

Gender Approach of Blue Gold

Based on the Blue Gold Inception Report of November, 2013

About this document: In the Inception Report of Blue Gold the approach to gender mainstreaming is integrated into the general approach of each component. This document presents the consolidated gender approaches of all the program component of Blue Gold.

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Introduction

Objectives of Blue Gold:

The **overall objective** of the Blue Gold Program is to reduce poverty by creating a healthy living environment and a sustainable socio-economic development for 150,000 household living on the 160,000 ha of coastal polders.

Specific objectives of Blue Gold are:

- I. To protect the communities and their land located in polders against floods from river and sea (climate change adaptation) and to optimize the use of water resources for their productive sectors.
- II. To organize the communities in cooperatives which will have to become the driving force for the natural resources based development (agriculture, fisheries and livestock), whereby environment, gender and good governance are effectively addressed.
- III. To increase the household income derived from the productive sectors.
- IV. To strengthen the institutional framework for sustained water resources development and related development services in the SW/SC coastal zones.

Purpose of including a gender approach in Blue Gold:

Blue Gold's goal of reducing poverty and hunger for poor people in the polder areas can only be achieved through the meaningful participation of men and women, even more because women are overrepresented among the poor. Therefore the purpose of the gender approach of Blue Gold is enhancing the participation of women and men:

- (i) To enable men and women benefiting more equally from the interventions by the program in terms of increased food security and livelihoods increased socio-economic status and participation in decision-making.
- (ii) To improve the program's performance and increase the likelihood of sustainability. Additionally, Blue Gold aims to contribute to a more effective gender approach in the targeted sectors, promoting sharing and enabling replication.

An overarching principle in the Blue Gold approach is that harmonization will be actively be promoted, i.e. linking up to already tested and ongoing experiences, initiatives and results and to build synergies through collaboration with other ongoing programs whenever relevant.

Basic Gender Principles of Blue Gold:

1. Value both men's and women's experience and knowledge about existing water management systems, agricultural production, food security and business development situation, including problems and possibilities for improvement.
2. Recognize women's and men's needs and interest in water management, agricultural production, food security improvements and business development in their own locality.
3. Recognize men's and women's roles and responsibilities to increase efficiency in polder water management (notably in operation and maintenance), and to improve agricultural production, food security, value chains and livelihoods.

Challenges to gender mainstreaming

- Proper gender policies, strategies and guidelines are largely in place; however, there is room for improvement in their implementation and/or enforcement. Moreover, guidelines often refer to quota of women's membership, but not to actual empowerment or decision-making power.

- Though gradually improving, there is still insufficient awareness on the need for gender mainstreaming, gender issues and on evidence on benefits of an effective gender approach.
- Social and cultural barriers are still a main hindrance for achieving more gender equality because women's mobility is limited by social criticism, even if moving out is needed for the sake of the woman's family's welfare. Women bear the main responsibility in taking care of their children, but hardly have any decision-making power. These deep-rooted constraints are hard to change overnight.
- Even though women have often been neglected, deprived and sidelined, the focus of gender mainstreaming cannot be on women alone. Men too have to be carried along to wrought meaningful and long lasting changes. Age-old attitudes, beliefs and even superstitions need to be changed. To ascertain how best to address this issue practically in the project, various strategies need to be adopted. Several means are needed to build confidence, create awareness and promote interest.
- Gender mainstreaming often means no visible or earmarked budget for gender (or only a limited budget); most expenditure for gender mainstreaming is rather part of the budgets of each program component. Though inherent to gender mainstreaming, this also poses some risks regarding the actual implementation; proper monitoring is therefore imperative.

Gender Strategy per Blue Gold program component

Gender in Component 1 – Community Mobilization:

Component 1 will be based on the Six Steps Approach as pioneered by IPSWAM, consisting of (1) polder selection; (2) data collection; (3) formation of water management organisations; (4) plan formulation; (5) implementing the (rehabilitation) plans; and (6) operation and maintenance, with monitoring. In all steps the actual roles, needs and problems of men and women will be taken into consideration, as detailed below.

- 1.1 In social investigation and data collection –including baseline and impact surveys- male and female field staff will be employed, men and women at community level will be consulted, and gender specific and disaggregated data will be collected, analysed and reported upon. It will be kept in mind that women and men do not form homogeneous groups and separate PRA or FGD sessions with different categories of women and men may be held. The status of women in the community and their leadership role will be assessed and bottlenecks to their mobility and participation.
- 1.2 In assessing the functionality of existing Water Management Groups (WMGs) and Water Management Associations (WMAs) not only the proportion of women members will be assessed, also their meaningful participation and the degree of influence they have.
- 1.3 Both mixed mass meetings and separate meetings for men and women are foreseen for the new polders. For the mass meetings men and women will be invited to participate. Separate meetings for men and women will be held according to need in order to better explain why participation of both men and women in WMGs is needed. The women will be encouraged to participate in all Blue Gold activities whereas the men will be requested to cooperate with them.
- 1.4 Thereafter meetings for the formation of WMG will be organized for which also both men and women will be explicitly invited. Men and women of all social classes –including from female headed households, destitute women, fishing families and, if relevant, other minority groups- will be

encouraged to become members of WMG, promoting at least one member per household of the community¹, and targeting that ≥40% of WMG members are women.

- 1.5 At least 30% or one third of the members of the EC of WMG must be women (≥4 of 12). Women will be encouraged to compete for the five important positions in the EC of WMG, which are president, vice-president, secretary, joint-secretary and cashier/treasurer (target: 2 women).
- 1.6 Training on Organizational Management will be conducted for the EC members immediate after the formation of EC. Training on Cooperative Development, Accounts Management and Resource Mobilization will be organized thereafter. Participation of women will be ensured also in these training courses, targeting at least 30% women.
- 1.7 Gender orientation and awareness training will be organized for the male and female members of the EC of WMGs. Leadership training will be conducted for selected women WMO members, especially for women who have potential to develop leadership capacities. Leadership training for men will also be conducted based on needs.
- 1.8 Both women and men members of the WMGs will be involved in the preparation of By-laws of the WMG. In the process of registration of the WMG with the Cooperative Department and at the time of Annual General Meetings (AGM) and the Audits, at least one, but preferably two, suitable women members will be included in the process, so that they can learn the process.
- 1.9 One male and one female representative from each WMG will form the Water Management Association (WMA). The formation of the EC of WMA follows the same approach as the above described formation of EC of WMG.
- 1.10 For each polder a Gender Action Plan (GAP) will be developed, based on the action plans that will be prepared by the male and female participants at the end of the WMG gender training imparted to them. The implementation of the polder level GAPs will be supported, and monitored as part of the overall Blue Gold monitoring system.

Gender in Component 2 – Water Resources Management:

- 2.1 Women's and men's problems and needs will be considered in option development for water management system improvements. They will be involved in the analyses of causes and the identification of solutions. Women and men will participate in the WMO validation By WMOs of the implementation plans for water management infrastructure.
- 2.2 As per DPP at least 50% of the earth work will be carried out through Landless/Labor Contracting Societies (LCS). A higher proportion will be aimed for as WMOs opined that up till 100% of the earthwork and other minor work should be given to LCS. 40% of the LCS will be women. Men and women LCS will receive training. Provision for basic facilities (like temporary toilets, shade, drinking water, First-aid box etc.) at the site especially for women will be ensured by the relevant authority: either the implementing agency or the contractors.
- 2.3 Besides construction management and other LCS training, skill development training will be provided especially to the women LCS members (target: 7500²). This training aims to enable them to engage in

¹ Especially the lowest income households face two major constraints to become WMG member: the obligation to save Taka 10 per month and the fact that attending a meeting may mean foregoing a daily wage.

more profitable income generating activities (IGA), including by investing their earning from earth work properly. Suitable IGAs are expected to include poultry, homestead gardening, small ruminants and/or mini ponds; coordination with component 3 is foreseen for this. Depending on local opportunities (such as resources and markets), non-farm IGA skills may be developed.

- 2.4 All contractors will be oriented to employ also women as unskilled and skilled labour, pay equal wages to men and women for work of equal value, and give attention to occupational health and safety issues, which includes provision of basic facilities. Field staff will be oriented to supervise the implementation of the above.
- 2.5 Committees will be formed in WMOs (or at Block level, one Block covering several WMGs), including male and female members, for the supervision, monitoring and O&M of construction of water management infrastructure (target: 30% women members).

Gender in Component 3 – Food Security and Agricultural Production:

- 3.1 In farming system analysis and data collection on related issues both men and women will be employed. Men and women of the community, especially who are engaged in agricultural activities, will be consulted. Data on the roles, access to resources and needs of men and women in agricultural production, postharvest activities and marketing will be collected; the findings will be presented in a gender disaggregated way.
- 3.2 Women and men members of WMOs will be involved in the preparation of plans for improving their agricultural production taking into account the new options that will be created by the water management improvements. On the basis of the plan for each polder options for Farmer Field Schools (FFS) training modules will be established, ensuring that these cover the interests and needs of male and female farmers. Blue Gold will promote that also female farmers, including landless, get involved in more profitable production opportunities, increasing their potential for food production and income generation.
- 3.3 Blue Gold's FFS approach will be based on Danida's FFS approach implemented by the Department of Agricultural Extension (DAE). This FFS approach has already a built-in gender approach, which includes both men and women equally as FFS participants (50:50). Danida's new FFS program (IFMC, starting per July 1, 2013) has a more elaborated gender strategy; experiences will be shared to enable replication of best practices and to promote a more uniform gender approach within DAE.
- 3.4 Under Blue Gold the FFS will be formed within the WMGs as subgroups. To establish the training topics to be offered per WMG, the training needs of men and women members will be considered carefully. Training is provided according to their own training plan. Though certain subjects may attract only male or only female participants, in principle all FFS sessions will be kept open for both women and men.
- 3.5 Blue Gold targets that at least 30% of the FFS facilitators -DAE staff, Farmer Trainers and FFS Organizers- are female.
- 3.6 During the training season male and female FFS participants will have to present what they have learnt in their FFS at the monthly WMG meetings. Besides, they are encouraged to teach and guide interested neighbours to enhance the spin-off of the FFS training, to increase the awareness and knowledge on

² The logframe of the Program Document for Blue Gold has the target of 40,000 women earning from LCS. Considering that only in 5 of the 26 polders full rehabilitation works will be conducted (25,000 ha), the amount of earthwork for fine tuning is uncertain, and during IPSWAM 7,500 women earned from LCS work in 9 polders and 45,000 ha (representing 36% of the total number of LCS workers), using a similar target of 7500 women seems more realistic than 40,000.

nutritional issues among women and men. This will encourage the FFS participants to produce and consume more agricultural products (crops, livestock, fish) which contain more nutritional value resulting in the improvement of the nutritional status of the household members.

- 3.8 Linkages will be established between men and women producers and market facilities and access to market information systems will be enhanced. For example, day to day prices of essential commodities and inputs from a fixed contact point in the local markets might be made available by mobile phone (in cooperation with component 4).
- 3.9 To improve service provision at community and polder level, both men and women will be selected from the community as potential service providers, e.g. women as poultry vaccinators and men for livestock vaccination and treatment. Necessary training will be provided to service providers including simple business planning (also in coordination with component 4).

Gender in Component 4 – Business Development and Private Sector Development:

Compared to the other components, the foreseen interventions and activities for component 4 are relatively new and less specified. Therefore the gender approach for this component also remains more general.

- 4.1 The purpose of a gender approach in this component is to achieve:
Equal access to assets for women and men, including inputs, markets and profit;
- Strengthen the participation and decision-making of women in the Value Chain governance;
 - Achieve a balanced work load for women and men, including by increasing the efficiency in the selected Value Chains.
- 4.2 Basic gender related principles for Value Chain (VC) activities:
- All economic data will be gender disaggregated whenever possible and relevant;
 - “Gender inclusive language” is promoted ensuring that terms like farmer or entrepreneur include male and female persons;
 - Economic analysis will also include non-market productive activities. In this context not only the increase of cash income will be taken into account but also the decrease of expenditure on food.
- 4.3 When conducting preparatory studies to map the current business situation and identify value chains to be further analyzed male and female resource persons will be consulted. Since women’s role in business / value chain is often less visible, special efforts will be undertaken to identify female resource persons.
- 4.4 When selecting value chains for further analysis, it will be ensured that in -at least- half of the selected VCs women play a significant role in one or more of the segments of the value chain, such as primary production and/or processing.
- 4.5 In the first mapping of the value chain the involvement of men and women will be indicated for each VC segment / activity.
- 4.6 A gender lens will be applied in further analyzing the first mapping. Questions will be raised such as:
- What are the main VC activities in which women are involved;
 - Have all categories of “invisible” women (or men) in the VC been identified;
 - Are women involved in the VC segments where value addition is high;
 - What are the barriers / constraints that keep women out of the activities designated as “male” activities and/or in activities adding high value?

- 4.7 When identifying measures for addressing blockages or constraints in the VC or enhancing value addition, opportunities for both men and women will be investigated and promoted. Where women and men (especially the landless and poor) are structurally involved in low value segments, they will be supported to either increase the value within their segment and/or encouraged to participate in other segments with higher value.
- 4.8 It will be ensured that men and women participate and benefit when engaging VC actors, such as organising producers groups, consultations, imparting training, and providing support. Special emphasis will be on promotion of women entrepreneurship, where possible.

Gender in Component 5 - Cross-Cutting Issues

Gender in Good Governance:

- 5.1 Male and female informants will be consulted when identifying governance issues in water management to be addressed; the AWIS approach, which has participation as one of its five pillars, implies the participation of all relevant stakeholder categories, i.e. including female BWDB staff.
- 5.2 When training is imparted on good governance issues in the water sector -in particular on the application of AWIS-, male and female trainees will be identified and participate; and any relevant gender issues addressed.

Gender in Environment:

- 5.3 The impact of environmental degradation is often more felt by the poor and by women as they are usually more dependent on (scarce) natural resources, though they can also be contributing to further degradation. For example, (poor) rural women often depend on locally available wood or other biomass available for cooking or on locally available fodder for their animals.
- 5.4 Men and women will be both targeted for environmental awareness building and for capacity building on how to reduce environmental degradation. As part of the Sustainable Environmental Management Plans (SEMP), environmental friendly improvements will be identified based on the needs and roles of men and women. Examples of options include improved cooking stoves, composting and tree planting.

Disaster Risk Reduction, including Climate Change Adaptation

- 5.5 Natural hazards, including climate change effects, often more affect the poor and women as they frequently have less means to cope with disasters. For example, women often are less reached by warning information, their evacuation is more difficult as they may depend on men and/or have to take responsibility for children and animals, and their domestic and child care burdens increase in times of disasters.
- 5.6 Women and men will both be involved in Community Risk Assessments (CRA), training on disaster preparedness, and the development of Community Based Disaster Management (CBDR) strategies, also explicitly taking into account women's constraints and needs.

Innovations

- 5.7 Selection of ideas, subjects and priorities for innovations will be done involving female and male key informants and/or WMO members.

- 5.8 The needs of women and men will be considered in selection and prioritizing, ensuring that there is a balance in how selected innovation subjects benefit women and men.
- 5.9 When developing new ideas, also potential roles of women (and men) will be considered, to enhance that especially women have also new opportunities beyond their more traditional roles. For example: cage fishing, dry-fishing, eco-tourism and opportunities in higher segments of the value chain, such as processing for marketing.

Gender in Institutional strengthening of BWDB, networking and coordination:

- 6.1 The BWDB's Gender Equity Strategy and Action Plan 2006-2011 (GESAP) will be reviewed, achievements and gaps discussed and an updated. The BWDB Gender Equity Strategy will be updated through workshops and consultations. An action plan will also be attached for guiding the implementation of the Strategy.
- 6.2 The implementation of BWDB's gender strategy will be supported, such as better integrating a gender approach in BWDB's work; promoting the employment of more female staff, including in higher positions and providing facilities for also women in BWDB's officers.
- 6.3 The Blue Gold gender approach—in particular the lessons learnt and best practices—will be enriched with lessons learnt from other similar projects, promoting that gender approaches become more harmonized where opportunities. Such a “harmonized” gender approach will be further disseminated within BWDB to enable replication in similar projects.
- 6.4 Networking and exchange of information and experiences on gender approaches will be promoted, especially with other similar projects such as AEC / IFMC (Danida), CDSP-IV, Southwest Project (ADB), Chars Livelihood Programme (DFID), Food and livelihood Security project (EU), etc. and relevant GoB organisations.
- 6.5 Coordination and cooperation with related projects in the project area, such as the SAFAL Program of Solidaridad Network Asia and CARE Bangladesh and the MAX WASH project of Max Foundation will be aimed for. This concerns both the pursue of a similar gender approach were appropriate and the coordination of “services” to –female or male- beneficiaries in polders to more effectively or efficiently meet the identified needs, ensure synergy and reduce overlap and/or overburdening of the women and men who are common target groups of several programs.
- 6.6 Though nutrition is no core component of Blue Gold, it is a pillar of food security and important for translating increased agricultural production into improved health status, especially of (pregnant) women and children. Blue Gold aims to coordinate with relevant programs / organisations such as Danida and/or Helen Keller International, aiming to integrate proven nutrition messages and modules in relevant FFS targeting women and men.

Gender in training and capacity building

- 7.1 The Training Needs Analysis will also assess the need for gender training among male and female staff, beneficiaries and relevant other stakeholders, which includes assessing current levels of gender knowledge and gender sensitivity.
- 7.2 In all planned overseas study tours, training and capacity building activities for BWDB officials, both male and female BWDB officials will participate.
- 7.3 Existing gender training materials –prepared by the IPSWAM project- will be reviewed and where needed it will be updated and/or expanded in view of adding agricultural production and value chain development components. Stereotyping in the modules will be avoided. A suitable gender handout will be made for field level participants.

- 7.4 Basic and refresher training on gender for staff and beneficiaries and other relevant stakeholders (such as members of Union Parishad) will be conducted, which will address basic gender concepts (including stereotyping and mind-set issues). Orientation on the formulation of the Polder Development Plan including the Gender Action Plan (GAP) will be organised.
- 7.5 Initially leadership training will be conducted separately for women, later it will be conducted both for men and women together (potential WMO leaders). Skill development training necessary for rural women will be conducted, this includes maintaining simple accounts and related calculations for running small businesses.
- 7.6 Gender issues and perspectives will be integrated in all other training for staff and beneficiaries, whenever relevant.
- 7.7 Besides training, exposure visits, experience sharing workshops and mentoring will be arranged.
- 7.8 Besides training on performing earth work efficiently, skill development training will be provided to the women LCS members. The latter will enable them to become engaged in other more profitable income generating activities and to profitably invest their earnings from working in the LCS in such IGAs.
- 7.9 Training will be need based, addressing practical and strategic gender issues. When addressing gender stereotyping, a balance will be struck between recognizing actual roles of men and women and their labour division and creating equal opportunities for men and women to participate in project activities.
- 7.10 Training participants will be selected on the basis of the nature of training, but training will not be restricted to only males or only females (unless for strategic reasons, such as women's leadership training).
- 7.11 The location, timing and duration of the training will be suitable for women and men; basic child care facilities may be provided if needed.

Monitoring, impact measurement and gender indicators:

- 8.1 All data -whenever relevant- will be gender disaggregated: at collection, data analysis and reporting.
- 8.2 Specific gender indicators at output and outcome level have been identified and targets (ambition levels) set (see Annex), with selected indicators integrated in Blue Gold's logical framework. Most of these indicators are part of the component indicators and data on these indicators will be collected by the concerned component staff.
- 8.3 At appropriate intervals (possibly annually) separate reporting on the progress on achieving the gender indicators will take place.
- 8.4 Baseline and impact surveys will address selected gender issues, and include relevant gender related questions. Men and women will be interviewed, with special attention to include a realistic share of respondents from female headed households.
- 8.5 Blue Gold will ensure the collection of evidence on the benefits of the gender approach, which is likely through selected baseline / impacts survey issues, by case studies and/or by a separate study. Such evidence will be analysed, documented and disseminated.

Annex: Gender Indicators applied in Blue Gold

Note: Means of verification is indicative and will be further elaborated when developing the monitoring system. Some targets may be reviewed after baseline results are available. Most gender indicators at output level concern gender-disaggregated information which will be collected by regular monitoring.

Goal and purpose	Indicator and Targets (March 2019)	Means of verification
<u>Blue Gold Goal:</u> reduced poverty	<ol style="list-style-type: none"> Also among (<i>de facto</i>) female headed households the number of households with 5 months or more of food shortage is reduced to less than 10% Also (<i>de facto</i>) female headed households realize a 30% increase in household assets Also (<i>de facto</i>) female headed households increase expenditure on housing and education by 20% 	1, 2 and 3: Baseline and impact surveys
<u>Blue Gold purpose:</u> protection against floods; organization in WMGs; Increase of hh incomes; strengthened institutional framework	<ol style="list-style-type: none"> Average household incomes increased by Tk 15,000 also for female headed households 30% of the LCS women (2250) are engaged in new and regular income earning other than LCS work Gender Equality Strategy and Action Plan of BWDB updated and approved and evidence of its implementation 	<ol style="list-style-type: none"> Baseline and impact surveys WMG functionality assessments / FGD New GESAP approved; (Anecdotal) evidence of GESAP implementation
<u>Objective of the gender cross-cutting issue:</u> Improved socio-economic position and status for women in the polder areas	<ol style="list-style-type: none"> Participation of women in decision making increased (target: ≥40% of female WMG / WMA members actively participate in discussions and decision-making within WMG) Women leadership increased (40% of EC members in important positions are women) Mobility of women increased (target: ≥25% of women moving outside their own village on their own) ≥30% of the able and adult women derive own cash income from the sales of surplus production, other IGA and/or employment. 	<ol style="list-style-type: none"> 1 – 2: Functionality assessments of WMO/WMA 3 – 4: By Baseline and impact surveys (targets may be refined after baseline data have been analysed)
Components	Indicator and Targets (by end of project)	Means of verification
Component 1 – Community Mobilization	<ol style="list-style-type: none"> On average at least 30% women participants in all consultation and data collection meetings at community level At least 30% of the community organizers will be female (but aiming for 50% male and 50% female wherever possible) At least one separate meeting for women and one for men held in the formation process for each WMG Meetings for formation of WMGs with at least 30% female participants By the end of Blue Gold at least 40% of the WMG members are women WMA membership will consist of 50% males and 50% females (one male and one female representative from each WMG) At least 30% of the Executive Committee members of WMA and WMG will be women, as per GPWM Two one of the five key positions (40%) in each EC (WMG & WMA) is held by women At least 30% of the participants in training for EC members will be women In particular: in training on Accounts and Bookkeeping 2 female (EC) members per WMG / WMA participate. Two male and two female EC members of each WMG participate in gender training (hence: 50% male and 50% female participation in gender training for WMGs) 	<ol style="list-style-type: none"> Monitoring data Staff records of Blue Gold Monitoring data Monitoring data Monitoring/Functionality Assessments Monitoring/Functionality Assessments Monitoring/Functionality Assessments Monitoring/Functionality Assessments Monitoring (training data) Monitoring (training data) Monitoring (training data) Monitoring

	<p>12. 26 Gender Action Plans (GAPs) will be prepared as part of the Polder Development Plans, one for each polder</p> <p>13. Evidence that a number of important issues of the GAPs have been implemented.</p>	<p>13. Functionality Assessment / Case studies / FGD</p>
Component 2: Water management	<p>1. At least 30% women's participation in all validation meetings</p> <p>2. At least 50% of all earth work will be carried out by LCSs</p> <p>3. At least 40% of the all LCS members are female (either by mixed or only women LCS)</p> <p>4. 7500 women earn from LCS work</p> <p>5. At least 60% of all female LCS members participate in skill/FFS training (≥4500 women), in cooperation with other components.</p> <p>6. At least 30% of the committees for construction supervision and/or O&M of water management infrastructure (at WMG, Block and/or WMA level) are female.</p> <p>7. At construction sites (for major works) basic facilities for (female) labourers are in place</p>	<p>1. Monitoring</p> <p>2. Monitoring</p> <p>3. Monitoring data</p> <p>4. Monitoring data</p> <p>5. Monitoring / training data</p> <p>6. Monitoring / Functionality Assessment</p> <p>7. Inspection Reports TA staff</p>
Component 3 Food Security and Agricultural Production	<p>1. At least 30% women's participation in consultations on problems and potential activities (in coordination with Component 1)</p> <p>2. At least 30% of FFS facilitators female</p> <p>3. Women and men are participating in FFS in equal numbers (50% men and 50% women)</p> <p>4. Also female headed households / women farmers will report increased agricultural production in line with targets of component 3 as per Blue Gold Logical Framework</p> <p>5. Number of men (FFS participants) reached by nutrition, food safety and/or hygiene messages (EKN FS Ind8 of Result Area 2; target cannot be set as approach not yet fully developed)</p> <p>6. Number of women (FFS participants) reached by nutrition, food safety and/or hygiene messages (EKN FS Ind 9 of Result Area 2; target cannot be set as approach not yet fully developed)</p> <p>7. Productivity increase by female FFS participants is approx equal to increase by male farmers (for same products)</p> <p>8. 80% of male and female farmers adopt at least 3 FFS-promoted farm practices</p> <p>9. At least 50% of the innovative technology introduced and applied is (also) suitable for female farmers and actually applied by female farmers</p> <p>10. 50% of the 52 persons trained as Community Animal Health Workers (CAHW) are women.</p> <p>11. Of the participants in exposure visits / motivational tours at least 30% are women</p>	<p>1. Monitoring</p> <p>2. Monitoring</p> <p>3. Monitoring</p> <p>4. Gender disaggregated data collected by component 3</p> <p>5 and 6. FFS data on imparting nutrition modules</p> <p>7. Baseline and impact survey (by gender)</p> <p>8 and 9. Technical report</p> <p>10. Monitoring / training data</p> <p>11. Monitoring / training data</p>
Component 4: Business Development / Value Chain Development	<p>1. At least 30% of the persons consulted for business development data collection and value chain selection are women (in coordination with component 1)</p> <p>2. At least 50% of the selected VCs have one or more segments in which women play a significant role</p> <p>3. 25% of the participants of the FFS Module on Farm Business are female</p> <p>4. Evidence (at least anecdotic) that women in value chain substantially increase value in their segment and/or become involved in higher value segments</p> <p>5. Of the new employment created by value chain development, at least 30% are female employees</p> <p>6. Men and women benefit from WMG economic and productive activities</p> <p>Note: gender indicators for component 4 may be expanded or refined after the concrete activities of this component have been more elaborated.</p>	<p>1. Data on participants in relevant meetings</p> <p>2. List of selected VCs</p> <p>3. Monitoring / training data</p> <p>4. Case studies</p> <p>5. Impact and/or other surveys</p> <p>6. WMG Functionality assessments / inventory on WMGs' economic and productive activities</p>
Component 5 Cross	<p>1. <u>Good governance</u>: male and female BWDB participants in AWIS workshop</p>	<p>1. List of participants</p>

Cutting Issues	<ol style="list-style-type: none"> 2. <u>Environment</u>: at least 30% women participate in SEMP preparation 3. Proposed environmental improvements address the needs of women 4. <u>DRR / CCA</u>: at least 40% women participants in community risk assessments (CRA) 5. Community Based Disaster Risk Management (CBDR) strategies take also women's constraints and needs into account 6. <u>Innovations</u>: Anecdotal evidence that innovations introduced by Blue Gold also benefit women 	<ol style="list-style-type: none"> 2. Monitoring data 3. Review of (selected) SEMPs 4. Monitoring data 5. Review of (selected) CBDR strategies 6. Review of innovations introduced
Training	<ol style="list-style-type: none"> 1. 75% of relevant professional BWDB staff at Zonal level (relevant to Blue Gold polders) have received gender training 2. Gender knowledge increased of training participants as measured by end-of-training evaluations 3. Of all training imparted (other than FFS), at least 30% of the trainees are female 4. Overseas study tours have male and female participants (target: ≥ 25% female staff) 	<ol style="list-style-type: none"> 1. Monitoring / training records 2. Training evaluation forms 3. Training statistics 4. List of participants
Institutional Strengthening of BWDB	<ol style="list-style-type: none"> 1. Updated BWDB Gender Equity Strategy and Action Plan (GESAP) approved within BWDB by mid 2015. 2. 10% of BWDB staff across all levels is female by the end of the Blue Gold Programme in line with GoB minimum quotas. 	<ol style="list-style-type: none"> 1. Approved updated GESAP in place 2. Staff records of BWDB
Other gender indicators	<ol style="list-style-type: none"> 1. At least one network meeting per year held with gender staff of other similar projects 2. Evidence in place on the benefits of the gender approach 3. Two workshops held within BWDB on lessons learnt of Blue Gold's gender approach (mid-term and end) 4. Anecdotal evidence that in liaison with other projects in same polders (such as Max WASH and SAFAL) also coordination / cooperation on gender approaches is addressed. 5. Document on lessons learnt (success and failures), best practices and other evidence documented on gender approach (draft at mid-term; final by the end of the project) 	<ol style="list-style-type: none"> 1. Minutes of the meetings 2. Blue Gold staffing records 3. Baseline and impact surveys; case studies; FGDs etc. 4. Minutes / report on workshop 5. Anecdotal evidence / minutes etc
Blue Gold Staffing (apart from component specific targets already mentioned above)	<ol style="list-style-type: none"> 1. In every district one male and one female socio-economist will be base (full time positions) 2. Junior Gender Expert appointed 3. Increase in proportion of female (technical) national staff in Blue Gold (Dhaka and field offices, excluding COs). Baseline July 2013: 2 female staff of 23 total technical staff (8.7%). 	<ol style="list-style-type: none"> 1, 2 and 3: Blue Gold staffing records