

## **Quarterly Progress Report of Gender Action Plan (GAP)**

<b>Project Title:</b>	Dhaka Environmentally Sustainable Water Supply Project (DESWSP), Dhaka WASA.		
<b>Date of Update:</b>	July-September 2016	<b>Submission Date:</b>	15 <sup>th</sup> November 2016
<b>Implementing Agency:</b>	Dhaka WASA		
<b>Timeframe:</b>	July 2015–December 2019		
<b>Gender Category:</b>	Effective Gender Mainstreaming (EGM)		
<b>Project Impact:</b>	The impact will be improved access to and quality of sustainable water supply services in Dhaka.		
<b>Project Outcome:</b>	More reliable and improved security of water supply in Dhaka.		
<b>Whether there is a Gender Action Plan:</b>	Yes		
<b>Is there a Gender Specialist: (Yes / No)</b>	One Gender Focal Point from PMU, DESWS Project, Dhaka WASA and 1 Safeguard Officer (Social & Gender) are assigned from PMU to look after the GAP implementation. In addition, 2 Social Development and Gender Specialist from 2 consultant team, namely MSC & MDSC are assigned.		

## Features of Gender Action Plan

Activities, Indicators and Targets			
	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<b>Output 1: New Surface water supply system developed</b>			
<p><b>Activities: 1.1:</b> Inform project affected women and men about the proposed intervention and construction work.</p> <p><b>Targets and Indicators:</b></p> <p>(i) Consultations during design and implementation organized in each community with at least 40% women participants that include landowners, head of the households, and other affected women.</p>	<p><b>51</b> consultation meetings with the community people were carried out. Total participants 677 where women were 192 (28%).</p>	<p><b>412+51=463</b> consultations have been carried out with 5122 participants and out of them 927 are women (18%).</p>	
<p><b>Activities 1.2:</b> Ensure payment of equal compensation to households headed by women according to resettlement plan.</p> <p><b>Targets and Indicators:</b></p> <p>(i) 100% affected female headed households are aware of entitlements and compensation.</p> <p>(ii) Special assistance for disadvantaged/vulnerable women APs provided as per resettlement plan.</p>	<p>This Quarter 26 APs get compensation there was no Woman headed APs. All female headed households 100% are aware of entitlements and compensation as per RP.</p>	<p>Total 125 APs have been found and among <b>them 10(8%) APs were women headed Household.</b> 100% affected are aware of entitlements and compensation.</p>	
<p><b>Activities 1.3:</b> Carry out motivational</p>	<p>No motivational session/meeting/gathering have been held in this Quarter.</p>	<p>17 motivational session/meeting/gathering have been</p>	

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<p>session/meeting/gathering for information on the types of employment available; timeframes and wage rate; the modality of applying for the work where women will get preference. Ensure that consultation sessions are held in the affected areas regarding construction work, land acquisition, and resettlement.</p> <p><b>Targets and Indicators:</b></p>		held where total of 339 participants 102 (30%) women were present.	
<p><b>Activity 1.4:</b> Include specific clauses in the bidding documents on core labor standards (equal pay for work of equal value, occupational health and safety, water supply, sanitation, segregated shelter and facilities) and monitor their implementation.</p>	In the Bid documents of ICB-02.7 & Design-Build and Operate (DBO) contract (Package 1) have included specific clauses on core labor standards.		
<p><b>Activity 1.5:</b> Employ women as unskilled and semi-skilled laborers in earth work, construction and maintenance work and enforce the labor standards. Orient all PMU/field level staff on gender aspects of resettlement and core labor standards and their roles in monitoring and reporting.</p> <p><b>Targets and Indicators:</b></p> <p>(i) All job advertisements for civil works and for utility agency include sentence on “Applications by women are encouraged.</p> <p>(ii) At least 20% of unskilled laborers are local destitute women, who receive equal pay with men for work of equal value.</p>	<p>In this quarter 320 laborers were engaged where women laborers were 48 (15%). <b>(NGO + contractor).</b> Wage: 500 BDT/ per person.</p> <p>In this Quarter 12% of unskilled laborers but who are destitute women were engaged in civil works. There should be no gender discrimination in case of payment of wages.</p>	<p>861 laborers were engaged in civil workers where <b>women laborers were 102 (12%). (NGO + contractor).</b> Wage: 500 BDT. /per person.</p> <p>14% of unskilled laborers but who are destitute women were engaged in civil works.</p>	

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<p>(iii)(Water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available.</p> <p>(iii) All PMU/field level staffs are aware of gender aspects of <b>resettlement and core labor standards</b> and monitoring and implementation.</p>	<p>Ensured water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available.</p> <p>One training session was conducted</p>	<p>Ensured water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available.</p> <p>One training session was conducted</p>	
<p><b>Activity 1.6:</b></p> <p>Brief all contractors on specific gender-related requirements of core labor standards, monitoring progress reporting of periodic progress.</p> <p><b>Target and Indicator:</b></p> <p>(i) All contractors informed of gender-related applications of core labor standards and include implementation in progress reports.</p>	<p>Single contractor with 09 sub contractors were briefed on the specific issue.</p>	<p>Single contractor with 09 sub contractors were briefed on the specific issue.</p>	
<p><b>Activity 1.7:</b></p> <p>Ensure water quality and prevent pollution in the intake area</p> <p><b>Targets and Indicators:</b></p> <p>(i) 80% (300 households) of people living around the intake area have access to safe water supply.</p> <p>(ii) CBOs on water quality maintenance near the intake area organized and oriented.</p>	<p>Not applicable</p>		

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(iii) Low cost sanitation, if necessary, near the intake area supported			
<b>Output 2: Distribution Network Strengthened</b>			
<p><b>Activities 2.1:</b> Arrange community consultation in targeted service areas on incremental water services/transfer, construction, O&amp;M of water supply schemes, connection fees, tariffs and other charges.</p> <p><b>Target and Indicator:</b> (i) Women represent 50% participants in community consultations in target areas on design and implementation, water services connection fees etc.</p>	In this quarter 13 Consultation meeting took place where total participants were 285 with 97 women (34%).	Total 35 Consultation meeting took place where total participants were 989 with 316 women (34%).	
<p><b>Activities 2.2:</b> Undertake awareness programs on water conservation, water quality and hygiene education through workshops, focus group discussions, community consultation and dissemination of posters and leaflets.</p> <p><b><u>(It can be AM issue, a target of activities can be set up)</u></b></p> <p><b>Target and Indicator:</b> (i) One awareness campaign designed and launched.</p>	In this quarter 2284 leaflets has been distributed. (It is a package of awareness campaign.)	The total number of 20663 leaflets and 1000 Booklet has been distributed.	
<p><b>Activities 2.3:</b> Rehabilitate household connections including installation of new meters.</p> <p><b>Target and Indicator:</b> (i) Women benefit from 32,000 household and community connections to be rehabilitated.</p>	110 households received new water supply connections.	Total 3110 households received water supply connections.	

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<p><b>Activities 2.4:</b> Install communal/household water connections to be managed by the CBOs in LICs.</p> <p><b>Target and Indicator:</b> (i) Women benefit from 6,000 new or legalized household connections installed, including 500 connections in LICs (benefitting an estimated 10,000 women in LICs).</p>			Not started yet
<p><b>Activities 2.5:</b> Establish or strengthen CBOs or committees for the management, O&amp;M of water supply services in LICs.</p> <p><b>Target and Indicator:</b> (i) CBOs formed/strengthened in LICs with 50% women members and 50% women in leadership positions in all CBOs.</p>			Not started yet
<p><b>Activities 2.6:</b> Conduct training on the management and O&amp;M of community water supply.</p> <p><b>Target and Indicator:</b> (i) Women users of community connections receive training on O&amp;M of community water supply management.</p>			Not started yet
<p><b>Activity 3.1:</b> Assess training needs (organizational diagnostics) and train relevant staff including the Community Programme and Consumer Relation Division of DWASA on gender mainstreaming and financial management.</p>			Assessment is on-going. Expected date of completion is December, 2016.
<p><b>Targets and Indicators:</b> (i) All staff members of the project, including the Community Programme</p>		One workshop on Gender orientation was carried out where BRM gender	

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and Consumer Relation Division and NGOs, receive training on gender mainstreaming (target: 150 staff) and all training materials integrate gender aspects		<p>team provided support. Where Ms. Nasiba Selim, the Social and Gender Expert and Ms. Rina Sen Gupta, the Social and Gender Advisor of ADB were present. The total number of participants of the workshop was 32. Out of the total participants 7 (22%) were women.</p> <p><b>And</b></p> <p>19 NGO staff with 1 official (Safeguard officer, Social &amp; Gender) received (total 20 persons) .Among them 6 women (32%) training on Resettlement and Development from ‘Bangladesh Institute of Resettlement Development and Rights.’</p>	
<p><b>Activity 3.2:</b> Improve capacity of the Community Programme and Consumer Relation Division of DWASA.</p> <p><b>Targets and Indicators:</b></p> <p>(i) 30% of a total of 100 participants in capacity development programs on financial management are women.</p> <p>Women with equal qualifications with men, prioritized in PMU positions (at least 30% women in the PMU).(<b>AM Issue</b>)</p> <p>(i) All staff of Community Programme and Consumer Relation Division oriented on participatory methodology and monitoring of community level operation.</p>			Not started yet
<b>Activity 3.3:</b> Conduct training for relevant staff of <u>partner NGOs</u> and			

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<p><u>contractors</u> on the gender action plan and their roles.</p> <p><b>Target and Indicator:</b> (i) All staff members of the project, and NGOs, receive training on gender mainstreaming and gender action plan and their roles.</p>	No workshops/training has been conducted in this quarter.	3 workshops have been conducted with NGO and PMU staff on gender action plan and their roles. Total participants 104 where women were 18 (9%).	
<p><b>Activity 3.4:</b> Partner NGOs specify targets for staffing.</p> <p><b>Target and Indicator:</b> (i) NGO field staff teams have at least 1 woman member in each 3-person team, with gender related actions and targets identified and implemented.</p>		Two NGO team (DORP & SAMAHAR) consist of 40+9=49 staff were recruited, among them 5 are women (24%).	
<p><b>Activity 3.5:</b> Develop a project performance management system (PPMS) with social and gender indicators.</p> <p><b>Target and Indicator:</b> (i) Sex-disaggregated project data collected and analyzed regularly.</p>			This is on-going.
<p><b>Activity 3.6:</b> Gather baseline sex-disaggregated data and gender analytical information as part of all surveys, periodic assessment and reports.</p> <p><b>Target and Indicator:</b> (i) Quarterly Progress Reports include status of GAP implementation.</p>			This is on-going.

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**Issues/Challenges from this report and proposed measures to address them:**

1.	<p><b>Issues/challenges:</b> Women are reluctant to involve in participatory groups as their households works are hampered and also discouraged by households</p> <p><b>Measures Taken:</b> NGO staffs have been raising awareness on involving more women in participatory group</p>
2.	<p><b>Issues/Challenges:</b> Sub contractors reluctance to involve women Labor in civil works</p> <p><b>Measures Taken:</b> The contractors are requested (in written) to increase women labor in civil works. <b><u>Constant follow up from PMU is in Progress.</u></b></p>
3.	<p><b>Issues/Challenges:</b> NGO staff needs more training on capacity building and gender issues</p> <p><b>Measures Taken:</b> Continuous training and guidance is being provided by ADB, MSC and PMU to the SAMAHAR staff on Capacity building and Gender issues</p>