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Blue Gold Program Wiki

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# File:BGP case study women in leadership v3.0.pdf

From Blue Gold Program Wiki

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**Context**

Very few women in Blue Gold Program (BGP) polder communities held leadership positions before BGP started in 2013. A 2017 study found that in polders where BGP had recently started operations, both men and women considered leadership for women as unattainable.

On the contrary, in polders where BGP had worked for 3-4 years, women's leadership had become more acceptable. By end 2019, acceptance of women's leadership had increased also in the 'new' polders, and women indeed occupied more leadership positions. How was this change achieved?

**Blue Gold approach to women and leadership**

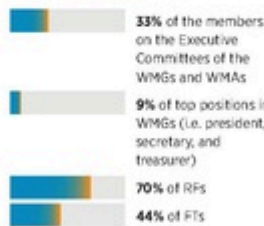
- Emphasise that women can participate in BGP activities on equal footing with men
- Consider men and women as equals, e.g. in training sessions
- Provide knowledge and skills to men and women. 'Knowledge is power' also applies to women
- Identify women with talent and potential as candidates for leadership positions and who can become role models for others
- Offer special support and encouragement to women
- Conduct activities such as gender Courtyard Sessions (CYS), gender and leadership training, and other training and events promoting women's empowerment

In particular, Blue Gold promoted women's leadership in positions such as Executive Committee member of Water Management Groups (WMGs) and Water Management Associations (WMAs), as Resource farmers (RFs) and Farmer Trainers (FTs), and as entrepreneurs such as input suppliers and vaccinators.

**Results**

Participation in Blue Gold activities triggered the interest of many women. Women started to realise that they can also take up initiatives and fill leadership positions.

**Women leadership positions directly promoted by Blue Gold**



**Changes at the end of Blue Gold**

- There are now more women in leadership positions and they are more self-confident than before
- Women in leadership positions within WMGs and WMAs are now more vocal, active, and confident than they were at the outset of Blue Gold

**Spin-off: opportunities for higher-level leadership positions**

Women who perform well as leaders at the local level use their experience to take opportunities for higher-level leadership positions, such as those in Union Parishads (UPs). A number of female Farmer Trainers were offered better jobs, and a few women leaders grew in the role of conflict resolution.

In the 2016 UP elections, 25 women were elected in the Blue Gold area who had developed their leadership experience as WMG Executive Committee members.

BGP case study women leadership v3.0 12 January 2020



**Women's leadership in higher-level positions**

Management decision-making, in particular in a union, has long been the domain of men. The new reality presents women's participation in union and polder work, and in leadership roles, is a new trend that is changing the way things are done. The union and polder management are now more open to women's leadership, and women are starting to take on more responsibilities. This is a positive sign for the future of women's leadership in the region.

**Women's story**

As a woman who has been active in her community, she has been able to take on more responsibilities. She has been elected to the Executive Committee of the Union Parishad, and she is now working as a Farmer Trainer. This is a great achievement for her, and it shows that women are becoming more active in leadership roles.

**Blue Gold**

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Size of this JPG preview of this PDF file: [424 × 599 pixels](#). Other resolution: [170 × 240 pixels](#).

[Original file](#) (1,240 × 1,753 pixels, file size: 1.77 MB, MIME type: application/pdf, 2 pages)

## Summary

Enhancing women's leadership

## File history

Click on a date/time to view the file as it appeared at that time.

Date/Time	Thumbnail	Dimensions	User	Comment
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current [05:31, 18 March 2021](#)



1,240 × 1,753, 2  
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## File usage

There are no pages that use this file.

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This page was last edited on 18 March 2021, at 05:32.

## Blue Gold Program Wiki

The wiki version of the Lessons Learnt Report of the Blue Gold program, documents the experiences of a technical assistance (TA) team working in a development project implemented by the Bangladesh Water Development Board (BWDB) and the Department of Agricultural Extension (DAE) over an eight+ year period from March 2013 to December 2021. The wiki lessons learnt report (LLR) is intended to complement the BWDB and DAE project completion reports (PCRs), with the aim of recording lessons learnt for use in the design and implementation of future interventions in the coastal zone.

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