

GENDER ASSESSMENT AND ACTION PLAN¹

| GENDER ASSESSMENT | |
|---|---|
| Gender mainstreaming category: <i>effective gender mainstreaming</i> | |
| 1. | Key issues. Access to safe gas is particularly beneficial for women and vulnerable people. The project will contribute towards the reliability of gas supply among the existing consumers and will help in providing uninterrupted gas supply to residential areas. Strengthening the distribution network will enable a reliable and quality gas supply, which will promote economic and industrial development and poverty reduction through new employment and enterprise opportunities. |
| 2. | Key actions. The project will enhance the gas distribution sector (including Titas Gas Transmission and Distribution Company Limited [TGTDC]) women staff's technical skills related to energy efficiency, operating smart meter digital technology, and increasing their knowledge on gender and social inclusion (GESI) and implementation of gender-related activities. 80% of relevant women staff reported increased knowledge on energy efficiency and safety measures, and smart pre-paid gas metering technology and reported increased knowledge on gender and social inclusion. The project will also strengthen TGTDC's capacity to mainstream gender across the utility both in terms of human resources and operational priorities. GESI strategy will be developed and submitted to the TGTDC board for endorsement and training guidelines for the utility will be developed with gender-responsive elements included. The project will build the capacity of the communities, especially women and vulnerable groups, on safe and efficient use of domestic gas appliances and will disseminate relevant information on smart prepaid gas metering operations through communication material and awareness plans implementation. |
| 3. | Key implementation arrangements. A nominated gender focal point in the project management unit along with a national gender consultant and communication and/or social mobilization firm and/or non-government organization recruited under the project will oversee implementation and report on gender indicators included in the project performance management system, regularly update sex-disaggregated data, monitor and report on gender action plan implementation. |
| 4. | Negative impact and risks. There are no negative or adverse impacts on women and/or girls expected during or because of project implementation. |
| 5. | Monitoring and reporting. The gender targets will be monitored, collated, and analyzed to provide an indication of change in the life of beneficiaries, which in turn will be important for recording the outputs and performance of the project. The implementation status of the gender action plan will be reported to Asian Development Bank by Titas Gas Transmission and Distribution Company Limited through a gender consultant and in collaboration with Bangladesh Resident Mission with routine project progress reports and other monitoring reports. In addition, the inclusion and compliance with labor standards, health, and gender aspects will be monitored through the review of bidding documents, contract awards, and progress reports as well as regular loan review missions. |

GENDER ACTION PLAN

| Output and Activities | Indicators and Targets | Responsibility | Timeframe |
|---|---|-----------------------|-------------------|
| Output 1: Demand-side measures for efficiency improvement and safe gas use implemented | | | |
| 1. At least 1,000 gas distribution sector staff reported increased knowledge of energy efficiency and safety measures, and smart pre-paid gas metering technology (DMF 1b.) | 1. 80% of relevant ² women staff reported increased knowledge of energy efficiency and safety measures, and smart pre-paid gas metering technology | TGTDC, TA consultants | By end of project |
| 2. At least 3,000 residential consumers ³ reported increased knowledge on | 2. At least 50% of women residential consumers reported increased | TGTDC, TA consultant | |

¹ This annex, in line with the [SARD GESI Framework](#) (2023), reflects SARD's integrated GESI framework ensuring that OP1 and OP2 are pursued together.

² Relevant refers to women technical staff working on operation maintenance of distribution network, customer care and IT-related tasks.

³ The share of population of vulnerable to multidimensional poverty of Bangladesh is estimated as 18.2%. The United Nations Development Programme and Oxford Poverty and Human Development Initiative. 2022. [Global Multidimensional Poverty Index 2022 - Unpacking deprivation bundles to reduce multidimensional poverty.](#)

| Output and Activities | Indicators and Targets | Responsibility | Timeframe |
|---|--|-------------------------|-------------------|
| safe and efficient use of domestic gas appliances (DMF 1c.) | knowledge on safe and efficient use of domestic gas appliances. | | |
| 3. Improved consumer communication and awareness plans and materials with GESI-responsive elements prepared (DMF 1d.) | 3. Consumer communication and awareness plans and materials will have GESI-responsive ⁴ elements. 4. At least 40% of women consumers in low-income communities report knowledge on smart prepaid gas metering operations and the efficient and safe use of gas | TGTDCL, TA consultants | |
| Output 3: Customer services-oriented management enhanced | | | |
| 4. GESI-responsive corporate policy for customer care ⁵ and operation and maintenance of smart prepaid gas meters by private sector entities approved by TGTDCCL (DMF 3a.) | 5. The policy will include GESI-responsive ⁸ elements. 6. Consumer survey on satisfaction and accessibility was conducted among below poverty line households, disabled consumers, and the elderly, and results will inform the corporate GESI strategy. | PMU consultants | By end of project |
| Output 4: Institutional capacity and operational management strengthened | | | |
| 5. Corporate GESI strategy ⁶ developed (DMF 4b.) | 7. The strategy will be submitted to the TGTDCCL board for endorsement. | TA consultant | By end of project |
| 6. At least 75% of staff of TGTDCCL's planning department and project management unit staff are trained on gender, social and environmental safeguards (DMF 4d.) | 8. At least 80% of relevant ⁷ women staff reported increased knowledge of gender and social inclusion. 9. All relevant management unit staff will be trained on sex-disaggregated data collection and reporting of GAP. | TGTDCCL, TA consultants | |
| 7. Training guidelines ⁸ by TGTDCCL developed (DMF 4e.) | 10. Training guidelines with GESI-responsive ⁴ elements developed | | |

DMF = design and monitoring framework, GAP = Gender Action Plan, GESI = gender equality and social inclusion, PMU = project management unit, TA = technical assistant, TGTDCCL= Titas Gas Transmission and Distribution Company Limited.

Source: Asian Development Bank.

⁴ GESI-responsive elements include, among others, the inclusion of specific number of vulnerable groups including women staff in relevant training, enabling environment for training venues, transportation for women staff and vulnerable groups, GESI-responsive messaging for safe use and appropriate time and duration of training to ensure participation of women and vulnerable groups.

⁵ Customer care prioritizes complaints from women consumers and consumers from disadvantaged groups.

⁶ This will include integrating GESI into the utility's policy directives, institutional arrangements, programming, budgeting, project life cycle, and monitoring and evaluation (M&E) systems, which should begin with assessing their provisions that promote or constrain the elimination of barriers to GESI experienced by women and vulnerable groups.

⁷ Relevant refers to women who are part of design, planning, and implementation units as well as women technical staff working on operation maintenance of distribution network, customer care, and IT-related tasks.

⁸ The guidelines will be on human resources including recruitment policies, budgets, funding etc.