

**Blue Gold Program**  
**Meeting Notes of the Gender Network Meeting**  
**on**  
**Gender in Water Management and Food Security**

**Held on November 12, 2013, 14 – 16.30 hrs at Hotel Center Point, Gulshan-2**

**Present:**

Irin Sultana, GSA, CDSP-IV  
Afroza Bilkis, Master Facilitator, IFMC  
Md. Shahinur Rahman, Assistant Engineer Planning-III, BWDB  
Begum Shamsun Nahar, Gender and Development Specialist, PSSWRSP, LGED  
Nicole Malpas, Programme Manager Private Sector Development and Gender Focal Point EU  
Rita Sen, Gender Specialist, AAS – WorldFish  
Rilla Norslund, Senior Advisor, IFMC, DAE (Danida funded)  
Showkat Ara Begum, Gender Expert, Blue Gold  
Kitty Bentvelsen, short-term Gender Expert, Blue Gold

Several non-participating invitees had prior to the meeting informed about their absence (e.g. due to hartal and/or their office located outside Dhaka), but indicating their interest to participate in a next meeting. Annex 1 includes the names and contact details of the participants as well as others interested to participate in future meetings.

**Meeting notes:**

**1. Presentations:**

After a first introduction round, the participants gave a presentation of the project or program they are working in with a focus on gender issues. Some salient issues are mentioned here; more detailed information is attached in Annex 2 to 6.

**Blue Gold Program**, funded by the Netherlands Government and with BWDB and DAE as implementing partners (by Kitty Bentvelsen):

This 6 year program will be implemented in 26 polders in Khulna, Patuakhali and Sathkira and its inception phase started in March 2013. Blue Gold's 5 components are: community organization, water management improvements, food security and agricultural production, business development, and cross-cutting issues, including gender mainstreaming. In the inception report Blue Gold gender approach is integrated in all program components, see annex 2 for more details. Gender performance indicators were also identified. First achievements include the recruitment of a gender balanced team of Community Organisers and Farmer Field School Organizers (50:50). The inception report also foresaw networking with similar projects on gender, which led to this network meeting.

**Char Development and Settlement Project (CDSP-IV)**, funded by the Netherlands Government and with 6 implementing partners, including BWDB as lead partner (by Irin Sultana):

Phase IV started in March 2011 focusing on the development of five new chars in Noakhali. Its main intervention areas are water management, climate resilient infrastructure, provision of legal titles to settlers, improved livelihoods, agricultural production and institutional development. See also Annex 3. Gender related achievements include a 50% female membership of their Water Management Groups, and joint female and male land titles, which means that men cannot sell the land on their own. This shared ownership also reduces polygamy and the rate of divorce. In these new settlement areas women are generally more involved in socio-economic activities than in older settlements, for example, many women are found at the markets in CDSP's project area.

**Integrated Planning for Sustainable Water Management program (IPSWAM)**, funded by the Netherlands Government and implemented with BWDB between 2003 and 2008 in Khulna and Patuakhali (by Showkat Ara):

Blue Gold, including its gender strategy, is based on earlier experiences of IPSWAM. Gender achievements during IPSWAM included men's and women's membership of Water Management Groups (WMGs) and the adoption of the Gender Strategy and Action Plan by BWDB. Examples of gender related changes: first WMG meetings in Patuakhali were held with a curtain dividing the male and female participants, but over time mixed meetings became the norm. Gender related monitoring results on "Women's Participation in Economic Activities" and "Women's Participation in Social Development and Leadership" demonstrated considerable progress between 2003 and 2007.

**Participatory Small Scale Water Resources Sector Project (PSSWRSP)**, 2010-2017, funded by ADB and IFAD, implemented by LGED (by Shamsun Nahar):

This project addresses small scale water sub-projects, each less than 1000 ha. The current phase III will work in 270 sub-projects. PSSWRSP has developed a Gender Action Plan. In particular, women's active participation in Water Management Cooperative Associations (WMCAs registered at DoC) is promoted, with at least 30% of WMCA members being women. Many WMCAs have female cashiers; of the 150 newly formed WMGs, 4 have a female chairperson. 50% of LCS members are women, most groups are mixed, with men often doing the cutting (heavy work) and women the relatively lighter jobs. PSSWRSP provides 1 day gender awareness training for WMCAs and project staff. More information is in Annex 4, which also includes an overview of demand-led IGA training. Success stories include compost making and cauliflower production.

**Research Programme on Aquatic Agricultural Systems (AAS)**, implemented in partnership with others in Khulna, Satkhira and Barguna in Bangladesh, part of CGIAR and hosted by WorldFish (by Rita Sen):

AAS-WF has developed its Gender Transformative Approach (GTA) which aims to address gender disparities in access to and control over resources and decision making by identifying critical constraints and opportunities to overcome these constraints. This approach identifies the social system and power structures in communities, and resulting research items. The programme is implemented in 16 villages, with a male and female group in each village. Of the total 925 members, 491 (53%) are women. See Annex 5.

**Integrated Farm Management Component (IFMC)**, funded by Danida with DAE as implementing partner (by Afroza Bilkis):

This is a 5 year extension of previous Farmer Field School (FFS) implemented with Danida funding. IFMC aims to implement 20,000 FFS in all districts of Bangladesh -except CHT- with modules on crops, livestock, fisheries and nutrition. The IFMC gender objective is to involve equal numbers of women in FFS and Farmer Organization activities, ensuring also women benefit and increase their confidence, their ability to earn an income, and to contribute to food security and decision making in the farm households. IFMC project document includes practical initiatives for gender inclusion at all levels, see Annex 4 for more details.

## **2. Discussion on future network meetings**

### **2.1 Existing similar gender networks in Bangladesh:**

Ms. Shamsun Nahar is the coordinator of the Bangladesh Women & Water Network (BWWN, linked to Bangladesh Water Partnership) and member of the Bangladesh Chapter of the Gender and Water Alliance (GWA), with about 60 members in total. There is also the Gender Working Group, which monthly brings together the gender focal points of about 30 INGOs, discussing a broad range of gender issues. It was concluded that the new gender network on water management and food security is not duplicating existing gender networks but rather complementing.

## **2.2 Objectives of the gender network.**

It was discussed whether water supply and sanitation (WSS) should also be added to the sectors of this Gender Network. Considering the close linkage between water management and food security, with adequate water management creating stability for food security, the meeting decided to stick to these two sectors, also because gender issues in WSS are often of a different nature than in water management and food security.

Reviewing the network's objectives as tentatively included in the invitation letter, a rewording of the second part was proposed. The objectives now read as:

- To exchange lessons learned on gender mainstreaming in water management and food security projects/programmes to contribute to more effective and more harmonized gender approaches; and
- To advocate for the adoption and/or implementation of effective gender strategies within related government institutions, as per scope of the National Women Development Policy 2011.

Interest in capacity building of each other by sharing each other's expertise within the gender network was also stressed.

## **2.3 Sharing information:**

Sharing information among each other per email will be an effective way to stay better informed on gender related issues within our sectors. It was discussed that not only gender issues of interest to gender experts should be shared, but also (or even more) gender related issues of interest to our technical colleagues. Such information could go beyond -but still related to- water management and food security issues. For example: information on a women entrepreneurship workshop relevant to business development colleagues, who need to mainstream attention to women entrepreneurship development in their component. See Annex 1 for email addresses.

## **2.4 Next meeting:**

Participants: All present were eager to continue with gender network meetings. Invitees, who were unable to participate this time, will remain on the list as long as they are interested. Gender experts working in similar water management / food security sectors can be added.

Modality and topics: Each network meeting will be organized on a rotational basis by members of the gender network. The host / organizer chooses and/or elaborates the meeting's topic and agenda.

Rilla Norslund and Afroza Bilkis offered to organize the next meeting, tentatively planned for the end of January or February 2014, and tentatively on a Sunday or Thursday, better enabling non-Dhaka based gender experts to participate. Possible topic: women's leadership development within water management and food security interventions.

## **Annexes:**

1. List of interested persons for gender network meetings
2. Blue Gold Presentation
3. Gender related activities of CDSP-IV
4. PSSWRSP Report for Gender Network Meeting
5. AAS/WF Presentation
6. IMFC presentation

## Annex 1. List of persons, projects, programs and organisations interested in the Gender Network on Water Management and Food Security.

No.	Name of project or organisation	Name of (gender) expert or contact person	Function	e-mail address
1	Helen Keller International	Ms. Ramona Ridolfi (with cc to Erica Khetran and Parvez Babul)	Gender expert	<a href="mailto:RRidolfi@hki.org">RRidolfi@hki.org</a> <a href="mailto:EKhetran@hki.org">EKhetran@hki.org</a> <a href="mailto:pbabul@hki.org">pbabul@hki.org</a>
2	IFMC program, Danida	Rilla Norslund Afroza Bilkis	Senior Advisor IFMC Master Facilitator IFMC	<a href="mailto:rilla-norslund@accesstel.net">rilla-norslund@accesstel.net</a> / <a href="mailto:rilla.norslund@hotmail.com">rilla.norslund@hotmail.com</a> <a href="mailto:afroza.bilkis@yahoo.com">afroza.bilkis@yahoo.com</a>
3	Blue Gold	Showkat Ara Begum Kitty Bentvelsen	Gender experts (national and international)	<a href="mailto:showkatara.begum@bluegoldbd.org">showkatara.begum@bluegoldbd.org</a> <a href="mailto:kbentvelsen@femconsult.org">kbentvelsen@femconsult.org</a>
4	EU Food and Livelihood Security (FSL) Project, Rajshahi with DWA	Helen Dubok	Team Leader FSL	<a href="mailto:helendubok@gmail.com">helendubok@gmail.com</a>
5	WorldFish	Rita Sen	Gender expert	<a href="mailto:R.Sen@cgiar.org">R.Sen@cgiar.org</a> , cc to <a href="mailto:k.kamp@cgiar.org">k.kamp@cgiar.org</a>
6	CDSP IV	Irin Sultana, cc to Jan van der Wal (TL)	Gender and Social expert	<a href="mailto:Sultanaislam#@gmail.com">Sultanaislam#@gmail.com</a> Cc to: <a href="mailto:Jan.wal@mottmac.nl">Jan.wal@mottmac.nl</a>
7	DAE	Ms. Tahmina Begum (ask to nominate a relevant person)	PD DAE for Blue Gold	<a href="mailto:kbdtahmina@gmail.com">kbdtahmina@gmail.com</a>
8	BWDB	Mr. Jahirul Islam (ask to nominate a relevant person) Cc to: Md Masud Ahmed and Md Shaninur Rahman	Chief Planning; PD Blue Gold; Assistant Engineer, Office of the Director Planning III	cc to: <a href="mailto:masud.bwdb@yahoo.com">masud.bwdb@yahoo.com</a> <a href="mailto:sshawn_366@yahoo.com">sshawn_366@yahoo.com</a>
9	ADB (Southwest)	Ms. Nasheeba Selim Cc to Mr. Zahir Uddin Ahmed	Gender expert ADB Project Implementation Officer resp for SW program	<a href="mailto:nselim@adb.org">nselim@adb.org</a> cc to: <a href="mailto:zahmad@adb.org">zahmad@adb.org</a>
10	SAFAL (sustainable Agriculture, Food Security and Linkages)	Selim Reza Hasan (ask to nominate a relevant person / gender expert)	Solidaridad country manager	<a href="mailto:selim@solidaridadnetwork.org">selim@solidaridadnetwork.org</a>
11	Char Livelihood Project (CLP) - DFID	Malcolm Marks (ask to nominate a relevant person / gender expert)	TL CLP	<a href="mailto:malcolm@clp-bangladesh.org">malcolm@clp-bangladesh.org</a>
12	EU Delegation Dhaka	Dr. Nicole Malpas; Ms. Michelle Cicic,	Gender focal point; ECHO	<a href="mailto:nicole.malpas@eeas.europa.eu">nicole.malpas@eeas.europa.eu</a> <a href="mailto:michelle.cicic@eu.europa.eu">michelle.cicic@eu.europa.eu</a>
13	Gender and Water Alliance Project Bangladesh (GWAPB)	Ms. Amita Dey	TL GWAPB	<a href="mailto:dey.amita@yahoo.com">dey.amita@yahoo.com</a> ; <a href="mailto:deyamita1956@gmail.com">deyamita1956@gmail.com</a>
14	Participatory Small Scale Water Resources Sector Project (PSSWRSP) -LEGD	Ms. Begum Shamsun Nahar	Gender and Development Specialist	<a href="mailto:rahans@gmail.com">rahans@gmail.com</a> cc: <a href="mailto:shaque_58@yahoo.com">shaque_58@yahoo.com</a>
15	MoWCA / Department of Women's Affairs	Md. Ashraf Hossain (ask to nominate a relevant person)	DG	<a href="mailto:ashrafhossaindilu@gmail.com">ashrafhossaindilu@gmail.com</a>
16	Dept of Cooperatives, Water Management Cell	Mr. Abul Hossain (ask to nominate a relevant person)	Joint Registrar DOC	<a href="mailto:Abul.hossain60@yahoo.com">Abul.hossain60@yahoo.com</a>
17	Netherlands Embassy (EKN)	Ms. Mushfiqua Satiar Mr Carel de Groot Mr. J.W. Nibbering	Gender and SRHR First Secretary Water First Secretary Food Security	<a href="mailto:Mushfiqua.satiar@minbuza.nl">Mushfiqua.satiar@minbuza.nl</a> <a href="mailto:Carel-de.groot@minbuza.nl">Carel-de.groot@minbuza.nl</a> <a href="mailto:Jw.nibbering@minbuza.nl">Jw.nibbering@minbuza.nl</a>
18	IWRM Unit LGED	Still to be provided		

## Annex 2. Blue Gold Presentation

### Gender Network Meeting

On Gender in Water Management and Food Security

November 12, 2013, 2 pm

Gulshan – Dhaka

Showkat Ara Begum and

Kitty Bentvelsen



### Blue Gold Program

- Overall objective: To reduce poverty for 150,000 households living in 160,000 ha area of selected polders by creating a healthy living environment and a sustainable socio-economic development.
- Program Area: Polders in Patuakhali, Khulna and Satkhira
- Duration: March 2013 – March 2019 (6 years)
- Donor: Government of the Netherlands
- Implementing partners: BWDB and DAE

### Components of Blue Gold

C1: Community Mobilization and Institutional Strengthening (Formation of Water Management Groups with option to become Water Management Cooperative Societies)

C2: Integrated Water Resources Management (enhancing flood protection by rehabilitating embankments and improving water distribution and drainage. Earthwork by LCSs)

C3: Food Security and Agricultural Development (Farmer Field Schools, -linked to the WMGs- and based on experiences in Danida funded projects)

### Components of Blue Gold(2)

C4: Business Development and Private Sector Development (Value Chain Development of selected field crops and other (agricultural) products, including supporting WMGs to develop as multi-purpose cooperatives)

C5: Cross-cutting Issues:

- Good governance
- Gender mainstreaming
- Climate Change and disaster risk reduction
- Environment
- Innovation
- And: linking to other Dutch funded projects in the same project area (e.g. on WASH)

### Status of Blue Gold

- Inception Report submitted in July 2013, including a Gender Approach and gender indicators
- 5 Polders of previous IPSWAM project selected for fine-tuning in 2014 construction season
- Strengthening / re-activating WMOs ongoing by COs
- Preparation of water management improvements ongoing
- Farmer Field School Organizers selected and currently being trained
- Preparatory activities for C4 and cross-cutting issues; mainstreaming gender on-going

### Objective of Blue Gold's Gender Approach

- To achieve Blue Gold's goal of poverty reduction
- To promote that men and women benefit more equally from BG interventions
- To improve the program's performance and increase likelihood of sustainability
- To contribute to a more effective gender approach

### Gender in Component 1

- Male and female staff collect gender-disaggregated data
- Men and women informed and targeted to become WMG member (target: >40% women)
- 50% of WMA members will be women
- In the Executive Committees of WMG and WMA women will have at least 4 of the 12 positions (>30%), including 2 of the 5 important positions
- Active involvement of male and female members in polder development plan, which includes a Gender Action Plan

### Gender in Component 2

- Men and Women's needs and priorities in validation of water management improvements;
- At least 50% of earth work by LCS, of which at least 40% by women LCSs
- Skill development training to women LCS members
- Basic facilities for (women) workers such as shade, temporary toilets, drinking water, first aid box, etc.
- Orientation to contractors on equal pay, occupational health and safety issues
- Women also represented in monitoring of construction (and O&M committees)

### Gender Issues in Component 3

- In farming systems analysis men and women are consulted
- Men and women participate in option development and planning for more suitable and profitable agricultural production
- Both men and women consulted for FFS topic selection; 50% of FFS participants will be women; all training in principle open to males and females.
- Nutrition information will be integrated in FFS modules, also for men
- Access to inputs and service provision, also for women
- Linking men and women producers with market facilities / information will be enhanced (special focus on women) with C4

### Component 4: Business Development and Private Sector Involvement (to be updated)

- Male and female producers and key informants are consulted in mapping and selection of Value Chains (VCs), ensuring that also "invisible" women are identified
- At least half of the selected VCs have segments in which women play significant roles
- Women (and men) –especially those involved in low value segments- will be supported to increase value within their segment and/or become involved in higher value segments
- Market literacy amongs female and male producers; women also participate in Farm Business (FFS) training
- Support women's decision making within value chain governance

### Gender in other cross-cutting issues

- Gender will also be mainstreamed in the other cross-cutting issues, such as DRR/Climate Change, Environment, Good Governance, etc
- Linking with other projects as Max Foundation or BRAC WASH (e.g. if need for drinking water)

### Gender in Training and Capacity Building

- Training needs assessed of male and female stakeholders, including need for gender training
- Gender (refresher) training for staff and beneficiaries; gender perspectives in all other relevant training
- All training, (overseas) study tours and exposure visits will target mixed groups of male and female participants
- Location and timing of training to be suitable for women

### Gender in Monitoring and Evaluation

- All data will be gender-disaggregated whenever relevant, at data collection, analysis and in reporting
- Specific gender performance indicators identified (at output and outcome levels)
- Baseline and impact surveys include gender related questions; men and women interviewed
- Collection of evidence of benefits of gender approach, including case studies

### Gender in Institutional strengthening, networking, coordination and staffing

- Review and update of BWDB's Gender Equality Strategy and Action Plan 2006-2011; support to its implementation
- Networking and sharing lessons on gender mainstreaming
- Coordination with relevant partners / projects in BG polders (Max WASH, SAFAL, etc)
- Community Organisers and trainers: 30-50 % female and 30% female technical project staff

### Agenda 12 November 2013

- 14.00 Introduction to the network meeting
- 14.15 Introduction of the participants, including a brief presentation of the project/program of the participants with a brief overview of current gender issues and/or gender mainstreaming. If applicable: share a successful gender lesson learnt from your project / programme / organisation as well as gender issue that still constitutes a challenge.
- 15.15 Coffee/tea and snacks
- 15.30 Discussion on the need for and purpose of future gender network meetings, arriving at concrete decisions on the way forward to achieve the objectives of the network. Issues:
- Any similar gender networks in Bangladesh?
  - Purpose / objectives of a gender network on water management and food security
  - Participants
  - Sharing information, e.g. by email
  - Topics for future meetings and modality of future meetings
  - Agreement on a next meeting: subject, tentative timing, and organisational arrangements
  - Other suggestions???

### Tentative objectives of gender network:

- To exchange lessons learned on gender mainstreaming in water management and food security projects/programmes to contribute to more effective and more harmonized gender approaches; and
- To possibly also contribute to the formulation and/or updating of effective gender strategies within government institutions, as per scope of the National Women Development Policy 2011.

(to be discussed at the first meeting)

## Annex 3 Gender related activities of CDSP-IV

### Activities:

- Women in field in situations
- Training to the staff and senior officials of agencies of TA
- Training to the WMG/SFG/LCS/LGED/LADC/FF
  - 1 day orientation
  - 2/3 days basic training on gender
  - Follow-up at regular meeting
  - Refreshers
- Annual plan on gender development
- Reflect gender progress in 6 monthly progress report
- Review and discussion with agencies and NGOs for recruiting female staff
- Attend to the WMG/WMA/SFG/LCS/TUG/LADC/FF/NGOs groups
- Attend to the PMC/TA/PNGO special meeting and FS meeting for where review gender issue
- Visit agencies/NGOs office and share with concern on gender issue
- Attend to the NGOs meeting/individual small groups meeting with women to increasing their strong participations of voices
- We high light gender aspects in report/books/brushier /poster/website/news latter.

### Achievements:

- 50% female involve in WMG
- 30-40% in managing committee of WMG/WMA
- 34% in social forestry group (SFG)
- 37% in farmers forum (FF)
- Almost 50% in LCS
- 100% in NGO group
- 100% in TUG
- 25% women as member of LADC in Urir char of Carring char as unprotected area.

Type of WMOs	CDSP-I	CDSP-II	CDSP-III	CDSP-IV	Total	Remarks
WMG	3	40	10	19	72	
WMA	0	7	1	1	9	
WMF	3	2	0	0	2	

- Total LCS 20 already been formed and 20 under formation process
- 90FF already been formed out of target 90
- SFG 150 formed out of target 400
- TUG 689 already been formed out of target 1479
- NGOs 953 already formed
- Land ownership 50% to female /wife
- Female member mostly attend all group meetings
- Reducing dowry and early marriage
- Increasing marriage registration gradually
- Increasing health and education rate in case of women
- Increasing the women participation in education
- Women participating in the value chain development activities
- Increasing gradually the presence of women in the village market
- Almost all women received/receiving legal and human rights (LHR) education.



## **Annex 4. Report for the meeting of Gender Networking on Water Management and Food Security held on 12 November 2013**

Begum Shamsun Nahar is a Social, Gender and Development Expert working mostly in the water sector for about 26 years. She has worked for DANIDA, Netherlands, ADB, IFAD, DFID, World Bank and CIDA funded project. She is also involved with many networks on women and Gender, for example she is coordinator of Bangladesh Women Water Network (BWWN) and founder member of Gender and Water Alliance (GWA). At the moment she is working as Gender and Development Specialist in the Participatory Small Scale Water Resources Sector Project (PSSWRSP) implementing by LGED and supported by ADB and IFAD.

The PSSWRSP will improve rural livelihoods through nationwide financing of investments in participatory small-scale water resources management, including flood management, drainage improvement, water conservation, and command area development (includes activities to improve surface water irrigation such as providing field channels and pipe systems), benefiting 209,000 ha of cultivable land. It will directly benefit 324,400 households (about 1.7 million people) through more intense cropping systems, increased culture fishing areas, and greater crop and fish yields. The Project period is 2010-2017. A total of 270 new sub-projects will be implemented in 46-districts and from the existing sub-projects (580 already implemented in 61 districts by the SSWRDSP-1 and SSWRDSP-2) will be graded and assessed for support through additional grant funding for 150 subprojects. The Project is expected to make significant contributions to poverty reduction in project areas. Direct benefits are expected through increases in household income by incremental net increases in the value of agricultural production, and higher returns to labor involved in this incremental production. Additional irrigation is expected to increase production of high-yielding rice varieties and additional crops.

The impact of the Project will be enhanced productivity and sustainability in agriculture in subproject areas. The outcome of the Project will be sustainable small-scale water resources (SSWR) management systems in subproject areas. There will be three main outputs: (i) institutional strengthening, (ii) participatory subproject development, and (iii) small-scale water resources infrastructure and project implementation support. The Project will strengthen LGED, IWRMU, and DOC through training in (i) project orientation and management; (ii) planning, design and construction methods; (iii) WMCA establishment and management; (iv) improved O&M; (v) environmental management; and (vi) Gender awareness.

### **Gender and Development**

#### **Key Issues**

- (i) Water management and infrastructure are considered to be the domain of men and the participation of and benefits for women from this sector are not well understood. Strong community mobilization will be required.
- (ii) Women's capacity to play an effective role in WMCAs needs to be developed. Generally, women do not own agricultural land and their participation in WMCAs needs to be promoted through mass awareness-raising activities. Although they are involved in agricultural and fisheries activities, their participation is not valued.
- (iii) The women from landless families and households headed by women are the poorest and the importance of water management as a facilitating factor for their livelihoods is yet to be understood. They have little access to social protection and livelihood support measures. They will require skills development and other support to improve their livelihoods.
- (iv) Women bear the burden of poverty in the family and they are the ones hard hit during the flooding and other calamities. They need support to overcome the impact of flooding and droughts.
- (v) The EA's capacity to promote an inclusive participatory process and facilitate empowerment of women is limited and needs strengthening.

## **Key Actions**

Measures included in the design to promote gender equality and women's empowerment—access to and use of relevant services, resources, assets, or opportunities and participation in decision-making process. Project has developed a Gender Action.

Women's active participation in WMCAs will be promoted by the clarification of organizational responsibilities. The Project will take necessary measures to promote at least one-third membership of women in WMCAs and its committees. Union *parishad* members, including women members, will be trained and encouraged to promote WMCA organization and to promote good relationships between the union *parishad* and the WMCA. The project GAP aims to ensure women's participation at all stages of the project cycle, including subproject preparation, and their participation is encouraged during construction (including earthworks) and post construction activities, including tree planting, care taking and operation and maintenance (O&M). The participation of poor women, including women heads of households and destitute women, will be particularly encouraged. The Project will ensure that women benefit from the employment opportunities created and other services provided to the WMCAs. The Project will follow the LGED's gender equality strategy and action plan.

## **The Project's Achievement till to date:**

The project provide assistance for capacity building for the staff of LGED, partner agencies, different stakeholders and the male/female members of WMCAs through Gender specific training as well as Gender session in other training.

## **Gender specific training**

Under the leadership of the project's Gender and Development Specialist the following training had been implemented already:

### **Training of Trainers (TOT) on Gender in Water management**

To ensure proper implementation of the field level "Gender Awareness Training" and "Gender Session in other Training" the project already trained 554-officials (male-409, female-145) of the LGED HQ, Project's HQ and district level Socio-economists; and the district/upazila level officers of partner agencies (DAE, DWA and DOC).

**Why Gender Matters:** This is also an awareness building program conduct as a daylong workshop to ensure that gender issue will be considered as cross cutting issue at all sorts of project interventions and activities as well as further improvement of GAP. A total of 3-batches already done for the senior officials of LGED, IWRMU, PMO and PIC consultants (88-male and 22-female) from different backgrounds; planning engineers, participatory development specialist, design engineers, training & communication specialist, environmentalists, institutional development specialists, construction monitoring quality control engineers, executive engineers, etc.

## **Gender Awareness Training**

To make people acquainted with project's gender activities and progress of Gender Action Plan (GAP) a total of 60 courses training implemented for 1875-members of WMCA, PRA (12 Firms/NGOs) staff, FSDD (10 Firms/NGOs) staff and field level project staff (male-922, female-953).

**Training on Role of Women in WMCA decision making process** held for 330 female members of WMCA. This course organize only for female members to develop their skill and encourage them to take the responsibility of the management positions and play a vital role for decision making process in WMCA so that they can be able also to influence in decision making process at home and community in future.

**Gender Awareness Training** for the Chairmen (100) and female members (140) of the Union Parishad.

### **Gender session in other training**

The project management office (PMO) organize various training on technical aspects, environmental aspects, resettlement, agriculture production, fisheries production, WMCA management, O&M, etc. The project's Gender and Development Specialist review all the course materials and develop at least one session on gender for each course for various categories of participants. A total of 53829-participants (male-35909, female-17920) from various discipline including WMCA members have received different types of training while half of them received gender session, at the first year the gender session was not included in other training.

### **Demand led training (On-farm and off-farm) and IGA livelihood training:**

- On-farm IGAs for women – duck, poultry, cattle, fisheries
- Integrated farm/crop management training
- Sustainable agriculture production
- Agriculture resource management (Value chain)
- Agriculture demonstration (seasonal crop)
- Seed production, processing and preservation
- Fish Production Technology
- Fingerlings Production Technology
- Rice fish culture
- On-site training for Fish/Vegetable/Poultry

### **Success stories:**

The sub-projects implemented under SSWRDSP-1 and SSWRDSP-2 also reviewed by the PSSWRSP and providing support to them for further improvement. For last 3-years a total of 15 women received award from LGED for their livelihood development with the support of the LGED. I added to stories from this year as below:

- Mrs. Rupbanu stood first this year on the occasion of International Women's Day (8 March) observed by LGED. She was very poor woman and received various skill developments training from the project. She developed herself as a good farmer specifically for Cauliflower production and changed her life style by the cash earning from it. Now she sends her children to school and work hard for better future. She has been chosen by Chief Engineer for a study tour to Bangalore and New Delhi of India along with other officials and representatives from rural and urban sector. LGED had been provided all sorts of assistance including financial support for this study tour. This is first time for her to go to abroad and flying by air; this is also first time for a women member of WMCA of PSSWRSP to go to abroad and travelled by air.
- A sub-project named Agrani-Gandhabbopur at Sadar Upazila of Laxmipur district stood first as a potential SP and WMCA on the occasion of World Water Day (22 March) observed by LGED.

## Annex 5. AAS/WF Presentation

### Integration of Gender Transformative Approach in AAS – WF

12 November 2013

Presented By: Dr. Rita sen, Gender  
Specialist AAS-WF

CGIAR Research Program on Aquatic  
Agricultural Systems

### Goals:

**CGIAR Research Program Aquatic  
Agricultural Systems (AAS) which  
aims to improve the livelihoods of  
those left behind by the Green  
Revolution**

Focal countries: **Bangladesh**, Zambia,  
Solomon Islands, Cambodia and Philippines

### Working Areas of Aquatic Agricultural Systems Program

1. Satkhira (Polder 3): High saline area
2. Khulna (Polder 29 and 30): Medium saline area
3. Barguna (Polder 42/F): Low saline

### AAS key activities in Bangladesh (SBPZ)

1. National level scoping: January – March 2012
2. Hub Scoping: June 2012
3. Stakeholder workshop: July 2012
4. Selection of villages (communities): August-September 2012
5. Partnership, gender, governance and nutrition analysis: October – November 2012
6. Identification of priority research issues: October-January 2012
7. Program design workshop: December 2012
8. Participatory Action Research (PAR): July 2013

### AAS activities:

AAS has been implementing its activities in 4 polder areas of Bangladesh (SBPZ): Polder 3, Polder 29 and Polder 30 and 42/F in Khulna, Satkhira and Braguna Districts.

#### Selected 16 villages :

4 villages from high Saline Area (Satkhira and Polder -3)

8 Villages from Medium saline Area (Khulna and Polder 29 and 30)

4 villages from Low Saline Area (Barguna and Polder 42/F)

### AAS activities (2):

Formed Two community farmers Groups- one Men and one Women group in each village/community

Number of farmer groups is 32

Each group consists of 25-30 members

A total of 925 farmer group members involved with AAS and out of total farmers, the number of men and women are 430 and 491.

## Gender Transformative Approach in World Fish

**Gender Transformative Approach (GTA)** aims to address the gender disparities in access to and control over resources and decision making by identifying critical constraints (underlying socio-cultural factors) and opportunities to overcome identified constraints that regulates inequalities.

## AAS : Initiatives on Gender (1):

Gender systems level research:

- Challenge pond research with focus on women
- Gender and social analysis in AAS Villages
- Changes of lives of people and using scientific agricultural Tools
- Value Chain Analysis

Partners mapping :

- Preliminary discussion initiated with BRAC, Shushilan, Nobolok, HKI, CARE, OXFAM

## AAS : Initiatives on Gender (2):

Explore Opportunities for Joint Progaming (Gender) CSISA-BD & FtF:

- ASS study help better design for CSISA
- Integration of GTAs within and in parallel to on-going agricultural activities of FtF partnership with HKI
- Impact of AQ technologies on women
  - changing role, decision making, consumption, etc .

## Issues for Consideration:

- Greater women's focus in Farmer led Research and develop women champions along with men
- Coalitions for initiating community dialogue for social change and transformation
- Intensively work with social gatekeepers, religious leaders, etc.
- Update gender policy or any gender guideline (if any)
- Gender training for the AAS staff

## Annex 6 IMFC presentation

### Welcome from IFMC

#### IFMC Strategy on Gender Action

Presented by  
Ms. Rilla Norslund  
Senior Advisor, IFMC

### Integrated Farm Management Component (IFMC)

- IFMC is a Danida/GOB funded, 5 year extension project.
- The main activity is the implementation of 20 000 Farmer Field Schools with modules on crops, livestock, fisheries and nutrition.
- There will also be support to the establishment and capacity building of Farmers' Organizations

### Gender strategy

The IFMC objective in terms of gender is that a large number of women will be effectively involved in and benefit from FFS and FO activities. They will increase their confidence, their ability to earn an income, and to contribute to food security and decision making in the farm households.

The IFMC document includes practical initiatives for gender inclusion at all levels including objectives, outputs, activities, inputs, implementation arrangements, indicators, targets and M&E.

### IFMC Strategy on gender action

Output	Event	Action taken in IFMC
Marginal and small farm household have increased and diversified agricultural production	FFS formation	<ul style="list-style-type: none"> <li>• Select both male &amp; female household members.</li> <li>• Priority to women-headed household.</li> <li>• Where no male household members is present invite 2 women.</li> <li>• Stimulate women to actively participate in all modules.</li> </ul>
	Baseline survey	Baseline survey includes gender specific targets, addressing: <ul style="list-style-type: none"> <li>• control of household resources and income</li> <li>• inter-household decision making.</li> </ul>

### IFMC Strategy on gender action

Output	Event	Action taken in IFMC
	FFS curriculum	<ul style="list-style-type: none"> <li>• Prepared women relevant FFS curriculum.</li> <li>• Women are stimulated to actively participate in field work.</li> <li>• For high value crops select crops with high female participation</li> </ul>
	Farmer Facilitators	<ul style="list-style-type: none"> <li>• Encourage successful female FFS participants to become farmer facilitators</li> <li>• Encourage participation of female FFs on equal footing with male FF</li> <li>• Address practical obstacles to participation, including facilities for children during training and consider travel and transport issues.</li> </ul>

### IFMC Strategy on gender action

Output	Event	Action taken in IFMC
Farmer Organizations actively serving members	Farmer Organization	<ul style="list-style-type: none"> <li>• Equal representation of EC. At least 1 women in the 3 key EC members.</li> <li>• FO module includes men and women, and is held at convenient time for both.</li> <li>• Facilitators encourage women to attend.</li> <li>• Income generating and marketing activities target high female participation.</li> <li>• Allocation of special funds for women activities and social activities.</li> <li>• Select &amp; include women for leadership training</li> </ul>

### IFMC Strategy on gender action

Output	Event	Action taken in IFMC
Skilled & capable GOB and project staff	DTs	<ul style="list-style-type: none"> <li>• Include 50% female SAAO per Upazila (if possible).</li> <li>• Select all available female AEO.</li> <li>• Encourage female SAAO to participate.</li> <li>• Special attention to topics relevant for female farmers on which DAE staff is untrained.</li> <li>• Gender specific TORs and job descriptions.</li> </ul>

### IFMC Strategy on gender action

Output	Event	Action taken in IFMC
Gender mainstreamed by IFM Component management	<ul style="list-style-type: none"> <li>• Attitude, Training.</li> <li>• JD</li> <li>• Gender Focal Points</li> </ul>	<ul style="list-style-type: none"> <li>• All staff screened on gender attitude.</li> <li>• Staff level Training covering all aspects of gender including sexual harassment.</li> <li>• In all job descriptions specific reference to gender aspects of the duties.</li> <li>• Gender Focal Point not by default a women.</li> </ul>

Thanks to all