

**Quarterly Progress Report of Gender Action Plan (GAP) October-December 2016.**

<b>Project Title:</b>	Dhaka Environmentally Sustainable Water Supply Project (DESWSP), Dhaka WASA.
<b>Date of Update:</b>	October-December 2016 <b>Submission Date:</b> 22 <sup>nd</sup> January 2017
<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		
	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<b>Output 1: New Surface water supply system developed</b>			
<b>Activities: 1.1:</b> Inform project affected women and men about the proposed intervention and construction work.			
<b>Targets and Indicators:</b>			
(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.	73 consultation meetings with the community people were carried out. Total participants 1005 where women were 259 (26%).	463+73 Consultations have been carried out with 6127 participants and out of them 1186 are women (19%).	
<b>Activities 1.2:</b> Ensure payment of equal compensation to households headed by women according to resettlement plan.			
<b>Targets and Indicators:</b>			
(i) 100% affected female headed households are aware of entitlements and compensation.	This Quarter 23 APs received compensation among them 4 (17%) are women. All female headed households 100% are aware of entitlements and compensation as per RP.	Total 148 APs have been found and among them 14(9.45%). APs were women headed Household. 100% affected are aware of entitlements and compensation.	

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(ii)Special assistance for disadvantaged/vulnerable women APs provided as per resettlement plan.	Not applicable because resettlement plans are yet to be updated.	Not applicable	
<b>Activities 1.3:</b> Carry out motivational 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.			
<b>Targets and Indicators:</b>			
(i)At least 40% women participants in motivational session/meeting/gathering ensured	<b>40</b> consultation meetings with the community people were carried out. Total participants 448 where women were 93 (21%).	57 motivational session/meeting/gathering have been held where total of 787 participants 195 (25%) women were present	

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<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> <p><b>Targets and Indicators:</b></p> <p>(i) The core labour standards are included in all bidding documents</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>(ii) Concerned officials regularly monitor the implementation.</p>	Yes Concerned officials regularly monitor the implementation.	Yes Concerned officials regularly monitor the implementation.	
<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.</p>			
<p><b>Targets and Indicators:</b></p> <p>(i) At least 20% of unskilled laborers are local destitute women, who receive equal pay with men for work of equal value.</p> <p>(ii) (Water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available.</p>	<p>In this quarter 405 laborers were engaged in civil works, where women laborers were 66 (15%). (Source: NGO + contractor). Wage: 500 BDT/ per person.</p> <p>Ensured water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available.</p>	<p>861+405=1266 laborers were engaged in civil works where <b>women laborers</b> were 162 (13%). (Source: NGO + contractor). Wage: 500 BDT. /per person.</p> <p>Ensured water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available. One training session was conducted</p>	

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<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>		Single contractor with 09 sub contractors were briefed on the specific issue.	
<p><b>Activity 1.7:</b></p> <p>Ensure water quality and prevent pollution in the intake area</p>	Not applicable		
<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>(iii) Low cost sanitation, if necessary, near the intake area supported</p>			
<b>Output 2: Distribution Network Strengthened</b>			

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<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 33 Consultation meeting took place where total participants were 557 with 166 women (29%).	Total 68 Consultation meeting took place where total participants were 1546 with 482 women (31%).	
<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>Target and Indicator:</b> (i) # of workshops, # of FGDs and community consultations, at least 40% women participants</p>	33 Focus Group Discussion (FGDs) were held in this quarter where total participants were 557 women participants were 166 (29%).	47 Focus Group Discussion (FGDs) were held where total participants were 722 women participants were 213 (30%).	
<p>(ii) One awareness campaign designed and launched.</p>	In this quarter 2755 leaflets has been distributed. (It is a package of awareness campaign.).	The total number of 23418 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>	3136 households received new water supply connections.	Total 6246 households received water supply connections.	
<p><b>Activities 2.4:</b> Install communal/household water</p>			Not started yet

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connections to be managed by the CBOs in LICs.  <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).			
<b>Activities 2.5:</b> Establish or strengthen CBOs or committees for the management, O&M of water supply services in LICs.  <b>Target and Indicator:</b> (i) CBOs formed/strengthened in LICs with 50% women members and 50% women in leadership positions in all CBOs.			Not started yet
<b>Activities 2.6:</b> Conduct training on the management and O&M of community water supply.  <b>Target and Indicator:</b> (i) Women users of community connections receive training on O&M of community water supply management.			Not started yet
<b>Output 3: Project Management and Administration Adequately Supported</b>			
<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.			Assessment is on-going. Expected date of completion is December, 2016.
<b>Targets and Indicators:</b>			

Activities, Indicators and Targets			
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(i) All staff members of the project, including the Community Programme and Consumer Relation Division and NGOs, receive training on gender mainstreaming (target: 150 staff) and all training materials integrate gender aspects	40% assessment for Community Program and Consumer Relation (CPCR) Division is done.	100% assessment for CPCR Division is done.	Training needs of the PMU will be assessed by March 2017.
<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>(ii) All staff of Community Programme and Consumer Relation Division oriented on participatory methodology and monitoring of community level operation</p>	This will start soon.	This will start soon.	<p>Expected date is June, 2017</p> <p>Since activities are not started yet, no targets and indicators could be measured.</p>
<b>Activity 3.3:</b> Conduct training for relevant staff of <u>partner NGOs</u> and <u>contractors</u> on the gender action plan and their roles.			

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<p><b>Target and Indicator:</b> (i) All relevant staff and contractors/subcontractors/representatives received trainings on the gender action plan and their roles</p>	Trained 20% staff of DORP on Gender Action Plan.	Trained 40% staff of DORP on Gender Action Plan and Gender Issues & Resettlement.	<p>The remaining staffs of DORP will be trained on GAP by March 2017.</p> <p>Contractors are yet to be deployed.</p>
<p><b>Activity 3.4:</b> Orient all PMU/field level staff on gender aspects of resettlement and core labor standards and their roles in monitoring and reporting. <b>Target and Indicator:</b></p>			
<p>(i) All PMU/field level staff are aware of gender aspects of resettlement and core labor standards and monitor implementation.</p>	All staff of CPR Division has been oriented.	All staff of CPR Division has been oriented.	Orientation of PMU will start soon. Expected date is April, 2017.
<p><b>Activity 3.5:</b> Ensure female employees deployment in the project including PMU, Community Programme and Consumer Relation Division (CPCR) of DWASA <b>Target and Indicator:</b> (i) All job advertisements for civil works and for utility agency include sentence on “Applications by women are encouraged.</p>	No job vacancy is circulated in this quarter.	No job vacancy is circulated.	This is a continuous process. Will be ensured during job advertisement.

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(ii) Women with equal qualifications with men, prioritized in PMU positions (at least 30% women in the PMU.	No new deployment is reported in this quarter.	In PMU, 14% of total employees are women. In CPCR Division, 43% of total employees are women.	
<p><b>Activity 3.6:</b> (i)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> <p><b>Activity 3.7:</b> Develop a project performance management system with social and gender indicators.</p> <p><b>Target and Indicator:</b> (i)Sex-disaggregated project data collected and analyzed regularly</p>	<p>DORP One (1) female field staff is deployed in this quarter.</p> <p>Sex-disaggregated project data collected and analyzed regularly.</p>	<p>There are 49 staffs in NGOs (Namely SAMAHAR+DORP) of which 12 (22%) are females.</p> <p>Sex-disaggregated project data collected and analyzed regularly.</p>	<p>This is on-going.</p>
<p><b>Activity 3.8:</b> Gather baseline sex-disaggregated data and gender analytical information as part of all surveys, periodic assessments and reports.</p> <p><b>Target and Indicator:</b> (i)Quarterly progress reports include status of GAP implementation.</p>	<p>Quarterly Progress Report (QPR) on GAP is prepared and being submitted.</p>		

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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,MDSC, MSC and PMU to the SAMAHAR and the DORP staff on Capacity building and Gender issues</p>