
UPDATED GENDER ACTION PLAN OF BANGLADESH WATER DEVELOPMENT BOARD

FINAL DRAFT

TIMEFRAME: 2018-2023

BANGLADESH WATER DEVELOPMENT BOARD

INTRODUCTORY MESSAGE

Acronyms

BGP	Blue Gold Program
BWDB	Bangladesh Water Development Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
GAP	Gender Action Plan
GEC	Gender Equity Committee
GESAP	Gender Equity Strategy and Related Action Plan 2006-2011
GoB	Government of Bangladesh
GoN	Government of the Netherlands
HR	Human Resource
HRD	Human Resource Development
IPSWAM	Integrated Planning for Sustainable Water Management
LCS	Labor Contracting Society
M&E	Monitoring and Evaluation
MOWR	Ministry of Water Resource
MoWCA	Ministry of Women and Children Affairs
MDG	Millennium Development Goal
PAP	Project Affected Persons
PC	Polder Committees
PD	Project Directors
PMIS	Personnel Management Information Systems
PRSP	Poverty Reduction Strategy Papers
SPC	Sub-Polder committee
SDG	Sustainable Development Goal
TA	Technical Assistance
ToR	Terms of Reference
UP	Union Parishad
VGD	Vulnerable Group Development
WMA	Water Management Association
WMG	Water Management Group

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Gender Action Plan of Bangladesh Water Development Board

1. Introduction

Women comprise more than half of the world's population, but put in two-thirds of the world's working hours. Still, women are poorer than men in terms of property ownership, access to resources and power in most parts of the world. They bear a disproportionate burden of poverty in the world. In most developing countries, inequities/inequalities between men and women remain major obstacles to the wellbeing of millions of people in the family and society.

The growing awareness of gender inequalities has led to women's demand in national and international arenas for greater equality in every walk of life: education, employment, property, wages, etc. As a result, a variety of programs have been undertaken that focus on transforming gender relations in society and increase women's ability to act as decision-makers in the family and in society. These initiatives may address women's practical needs but also seek to improve their political participation, economic strength, education and skills, organizational capacity, and ability to become equal partners with men in the collective struggle for a better life.

In Bangladesh, too, the government and non-governmental organizations have acknowledged the urgent need to ensure women's participation in the workforce and decision-making processes. Although tremendous progress has been made in the field of women's rights over the past three or four decades, there is still much work to be done. Many major institutions in Bangladesh remain predominantly patriarchal spaces, with limited opportunities available to women to become equal stakeholders within the organizations.

1.1 Gender and National Perspective

Women comprise of 50% of its total population. Women's development is, therefore, a pre-condition to national development. It is imperative to establish equal opportunity and rights to ensure national development. The main objective of the National Women Development Policy was to promote the cause of women in society who had suffered abuse and neglect for ages. In 1997, the National Women Development Policy was formulated following consultations and exchange of views with women's rights activists and reflected their long struggle to establish their rights. To ensure women's development and empowerment, the National Women Development Policy 2011 has been approved by the government of Bangladesh.

1.1.1. National Women Development Policy and GAP

The Government of Bangladesh (GoB) has developed and approved the National Women Development Policy for advancement and empowerment of women in the country. The main objective of the policy is to mainstream women's development into policies, programs, projects and activities of all ministries of the Government. Therefore, members of the Ministry of Water Resources are obliged to promote gender equity in their own internal operations, programs and services through directives. Such as the Constitution and the Government

The Ministry of Women and Children Affairs (MoWCA) has been implementing different programs to alleviate poverty, stop abuse, stop trafficking of women, and ensure safety of women in all areas including their workplace with a view to ensuring full and equal participation of women in socio-economic activities. Under the safety net for women, there are programs such as allowance for widows and for women whose husbands have abandoned them; programs for lactating mothers in urban areas; vulnerable group development (VGD) program for food security of distressed women; and poverty alleviation loan programs, etc.

This Gender Action Plan (GAP) for BWDB has been designed taking into consideration all the issues of women's empowerment highlighted in the National Women Development Policy such as the following:

- Establish equality between men and women in all spheres of national life
- Establish women's human rights
- Ensure women's security in all spheres of the State, society and family
- Poverty alleviation program for women
- Women's social, economic and political empowerment
- Women's active participation in the agricultural sector

1.2 Sustainable Development Goals and Gender Action Plan

After 1971 Bangladesh started its journey towards development. Rio Earth Summit of 1992 was an important international initiative to accelerate the development process in the world. After the Millennium Development Goals (MDGs) era and the Rio Summit, Bangladesh emphasized internal development, including universal education (especially for women), child and maternal health, sanitation, international cooperation, good governance, and technology. In these aspects Bangladesh's achievement is higher than its neighboring countries, including India and Sri Lanka. On the basis of Sustainable Development Goals (SDGs) Bangladesh is now preparing to achieve its socio-economic targets.

Bangladesh is a disaster-prone country due to its hydrological and geo-morphological realities, its location at the bottom of three major river systems - the Ganges, the Brahmaputra, and the Meghna (GBM) - and being bound on the south by the Bay of Bengal. Considering the evolving climate change, the country has begun to be visited by extreme climatic events more frequently. These climatic events cause adverse socio-economic consequences for the affected people and, therefore, are a major concern for national socio-economic progress. The Gender Action Plan has been developed in line with the SDGs Goal 6 and Goal 13.

1.3 Gender in BWDB

The BWDB has made significant progress in addressing gender equity as prescribed in the constitution as well as the National Policy for Advancement of Women and National Action Plan. Steps towards women's involvement in the water sector are obvious in the Guidelines for Participatory Water Management (GPWM-2000), which mandate that 25% of earthwork be reserved for local disadvantaged community including landless workers, of whom 30% members must be women. Both the GPWM and the Participatory Water Management Rule (PWMR-2014) reserved 30% quota for the Women in Water Management Organisations

(WMOs). Women's involvement in the planning and management of programs in all of BWDB's activities was also an important step. There is growing collaboration with other sectoral ministries and departments having programs for promoting gender equity.

Since 1975, the Government of the Netherlands (GoN) has been supporting the BWDB in implementing water resource management/development projects in Bangladesh. Community level Participatory approaches were introduced during the Integrated Planning for Sustainable Water Management Project (IPSWAM, 2003-2011) co-funded by GoN.

The Gender Equity Strategy and Related Action Plan, 2006-2011, was formulated for BWDB during the IPSWAM project period. This strategy was based on the concept of "gender equity" or fairness and justice in the distribution of benefits, opportunity and responsibilities between women and men. After the successful completion of IPSWAM project, the Blue Gold Program (BGP) of BWDB was formulated to continue and consolidate the momentum and achievements of the IPSWAM project. The BGP initiated in 2013 with wider and integrated issues, sectors and activities. In the inception report of BGP, it is stated that "The BWDB Gender Equity Strategy and Related Action Plan (2006-2011) will be reviewed and updated in cooperation with all BWDB stakeholders."

1.4 Gender Equity Strategy of BWDB

The Gender Equity Strategy aims to take a sustainable approach seeking solutions with minimal cost implications. This approach means the program will be incremental, building towards full integration of gender equity in the programming of BWDB in an ambitious, yet rational way.

This strategy does not stand on its own or as an add-on. It can be effective if it is mainstreamed into the regular and ongoing functions of the BWDB. The goal of the strategy is as follows: "The BWDB will work to ensure gender equity in the efficient development, conservation and management of water resources and in all its activities through the empowered participation of staff and communities."

The principles of the strategy are:

- Participation/partnership
- User-centered
- Accountability
- Transparency
- Sustainability
- Empowerment
- Evidence-based
- Ownership
- Human rights

2. Objectives of updating the Gender Action Plan (GAP)

The main objectives of updating the Gender Action Plan are as follows:

- Promote gender equality and empowerment of women staff and professionals working in BWDB according to the mandate of BWDB and its focus on equity.
- Promote gender responsiveness among the staff.
- Mainstream gender in planning, designing, operation and maintenance, program and monitoring, administration, finance, accounts, and audit-related activities in line with BWDB.

3. Rationale for updating the Gender Action Plan

It has been nearly 11 years since the Gender Equity Strategy and related Action Plan was developed in IPSWAM.

In the Inception Report of BGP, it is stated that: "The BWDB Gender Equity Strategy & Action Plan (2006-2011) will be reviewed and updated in cooperation with all BWDB stakeholders" under BGP. In this regard BWDB reformed BWDB Gender Equity Committee on September 2, 2014 to assist the consultant of the BGP for updating the GAP. A meeting was held on May 18, 2015 with the chairpersonship of Chief Planning, BWDB, Dhaka and convener of BWDB Gender Equity Committee. It was decided in the meeting that the process will be initiated with the financial support of BGP to facilitate the updating of the GAP in the present context.

4. Timeframe

The total timeframe for implementing the GAP will be 5 (five) years. However, each Office/Directorate can have its own plan for the implementation of the plan.

5. Budget

Budget provision should be made for Gender Sensitize activities in all the DPP supported by the GoB or Development Partners. Chief Planning of BWDB will explore the opportunity of budget/fund from other sources like Ministries, international and national sources, development partners etc.

6. Monitoring

BWDB will work to uphold gender equality in its internal structure and work processes by ensuring that the gender strategy objectives and targets are regularly monitored and reviewed to assess effective implementation of the strategy, as well as ensuring the gender-specific impact of all BWDB programs and projects. Gender should be incorporated as a cross-cutting issue in implementation, monitoring and evaluation processes.

It is important to monitor both qualitative and quantitative results, with reference to targets set in the Action Plan.

There exists a fundamental distinction between two types of data: qualitative and quantitative. The way we typically define them is that we call data 'quantitative' if it is in numerical form and 'qualitative' if it is not.

Quantitative data are measures of values or counts and are expressed as numbers. Quantitative data are data about numeric variables (e.g. how many; how much; or how often). Qualitative data are measures of 'types' and may be represented by a name, symbol, or a number code.

7.1 Organizational Level

BWDB Data/Information

The importance of accurate and useable data and information is very much essential in assessing progress in any developing area; gender equality is no exception. It is essential when setting indicators to ensure that it is possible to collect the information needed to measure progress.

BWDB regularly collects data for its activities.

Main activities	Responsibilities	Timeframe
Develop a coordinated approach to baseline information contributing to monitoring and evaluation	Staff Development Directorate & BWDB Secretariat	2018 -2019
Review the Gender Related Data presentably being collected for the PMIS and necessary rationalization or modification considering the present need of gender equity.	Staff Development Directorate	2018-2019
Gender-related data should be sent to Staff Development Directorate regularly and in a timely manner.	Staff Development Directorate, BWDB Secretariat and all the offices of BWDB	2018 and will continue
Field offices should maintain gender-disaggregated data.	Zonal offices and other field level offices	2018 and will continue
Field employee should be trained to collect, analyze and use gender-disaggregated data	Training and Staff Development Directorate	2018 and will continue

Practice

All the offices of BWDB

BWDB Human Resource

The human resource functions of an organization are the key to ensure gender equity. Most organizations are often unable to ensure fair and just distribution of benefits and

responsibilities between working men and women. This inequality impacts negatively on the organization. It is important to take steps to address gender inequality.

Main activities	Responsibilities	Timeframe
Plan to increase women employee in the field level positions and offices (like accounts offices, chief water management offices etc), especially in the office of the Executive Engineer.	BWDB Management	2018-2019
Ensure at least one woman member in the recruitment committee/all committees formed at BWDB. Women participation in the committees should be rational and representative.	BWDB Management	2018 and will continue
Women employee need to be briefed on the importance of field positions and participation in the committees for career development. Regular briefing sessions will be organized to motivate female employee.	BWDB Management	2018 and will continue

Practice

Some of the key issues in human resource are:

- Recruitment
- Posting
- Women and family-friendly policies
- Social safety and harassment

Welfare of the Women

Welfare is the provision of a minimal level of well-being and social support for citizens and other eligible residents who lack sufficient means to support basic needs. In most developed countries, welfare is mainly provided by the government from tax revenue, and to a lesser extent by NGOs, charities, informal social groups, religious groups, and inter-governmental organizations.

While social assistance policies provide an important safety net when individuals are not in a position to cover their own basic needs, long-term dependence on welfare is not in the best interests of women or their families. Dependence on social welfare is a risk factor for poverty.

Main activities	Responsibilities	Timeframe
Every female employee in BWDB should be treated as an individual entity and has equal opportunity to avail every official facilities or privilege following existing rules and regulations applicable for the government employees.	BWDB Management	2018-2022 and will continue.
Promotion, transfer and posting should be based on the existing rules and regulations of BWDB .Women	BWDB	2018-2022 and

employees are encouraged at field level posting.	Management	will continue
Facilities and amenities should be ensured for women employee for field positions (such as accommodation, transportation, scholarship for their children, study tour, etc). Posting/duty stations of the spouse should be consider as per the GoB rule and nearby/same administrative District/Upozilla.	BWDB Management. Head of respective Offices	2018-2022 and will continue
Process should be started for field postings of women employee up to the District and Upozilla level offices like Divisional Offices (Executive Engineer office), Accounts Offices, Extension and Water Management Offices of the BWDB at Project and Polder level.	BWDB Management	2018-2022 and will continue
<p>Practice All the offices of the BWDB and projects.</p>		

Women and Family-friendly Policies

There are a lot of things that make work-life issues more challenging for women employee. It is difficult for most of the women to get access to the public transport and locating affordable childcare, especially when they tend to work unusual hours, is a real hindrance. Because of this, sometimes these workers have to rely on support from their older children in order to settle work-family conflict. Thus women and family-friendly policies can work towards overcoming to a significant extent the imbalances. If employees feel their organization supports them, they become more committed to the organization.

Main activities	Responsibilities	Timeframe
Field-level facilities need to be ensured (housing, transport, toilets etc.) for women employee.	Zonal Chief Engineer	2018 and will continue
Spouses (husbands/wives) need to be briefed on the importance of field positions.	Directorate of Personnel / ADG (Admin)	2018 and will continue
<p>Practice Dhaka office, zonal offices and field offices</p>		

Posting and Transfer of Female Employees

Transfer policy has been a topic of interest for many candidates who are willing to join the sector. Especially when it comes to female employees, the transfer policy seemed to affect them more severely, as they would face hardships and security problems staying away from their families. It is thus important to focus on the improvement of work conditions and support facilities at the field level as well as all levels to ensure that women are able to work comfortably and contribute in BWDB without stress.

Main activities	Responsibilities	Timeframe
At the time of posting and transfer of a female employee, the work station and place of residence of the husband or parent will be considered. Similarly, in case of a male staff, the work station of the wife will be taken into consideration.	Directorate of Personnel/Directorate of Staff Development	2018-2020 and will continue
During the period of pregnancy, i.e. from the first month until the sixth month, after child birth, the female employee will not be transferred from her workplace or duty station.	Directorate of Personnel/Directorate of Staff Development	2018 and will continue
Women employee briefed on importance of field positions for career development.	BWDB Management	2018 and will continue

Where to use

Dhaka office, zonal offices and field offices

Harassment and Safety

Within the last decade, more women have entered the workforce. As their numbers have surged, their vulnerability to harassment has also increased, which has had an adverse impact on women, including on their work, confidence and productivity. Harassment and safety covers a range of safety issues including sexual harassment and safe working conditions.

Social safety is another important issue. This covers a range of safety issues in the organization.

Main activities	Responsibilities	Timeframe
Guidelines should be developed (follows by Government rules) for addressing harassment issues.	BWDB Management	By 2018-2019
The Sexual Harassment Prevention Guideline of the High Court needs to be disseminated among all employees of all offices of BWDB.	Gender Equity Committee, Training Directorate	By 2018
A session on sexual harassment should be included to		By 2018

give a clear understanding on sexual harassment in the gender training.	Training Directorate	and will continue
In each of the directorate/department/cell/divisional offices a small committee should be formed to address harassment issues. The Committee will follow up routinely (say bi-monthly). Executive engineer could be the convener of the committee. Ensure women's participation in the committee. A simple guideline can be developed for handling the cases.	BWDB Management	By 2018
Practice		
All the offices including field offices		

Training

Employee training, conducted on a regular basis, are designed to enhance knowledge and skills relevant to an employee's role. There are many reasons why employers might offer training, including inducting new recruits and keeping existing staff up to date with changes in technology. If gender is included in the induction training of all BWDB employees, it will play an extremely important role in gender mainstreaming and career development.

Main activities	Responsibilities	Timeframe
All existing internal/external training nominations process will be reviewed and options will be identified to make them gender equitable. Selection of candidate for training is made on the basis of seniority and participation in prior training or number of trainings participated/attended earlier.	Directorate of Training	By 2019 and will continue
The female employee should have equitable access to training.	Directorate of Training	2018 -2023
Training should support work performance and career development.	Directorate of Training	2018 -2023
Every year, an annual training plan will be made by the training unit/directorate of BWDB to ensure that the female employee are getting equal opportunities to attend both local and foreign training courses.	Directorate of Training	By 2018 and will continue
It should be ensured that sufficient funds are available for the training of female employees at all grades.	Directorate of Training	By 2018 and will continue
While attending training, a female employee will be allowed to bring her baby (up to age 2 years) along with her to the training center. She may also bring an attendant with her but expenses on account of that will have to be borne by her.	Directorate of Training	By 2018 and will continue
A session on Gender Equity will be included in the foundation course.	Directorate of Training	By 2018 and will continue
Gender issues incorporated at all levels of technical training. As per ADP guideline reduce poverty alleviation and income generating initiatives for women should be designed.	Directorate of Training	By 2018-2019

Professional development and project management programs for women should be designed and implemented.	Project Directorate	By 2018 and will continue
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Practice

All the offices of BWD/Project Directorate.

Participation

Participation is one of the most important parts of ensuring gender equity and equality. Participation in relation to gender equity aims to deal with representation of both men and women in a range of forums from Water Management Groups (WMGs) and committees within BWDB. For increased participation of women a coordinated, motivated and consistent approach is necessary.

Main activities	Responsibilities	Timeframe
At least one female employee will be included in each committee formed by BWDB. The women participation in the committees should be equitable and rational.	BWDB Management	By 2019 and continue
Women employee should be motivated to participate in meetings organized by BWDB.	BWDB Management	By 2018 and continue
Motivate women employee to participate in different gender-related meetings/workshops/discussions organized by GoB, Ministries, NGOs and civil society.	BWDB Management	By 2019 and continue
Participation skills of female staff to be strengthened through relevant training.	BWDB Management	By 2018 and continue

Practice

All the offices of BWDB.

BWDB Support Facilities

An organization must provide the proper workplace facilities for everyone in the workplace, including people with disabilities. However this doesn't have to be complicated or time-consuming. It includes a range of resources and facilities. These facilities contribute to the ability of staff to take up employment and contribute equally in the workplace.

BWDB centrally and its programmes and project will work towards gender-equitable support facilities and working environment such as separate toilets, daycare facilities, prayer room/space, transport, housing, etc.

Main activities	Responsibilities	Timeframe
Ensure separate toilets for men and women in all offices including zonal/field offices of BWDB.	BWDB Management	By 2019 and

		continue
Ensure prayer rooms/common room for men and women in all offices including zonal/field offices of BWDB.	BWDB Management	By 2018 and will continue
Leased buildings: agreements made with landlords/owner of the building for arranging of adequate toilets and prayer space/room for women and men in each building.	Directorate of Estate	By 2019
Provision for daycare center especially in the newly constructed buildings of BWDB Pani Bhabon in Dhaka and divisional level and field offices.	Directorate of Welfare	By 2019
A room needs to be allocated in the training center for the lactating mothers.	Directorate of Training, Directorate of State and Training Centers	By 2018

Practice

All offices including zonal and field offices and in the training centers of BWDB.

BWDB Contracts

The implementation of different structural works under BWDB is being undertaken by contractors and earthworks are being done by LCSs under the supervision of BWDB field divisions through contracts. To ensure gender equality of employees/ workers/labors appointed by contractors, gender issues should be incorporated in the Particular Conditions of Contracts (PCC) of the tender documents.

Main activities	Responsibilities	Timeframe
Encourage to include female employee/officials in Tender Evaluation Committee.	BWDB Management and zonal/field offices	By 2018 and will continue
Take initiatives to increase women's active participation in procurement related committees.	Zonal offices	By 2018
Secure at least 30% participation of women in earthwork carried out by contractors. Tender document should take the responsibilities of this issue.	Zonal offices/ projects	By 2018

Practice

Zonal and field offices and in the training centers of BWDB

Introduction of Gender-Sensitive Organizational Culture

Gender is a social construction and socially transmitted behavior; it is all about norms, values and customs that people share with one another. Hence, culture is a way of life of its members, the collection of ideas and habits which they learn, share and transmit from

generation to generation. Culture develops as people interact with one another over time. Therefore, it's very important to create a gender sensitive organizational culture which is women friendly, which values and respects women.

Main activities	Responsibilities	Time frame
Gender Equity Committee (GEC) updated and activated.	Management of the BWDB	By 2018 and will continue
GEC reviews and finalizes the updated GAP.	Gender Equity Committee	By 2018 and will continue
GEC initiates for approval of updated GAP.	Gender Equity Committee	By 2018 and will continue
All the offices including Divisional Offices of BWDB can organize a half-day/two-hour session on gender issues once or twice a year or on special day like Begum Rokya Day. The session guideline can be developed with the help of a consultant.	Training Directorate / Divisional Offices	By 2018 and will continue
A network (with male and female staff) will be formed to ensure gender equity in BWDB. Members can be selected from all the offices of the BWDB. Members will communicate and exchange ideas/issues regularly.	BWDB Management	By 2019 and will continue
A coordinator/convenor will be selected to coordinate the gender-related activities in BWDB.	BWDB Management	By 2019 and will continue
There may be one Gender-Sensitive Officer or Focal Person in every Superintending Engineers Offices, Executive Engineers Offices, Accounts and other offices who will be assigned to look after the gender issues including operational, administrative, capacity building, capacity enhancement and welfare.	Senior management of BWDB and Head of each offices	By 2018 and will continue
Regular gender orientation programs should be conducted in every unit/ program during monthly/quarterly meetings.	BWDB management and Training Directorate	By 2018 and will continue
Special emphasis shall be given to gender-awareness-building of male personnel.	Training Directorate	By 2018 and will continue
Booklets, leaflets, souvenirs, posters and such documents will be developed and distributed time to time and on special events to generate gender sensitivity among staff members of BWDB. Posters will be displayed at appropriate manner and places.	BWDB Secretariat and Public Relations Office, BWDB.	By 2018 and will continue
Special days in connection with women and gender issue (like International Women's Day, Rokeya Dibosh, and Girl Child Day) will be celebrated in the Headquarter as well as	BWDB and Head of each offices	By 2018 and will continue

in the Zonal /field offices to create mass awareness among employees.		
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Practice
All the offices of BWDB.

Monitoring and Evaluation

Gender-sensitive monitoring is a systematic and objective assessment of the design, planning implementation and results of an ongoing activity, project, program or policy from a gender perspective. It takes into account the information and data collected and collated in the course of different planning and implementation phases of the policy or program, as well as other knowledge and sources. Persons responsible for monitoring should have gender expertise and the criteria for monitoring, methods and reports should integrate gender equality considerations.

Main activities	Responsibilities	Time Frame
BWDB will develop guidelines to ensure gender equity as a component of all evaluation processes for Monitoring and Evaluation (M&E) purpose, covering both qualitative and quantitative measures. Encourage and ensure women participation in monitoring and evaluation system of the BWDB.	Chief Planning/ Chief Monitoring.	By 2018 and will continue
Ensure gender equity elements and activities in annual reports.	Monitoring Office of the BWDB. M&E employee both at central and project level.	By 2018 and will continue
Unit chiefs of all the units/ directorates will be responsible to promote gender equality and women’s empowerment. The actions will be reviewed annually by a body approved by BWDB. It will set specific targets to address gender inequality issues for a given year and outline clear roles and responsibilities for relevant staff. Progress will be monitored and at the end of each year progress evaluation will take place and future course of action will be prepared.	Monitoring Office of the BWDB. M&E Officers/Employee both at central and project level	By 2018 and will continue

Practice
BWDB programs and projects.

7.2Community Level

A community involvement program is a process in which community participation is used to improve major decisions during the planning, implementation, operation and maintenance stages of a project. Community involvement should also be key in the monitoring and evaluation stages. A good community involvement program contributes to the best possible development decisions. To ensure gender equality and justice women's participation in the community development programs are necessary. BWDB is ensuring community participation through different programs and projects and involving women in different stages of the implementation process. Before formulating and during the preparatory stages of the project, organize and coordinate face-to-face meetings with community, especially with women members and local level institutions to present the proposal and recognize their concerns, needs, perceptions, insights, and issues requiring resolution and potential solutions.

Main activities	Responsibilities	Timeframe
Organize gender/women leadership training for WMG and WMA members. Encourage the Women members to take active role in LGI.	Training Directorate /Zonal offices	By 2018 and will continue
Arrange portable toilets for women workers while working in the working site.	Zonal and field offices	By 2018 and will continue
Arrange for daycare facilities/shades for children so that women can go to work. If possible organize pre-schooling in the community. More women will be involved in LCS.	Zonal offices and field offices	By 2018 and will continue
Ensure minimum 30% for women in WMGs.	Zonal/Circle/Division offices and Extension offices of Water Management wing	By 2018 and will continue
Encourage women group members to be inducted in the executive committees and capacitate them to discharge their responsibilities as the committee member.	Division offices and Extension Offices of Water Management wing	By 2018 and will continue
Form a sub-committee within WMG to protect elderly persons, women and children during a disaster period.		By 2018 and will continue
Special sensitization program and propaganda for boys and men on violence against women.		By 2018 and will continue
Ensure women members' access to the Khas land and/or common resources of the area of the Projects/Polders.		By 2018 and will continue
Conduct training on gender and the role of women in water management for the WMGs and WMAs.	Chief Water Management/ Training Directorate	2018 -2020
Ensure women member's participation in the earthwork of the area of the Projects/Polders.	Division offices and Extension Offices of Water Management wing	2018-2023

Time and venue of the meetings need to be considered when arranging the meetings.	Zonal/Circle/Division offices and Extension offices of Water Management wing	2018-2023
Ensure and encourage women's participation in meetings and decision making in the WMGs and WMAs	Zonal office/ field offices and Extension Offices of Water Management wing	2018-2023
Sensitize men to collect water, fuel and fodder to reduce burden on women.	Zonal office	By 2018 and will continue
Arrange courtyard meetings for men to participate in household work so that women can work and earn income.	Zonal office and field offices	By 2018 and will continue
Conduct adult literacy courses, especially for women.	Zonal office and field offices	2019-2023
Advocacy in the community to consider women as farmers.	Zonal office and field offices	2019-2023
Consider women's decisions in socio-economic survey.	Zonal office and field offices	By 2018 and will continue
Ensure women's participation when taking a decision in the WMGs and WMAs.	Zonal office and field offices	2018-2022
Ensure budget/support for WMGs and WMAs in income generating activities or joint activities (such as jointly buying agricultural inputs or jointly selling a produce, e.g. harvested grains).	Zonal and field offices office	By 2018 and will continue
Fifty Per cent of the employment opportunities created by civil work and 20 % employment generated by selling of Smart Card Recharge will be reserved for woman.	Zonal and field offices office	By 2018 and will continue
Social security will be enhanced by distributing reclaimed Khash land to women.	Zonal and field offices office	By 2018 and will continue
Arrangements will be made to distribute houses/dwellers (to be constructed) to destitute women of Char and Hawar.	Zonal and field offices office	By 2018 and will continue

7.3 Project Level

Activities/Issues	Responsibilities	Timeframe
All projects will have a gender focal person to promote gender in the project area.	Project Director and / or Project Office.	By 2018
Ensure minimum 30% quota for intake of women in Water Management Organizations like WMGs, WMAs etc.	Project Director.	By 2018 - 2020
All projects should have a gender policy or indicating to	Project	By 2018

follow the Government Policies and Rules in the project documents.	Director/Joint Chief.	
Projects should conduct gender and leadership training for project staff and also for the staff of BWDB (in their project areas) and for beneficiaries.	Project Manager of the respective projects.	By 2018-2023
Projects should ensure separate toilets in all the project offices and portable toilets for women beneficiaries.	Project Manager of the respective projects.	By 2018
Projects should ensure temporary shades for lactating mothers.	Project Manager of the respective projects.	By 2018
Project should initiate a program for boys and men in the community to address gender-based violence in their areas. BGP already initiated programs in the field.	Project Manager of the respective projects.	By 2018
Establish easy communication linkages with BWDB to facilitate implementation of any planned activity.	Project Manager of the respective projects.	By 2018
Arrange courtyard meetings for men to participate in the household work so that women can work and earn income. BGP implemented the programs in the field.	Project Manager of the respective projects.	By 2018-2023

Conclusion

The above strategic objectives have been developed for BWDB central body and general programs and projects. Generally, BWDB central body will tend to take strategic role and the programs and projects on implementation role. Within programs and projects there will also be an opportunity for innovation and pilot testing of new approaches to a range of issues including issues related to gender equality.