that many women were willing and available for such work, as local employment opportunities, especially for women, were few. They also indicated that women with different skill levels and educational backgrounds were available for different types of work. Also, that they were willing to undergo any training to fit into the required job profiles; and
- (v) Though the *gram panchayat* officials were initially resistant to the idea of capacity building of women entrepreneurs, the local women who participated in the meeting expressed interest in the need for such training and their willingness to participate in the same.

15. **Suggestions of participants.** Formation of a *gram panchayat* Level Selection Committee (for candidate selection) comprising persons of some standing and respected by the community. The selection process should be fair and impartial.

16. **Concluding remarks.** The Pradhan of Nandigram *gram panchayat* welcomed the project’s initiatives including the proposed gender action plan that envisaged significant involvement of women in project O&M work at *gram panchayat* level and assured full co-operation from the *gram panchayat* to make the project a success.

17. Finally, the consultation program ended up with a vote of thanks by the PHED officials. It was concluded that the overall objectives of the water supply project would be achieved with the active participation of local women.

PHOTOGRAPHS OF STAKEHOLDER CONSULTATION MEETINGS

PHOTOGRAPHS OF CONSULTATION ON GENDER AT SONARPUR SANKARPUR GRAM PANCHAYAT, HAROA BLOCK. ON 6 JUNE 2017



PHOTOGRAPHS OF CONSULTATION ON GENDER AT SONARPUR SANKARPUR GRAM PANCHAYAT, HAROA BLOCK. ON 6 JUNE 2017



**MEETING AT NANDIGRAM – 1 AT PANCHAYAT SAMITY OFFICE ON 7 JUNE 2017
SKILL REGARDING DEVELOPMENT TRAINING OF WOMEN**



**MEETING AT NANDIGRAM – 1 AT THE OFFICE OF EXECUTIVE ENGINEER, PHE, TAMLUK DIVISION,
ON 7 JUNE 2017 REGARDING SKILL DEVELOPMENT TRAINING OF WOMEN**

