

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

**January to March 2017**

**Project Title:** Dhaka Environmentally Sustainable Water Supply Project (DESWSP), Dhaka WASA.

**Date of Update:** January-March 2017

**Submission Date:** 11<sup>th</sup> April 2017

**Implementing Agency:** Dhaka WASA

**Timeframe:** July 2015–December 2019

**Gender Category:** Effective Gender Mainstreaming (EGM)

**Project Impact:** The impact will be improved access to and quality of sustainable water supply services in Dhaka.

**Project Outcome:** More reliable and improved security of water supply in Dhaka.

**Whether there is a Gender Action Plan:** Yes

**Is there a Gender Specialist: (Yes / No)** Yes. One Gender Focal Point from revenue budget and one Safeguard Officer (Social & Gender) are assigned from PMU to look after the GAP implementation. In addition, 2 Social Development and Gender Specialists (SDGSS) from 2 consulting firms are assigned.

## Features of Gender Action Plan

Area of Focus, 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>Women's benefits from resettlement and construction from outputs 1 and 2</b></p> <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>            (i) Consultations during design and implementation organized in each community with at least 40% women participants that include landowners, heads of households, and other affected women.</p>	<p>70 consultation sessions have been conducted in the form of community meeting, FGDs and public consultations. Total 1131 people participated there among which 276 (24%) were Women.</p>	<p><b>536+70=606</b> Consultations have been carried out with 7258 participants and out of them 1462 are women (20%).</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>            (i) 100% affected female headed households are aware of entitlements and</p>	<p>This Quarter 30 APs received compensation among them 4 (13.3%) are women.</p>	<p>Till to date 152 APs have been compensate and among them 19 are women (12.55%). All APs were women headed Household.</p>	

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>compensation.</p> <p>(ii) Special assistance for disadvantaged/vulnerable women APs provided as per resettlement plan.</p>	<p>All female headed households 100% are aware of entitlements and compensation as per RP.</p> <p>Not applicable because resettlement plans are yet to be updated.</p>	<p>Almost all 100% affected are aware of entitlements and compensation.</p> <p>Not applicable.</p>	
<p><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.</p> <p><b>Targets and Indicators:</b> (i) At least 40% women participants in motivational session/meeting/gathering ensured</p>	<p>70 consultation meetings with the community people were carried out. Total participants were 1131, where women were 276 (24 %).</p>	<p>24% women APs were present in these sessions.</p>	
<p><b>Activity 1.4</b> Include specific clauses in the bidding documents on core labor</p>			

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>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>            (i) The core labor standards are included in all bidding documents.</p> <p>(ii) Concerned officials regularly monitor the implementation.</p>	<p>Yes Concerned officials regularly monitor the implementation.</p>	<p>In the Bidding documents of ICB-02.7 &amp; Design-Build and Operate (DBO) contract (Package 1) have included specific clauses on core labor standards.</p> <p>(Bidding documents for Package 2 and 3A are not prepared yet.</p> <p>Yes Concerned officials regularly monitor the implementation.</p>	<p>Bidding documents for Package 2 and 3A are not prepared yet. Expected date of preparation is April 2017.</p>
<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>            (i) At least 20% of unskilled laborers are local destitute women, who receive equal</p>	<p>In this quarter 702 laborers were engaged in civil works, where women laborers were 112 (15.9%).</p>	<p>1266+702 laborers were engaged in civil works where <b>women laborers</b> were 274 (13.9%). (Source: NGO + contractor). Wage: 500 BDT. /per person.</p>	

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>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>(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>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> 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>Three discussion meeting were held both RFL and FSL contractors along with 09 sub contractors on the specific issue.</p>	<p>Regular coaching are provided both RFL and FSL contractors with 09 sub contractors on the specific issue.</p>	
<p><b>Activity 1.7:</b> 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>Not applicable</p>	<p>Not applicable</p>	<p>This will start after formation of CBOs. The CBOs will be formed once construction work starts.</p> <p>Since “activities” are not started yet, no targets and indicators could be measured.</p>

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
(ii) CBOs on water quality maintenance near the intake area organized and oriented.  (iii) Low cost sanitation, if necessary, near the intake area supported			
<b>Output2: Distribution Network Strengthened</b>			
<b>Activities 2.1:</b> Arrange community consultation in targeted service areas on incremental water services/transfer, construction, O&M of water supply schemes, connection fees, tariffs and other charges.  <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.	70 consultation sessions have been conducted in the form of community meeting, FGDs and public consultations. Total 1131 people participated there among which 276 (24%) were Women.	<b>536+70=606</b> Consultations have been carried out with 7258 participants and out of them 1462 are women (20.%).	
<b>Activities 2.2:</b> Undertake awareness programs on water conservation, water quality and hygiene education through workshops, focus group discussions, community consultation and			

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>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            (ii) One awareness campaign designed and launched.</p>	<p>4 FGDs held in this quarter where total participants were 48 where woman participants were 12 (25%).</p> <p>In this quarter 648 leaflets has been distributed. (It is a package of awareness campaign.).</p>	<p><b>51 FGDs</b> have been carried out with 770 participants and out of them 225 are women (29%).</p> <p>The total number of 23418+648=24066 leaflets and 1000 Booklet has been distributed.</p>	
<p><b>Activities 2.3:</b>            Rehabilitate household connections including installation of new meters.</p> <p><b>Target and Indicator:</b>            Women benefit from 32,000 household and community connections to be rehabilitated.</p>	<p>2454 households received new water supply connections.</p>	<p>Total 8700 households received water supply connections.</p>	
<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</p>	<p>2454 households received new water supply connections.</p>		<p>Not Started yet</p>

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>10,000 women in LICs).</p> <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
<b>Output 3: Project Management and Administration Adequately Supported</b>			
<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>			

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p><b>Targets and Indicators:</b>            (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.</p>	<p>No progress in this quarter.</p>	<p>100% assessment for CPCD Division is done.</p>	<p>Training needs of the PMU will be assessed by April 2017.</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>(ii) All staff of Community Programme and Consumer Relation Division oriented on participatory methodology and monitoring of community level operation</p>	<p>This will start soon.</p>	<p>This will start soon.</p>	<p>Expected date is June, 2017</p> <p>Since activities are not started yet, no targets and indicators could be measured.</p>
<p><b>Activity 3.3:</b> Conduct</p>			

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p>training for relevant staff of partner NGOs and contractors on the gender action plan and their roles.</p> <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>	<p>Trained 100% staffs of SAMAHAR on Gender Action Plan.            (No progress in this quarter staffs of DORP)</p>	<p>Trained 100% staff of SAMAHAR on Gender Action Plan and Gender Issues &amp; Resettlement.            Trained 40% staff of DORP on Gender Action Plan and Gender Issues &amp; Resettlement.</p>	<p>The remaining staffs of DORP could not be trained on GAP because SDGS was on leave.</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.</p> <p><b>Target and Indicator:</b>            (i) All PMU/field level staff are aware of gender aspects of resettlement and core labor standards and monitor implementation</p>	<p>No progress in this quarter.</p>	<p>All staff of CPR Division has been oriented.</p>	<p>Orientation of PMU will start soon. Expected date is April, 2017.</p>
<p><b>Activity 3.5:</b> Ensure female employees deployment in the project including PMU, Community Programme and Consumer Relation Division (CPCR) of DWASA</p>			

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
<p><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.
<p>(ii) Women with equal qualifications with men, prioritized in PMU/CPCR positions (at least 30% women in the PMU/CPCR).</p>	No new deployment is reported in this quarter.	<p>In PMU, 14% of total employees are women.</p> <p>In CPCR Division, 43% of total employees are women.</p>	
<p><b>Activity 3.6:</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>	No field staff is deployed in this quarter.	There are 40 staffs in NGO of which 9 (22%) are females.	<p>DORP specified targets and has deployed staffs for resettlement</p> <p>DORP has been suggested to deploy more female officials.</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</p>	<p>This is on-going.</p> <p>Sex-disaggregated project data collected and analyzed regularly.</p>	<p>This is on-going.</p> <p>Sex-disaggregated project data collected and analyzed regularly.</p>	Expected date of project performance management system (PPMS) is April 2017.

Area of Focus, Activities, Indicators and Targets	Progress of Reporting Quarter	Cumulative Progress	Qualitative aspects of Accomplished Activities and Comments/Explanations
regularly.			
<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>This is on-going.</p> <p>Quarterly Progress Report (QPR) on GAP is prepared and being submitted.</p>	<p>This is on-going.</p>	<p>Surveys are not completed yet. DORP has given an end date, May 2017.</p>

Issues/challenges	Measures taken
The Social Development and Gender Specialist of MDSC was on leave for few days.	She is now trying to make up the due progress.
Women are reluctant to involve in participatory groups as their households works are hampered and also discouraged by household members	NGO staffs have been raising awareness on involving more women in participatory group
Sub contractors reluctance to involve women Labor in civil works	The contractors are requested (in written) to increase women labor in civil works. <u>Constant follow up from PMU is in Progress.</u>
DORP is delaying the update of resettlement plan.	MDSC team is trying hard to keep them on track.
DBO and other contractors are yet to be deployed and GAP implementation is delayed accordingly.	PMU is trying to overcome this delay.
The MDSC contract was started 10 months later than DESWSP, so all activities are correspondingly delayed.	The SDGS of MDSC has been appointed from August 2016. She is trying to implement the GAP on time.