

REPORT

5th GWA members' meeting
Bangladesh



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Spectra Convention Centre,
Dhaka

Organized by: Gender and Water Alliance Bangladesh

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List of Acronyms

BCS	-	Bangladesh Civil Service
BDP	-	Bangladesh Delta Plan
BDS	-	The Bangladesh Development Society
BUET	-	Bangladesh University of Engineering and Technology
BWDB	-	Bangladesh Water Development Board
CB	-	Capacity Building
CSD	-	Centre for Sustainable Development
CBO	-	Community-based Organisation
CDSP IV	-	Char Development and Settlement Project IV
DAM	-	Dhaka Ahsania Mission
DWASA	-	Dhaka Water Supply and Sewerage Authority
EKN	-	Embassy of the Kingdom of the Netherlands
EKNsPs	-	EKN supported Programmes
GAP	-	Gender Action Plan
GDD	-	Gender Disaggregated Data
GoB	-	Government of Bangladesh
GWA	-	Gender and Water Alliance
GWAAG	-	Gender Water advisory and action Group
GWAPB	-	Gender and Water Programme in Bangladesh
GWI	-	Gender and Water Inventory
IFC-PaCT	-	International Finance Corporation – Partnership for Cleaner Textile
INGO	-	International Non-Governmental Organization
IWFM	-	Institute of Water and Flood Management
IWRM	-	Integrated Water Resource Management
PMIT	-	Programme Management and Implementation Team
RWHS	-	Rain Water Harvesting System
SAFAL	-	Sustainable Agriculture, Food Security & Linkages
SC	-	Steering Committee
SPACE	-	Society For People's Action In Change And Equity
STE	-	Short Term Expert
SLOPB	-	Stiching land ontwikkelings project
TOT	-	Training of Trainers
ULAB	-	University of Liberal Arts Bangladesh
UDDP	-	Urban Dredging Demonstration Project
UNICEF	-	United Nations International Children's Emergency Fund
WASH	-	Water, Sanitation and Hygiene
WATSAN	-	Water and Sanitation
WDB	-	Water Development Board

1. Introduction

The fifth Gender and Water Alliance (GWA) Bangladesh Members’ Meeting was held on 13th April 2015 at the Spectra Convention Center in Gulshan, Dhaka. The meeting was organized by Executive Director (ED) GWA and Program Coordinator, Gender and Water Program Bangladesh (GWAPB) Joke Muylwijk, with support from Runia Mowla, Program Specialist Gender, Water and Agriculture, GWAPB and Rokeya Khatun, Senior Capacity Development Expert GWAPB.

Even though a sudden day-long country-wide strike (hartal) was called by political parties on the day of the meeting, 63 members from NGOs, CBOs and academic institutions (14 of whom were women) still managed to attend the programme. Under normal circumstances the turnout of members, especially women members, would have been much higher¹.

There were three main objectives of organising this Members’ Meeting: firstly, to update the members about the new developments in GWAPB’s work in Bangladesh since the last members’ meeting held in 2014; and secondly, to discuss and start the process of nomination and selection of GWAAG members in Bangladesh; and thirdly, to know about new developments in members’ work, and opportunities for collaborating with them in the context of the GWAPB programme. The meeting [schedule](#) and [participants’ list](#) can be viewed in Annex 1 and 2.

1.1 Opening and Introduction of GWAPB team

Joke Muylwijk welcomed and thanked all of the members for joining the meeting despite a political strike on the same day. She also added that those who attended the meeting were very close to her heart. She encouraged the members to participate and contribute in the meeting efficiently as the meeting was only for a day.



“Today is the 5th meeting in Bangladesh and it is unique because GWA has not had so many meetings in any other country”

¹ From the confirmations of participation that GWAPB had from members prior to the event, we expected many more members to attend

Speaking about the previous four members' meetings in Bangladesh, Joke recalled that she had been present in all but one of them². One of the main agenda points in the last meeting had also been a discussion with the members on how they could collaborate with GWAPB, and benefit from its activities. She emphasized that GWA members, in their role as representatives of NGOs, CBOs, educational institutes, and gender and water managers, are important stakeholders of the GWAPB programme.

After this introduction the following GWAPB staff, who were present at the meeting, introduced themselves to the members briefly mentioning their designation and focus of work within GWAPB: Dr. Rokeya Khatun, Safina Naznin, Nazmun Naher and Runia Mowla. . Joke then introduced GWAPB's two new staff: Team Leader Shaila Shahid, and Training Specialist Rabeya Sultana.

1.2 Formal introduction of the members

After Joke's opening address, Runia facilitated the round of introduction of the members. Due to the large number of members and limited time, members were asked to briefly introduce themselves in one minute, mentioning their name, the organization they are representing, and their geographical working area (district) in Bangladesh. If they wished to share more information about their organisation and work,



they were offered the opportunity to make a poster which could be displayed in the meeting room for everyone to see. Runia then explained that English is the working language of the meeting, and encouraged members to use this for their interaction. However, as this may be a restriction for some members to participate equally and/or adequately in the meeting, she clarified that Bangla would also be allowed.

She then informed the members that as one of the major objectives of the meeting was to discuss the rules and guidelines of the GWAAG, there would be a session dedicated to this during the day. She also invited more members, and especially the women members, to come forward as GWAAG candidates.

² The four meetings were held in 2008, 2010, 2012, and 2014 respectively, and Joke was not able to participate in the 2010 meeting.

2. Update from GWA:

2.1 Activities of GWA in Bangladesh

Joke made a presentation on the activities of GWA in Bangladesh (attached in Annex 3), describing the history of GWA members’ meeting in Bangladesh since 2008. In her presentation she informed the audience that there are total 210 members in the country and among them 45% are men, 55% are women. She also mentioned the criteria for becoming a GWA member. She introduced the GWAPB team and continued her session illustrating major activities of GWA and GWAPB, current affiliation with other organizations, guiding principles of GWAPB etc. She also informed the members that whenever it is relevant and permitted, GWA tries to include Bangladesh, Kenya, and Peru as priority countries, when they are responding to new calls for proposals, so there is an opportunity for cross-learning between the country members and other stakeholders. Recently GWA was involved in writing a few proposals, one of which was for an EU funded project³, and another for UN Women. Conveying greetings to the participants from GWA Steering Committee members from different part of the World, Joke went on to make the following statement:

“Born as a man or woman is just a matter of luck, not an achievement”.

She then went on to talk about her experience of living in Bangladesh in the late ‘60’s and early 70’s, and her observations of developments in women’s visibility then and now. At that time women had to work a lot and were not recognized for their contribution at family- and society-level. She thinks the scenario has not changed much since. A lot needs to be done to make women’s voices heard, and to fight for their empowerment, and GWA aims to do this with the help of its members in Bangladesh and elsewhere.

2.2 Presentation on accomplishments of GWAPB:

GWAPB Senior Capacity Building Expert, Rokeya Khatun, made a presentation summarising the major activities that GWAPB had completed from March 2014 to April 2015 under each of its five components: Collaboration, Networking and Coordination; Capacity building, Training and



coaching; Knowledge management; Communication; and Monitoring. For the detailed presentation please see [Annex 4](#))

³ In a consortium of GWA members and SIMAVI

Explaining GWAPB's approach to work with the EKN supported water sector programmes (EKNsP) on a mutual agreement/demand driven basis, she informed members of the different forms of collaboration with some of the Projects e.g. Urban Dredging Demonstration Project (UDDP), and Water Operators Partnership (WOP) project, Institute of Water and Flood Management (IWFM), BUET, Institute of Disaster Management and Vulnerability Studies (IDMVS), and Centre for Sustainable Development (CSD) of the ULAB.

Collaboration, Networking and Coordination; and Capacity building: During the past year GWAPB organized the following learning events for the EKN supported project officials, and some selected GWA members:

- (i) **Two Capacity building workshops for selected water professionals on Gender and IWRM:** A total of 60 staff from EKN supported projects and GWA members participated in these workshops. Fifty percent of the participants were women.
- (ii) A Training of Trainers' (ToT) Workshop was organized by the GWAPB with the objective of inducting participants in the GWA gender and empowerment approach and qualitative training/research techniques, to build a pool of Short Term Experts (STE) that could be utilized in the work of GWAPB. A total of 22 persons (50% women) with training and research background from academic institutions, government training institutes, NGOs and the EKN supported projects attended the ToT, of whom two have already been involved in GWAPB assignments⁴.
- (iii) GWAPB organized two exclusive orientation sessions on project specific gender issues for the Factory Assessment team of IFC Water PaCT titled "Orientation on Administering the WASH Survey in Textile Industries: Gender Concept - Factory level assessment". In total 44 factory level staff attended these orientations and 11 of them were female.
- (iv) A special orientation session on 'Solid waste management and gender' was organized for the staff of- Resource Integration Centre - an implementing partner of the UDDP.
- (v) Another ToT on Gender was organized for the staff of UDDP's implementing partners SPACE, DAM, SLOPB, BDS and Sushilan.
- (vi) GWAPB facilitated the development of project specific Gender Action Plan with some EKNsPs, and worked with CDSP IV project staff and their implementing partners, including government agencies, in this context.
- (vii) A two day workshop on gender mainstreaming was facilitated for 29 staff members of SaFaL, of whom 10 women staff.
- (viii) Special gender awareness sessions were facilitated for BCS Health cadre and Economic cadre officials of a Government training institute. A total of 79 officials received orientation in three batches, of whom fifteen percent were women. GWAPB also facilitated sessions on gender, water and climate change for the participants of the Project Planning and Management course, attended by officials from different ministries and non-government organizations.

⁴ One of them co-facilitated the ToT in Gender Mainstreaming for the Max WASH field staff, and another person worked for translating the GWA Toolkit 'Why Gender Matters in IWRM: A tutorial for water managers' from English to Bangla

- (ix) Engagement with academic institutions: GWAPB facilitated sessions on ‘Gender and Water’ for the students of the Women and Gender Studies Department of the University of Dhaka and students of IWFM and BUET.
- (x) A parallel session on ‘Gender and natural resources management’ was organized and facilitated by GWAPB in the International Conference on Gender Diversity and Development in Dhaka, which was attended by 42 participants, of whom 30 were women.
- (xi) GWAPB staff attended international events on gender, water, and development abroad (South Africa, Australia, Nepal, and Vietnam), where they raised awareness on gender and water issues in Bangladesh.

Knowledge Management: During March 2014-April 2015, GWAPB continued making an inventory of Gender and Water related policy documents, research studies and guidelines, specific to Bangladesh, reviewing them from a gender and water perspective. GWAPB also conducted two studies: on (i) Women in aquaculture: a study in division of power and work in south-west region; and (ii) Gender, Vocational Training and Employment. These studies focused on women’s contribution as agents of change in development using an empowerment, analysis and also highlighted women’s participation in non-traditional income earning opportunities/professions. Furthermore, GWAPB conducted informal inquiries with SaFaL and CDSP IV target groups to document how services from EKN supported projects had changed their socio-economic-political-physical conditions, and how they envisioned their future. .



Communication: A brochure on GWAPB was developed and distributed, the GWAPB website is ready for public viewing, and the GWA self-learning module ‘Why gender matters in IWRM: A tutorial for water managers’ has been translated into Bangla.

Monitoring: A monitoring sheet/checklist for gender mainstreaming in EKNsPs has been developed with focus on indicators (at organisational- and project-level) on the degree of empowerment, participation of target groups, GDD, follow-up on theory of change, lessons learnt, and good practices. For EKNsP BDP 2100 Plan Formulation Project, , GWAPB has reviewed baseline studies on 11 thematic areas from a gender and empowerment perspective, including agriculture, food security, water, climate change, disaster management, river management, WATSAN, public hygiene, urban management, land resources management, fisheries, livestock; and institutional framework.

Rokeya highlighted that GWAPB's major challenges in the past year were garnering commitment for gender in technically oriented projects, maintaining a stand against 'lip service' or tokenism, keeping to a demanding activity plan in spite of the unfavourable law and order situation in the country, and facilitating EKNsPs to engage in a participatory and demand-driven collaboration with our programme on gender issues. She enumerated several ways GWAPB was trying to surmount these challenges - by implementation of sector-specific need-based training courses on gender and water; strengthened collaboration with government, academics and research organizations; and undertaking of research and advocacy activities to bring relevant changes in policies, strategies and guidelines In Bangladesh.

While appreciating the important contribution towards gender and water issues made by the GWA Bangladesh members, she reminded them that GWAPB itself is an output of the members' meeting held in 2012⁵.

The presentation was followed by a series of questions from the members, which were responded to by various GWAPB staff:

- (i) GWA is now an official INGO in Bangladesh, with registration from the NGO Affairs Bureau;
- (ii) GWAPB capacity building workshops are organized mainly for EKNsPs and relevant government and non-government organizations, however GWA members also get the chance to participate in these events;
- (iii) A GWAPB group Listserv/ mailing list will soon be activated;
- (iv) The objective of the Trainers' Workshop was to familiarise resource persons with the GWA gender and empowerment approach, to build a pool of STEs for future professional engagement in GWAPB;
- (v) GWAPB studies are focused particularly on gender issues. So, for example, in the textile factory study the main gender aspects that were studied were equal access to opportunities for men and women workers, and a gender friendly working environment;
- (vi) While technical experts are working on transboundary issues, GWAPB is providing inputs from a gender perspective to the baseline studies constituting the Delta Plan 2100 project;
- (vii) GWA members will get some opportunities to be engaged in collaborative work with GWAPB;

⁵ In the 2012 meeting members voiced the need for an organization with expertise to integrate gender concerns in water sector projects and programmes.

- (viii) Salinity intrusion affects women's health in an adverse way – high blood pressure, eclampsia, pre-eclampsia, etc.
- (ix) To facilitate gender mainstreaming in the EKNsPs is the main mandate of the GWAPB;
- (x) If anybody has a good idea on any climate resilient farming technology, it would be better to be in touch with EKNsPs like SaFaL;
- (xi) To the question on whether GWA members would get scope to work on the concept notes that they had submitted to GWAPB, Joke responded that GWA had submitted a proposal on RWHS to UN Women for funding. If this proposal is selected GWAPB will look for eligible members or organizations who have the expertise, and are willing to work on this subject.
- (xii) GWAPB is currently providing gender specific inputs to the BDP 2100 plan formulation project on their request, and is not in a position to engage GWA member organizations in this activity.

Joke appreciated participants' concerns regarding physical abuse of female garment workers, gender in transboundary river issues, gender issues in flower harvesting etc. She informed members that these ideas could be elaborated into concept notes for a study and sent to GWAPB. Then GWAPB could consider if there was scope for the study in the context of its current programme, or alternatively suggest other relevant projects that may be interested in the study.

3. Group work:

3.1. Objective and formation of group

The objective of the group work was to identify the existing challenges in five thematic areas and to come up with specific solutions and recommendations to mitigate these challenges. The five themes were:

- **Gender and Aquaculture.** Group members: *Zillur Rahman, Alok Mondol, Mahbubul Alam Firoz, Liakat Hossain, Michiel Slotema*
- **Gender, Agriculture and food security.** Group members: *Mahfuz, Joy, Nishat, Moushumi, Asaduzzaman, Rahim, Mizanur, Ashraful*
- **Gender, climate change, adaptation and risk management.** Group members: *Mahadi, Sushanto Mollick, Rafiqul, shahazada, Salim, Jagadis Chandra Das, Zobair, Masud Alam, Shahidul*
- **Gender, water supply and rainwater harvesting.** Group members: *Mostakim, Zainal, Shimu, Moniruzzaman, Tarana Tambassum, Jarin Taslin Ritu, Palash Chandra tarafder*
- **Gender and sanitation.** Group members: *Habibur Rahman Talukder, Md. Moniruzzaman, Mahmuda Begum, Md. Shafiqul Islam, Md. Shafiqul Alam, Md. Saidullah, Monira Begum, Nur Farida Yasmin, Md. Khurshed Alam, Polsha, Jagodis Chandra Das, Mahmuda Akhter, Md. Rakibuddin, M A Rashid*

The groups were formed purposively: members who had significant experience and/or a particular interest in one of the above themes were asked to form a group. At the end of the group work, a presentation was made by each group on their findings and recommendations, to the rest of the participants.

For all groups listing the challenges in the five gender and water themes was the easiest part of the exercise. They identified the following challenges, many of which were common, across the 5 themes:

- Those related to the **gross under-valuation and undermining of women’s work in aquaculture, agriculture, water supply**. Women are not recognised as fishers, farmers, water suppliers. Due to this government policies, project interventions, tend to miss out women, and sometimes even worsen their situation



- The **unequal gender relations in household work**, where the burden of collecting and provisioning water, preparing, processing, and storing food, cleaning, and care of children and elderly is mostly part of women’s duties which she has to do next to her work in the farm, market, and as wage labourer. Male members of the family hardly help in this. This greatly reduces women’s time for income-earning work, for taking part in meetings and trainings for skills development.
- **Women’s extremely limited access to, and control of resources** (cash, technology, extension, irrigation, land, ponds, seeds, fertilizer, farmer card) means that they do not benefit from public and private development interventions.
- **Patriarchal culture and religion further limit women’s decision making power** in the household, and in community institutions, which make them more vulnerable in emergencies and disasters, and unable to participate actively in development (project) planning.
- **Women and other vulnerable groups have specific needs and constraints in sanitation, and in disaster relief and adaptation**. However they are often not consulted, which means do not benefit from sanitation measures, and suffer the most from disaster and climate change (loss of lives, trafficking, destitution).
- **Women have specific knowledge in agriculture, aquaculture, water, and coping with disasters and risks that is lost** because this is not considered in policies and development planning (traditional seed banks, indigenous plant and fish varieties, water provisioning, harvesting, storing, medicinal plants)

While trying to list ways to address the above challenges the groups found that there could be no ‘quick cure’ for any of them, as gender-bias (male domination) is deeply embedded in most of the decision making structures and institutions (government, policy making, religious institutions). However there are things that could be done at organisational and individual level, by members, which could contribute to addressing the challenges:



- **Advocacy for recognition of women’s contribution** in agriculture, fisheries, water supply and provisioning, and disaster risk adaptation and mitigation. Organisations need to join strength to campaign for making policy in these sectors more responsive to women’s needs.
- **Networking: at individual and organisational level, with the media, sector organisations** (like universities, government training institutes, etc.), to give more visibility to women’s work, hear more stories of how women and other vulnerable groups cope with water shortage, Climate Change, disaster, so there is awareness of their abilities, and their needs.
- **Capacity building at all levels – government, NGOs and CBOs, and grassroots** – for increasing gender-aware attitudes and thinking in development planning and implementation. Member organisations could make changes in their own HR policy to make it easier for women to work, they could recruit more women staff, and organize gender trainings for them. At individual level members could make their household activities and responsibilities more gender equitable, and talk about gender issues to family members and colleagues to make them more aware.
- **Quantitative and especially more qualitative research studies** should show the breadth and depth of women’s involvement in the ‘productive sectors’, and should directly feed into policy briefs and advocacy for more gender-sensitive and informed policy making.

As most of the above areas identified are key components of the GWAPB, there are several areas where the programme could directly advise or help in member (organisation) activities:

- GWAPB could invite members for ToT sessions on gender,
- Advise them in GAP development,

- Disseminate their gender-relevant information and best practices through the website and listserv,
- Provide them with relevant tools and information for gender mainstreaming in agriculture, and
- Invite them to dissemination and networking events so they can meet with and link up with other stakeholders.

However, as the programme duration is limited, and some of the above activities would not be possible after GWAPB ends, **it is equally important to link member organisations up with other relevant stakeholders who could also collaborate with them in a similar way.** GWAPB already does this by inviting members to join in CB, research, and dissemination activities with the EKNsP and other sector stakeholders.



4. Gender and Water Advisory and Action Group (GWAAG) nomination:

Runia briefly informed the members about the GWAAG, describing its objectives, rules, procedures, and criteria to be elected as a member of this committee.

For details on the [GWAAG process, rules, and guidelines](#); the [ToR](#) for GWAAG members; and the [criteria for selection](#) of GWAAG member, please refer to Annex.

5. Introduction of Nominated Candidates for GWAAG

Twelve GWA members (including three women members), who were nominated as GWAAG candidates, briefly introduced themselves to the members, motivating their interest to be on the GWAAG, and explaining their knowledge and experience was suited for this position. They introduced themselves as follows:-

5.1 Syed Mostakim Hossain: DWASA

Syed Mostakim Hossain has a BSc in Civil Engineering from BUET, and has been working as an Engineer in the water sector since the last 5 years. In 2014 he followed a Capacity building workshop organized by GWAPB on Gender and IWRM, and has since actively initiated gender mainstreaming in different projects of DWASA in safe water supply and solid waste management. He has also initiated capacity development of DWASA officials in monthly and fortnightly meetings. He is familiar with GWAPB objectives, activity components, and its implementation strategies etc. He is keen to provide advisory support to the programme from his experience and expertise.

5.2 Shahidul Islam: Voice of South Bangladesh

Md. Shahidul Islam is a post-graduate in Public Administration, and has been working in the development sector for 30 years. During his 20 year service in Grameen Bank he became quite familiar with gender issues, as well as life and livelihood of rural women and men in Bangladesh, especially in the south west coastal areas. Since then, he has gained experience on partnership issues, ICT for development, and has raised funds for WASH activities for the disadvantaged and poor. Since 2007 he has been working with climate change issues, and is keen to share his expertise in this area as a GWAAG member, for contributing to climate change resilience building. He would like to help raise funds for GWA in Bangladesh; use ICT to develop GWAPB programs and management; and contribute to capacity building of GWA members through networking with national/international training and capacity building programs.

5.3 Arifa Yasmin Shimu:

RUPSA Arifa Yasmin Shimu works in Rural & Urban Poor's Partner for Social Advancement (RUPSA) as the Executive Director. During her work in Dakope upazilla, Khulna she found that women had to work hard to fetch safe water for their household use and also for crop production. At that time she came in contact with one Danish consultant and got to know about GWA. She has been providing technical support to the NGO RUPSA in Gender Mainstreaming and the application of a Rights Based Approaches, ensuring the inclusion of gender issues in the design and formulation of 18 development projects and programmes that the NGO is involved in. She also supports the Monitoring, Evaluation and Reporting on Gender Mainstreaming and Right Based Programming by conducting regular monitoring visits to different projects sites.

5.4 Raphyel Khan: ED- DIPTE foundation

Raphyel Khan has an MBA and MSS degree (Political Science), and 20 years of work experience in women's rights, gender equality, and sustainable development of vulnerable people. For the last 15 years he has been the Executive Director of Dipte Foundation. His expertise spans from partnership program implementation to institutional capacity building, strategic planning, advocacy, and monitoring & evaluation of projects in the context of Climate change, DRR, non-formal education, HIV-AIDS, WASH, and health system strengthening. Mr Khan is also experienced in proposal development, fund-raising, and liaising effectively with government and foreign donor agencies. As part of his work, he contributed to eliminate gender discrimination by using participatory gender analysis tools, design of gender sensitive programmes, and contributed to develop a gender friendly environment in his organization as well as in the local community. He is interested to partner with GWA for the betterment and continuous support of vulnerable people in Bangladesh.

5.5 Shamim Iftekhar: PASS (participatory advancement social service), Rangpur

Shamim Iftekhar has a MA in Mass Communication and Journalism from University of Dhaka, and has been working in various communication and advocacy positions in development organisations since about 10 years. He has contributed to form the Water Integrity (WIN) Network of TIB, and was also a member of the

Gender Core Committee of TIB. While working at UNDP Bangladesh he organized a workshop for DWASA to “Prepare Water Supply Master Plan for Dhaka City” in 2012. He was also the National Campaign Manager of “My Rights (Amar Odhikar) Campaign”. Mr Iftekhar thinks that crosscutting issues in terms of Gender and Water are hardly addressed, and there is a need for a concerted effort in this area to ensure sustainable development. He believes he possesses adequate experience and expertise to work efficiently in this area, and is confident that he can elevate GWA to a successful social movement ensuring bondage and ownership among its members.

5.6 Paul Provakar Saha: Consultant

Paul Provakar Saha is a Commerce graduate, and has worked as a freelance consultant to different NGOs for more than 30 years. During this time he supported the work of more than 300 NGOs from the south west coast and other parts of Bangladesh, helping them get funds from government agencies and various western donors for WASH, building climate change resilience, livelihood support for poverty alleviation, micro-finance, and good governance. He is an active member of several national and international gender and water related networks, and has very good relations with government agencies and other development stakeholders. Mr Saha is committed to working at grassroots-level with the most disadvantaged people for reducing poverty, building their skills and awareness, and ensuring gender equity. He thinks access to safe water is the burning issue in Bangladesh, and feels that the mission of GWA is immensely relevant to the lives of people here.

5.7 Safina Naznin: World Fish

Safina Naznin is a gender expert with experience in WASH, social development, and disaster management. She has a BSc in Environmental Science, and two Masters - one in Water Resources Development from BUET, and the other in Women and Gender Studies from the University of Dhaka. Until recently, she worked as Programme Specialist-WASH and Gender with GWAPB, and is currently working with World Fish as Gender specialist. She would like to ensure the involvement of women in water management, and thinks that knowledge sharing and networking through GWAAG will help her to plan and design water related development projects more efficiently. Ms Naznin has hands-on experience working in hard to reach areas of Bangladesh and in gender mainstreaming in water resources management. She would like to strengthen her leadership skills in order to contribute to design programme in an innovative way, which will bring sustainable changes in communities.

5.8 Zainal Abedin: CDSP IV.

Zainal Abedin has a MSS (Economics), an MBA in Human Resource Management, and has been working in the development sector for 28 years, of which around 15 years in Gender related work. He has been responsible for institutional development in the water sector and has worked in establishing social forestry, participatory agriculture extension, livelihood, and sustainable operational and management within water projects. His work in the Char Development and Settlement Project IV has many gender components, the most challenging of which was related to land entitlements for women. Throughout the work he has tried to ensure active participation of women in all local institutions. Mr Abedin is experienced in working with various stakeholders in development including government institutions, NGOs, and donor agencies; and has conducted numerous training for their staff as well as project beneficiaries. He is actively collaborating in the work of GWAPB and hopes to use his expertise and networks to strengthen it further.

5.9 Zillur Rahman: SHISHUK

Rahman has a M. Phil and MSS in Public Administration, and has been working for more than 25 years in the development arena in research-based positions. He worked for research institutions such as Bangladesh Unnayan Parishad (BUP), Bangladesh Institute of Development Studies (BIDS) and Power and Participation Research Centre (PPRC). He is currently working in community-based enterprise development in flood plain fisheries, and capacity building for victims of human trafficking, using a gender perspective to make interventions more equitable and sustainable. Gender was a cross-cutting theme in the Flood Plain Fisheries program in which he worked, awarded for innovation of Daudkandi Model by the Ministry of Fisheries, Government of Bangladesh. Later, this model was also recognized as a best practice by South Asian

Association for Regional Cooperation (SAARC). Mr Rahman is strongly committed to gender equity and gender responsiveness, and hopes to contribute to the work of GWA through his expertise.

5.10 M.A Rashid: Consultant

M. A. Rashid has more than 35 years of professional experience in the field of socio-economic, cultural and political development of the poor and disadvantaged people of Bangladesh. He has more than 18 years working experience with NGOs and Women's Organizations in human rights, gender equality and mainstreaming gender, and seven years of working experience on gender and water issues. He has adequate exposure and credibility at local and national level, and possesses proven skills on communication, networking, management and leadership to link interests and skills of variety of people. He is associated with different development organizations, associations, forums and extends voluntary services, and plays leadership role in achieving the mission. As a GWAAG member of the GWAPB, Mr. M. A. Rashid has the skills, experiences, efficiency and motivation to contribute the development of strategic action plans, developing effective and efficient monitoring procedures of projects and activities of the GWAPB, quality assurance of all activities and products of GWAPB programme, advocating and promoting strategies for mainstreaming Gender in IWRM in national forums etc.

5.11 Rokeya Begum Shafali: AID COMILLA

Rokeya Begum Shafali has completed her Bachelor of Business Studies, been a Fellow of the Commonwealth Fellowship (UK), and has followed several trainings in Bangladesh and abroad. As Founder-director of AID-COMILLA - a national NGO established in 1995 with the motto "Raise Women's Voice", she has 20 years of experience in development work. The organization has been working for gender and water issues since the start, and she has developed expertise in WASH, gender, agricultural research and development, human rights and legal support, social mobilization, capacity building and training, advocacy, and micro-credit. Thanks to the support Ms Shafali received from the government, foreign donors, and development agencies, she was able to obtain the Special Consultative Status of UN for her organisation in 2013. She considers her dedication, honesty, and professionalism to be her strong points.

5.12 Palash Chandra Torfder: PRIDE

Palash Chandra Torfder has a BSc in Agriculture, an MBA, and has completed a Masters course in Environmental Science, and 3 international short courses related to participatory farmer research and knowledge management. He has facilitated development of 2 national associations in the water and agriculture sector: ACAC (Alliance for Combating Arsenic Crisis) and SMSPA (Small and medium seed producers association of Bangladesh), and helped raise foreign funds for them. With more than 14 years of experience in field work and research, he has expertise on gender and water issues, and has established good relationships with reputed foreign universities that work on action research, and other national stakeholders. His organization has supported several post-graduate thesis and PhD studies and it is his dream to help develop a sustainable GWA Bangladesh, with multi-stakeholder involvement, a strong learning network, and a multi-dimensional area of work.

At the end of the individual introduction and campaign by the GWAAG nominees, Joke concluded the meeting with some clarifications and information to members on taking the GWAPB and GWAAG forward: .

1. She clarified that GWAPB is mandated to work with EKNsPs, and has to therefore prioritise their staff and partner NGO, CBO staff, in all their activities. For this reason we cannot organize a Capacity Building (CB) workshop only for GWA members. She requested members to be realistic in their expectation of GWAPB, and assured them that whenever possible the programme will involve them in trainings and other activities.
2. We are expecting to have an Mid Term Review of GWAPB soon. We expect good support and recommendations from this which will be helpful for us.

3. Referring to the upcoming third CB workshop on gender and IWRM, she invited those members who had not participated already, to join this training. She mentioned that the participation of members in the previous workshops had been very enthusiastic, and she appreciated the different perspective they brought to the discussions compared to the (member) staff of EKNsPs.
4. The GWAPB website has just been launched, and we hope to upload a lot of interesting information and resource materials on it. We would appreciate receiving relevant material and information from our members to include here as well.
5. Currently GWA has a global listserv, but we will soon be starting one just for the members in Bangladesh.
6. Joke clarified that the elections of the GWAAG would not take as long as last year.
7. The on-going strikes (*hartals*) have been hard on everyone, and also for GWAPB as we were not able to complete some obligatory activities. So there is a certain backlog in our activities that we are hoping to clear soon.
8. The revised 'Tutorial for Water Managers: Why Gender Matters' is already translated into Bengali, and will shortly be available on Cd-rom. She hopes it will be useful for all the members.

After a long but productive day, the GWAPB Team leader Shaila Shahid closed the meeting with a hearty vote of thanks to all participants especially appreciating the time they took out to travel and attend this meeting, and their enthusiastic contribution in the meeting and group work. She wished them all the best in their work, and a safe journey back home in Dhaka and outside.

Annex 1: The schedule of the programme

GWA Bangladesh Members' Meeting V
Spectra Convention Centre, the King's Hall (ground floor),
Road 7, House 19, Gulshan 1
Monday 13 April, 9.00 – 4.00 hrs.

Programme Schedule:

Time	Description of action	Facilitator
DAY 1	13 April	
9.00-9.30	Registration	All
9:30-10.00	Opening and GWAPB team Introduction of new GWAPB staff	Joke Muylwijk
10.00- 11:00	Round of introduction of participants: <ul style="list-style-type: none"> - Name - Organisation - Area (district) 1 minute per person: If you want to tell more than 1 minute allows, please make a poster which we can hang for everybody to see.	Runia Mowla
11.00 -11:20	Tea Break	
11.20 – 11.30	Updates of GWA	Joke
11.30-12.00	GWAPB: what happened since March 2014	Rokeya
12.00-1.00	Group discussions on suggestions to work together more closely, effectively and result-oriented	5 groups
1.00-2.00	Lunch	
2.00-2.50	Presentation of Group work	5 reporters, each 10 minutes
2:50- 3.00	Introduction of GWAAG	Runia
2.30-2.50	Discussion about the nomination and selection of GWAAG members, the process till today	Joke and participants
2.50-3.30	Introduction by selected nominees for the GWAAG membership	Some GWA members who are nominated and selected for election
3:30 – 4:00	Way forward with GWAPB activities and GWAAG	Joke
4:00- 4:10	Tea and closing	Runia Mowla

Annex 2: List of the Participants

The list has been removed from this version of the report in order to ensure privacy of the participants.

Annex 3: Activities of GWA in Bangladesh (Power point presentation)



Gender and Water Alliance Members' Meeting Bangladesh

13 April 2015

GWA Members' Meeting 13 April 2015
Dhaka Joke Muylwijk

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Gender and Water Alliance Bangladesh

Welcome

Earlier GWA members' meetings in Bangladesh

- I. 2008
- II. 2010
- III. 2012: to gather information for GWAPB
- IV. 2014: to inform about GWAPB, and to see how members can be involved
- V. 2015, present meeting: how can members be involved more and better? And about GWAAG

GWA Members' Meeting 13 April 2015
Dhaka Joke Muylwijk

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Gender and Water Alliance Bangladesh

- Members are an important group of stakeholders in gender-and-water in Bangladesh:
 - CSOs, NGOs, CBOs, and individual gender and/or water experts
 - Objective stakeholders, and keen to share
 - Members: in which district are you active?

GWA Members' Meeting 13 April 2015
Dhaka Joke Muytwijk

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Gender and Water Alliance Bangladesh

- English or Bangla: who understands English?
- The programme of today:
 - Introduction GWAPB team
 - Introduction of all of you: max 1 min. per person
 - Updates GWA
 - GWAPB updates
 - Group work: suggestions from all of you about more, better and further collaboration
 - GWAAG: Gender and Water Advisory and Action Group: Steering Committee

GWA Members' Meeting 13 April 2015
Dhaka Joke Muytwijk

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Gender and Water Alliance Bangladesh

Introduction GWAPB team:

- **Shaila Shahid**, Team leader
- **Rokeya Khatun Sr.** Capacity Building Expert
- **Rabeya Sultana**, Gender and Water Training Specialist
- **Safina Naznin**, Progr. Specialist Gender and WASH
- **Runia Mowla**, Progr. Specialist G & W and Agriculture
- **Nazmun Naher**, Progr. Specialist gender and IWRM
- **Farid Hoque**, Gender and Communication Specialist
- **Paul Modhu**, Administrative and Financial Manager
- **Mamun Rashid**, Office Attendant
- **Joke Muylwijk**, Programme Coordinator

GWA Members' Meeting 13 April 2015
Dhaka Joke Muylwijk

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Gender and Water Alliance Bangladesh

Half my heart is in Bangladesh and the other half is for the rest of the world



GWA Members' Meeting 13 April 2015
Dhaka Joke Muylwijk

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Gender and Water Alliance Bangladesh

Introduction of all participants of today:
Facilitated by Runia

- Your Name
- Your Organisation
- Your Position in the organisation
- The Area you work: district(s)

Not more than 1 minute per person, 1 hour for 75 participants
(Some of you have read our suggestion: make a poster, and it is on the walls now)

GWA Members' Meeting 13 April 2015
Dhaka Joke Murylwijk

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Gender and Water Alliance Bangladesh

Updates of GWA, the global network, in brief

Till 2010 core funding by the Government of the Netherlands:
many demand driven Capacity Building activities, for organisations who cannot pay for it

Since 2010: no core funding so many different activities by organisations who can pay for it, e.g.:
FAO, World Bank, WSP, UN-Habitat, Mekong River Committee, IHE-UNESCO, UNICEF, WMO, CGIAR, Gender Resource Facility, Oxfam-Novib, UNDP, Cap-NET, etc.

GWA Members' Meeting 13 April 2015
Dhaka Joke Murylwijk

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Gender and Water Alliance Bangladesh

Updates of GWA, the global network, in brief

Examples of what we do:

- Gender audits,
- developing case studies and documentation,
- developing e-learning and other training manuals, evaluations,
- facilitate gender planning,
- rewrite the Tutorial,
- Give comments to UN texts (voluntarily)
- and many other activities.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijlwijk 9



Gender and Water Alliance Bangladesh

Updates of GWA, the global network, in brief

Calls for Proposals, Calls for Concept Notes, Calls for Expression of Interest, etc.

Globally: Bangladesh is always included

For one country: 3 Concept Notes were developed specially for GWA-Bangladesh, each involving a few of our member NGOs as partners or co-applicants.

If grants are awarded more GWA members will be involved.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijlwijk 10



Gender and Water Alliance Bangladesh

Updates of GWA, the global network, in brief

I bring you all greetings and congratulations from

- the GWA Secretariat in the Netherlands and
- GWA Steering Committee (In Canada, Cameroun, India, Egypt and the Netherlands)
- GWA members in other countries who all are jealous of the members in Bangladesh

We will inform you about the work of GWAPB, especially since last year, when we had the meeting in March, also here.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijwijk

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Gender and Water Alliance Bangladesh

Group Work

- a. Gender and Aquaculture
- b. Gender, Agriculture, Food Security
- c. Gender, Climate Change, Adaptation & DRM
- d. Gender, Water Supply & Rainwater Harvesting
- e. Gender, Sanitation and Hygiene

Questions & Guideline:

1. What are the key challenges? (Gender issues)
2. How we can address those?
3. How we can cooperate with GWA (GWAPB) to reach workable, realistic solutions?
4. List recommendations and level of participation (both organisation & individual). Include your details.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijwijk

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Gender and Water Alliance Bangladesh

GWAAG Gender and Water Advisory and Action Group
As explained last year:

1. Democratic, representative, transparent process
2. **NOMINATION:** Only GWA members are to be nominated for the GWAAG
3. The nominating person is a GWA member
4. Various documents needed: CV, short resume, Nomination Form, Reference letters
5. One cannot nominate oneself
6. **VETTING:** International Vetting Committee checks the conditions and the Gender balance
7. **ELECTION:** all GWA members can vote 5 persons.

GWA Members' Meeting 13 April 2015
Dhaka Joke Murylwijk

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Gender and Water Alliance Bangladesh

GWAAG Gender and Water Advisory and Action Group
Adapted to the current situation:

1. Democratic, representative, transparent process
2. **NOMINATION:** Only GWA members are to be nominated for the GWAAG
3. The nominating person is **preferably** a GWA member
4. Various documents needed: CV, short resume, Nomination Form, ~~Reference letters~~
5. ~~One cannot nominate oneself~~
6. ~~VETTING: International Vetting Committee checks the conditions and the Gender balance~~
7. **ELECTION:** all GWA members can vote 5 persons by e-mail

GWA Members' Meeting 13 April 2015
Dhaka Joke Murylwijk

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Gender and Water Alliance Bangladesh

**GWAAG Gender and Water Advisory and Action Group
Adapted to the current situation:**

1. Democratic, representative, transparent process
2. **NOMINATION:** Only GWA members are to be nominated for the GWAAG : **11 nominated GWA members**
3. The nominating person is preferably a GWA member
4. Various documents needed: CV, short resume, Nomination Form **A few more documents are to be received**
5. **9 Candidates will give a brief presentation: intrpduce themselves and the motivation**
6. **Small films will be published for the members who are not present today**
7. **ELECTION:** all GWA members can vote **5 persons by e-mail**

GWA Members' Meeting 13 April 2015
Dhaka Joke Muzylwijk 15



Gender and Water Alliance Bangladesh

**GWAAG Candidates, brief presentations:
introduction and motivation**

1. Shahidul Islam, Voice of South Bangladesh
2. Okhil Chandrea Bairagi, Amraa Kaj Kori, Faridpur
3. Arifa Yesmin Shimu, RUPSA
4. Raphyel Khan, DIPTE Foundation
5. Shamim Iftekher, PASS Rangpur
6. Syed Mostakim Hossain, D-WASA
7. Paul Pravakar Shaha, Barisal
8. Mamun Ur Rashid, Uttaran
9. Safina Naznin, Leaving GWAPB, to World Fish.

Think of gender balance.....

GWA Members' Meeting 13 April 2015
Dhaka Joke Muzylwijk 16



Gender and Water Programme Bangladesh

Gender and Water Alliance: Mission

The mission of GWA is to ensure effective gender mainstreaming in the sustainable management and development of safe and adequate water for domestic supply, sanitation, food security and the environment

GWA works with a network of members and partners to achieve this through influencing policies; building knowledge, capacity and awareness; linking the technical with the social aspects of water management.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muyfwijk

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Gender and Water Programme Bangladesh

Gender and Water Alliance: some guiding principles

- Demand driven
- Partnerships
- Shared learning
- Women are victims, but more than that agents of change (actors)
- Inclusiveness

LIP SERVICE is what we will not be used for

Member of WWC, UN-Water, GWP, NWP, Cap-Net, WSSCC

GWA Members' Meeting 13 April 2015
Dhaka Joke Muyfwijk

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Gender and Water Programme Bangladesh

Overall goal:
Poverty eradication by the empowerment of poor women, girls, men and boys and the efficient, effective, equitable and sustainable management of water in Bangladesh, with a focus on the South West Coastal area

Purpose:
Support the EKN supported water-related programmes, civil society, water professionals and Government organisations in Bangladesh to adopt and implement a gender mainstreaming strategy to achieve measurable and positive impact on the lives of poor women and men.

GWA Members' Meeting 13 April 2015
Dhaka Joke Muytjijk

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Gender and Water Programme Bangladesh

Priority is with supporting the EKN programmes:

1. Blue Gold	7. South West project
2. PaCT	8. Urban Dredging Project
3. SAFAL	9. Rice Fortification project
4. CDSP IV	10. Bangladesh delta Plan 2100
5. MAX Value for WASH	11. River Management (ADB)
6. WOP- DWASA-VEI	

Further attention will be paid to:

- Government Departments and GOs at different levels

Further interest is shown by:

- Programmes directly financed by DGIS: WASH Alliance
- GWA member NGOs

GWA Members' Meeting 13 April 2015
Dhaka Joke Muytjijk

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Gender and Water Programme Bangladesh

Why mainstream gender?
Efficiency
Effectiveness (impact)
Sustainability
Equity

Why is water important for all people:
25% men, 25 % women, 25% girls, 25% boys
Water related work is done by women (WATSAN, environmental and part of agricultural work)
Water for the environment, for agriculture and food security, for sanitation, for domestic use and for daily drinking.
Further issues: fisheries, oceans, droughts and floods

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijlwijk

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Gender and Water Programme Bangladesh



Thank you

GWA Members' Meeting 13 April 2015
Dhaka Joke Muijlwijk

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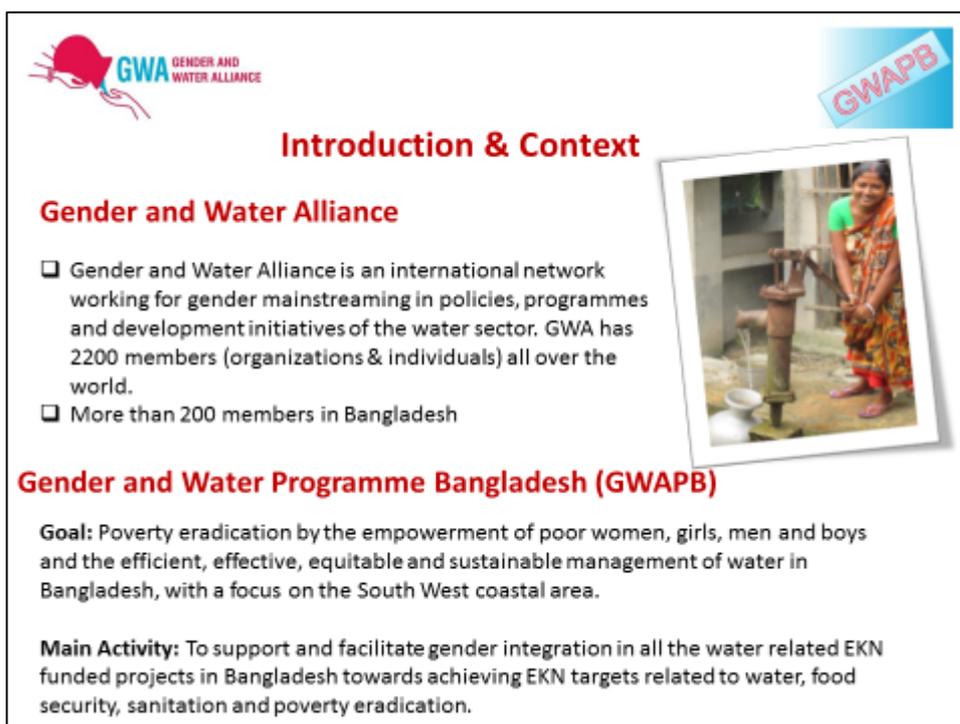
Annex 4: Presentation on accomplishments of GWAPB



What happened since March 2014
Gender and Water Programme Bangladesh (GWAPB)

Fifth GWA Bangladesh Members' Meeting

Presented by
GWAPB Team
13th April 2015
Spectra Convention Hall,
Gulshan, Dhaka



Introduction & Context

Gender and Water Alliance

- ❑ Gender and Water Alliance is an international network working for gender mainstreaming in policies, programmes and development initiatives of the water sector. GWA has 2200 members (organizations & individuals) all over the world.
- ❑ More than 200 members in Bangladesh

Gender and Water Programme Bangladesh (GWAPB)

Goal: Poverty eradication by the empowerment of poor women, girls, men and boys and the efficient, effective, equitable and sustainable management of water in Bangladesh, with a focus on the South West coastal area.

Main Activity: To support and facilitate gender integration in all the water related EKN funded projects in Bangladesh towards achieving EKN targets related to water, food security, sanitation and poverty eradication.






Major Components

1. Collaboration, Networking and Coordination
2. Capacity building, training, coaching
3. Knowledge management
4. Communication
5. Monitoring




13 April 2015




What happened during March 2014 – April 2015: Coordination Networking Collaboration

- MoU signed with the UDDP, WoP
- MoU signed with the IWFM-BUET
- Discussion: Dhaka University DWGS – curricula review; International Conference on Gender Diversity and Development
- Discussion: Institute of Disaster Management and Vulnerability Studies DU – special short course, joint publication, collaborative research
- CSD – ULAB: Research collaboration - aquaculture







ToT: Short Term Experts (STE)

- ToT for Short Term Experts (STE) held, 8-11 September 2014;
- Attended by 22 participants (10 women); trainers, researchers, academicians, government training institute, NGO programme persons & EKNsP training specialists.
- Among STE receivers one participant conducted a ToT for EKNsP
- Another participant translated GWA tutorial on 'why gender matters in IWRM: A tutorial for water managers'



Project based activities

- **IFC PaCT:** Gender methodology session in workshop for Surveyors of Factory Level Assessment of PaCT, in February 2014 and again in February 2015(2); 21 + 17.
- **IFC PaCT:** Capacity building workshop for Gender, Water and Textiles, for IFC PaCT staff, May 2014. 6 (3 women).
- **CDSP IV:** Organized GAP development workshop for CDSP IV in September 2014. 3 days. 30 (6 women).
- **Max WASH:** Organized ToT for Max WASH implementing partners at Patuakhali. November, 2014. 23 (7 women). 3 days.
- **SAFAL:** Facilitated gender mainstreaming in SAFAL. September 2014, 2 days. 29 participants (10 women).
- **UDDP:** Facilitated session on 'Solid Waste Management and Gender' for UDDP Partner – Resource Integration Centre.



Involvement with Government

- Capacity building workshop for gender, water, hygiene and health for medical officers from all over the country, May 14 NAPD. 52(15 women).
- Capacity building session on gender, water and climate change for BCS (Economic) cadre officials. October. 19 (12 Women).
- Capacity building sessions on 'gender, water and climate change' for participants of the Project Planning and Management course at the NAPD. November 2014.



Engagement with Academic Institutions: Universities

- Gender, water and climate change session for the third year students of the WGSD, University of Dhaka. November 2014.
- Gender and water session for the students of the Institute of Water and Flood Management (IWFM), BUET. 17 Nov.'14






International Conference

- GWAPB conducted a session (parallel session 3) on 'Gender and natural resource management' (27 March 2015) at the 3 –day ICGDD – DUWGSD; 42 (30 Women); February 2015.
- GWAPB staff participated in the Global Water Gender and Development Conference. Gender Analysis on household based water management of a selected slum of Dhaka. November 2014.





Knowledge Management

Inventory:
Policy documents, research studies, Guidelines have been reviewed and entered into GWI format for uploading in the internet.

Studies conducted:

- Women in aquaculture: a study in division of power and work in south-west region.
- Gender, Vocational Training and Employment.
- Ongoing study: Study on Gender Issues of Wet Units in Textile Factories of Bangladesh.

Inquiry reports: SAFAL - 9 beneficiaries;
CDSP IV – 6 beneficiareis



13 April 2015 GWA Members' meeting on 13 April 2015 GWAPB team




Communication

- GWAPB brochure designed, developed and published.
- Communication Strategy (CS) has been drafted and in the process of finalisation.
- Work on Listserv (a software through which all the GWA members can be contacted at a time) being maintained by GWA and GWAPB website are in progress.
- GWA website: <http://genderandwater.org/en>




13 April

GWA Members' meeting on 13 April 2015

GWAPB team




Communication

- A data base has been developed for a 'Resource Pool' where professionals (individuals, organizations) can register to share their areas of expertise and experience. Link with website will be established shortly.
- UN poster on Gender and Water has been printed and circulated.
- GWA Tutorial on 'why gender matters in IWRM: A tutorial for water managers' has been translated into Bangla to promote wider use.






Monitoring

Monitoring sheet/checklist for gender mainstreaming in EKN – supported Programmes has been developed with focus on:

- Indicators to be monitored
- Empowerment
- Participation
- Gender relations
- Follow-up on Theory of Change
- Lessons learnt and good practices
- GWAPB reviewed baseline studies of 11 thematic areas and provided input from gender dimension.
- GWAPB has given gender related input for the 7th 5 year plan of Bangladesh.



13 April 2015

GWA Members' meeting on 13 April 2015

GWAPB team



Thanks for your patience!



13 April 2015

GWA Members' meeting on 13 April 2015

GWAPB team

Annex 5: Criteria for Selection of GWAAG Members of the GWA in Bangladesh

The member should have a minimum of ten years professional experience and preferably more than five years of working experience particularly with mainstreaming gender, preferably in the water sector.

The member should have at least three years of working experience in the field, mainstreaming gender actively, or working with woman's organisations, NGOs and/or projects/programmes on gender and water.

The member should comply with at least one of the following criteria:

1. The member should have at least three years of working experience in or with donor agencies and/or donor funded projects and programmes, or private sector institutions
2. The member should have at least three years of working experience at senior management level and/or strategic planning
3. The member should have excellent communication and networking skills to be able to convey the impact of GWA to possible donors and funders.

The member is dedicated to the mission and vision of GWA, including the principles of sustainable development, integrated water resources management, human rights and gender equity.

The member should have adequate exposure and credibility at local and national levels to promote the image of the Alliance and of the GWAPB as a high performing network within the country.

The member should be committed and strive to strengthen the Gender and Water Alliance by actively raising funds for the organisation.

The member should have adequate leadership, networking, management and communication skills to link interests and skills of a variety of people.

The member should be proficient in English as GWAAG meetings will be held in English. Preparatory and other relevant documents will be also in English. Communication with some of the members, partners, and donors as well as with the GWA secretariat is in English.

The member should be digitally connected.

April 2015

Annex 6: GWAAG members election Nomination form

Nomination Form

Nominations for the GWAAG Gender and Water Action and Advisory Group, 2015

I / My organisation propose(s) the following nominee (you may nominate more than one person but please use separate forms for each nomination):

Name:

Man or woman:

Nationality:

Region or district of residence:

Theme and level of Education:

Title in current position:

Main field(s) of relevant experience:

Number of years' experience working with gender:

Current organisation or employer:

Contact information of candidate (email):

Name and contact details of two referees:

Name of the nominating person and/or organisation (this is you): S. M. Faridul Haque

Brief recommendation on the nominee (maximum 100 words):

Name and contact details of two water and/or gender organisations supporting this nomination:

Please send:

- 1) This filled-in Nomination-form;
- 2) the Curriculum Vitae, max 5 pages, in English of the nominee;
- 3) a Letter of motivation in English (maximum 1 page) from the nominee indicating why the nominee is interested to join GWAAG, what he or she could contribute and his or her vision for GWA's future in Bangladesh;
- 4) a Summary of maximum 100 words of this motivation letter to be distributed among the GWA members in case the nominee will be short-listed, and the members will know who to vote for;
- 5) a filled-in support letter-form of **both** water and/or gender organisations.

to GWAPB, Attn: Runia Mowla, by e-mail: Runia.mowla@gwapb.org, cc to jokemuywijk@chello.nl **no later than 10 April, 2015**

Only complete nominations will be taken into consideration

Annex 7: ToR of GWAAG Members

TERMS of REFERENCE of MEMBERS of GWAAG Gender and Water Advisory and Action Group of GWAPB (The Gender and Water Programme Bangladesh):

As a GWAAG member of the GWAPB, you will play a leadership role in guiding the process and monitoring progress of the GWAPB and the GWA in Bangladesh. Specifically, together with the other members you will contribute to:

1. Supporting the development of strategic action plans, prioritising and reviewing the strategies and actions for mainstreaming Gender and Diversity in Integrated Water Resources Management (IWRM).
2. Developing effective and efficient monitoring procedures of projects and activities of the GWAPB.
3. Ensuring transparency for all processes, functions and activities of GWAPB.
4. Identifying strategic ways to ensure the GWAPB will be relevant for grassroots organisations and people, adding to the objective of making the position of Bangladeshi women better.
5. Supporting the development of procedures for quality assurance of all activities and products of GWAPB programme.
6. Advocating and promoting strategies for mainstreaming Gender in IWRM in national forums through the representation of interest groups and institutional stakeholders using GWA members and the GWAPB network.
7. Raising of funds for future GWA work in Bangladesh, to enhance opportunities for the continuation of GWA in Bangladesh.

Further you will be responsible for:

8. Discussing and approving the Annual Plan and Budget.
9. Facilitating and promoting gender mainstreaming in water resources through strategic linkages to other significant policy making and implementing bodies involved in water management.
10. Informing each other, and the PMIT about opportunities arising for shared learning, and about interested actors (organisations and individuals) in mainstreaming gender in water.
11. Attending and participating actively in three or four GWAAG meetings per year in a location decided by agreement among the GWAAG members and the PMIT.
12. Preparing a brief report (one per year) indicating your vision and views with regard to GWAPB in the context of the organisation you represent, the region you work in and/or the water-sub-sector you specialise in. This report will be used by the PMIT for the compilation of the Annual Report.
13. Advise about selection of proposals for activities within the framework of outputs of GWAPB, to support the PMIT (Programme Management and Implementation Team) and the GWA Secretariat.

April 2015

Annex 8: The process of GWAAG members election

The process for election of Gender and Water Advisory and Action Group GWAAG members⁶:

At least 5 of the GWAAG members will be GWA members, elected through a democratic, representative and transparent process.

- Only GWA members are to be nominated for the Steering Committee.
- The nominating person is also a member of GWA.
- 1 member nominates one or more persons and sends the nominated persons' profile/C.V., write up explaining motivation towards being elected to the Steering Committee to GWA.
- One cannot nominate oneself.
- Whether the nominee fulfills conditions to be elected is checked by the 'International Vetting Committee' which does the first short-listing. International Vetting Committee keeps gender balance into consideration.
- Say 20 nominees are shortlisted by the International Vetting Committee. C.Vs, write-ups and motivations of these 20 persons are sent to all GWA members in Bangladesh. Each member then can vote/elect 5 or 4 or 3 out of this 20.
- So, the 3-step process is: Nomination, Selection and Election.

VOTING PROCESS

- Voted person's name to be sent to GWA (voting)
- Telephone call will go to the nominated person from GWA – if possible, a skype conversation, only if necessary.

The rules and guidelines for GWAAG:

- a. The Gender and Water Advisory and Action Group (GWAAG) members are elected through a democratic, representative and transparent process delineated in "Agreed Transparent Procedure and Principles for Nomination of Official Steering Committee and Guiding Process" as well as a "Terms of Reference" for Steering Committee members (see next paragraph).
- b. Male and female candidates to the GWAAG should have equal opportunities to be elected.
- c. GWAAG should represent the diversity of the organisations involved in GWAPB. A representation of more than one person per organisation is therefore not possible / wanted.
- d. The tenure of appointment of the GWAAG is three years. GWAAG members can be re-elected for one additional term⁷. They are elected as representatives of some organisations as well as in their personal capacity. After two years, half of the members of the GWAAG will change. A staggered process will ensure continuity and effective transfer of information.
- e. When new GWAAG members need to be elected, the GWAAG puts together all the information required for the election procedure and makes it available through the publication(s) of the GWAPB.

⁶ This paragraph is based on response to questions in the previous members' meeting.

⁷ This only applies in case the GWAAG will survive after the completion of the programme of GWAPB in 2016.

- f. The GWAAG members shall abide to a Code of Conduct specifically elaborated for GWAAG members.
- g. The Chair, Secretary, and Treasurer of the GWAAG will be elected by GWAAG members through a secret ballot if necessary. Persons in these offices may only serve one term of office in these positions but may be elected to a second term as a GWAAG member.
- h. GWAAG members receive no financial support for their service. Their costs of travel, DSA, and communications will be covered by the GWAPB for participation in GWAAG meetings or when representing the GWAPB at agreed-upon events.
- i. In principle a member of the GWAAG cannot take leave of absence to do paid work for GWA. For exceptions there need to be strong reasons, such as that there really is no other person who could do that task.
- j. Members will invite organizations and individuals to join the GWAPB network or the GWA membership based upon their potential for enhancing the objectives of gender mainstreaming in IWRM.

Timeline:

Invitation to nominate	1 April 2015
Nominations sent to Runia and Joke	latest 9 April
Selection of nominee	before 13 April
GWA members meeting in which the selected nominees are published	13 April
GWA members in Bangladesh are asked to vote for 5 GWAAG members	latest 23 April. (by e-mail)
Result of elections is published and candidates are requested if they are willing to become members of GWAAG	29 April
Other GWAAG members will be invited	April
Formation of GWAAG	1 May 2015
A first meeting will then be arranged asap	