

GENDER ACTION PLAN

Gender Action Plan (Revised) – Overall Project ^a

Activities	Targets and Indicator	Responsibility	Time Frame
Output 1: Performance-based irrigation management and agriculture support services established			
1. Self-sustaining IMO established for selected large scale irrigation projects for the general purpose of supervising the work associated with rehabilitating and modernizing the systems	One staff engaged in IMO to support implementation, monitoring and regular reporting of GAP. (baseline 2020: 1)	IMO, PMU, BWDB, Chief Engineer Zonal Office	During selection of IMO
2. Agricultural support services and pilot cost recovery activities through the IMOs will be planned and implemented by the IMO	1. At least 10% women's participation ensured in planning ASCR. (baseline 2020: 0). 2. 300 trained farmers (of whom 20% are women) adopt more productive irrigated agriculture methods. (baseline 2010: 15%). ^b	IMO, PMU, BWDB, Chief Engineer Zonal Office	During project implementation
Output 2: Irrigation system infrastructure rehabilitated and modernized			
3. Implementation of rehabilitation and modernization and investment activities	1. Women (20% of all trainees) trained as pump operators, pre-paid card water unit vendors and on other livelihood skills. (baseline 2020: 20%). ^e 2. The MIP rehabilitated and modernized with construction workers comprising 5% women. (baseline 2020: 3%). ^d 3. Women constitute minimum 2% of pump operators. (baseline 2020: 0). 4. Women constitute minimum 5% of water unit vendors. (baseline 2020: 0). 5. Provision for at least 5% women's employment as unskilled workers incorporated in the contractors' bidding document and implementation monitored	PMU, BWDB	Prior to the rehabilitation and up gradation
Output 3: Project efficiently managed with effective institutional development			
4. Planning and design of GKIP and TBIP	At least 10% women's representation ensured in consultation session, and document and address their needs. (baseline 2020: 4%).	PMU, PMDC	During project implementation
5. The project MIS established with sex-disaggregated database	M&E reports includes sex disaggregated data.	PMU, PMDC	During project implementation
6. Ensure effective participation of women in the activities of the ICC	At least one woman deployed as member of the ICC. (baseline 2020: 1).	PMU/PMDC	During project implementation
7. Incorporation of gender aspects into the WMIMOO training	WMO training curricula developed integrating gender aspects. ^e	PMU, IMO	During project implementation
8. Deploy female staff at PMU level	25% female staff deployed at PMU level. (baseline 2020: 25%).	PMU, BWDB	During project implementation
9. Institutional development, awareness, and training of key stakeholders to incorporate	All relevant project staff oriented on project's gender action plan.	PMU, BWDB	During project implementation

Activities	Targets and Indicator	Responsi- bility	Time Frame
training in Gender and Development issues			
10. Ensure gender inclusive surveying, data collection, monitoring, recording and reporting of all project activities	Sex-disaggregated data collected, collated, and gender analysis-based report prepared regularly.		
Project Management Support			
11. Project support for GAP implementation	1. Gender Focal Point/ Sociologist deployed at PMU. (baseline 2020: 1). 2. One Gender Consultant included in the PMDC during feasibility studies and preparation of GKIP and TBIP. (baseline 2020: 0). 3. Evaluation of challenges encountered during the GAP implementation conducted at project completion.	PMU, BWDB, ADB	During project implementation and at project completion
12. Institutional development, awareness, and training of key stakeholders to incorporate training in Gender and Development issues	All relevant project staff oriented on project's gender action plan.	PMU, BWDB	During project implementation
13. Gender budgeting	Budget allocation for mainstreaming GAP implementation developed and shared with ADB.	PMU, BWDB	During project preparation

ADB = Asian Development Bank, ASCR=agriculture support services and pilot cost recovery, BWDB = Bangladesh Water Development Board, GAP = Gender Action Plan, GKIP= Ganges Kobadak Irrigation Project, ICC = implementation coordination committee, IMO = irrigation management operator, PMDC= program management design consultants, PMU = project management unit, TBIP = Teesta Barrage Irrigation Project, WMO = water management organization.

^a Technology substitution and socioeconomic and cultural conditions in the project area with male-out migration to the Middle East and women's unwillingness to avail of the unskilled labor opportunities provided in the Project led the EA to request a revision of selected gender-related indicators/targets. The ADB appreciates the strong rationale for this request and confirms this is not a reflection of the agency's lack of commitment but its inability to deliver, based on the rationale provided.

^b The proxy baseline is 15.16%, as obtained from the Statistical Yearbook of Bangladesh -2010 (the last published one), published by the Bangladesh Bureau of Statistics on the work force participation rate of females in Feni district. Besides, most households in the project area have men living in the Middle East working as migrant workers. This indicates that the households are relatively well off and given the prevailing conservative culture, women are neither interested nor encouraged to work outside their homes.

^c Other livelihood skills include, but are not limited to, duck rearing, poultry, fish cultivation, homestead gardening etc.

^d The project area of greater Noakhali, including Feni District, is a culturally conservative area with strict religious values and practices. As such, women's active participation in the project was discouraged and often prohibited by their families and communities. The women in the area strictly observe purdah, which does not allow them to work outside their home, especially with men outside the family. This reality and the challenges it caused to implementation is recorded in the aide memoire of the May 2017 and January 2018 project review missions. To respond to this reality, some indicators related to labor and hiring were reduced in the additional financing

^e Training curricula includes livelihood developed for women including duck rearing, poultry, fish cultivation, homestead gardening; gender mainstreaming in water sector etc.