

GENDER ACTION PLAN

Output/Activities	Indicators and Targets	Responsibility	Time frame
Output 1: WMOs' capacity for sustainable water resources planning and management in the subproject areas developed			
Output 1a: Preparation of integrated water management plans			
Activity:	Preparation of four integrated water management plans for each subproject		
Tasks:	<ul style="list-style-type: none"> - Ensure women participation in consultation meetings - Integrate activities to address women's needs in the integrated water management plan 	<ul style="list-style-type: none"> - Include 40% of women participation in consultation meetings. The data/ list of meeting participants will be presented with sex-disaggregated data. - Final integrated water management plans will include actions identified in the meeting. 	PMO, Consultants At start of project, in year 1 to 2.
Output 1b: Preparation of SIPs			
Activity:	Preparation of SIPs for each subunit		
Tasks:	<ul style="list-style-type: none"> - Ensure women participation in consultation meetings - Ensure activities to address women's needs included in SIPs (need based) 	<ul style="list-style-type: none"> - Include women participation in consultation meetings. The data/list of meeting participants will be presented with sex-disaggregated data - Final SIPs include provisions for joint and/or separate gender training for women and men. 	PMO, Consultants At start of project, in year 1 to 2.
Output 1c: WMO formulation and support			
Activity:	1c-1: Formulation and capacity building of WMOs		
Tasks:	<ul style="list-style-type: none"> - Ensure women engagement as social mobilizers - Train PMO and SMO staff on gender issue - Training of WMO members, both female and male beneficiaries, in water management and O&M - Elect women representatives in WMGs 	<ul style="list-style-type: none"> - Recruitment of 33% women for senior and community mobilizers. - Include 33% women members in WMGs. - Provide training to 100% PMO and SMO staff and facilitators in gender and other social consideration issues using the guidelines for gender requirements. - Include 33% of women participants in training in water management and O&M. - 80% of WMGs have at least two out of five elected women member of the management committee (President, vice-president, secretary, etc.). 	WMO development unit of PMO, work contractors, Consultants Year 1 to 6

Output/Activities		Indicators and Targets	Responsibility	Time frame
Activity:	1c-2: Livelihood improvement support			
Tasks:	<ul style="list-style-type: none"> - Ensure women participation in training and supporting programs - Organize destitute women groups according to selected on-farm and off-farm activities - Integrate activities to address women's needs in integrated water management and provide training 	<ul style="list-style-type: none"> - 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. - 100% of destitute women from WMO member families received at least one livelihood support training. 	WMO Development Unit of PMO, Consultants	After forming WMOs, year 1 to 6.
Output 2: Infrastructure facilities of flood control, drainage and irrigation schemes in the subproject areas				
Activity:	Rehabilitation and construction of water management structures			
Tasks:	<ul style="list-style-type: none"> - Ensure women benefit from employment in project supported construction works - Emphasize gender aspect of labor standard including equal wage for women and men for equal work - Occupational health and safety, safe water supply, and sanitation - Separate toilets for women, where identified 	<ul style="list-style-type: none"> - Form LCS groups with 25% WMG women members. - Train PMO and SMO staff and facilitators to supervise; verify and ensure that the conditions for recruiting women in construction works are met. - 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. - Incorporate relevant sex segregation information in field monitoring reports and contractors' compliance reports. 	PMO, contractors, Consultants	Within two months after beneficiaries selection, year 2 to 6
Output 3: Institutional capacity for sustainable participatory water resources planning and management strengthened				
Output 3a Institutional capacity strengthening for management of WMOs				
Activity:	Capacity building of BWDB on integrated water resources management with participatory approaches, and management of WMOs, including institutional capacity development of OCWM.			
Tasks:	<ul style="list-style-type: none"> - Integrate a gender-specific module in BWDB training - Include women in the training program - Raise awareness and build capacity of men and women officials in mainstreaming gender in integrated water resources management 	<ul style="list-style-type: none"> - 15% women participants in training programs. - Gender aspects integrated in the relevant training program / module. 	PMO, OCWM of BWDB	Year 1 to 6
Output 3b: Institutional capacity strengthening for sustainable operation and maintenance of structures				
Activity:	Updating present MIS			
Tasks:	<ul style="list-style-type: none"> - Establish MIS system with sex disaggregated data base for project reporting. - Ensure effective use of sex-disaggregated data 	<ul style="list-style-type: none"> - Identify gender indicators and incorporate in the MIS. - Data in MIS are used in quarterly GAP implementation progress reports. 	PMO, BWDB and Consultants	Year 2 to 6.

BWDB = Bangladesh Water Development Board, GAP = gender action plan, LCS = labor contracting society, MIS = management information system, OCWM = Office of Chief Water Management, O&M = operations and maintenance, PMO = project management office, SIP = subunit implementation plan, SMO = subproject management office, WMG = water management group, and WMO = water management organization.