



# REPORT

## 2013

### Gender and Water Programme Bangladesh



February 2014

**Gender and Water Alliance**

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## GENDER AND WATER PROGRAMME BANGLADESH

### 1 JULY – 31 DECEMBER 2013

#### ORIGINE

In September 2012, with a telephone call from the EKN, Embassy of the Kingdom of The Netherlands, GWA was invited to develop a proposal for a large gender programme for the water sector in Bangladesh. An initial Identification and Formulation mission would yield enough information to write a proposal. GWA was asked to write the ToR for the mission, which we did. Then it appeared that GWA could not take part in the tender for the implementation of such a programme if we would do the mission. Based on this information we decided not to do the mission, but to take part in the tender instead. Subsequently we were offered to take the channel of subsidy instead of tendering, so neither an Identification and Formulation Mission nor a tender for a Gender and Water Programme in Bangladesh took place. A visit to Bangladesh was made nevertheless in November 2012, in which a GWA members' meeting was held to inform the members and discuss and collect relevant current gender-and-water issues.

#### PROPOSAL DEVELOPMENT

After the mission to Bangladesh in 2012 the writing of the full-fledged proposal was taken up, and the first version was sent to the EKN in January. This first draft included an Inception Phase which was planned and budgeted in detail, whilst the rest of the time was filled in roughly. This was not acceptable so a second version, which was ready in March, was prepared without specific separate Inception Phase, and with 3 years of detailed planning and budget. Again comments were received and in June the third version was ready.

#### COCA

Apart from the proposal, a so called COCA was required. This is an Organisational Analysis, in which many details of the organisation have to be described and again many annexes are to be added. Also the COCA had to be rewritten and complemented with more annexes. The final version was sent to the EKN in June.

#### DECISION

Mid July the GWA Secretariat was delighted to receive the information that that the proposed project was approved and that it was decided to supply subsidy. The official letter followed on 6 August and the first tranche we received on 8 August. The Decision Letter is important because it serves as a contract in which all conditions are listed. The beginning date of the project is mentioned as 1<sup>st</sup> of July. After a long time of writing, rewriting and answering questions, this decision was received with relief and pleasure.

## START OF THE PROJECT

Already in the second half of July, before the formal Decision Letter, we started the recruitment procedure by publishing the vacancies first amongst our members and later through a subscription in bdjobs.com. Many members who earlier had shown interest, and who no doubt still are interested, cannot make themselves available for fulltime jobs. For this reason we also plan to involve STEs: short term experts. The number of applications was more than 1200, so to select the best candidates was a major effort, to do justice to all who took the effort to write. This was done by the Secretariat in the Netherlands.

## RECRUITMENT MISSION

In September the ED (Programme Coordinator of GWAPB), together with the GWA Advisor Anamika Amani came to Dhaka with the aim to do as much as possible of the starting-up work. First priority was the recruitment of a team, mostly consisting of gender experts. The first selection from the 1200 applications was done before the mission, and appointments were made and interviews held. Those who were found adequate were seen a second time.

Of the 1200 applicants first screening still yielded 503 applicants. The two positions Financial and Administrative Manager and the Office Support staff were left out in the beginning (because they should be selected by the Team Leader). Then 190 CVs were screened and entered into excel sheets. Of these 48 were selected to be interviewed.

The recruitment Committee consisted of Joke Muylwijk, Shaakeel Hasan, Shilpa Chikara and Anamika Amani, and at least two of these members would be present at the interviews. In total



23 interviews were held. The first interview round for candidates had a semi-open structure, where some questions were asked from a check-list, with scope for discussion. Most interviews took between 1 – 2 hrs. Especially the selection for the team leader's position was challenging since there were quite a few candidates each with their own qualities.

Recruitment Committee with newly appointed Team Leader Amita Dey

## OFFICE IN DHAKA

Shilpa Chikara, earlier our colleague in Dieren, and then the GWA contact in Dhaka, had already looked at offices for rent. We discussed the subject with Mott-MacDonald too. A colleague organisation, ICCO from the Netherlands, had spent 6 months looking for a new office in Dhaka. When visiting the Director, to discuss various issues of setting up an office and organisation from scratch, we found his type of office suitable for GWAPB as well, and one floor lower was still available. So not much time was needed to decide to rent it and make all arrangements. The office is light, and spacious and has a beautiful view over the Gulshan Lake, whilst the costs are reasonable. Another advantage is that the WASH Alliance is making use of the ICCO Office, enabling easy and informal contact.



Air conditioning and furniture and equipment was purchased and installed, to make it possible for the team to work. In November electrical works and important fittings were completed, internet set-up and furniture installed so the office was in a shape good enough for working undisturbed.

## **THE TEAM (PROGRAMME MANAGEMENT AND IMPLEMENTATION TEAM, PMIT)**

The Team Leader Amita Dey started her work on October 7, 2013, and she started with moving ahead the office set-up process. The followed two weeks of holidays (Eid and Durga Puja), after which the installation work was completed.

Then Audity Falguni Gayen, Communication, Website and List Serve Manager and Mamunur Rashid, Office Assistant joined on 3<sup>rd</sup> and 14<sup>th</sup> November respectively.

The Programme Specialist Gender and WASH Safina Naznin and the Training Coordinator Rokeya Khatun both started their work for GWAPB on the 1<sup>st</sup> of December, soon followed by the Programme Specialist Gender, Water and Agriculture Runia Mowla who joined on the 5<sup>th</sup> of December.

The Finance and Administration Officer Paul Modhu was selected for this work, but can only join on 16 January 2014.

There still is space for one more expert, but it will first be seen if remaining work is perhaps better filled in by short term experts.

## **WATER RELATED PROGRAMMES SUPPORTED BY THE EMBASSY OF THE KINGDOM OF THE NETHERLANDS (EKN)**

Already whilst writing the proposal for GWAPB, during the first months of 2013, those documents of EKN supported programmes that were made available by the EKN, were screened on the inclusion of gender both in planning and in practice. The programmes at that stage were:

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1. Blue Gold, Programme for Integrated Sustainable Economic Development by Improving the Water and Productive Sectors in Selected Polders
2. BRAC WASH Programme II, Ensuring sustainable access to sanitation, water and hygiene in hard-to-reach areas and for unserved people in Bangladesh
3. Max Value for WASH (Max-WASH) to reduce child mortality
4. UNICEF Cooperation Programme on Water Supply, Sanitation and Hygiene
5. Bangladesh Water PaCT: Partnership for Cleaner Textile. (IFC/Worldbank Group)
6. CDSP IV: Char Development and Settlement Project IV, GoB (BWDB, MoL, LGED, DPHE, DAE, FD), IFAD, GoN, BETS, Socioconsult, Euroconsult Mott MacDonald
7. SAFAL Sustainable Agriculture, Food security and Linkages, by Solidaridad Network Asia and Care Bangladesh
8. DWASA-VEI Dhaka Water Supply and Sewerage Authority, VITENS-Evides (VEI)
9. UNDAF Building Community Resilience Through Integrated Water Management, EKN-UN Joint Programme under UNDAF Pillar – 5, United Nations Development Action Framework
10. IPSWAM Integrated Planning for Sustainable Water Management (completed).

Later in the year the following projects have been added:

11. Urban Dredging Project
12. River Management Project of ADB
13. Delta Plan Programme
14. Rice Fortification Project
15. FAO food safety project

The following projects are not of first priority:

16. UNDAF
17. Eco System for Life
18. FAO Water Resource Management

On request of EKN the the Aide Memoire, various annexes, and Annex 8 of the Proposal for MRP of the ASIAN DEVELOPMENT BANK was commented upon from a gender perspective. FLOOD AND RIVERBANK EROSION RISK MANAGEMENT INVESTMENT PROGRAM.



Meetings: The projects 1-6 were visited in September in their offices in Dhaka, and some immediate activities were carried out on request:

- For Max-WASH their questionnaire for household survey was screened for gender and diversity aspects and suggestions for change and additions were made. More information was sent.

- For PaCT the questionnaire for the assessment of textile factories was adapted, to include social and gender aspects. In November 2013 a meeting is held to set up a gender network by Blue Gold (Kitty Bentvelsen of Femconsult). Some GWA members participate in the meeting, but because of the political turmoil and the trouble on the streets on her way, the Team Leader of GWAPB just was not able to join.

BRAC office in Dhaka

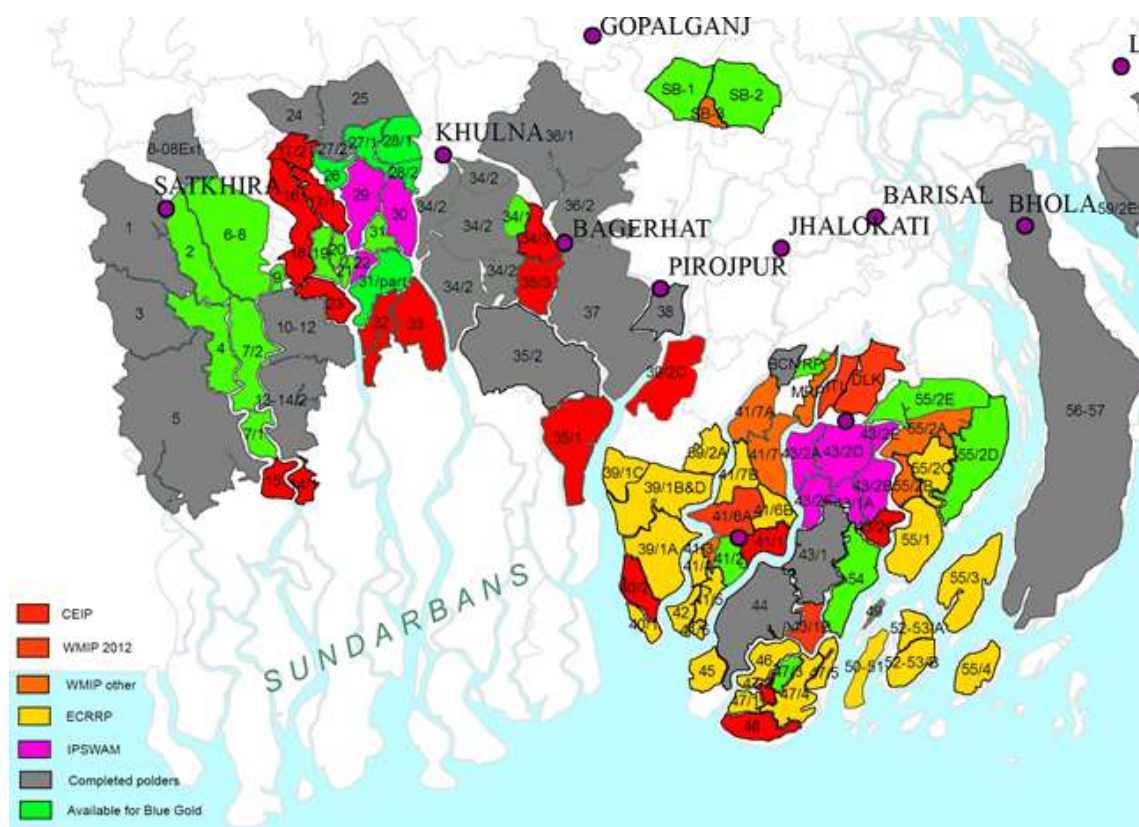
**EKN supported programmes**

**1. Blue Gold,**

**Programme for Integrated Sustainable Economic Development by Improving the Water and Productive Sectors in Selected Polders**

This flagship program of Bangladesh-Dutch cooperation - called 'Blue Gold' - mainly targets the South west coastal zone of Bangladesh. Water – blue gold – is regarded as the basic foundation for establishing a better living for the people in those areas. Blue Gold is operational from 2013 and extends over a 6 year period. Its operations will concentrate on the polders of three districts: Patuakhali, Khulna and Satkira. The program will cover 160,000 ha (gross) where an estimated 150,000 households will have direct benefits from the program. Ultimately, the program hopes to benefit almost 1.000.000 people involved mainly in farming and fishing and in particular the extremely poor women and men living in the SW coast.

Structural empowerment of poor women and men - through establishing co-operatives is regarded as the key driver in the program, and the programme aims to increase the household income of families in the area by 50% within four years after their mobilization. At the same time the involvement of government agencies: Water Development Board, Agricultural Extension, Cooperatives, Fisheries & Livestock will be strengthened.



Gender, good governance (integrity in particular), climate change, and vocational training are cross-cutting themes in the Blue Gold program and will be integrated in each of the three program components: community mobilisation and water resources management, food security and business development, and livelihood improvement. The Program ultimately aims at a gender balance in the distribution of benefits and of an improved socio-economic position and status for women in the polder areas. Key gender issues where the program will focus on are enhancing women’s leadership and political power through active representation of women in

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the executive body of Water Management Organisations (WMO); developing women's economic self-reliance, especially of the poorest women and WHH, by enhancing their access to credit, inputs, technological innovations, and business opportunities; recognition of women's role in food security/food marketing and processing/WASH/health and nutrition/climate change, and using this for GM in the activities of the program; and women's freedom with regard to SRHR. For each polder a Gender Action Plan (GAP) will be drafted during the community mobilization, as part of the Polder Development Plan. The aim of the GAP is to make the stakeholders in the polder area more gender sensitive and ensure active women's participation in the institutions created as part of the Program. The (effective) women's participation will be part of the annual monitoring process.

### **GWAPB involvement with Blue Gold in 2013:**

The Programme Coordinator together with Anamika Amani visited the Team Leader Dirk Smits in September in Dhaka, and in terms of the gender components in Blue Gold, Dirk mentions that already in the now completed IPSWAM project there was a gender strategy with gender targets. Femconsult (Kitty Bentvelsen) is coordinating the overall gender strategy in Blue Gold. According to Dirk, there is a lot of GM in Blue Gold already. He thinks the best way for collaboration with GWAPB is through coordination, cooperation, and cross-learning across projects' experiences with GM in their activities. The main challenges he encounters as far as GM is concerned is changing the mind-set of the older technical staff and bureaucrats in the water board.

Blue Gold gets its staff from various consulting groups such as Socio-consult, Femconsult, BETS, and Mott Macdonald, and Dirk thinks it is a good idea to talk to some of them:-

Ms. Kitty Bentvelsen (Femconsult; she coordinates the gender strategy in Blue Gold)

Mr. Alamgir Chowdhury (Socioconsult; deputy Team Leader Blue Gold)

Ms. Shoukat Ara Begum (National Gender expert Blue Gold, previously in CDSP and about to retire, whilst two new gender experts will take over).

Gender Network of Blue Gold Kitty Bentvelsen:

In November 2013 a meeting is held to set up this network. Some GWA members participate in the meeting, but because of the trouble on the streets, the Team Leader of GWAPB just cannot make it to join.

### **Next steps of action:**

1. Dirk Smits will send us the latest Inception Report of Blue Gold to read.
2. GWAPB TL and Program Coordinator should meet with the persons Dirk Smits has mentioned above to discuss the best way to collaborate with them.

A follow-up visit is in January 2014.

### **2. Max Value for WASH (Max-WASH):**

Max-WASH is directed at activities of infrastructure and training to prevent child mortality through increased water supply, sanitation and hygiene. Because of the focus on child survival and health, women are seen mainly as mothers, and hardly as farmers and economically productive persons. From a gender perspective the programme can be improved by including topics such as gender aspects of toilets-technology, design and maintenance; selection of poorest beneficiaries where child mortality is worst; more participatory development of knowledge, etc.

GWAPB involvement with Max-WASH in 2013:

In September the Programme Coordinator together with Anamika Amani visits the office of Max-WASH, and meets with the complete office staff. There is a lot of interest in contributions for GM in the work. There is no gender coordinator within their program staff, and his own knowledge on gender issues from trainings is outdated. Their current gender focus is to engage more men in discussions on the division of WASH-related work. They are working with the quota

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system, to get a 50-50 ratio of women to men in all WASH committees. They are trying to consider the needs of elderly and adolescent groups in their interventions. Their WASH activities are integrated with SRHR (after talking to Ella from EKN), stunted growth, and healthy nutrition activities as well. They are currently aiming to standardize a training manual for field staff. Angela, an intern from University of Utrecht, is currently assisting them with developing a baseline study questionnaire, which will be tested in a training this Sunday, and then used to gather benchmark data in the field.

Max WASH has completed its first phase of activity, and is now in its second phase of activity since September 2013. They are working through 5 partner NGOs in this phase in 9 wards of Patuakhali district. As part of their CB activities they plan to give 3 trainings to 15 – 17 staff of partner NGOs (of which 5-7 at first tier level or supervisory staff, and 8-9 at 2<sup>nd</sup> tier level or CBO staff). The partner NGOs in Phase 2 include UST, SPACE, Shushilan, DAM, BDS, and SLOPB.

Regarding where GWAPB could best collaborate with Max WASH, Riad thinks gender training for their partner NGO staff is an important need, and he suggests this could be part of their Foundation training, or a separate training. In case of a separate training for gender and GM in WASH, Max Foundation cannot pay for the trainer, training module, venue, or accommodation. They can however pay participants travel cost and their time.

Whilst the GWA team visits the Max-WASH office the questionnaires for the Base Line Study are prepared, and GWA is asked to look at the questionnaires and integrate relevant gender questions in it. This then can later be used for monitoring purposes.

GWA also can integrate some key information on gender aspects of WASH in the ToT training modules of Max-WASH, which are to be prepared by a consultant group.

Both, the baseline study, and the testing of the training module will input to the Max WASH Inception report of phase 2, which started in September 2013, and will be submitted to EKN by March next year.

#### Follow up of the meeting:-

1. GWA receives the inception report of the 1<sup>st</sup> phase of Max-WASH.
2. GWA receives the draft questionnaires and includes key gender questions.

In January 2014 a follow up visit is made by the GWAPB Team.

### 3. SAFAL:

This programme aims to develop resilient livelihoods by improving food and nutrition security and fostering sustainable farm production with end market chain development. Small enterprises are planned for women and also a Gender Analysis. Gender issues are considered in particular areas, but there is no comprehensive GM through all program components. The way the programme is described, it will benefit from inputs from GWAPB to result in empowerment of poor women.

The Team Leader of the Safal project was met in person, but no meeting was held in their office in 2013, to discuss the need for our inputs and further collaboration.

### 4. BRAC-WASH programme II<sup>1</sup>:

BRAC WASH I started in 2006 to improve situation of the rural poor and enhance equitable development through 1. sustainable and integrated WASH services in rural areas of Bangladesh, 2. inducing hygienic behaviour, 3. ensuring sustainability and scaling up of WASH services. BRAC WASH II intends to add to the realization of the MDGs, by providing integrated water services, sanitation, hygiene promotion to in collaboration with government and other

<sup>1</sup> From: BRAC WASH Programme II, Ensuring sustainable access to sanitation, water and hygiene in hard-to-reach areas and for unserved people in Bangladesh, and Annual Report Oct 2011-Dec 2012 (draft).



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stakeholders, reinforcing gains made in WASH I areas (sustainability); capacity and empowerment and innovation. Gender sensitivity is one of the objectives. Some gender issues in the documents are: the reconstruction of gender roles and the inclusion of men in hygiene and sanitation education. It tells how women are members of VWCs, but that they don't speak enough to influence the decisionmaking. In WASH II this is an area of focus. The indicators that are listed are appropriate.

However, the first annual report does not give indications of the implementation of gender objectives as yet. Numbers of women in committee meetings are low, and no reasons are given or problems described.

Meeting with Babar Kabir (Sr. Director Disaster, Env and CC, and WASH) and Sharmin Ubaid (Program manager WASH)

The aim of our visit was to establish first hand contact with BRAC – WASH 2 as potential partner organisation within the EKN funded programs, and to briefly explore terrain for collaboration which we can both benefit from. At the start of the meeting Joke clarifies our approach - it is not our intention to add on tasks to the partner's already overfull plate, but to see where GWAPB could work together with them for better results for our respective programs and stakeholders.

Babar suggests some BRAC documents GWA could look at so we can discuss the scope of our collaboration with them more effectively: BRAC Gender Policy in WASH (Ms. Patkar provided technical assistance in developing this), BRAC Gender Policy, and the BRAC Gender Audit. The BRAC Gender Justice and Diversity Unit has formulated a Gender Action Plan, and they conduct the gender trainings for BRAC staff (including WASH staff).

### Next steps:

1. Sharmin sends us the documents available in soft copy from the above. *Gender in BRAC-WASH policy*
2. Babar will send the documents available in hard copy to the EKN, for us to collect.

GWAPB Program Management and Implementation Team (PMIT) has read these documents, to see how we can contribute to mainstreaming gender within the BRAC - WASH 2 project, through capacity building and/or analysis of available data from a gender perspective. A plan is being prepared.

### 5. Bangladesh IFC/Water PaCT:

This partnership programme for cleaner textile wants to reduce environmental and related social impacts that result from prevailing practices in textile wet processing, particularly excessive groundwater extraction and surface water pollution, including energy and chemical use. Reduce water footprints will be reduced. Gender aspects are not included, whilst 85% of workers in the textile and garment industry are women. There is no gender in the training as planned, so the contribution of GWAPB to this programme is expected to be very productive and adding to the objectives. The part of the IFC/Water PaCT document where gender is mentioned, is actually about the physical characteristics of women, which is included in sex, and not about the social aspects, what gender distinguishes from the concept sex.

GWA has developed a methodology for Gender Scan of Water Utilities, which would be very useful, after slight adaptation, to be applied by the factories in this sector.

Meeting with EKN partner program Partnership for Cleaner Textile (PaCT)

With Nishat Choudhury (Project Coordinator PaCT, component 2 ) and Nayeem Emran (Project Leader).

The program started in January this year, and is sponsored by EKN, some textile companies, and

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buyers in a public-private collaboration. It consists of 3 main components: firstly, Capacity building of buyers (procurement protocol, training procurement staff, and reducing water footprint); secondly, the Factory Support Program (capacity building of factories on Clean Production or CP focusing on low-cost or no-cost technologies, WASH interventions through WASH Alliance); and thirdly, the Multi-stakeholder Platforms or MSP which aligns different stakeholders like NGOs GoB ministries, factories, and research units for the purpose of discussion, and policy change.

Solidaridad is responsible for component 1, Nishat is responsible for the Factory Support program component 2, and Sumit Manchanda and Akhtar Mahmud are coordinating component 3. Component 2 is restricted to the Wash and Dye units only, with a 100% male work force. They are not sure why no women work in these units (Nishat suspects this may be due to the nature of the work which is quite heavy and messy). At the moment they are in close collaboration with 18 factories, mostly around north Dhaka, (also one in Naronganj, and one in CHT) for doing CP audits, and building their capacity to change over to water saving and money-saving technologies. They are also integrating WASH approach in their factories - very new to IFS, and for this they have very recently been in discussion with SIMAVI from WASH Alliance for some interventions in this area from mid-November. Nishat thinks that the MSP is the best area for GWAPB to collaborate with PaCT, due to the different processes of negotiation involved between various stakeholders, cluster formation etc.

A small study into the causes and results from the all- male workers in the washing units is suggested. This may reveal some interesting results from a gender perspective. An Assessment is going to be done on the participating factories through a questionnaire.

We agree that it would be useful to include a short gender section in this Assessment with a few questions that would help to elicit some gendered data on the participating textile factories, which could be used for monitoring purposes, and to measure social and gender impact of the interventions being proposed in PaCT (like WASH, CT, reducing water footprint etc.) Ultimately this will be very useful to convince the buyer consortium of the importance of continuing their investment in PaCT, and for upscaling the program.

At a later stage GWAPB could also explore areas for conducting some small studies into the gender dynamics that play a role in textile factory production processes, and how these change with new innovations in the social and technological environment. Furthermore GWAPB could also be involved in the Multi Stakeholder Platform component of the PaCT program, and explore some areas for integrating gender in the Capacity building activities of the program.

### Follow-up and actions:

1. We send the most recent version of GWAPB proposal/document
2. PaCT will send us the most recent monthly update of the PaCT program
3. Attempts are made to visit a textile factory participating in the PaCT program, but this had to be postponed.
4. GWAPB receives the Assessment Questionnaire for the factories, once this is ready (in approximately 3 weeks), to integrate some questions on gender issues in it. This has been done.

### 6. UNICEF WASH:

The UNICEF proposal has three WASH components: Managed aquifer recharge in Khulna Division (MAR), Arsenic safe villages in Narail district and WASH in schools, health centres and refugee camps. All three components have important gender aspects, but these are not described in the report. It is mentioned that UNICEF has done governance, social, environmental, human, and technical appraisal, but no gender appraisal. It is said that UNICEF places 'equity at the forefront of all its activities' (pg. 16) but it is used in a 'gender neutral' way. Their proposed technologies are not gender-neutral and may impact negatively on the poorest, esp. on women (for e.g. aquifer recharge will lead to reduced pond water availability, and increased use of deep

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tube wells leading to reduced ground water table, and contamination of safe wells).

The UNICEF Governance appraisal reveals the structural weakness of public water institutions such as DPHE to implement WASH services – they are overburdened - responsible for implementation, regulation and monitoring, and have inadequate staff resources to reach village level. There is no mention of gender or women in the UNICEF WASH activities in 2 refugee camps in Cox’s Bazaar, even though it is widely known that women suffer more and in a different way from inadequate WASH facilities in refugee camps and emergency situations.

The programme will be strengthened and more effective if staff participates in GWAPB capacity building.

Discussion with Firoj Alam (currently Project Officer Water and Environmental Sanitation UNICEF and responsible for overseeing WASH activities for all Dhaka Division)

The UNICEF SHEWA-B program officially ended in June this year and is now in no-cost extension phase till December 2013. To know about the status of the EKN supported UNICEF WASH program we need to talk to UNICEF staff in Dhaka – Ms Fiona Ward, and Nujuli Begum.

Firoj then shares some challenges he faces in his work, related to gender issues in WASH:-

- Big inter-institutional gap in communication, where staff responsible for implementation of WASH hardware do not consult with real users (especially adolescent girls, and poor women), which leads to girl-unfriendly toilets in schools, and bad location of DTWs in villages (next to mosques, schools, and other public places where women are less likely to go)
- He warns that although training on GM is important for WASH staff, this needs to be contextualized in the field situation to make learning connect with practical action.
- There is a gender gap in most agencies now as there are no gender coordinators anymore. This is due to donor and institutional policy viewing gender as a cross-cutting issue, and assuming various agencies to have the capacity to mainstream gender into their activities. However there is no capacity in agencies for this, and if a gender person is hired these have little training so are quite incapable of the challenging task ahead. For this reason Firoj thinks a program like GWAPB is very much needed to fill this gap.
- Firoj points out some areas of WASH where attention is needed: women sellers in local markets in CHT have no access to public toilets, and face a lot of problems due to this. Also there is still a lot to be done in Menstrual Hygiene management. A good practice is the voluntary involvement of adolescent girls in Sani-marts, where they are taught to make sanitary pads, which can be sold to the neighboring households. These young volunteers deliver much better service than the paid health workers.

Next steps to follow up:

GWAPB TL and Program Coordinator should meet the UNICEF staff in Dhaka:  
Ms. Fiona Ward and Ms. Nujuli Begum

### 7. DWASA-VEI:

The objective of the programme is to enhance operational performance of DWASA and support DWASA in providing water and sanitation services to the urban poor. There are lots of gender aspects in the living conditions of the urban poor, and with a very low budget for training, this project would be much improved if GWAPB would be involved for the social aspects of the work, for attention for the differences between water users. Here also the GWA Gender Scan for Water Utilities would be ever so helpful.

The team leader of this programme was met on two occasions, but no formal meeting in their office took place yet.

**8. CDSP IV, Char Development and Settlement Project:**

The programme is a follow-up of earlier CDSPs, all of them have seriously attempted to include gender aspects or at least the interests of poor women and men. Landless people settling in newly accreted coastal lands on chars are supported in getting rights and to reduce their poverty and hunger via improved and more secure livelihoods. In all six output groups gender is important. Women's groups are organized. Various NGOs will be newly selected for CDSP IV, and will benefit of the GWAPB approach for mainstreaming gender and diversity. On the other hand GWAPB will be able to benefit of the earlier CDSP work, for studies and case studies of sustainability of good practices and lessons learnt.

Meeting with Char Development and Settlement Project (CDSP) IV

Present: Mr. Jan v.d Wal (Team Leader CDSP IV), Mr. Zainal Abedin (Deputy Team Leader), Mr. Mahfuzur Rahman (Project Coordinating Director), Ms. Irene Sultana (gender contact point for project), Mr. Nazrul Islam (finance coordinator CDSP), Joke Muylwijk, and Anamika Amani  
The aim of our visit was to establish first hand contact with CDSP IV as a potential partner organisation within the EKN funded programs, and to briefly explore terrain for collaboration which we can both benefit from.

The meeting started with Jan giving us a little introduction to the project, of which the first phase started about 20 years ago, and highlighting the main gender issues encountered in their work, and the project's gender interventions.

Five new chars are being developed in the current phase, and the project aims to support the livelihoods of settlers in these chars. The process of development is not the same in the 5 chars, but significantly the CDSP II was the first project in Bangladesh to get a quota of 50% women in the Water Management Groups (WMG). Over the years this institutional measure has slowly led to a rise in women's presence in decision making bodies such as Water Management Associations. Still, women are the most deprived of all the settlers, and so the project attempts to put them at the forefront of village groups like the Social Forestry groups, Credit groups, and Tube Well users groups, and LCS groups. The Social Livelihoods component of the project is only targeted to women.

The project partners with various NGOs to implement some activities in the chars. These are BRAC, SDI, Sagarika, and DUS, and they are implementing activities in the area of Credit and enterprise development; nutrition, family planning, and health; WATSAN; Homestead agriculture; legal and human rights; and disaster management.

The project is now in its third year, and a lot of progress has been booked. The only problem faced so far was in the construction of cyclone shelters by LGED (excessive cost of implementation due to fraudulent practices), so this has been stopped for now.

A number of gender issues are discussed.

The PC of GWAPB then introduces the main components of the GWAPB program, emphasizing the aspects of shared learning, peer learning, and field visits to place gender issues in context of the activities and environment. She thinks that CDSP would be a very good partner to share lessons with other projects, especially as they are the pioneer in integrated policymaking (ICZMP). The CDSP staff think it would be good if the EKN creates space for this shared learning. This would be an important activity for GWAPB to facilitate.

The Team Leader of CDSP agrees that a GIA (Gender Impact Assessment) in one or more of the chars could be interesting and useful for shared learning.

Next steps for follow up:-

GWA will receive the CDSP Base line study report (that has been conducted already).

A field visit will planned as soon as the situation allows it.

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### 9. UNDP/UNDAF:

This programme is meant to contribute to the achievement of the UNDAF 2012-16 Pillar - 5 Outcome planned: "By 2016 populations vulnerable to Climate Change and natural disasters have become more resilient to adapt to the risk". In the document gender is adhered to, but gender relations are not understood in the sense of empowerment. Women are not encouraged to be included in decision-making. The approach is "community based", but that often can appear to be blind for gender and diversity. The programme attempts to fit in the group of EKN funded programmes, and can benefit of extra capacity building related to gender mainstreaming and empowerment.

EKN informs us that for GWAPB this programme does not need to have priority.

### IPSWAM

The final documents read for this proposal are about IPSWAM, a programme which is now completed. The Evaluation notices that women have been given due attention but the main benefit has been their employment, which has perhaps not resulted in sustainable empowerment. Nevertheless, for very poor women, to have access to employment and earn enough for the living of herself, her children and perhaps even her husband, is a great thing, in which every day counts. This in comparison to small enterprises set up by poor women with the help of micro credits that don't always give the required results, and then women end up with debts, very hard ever to repay.

This programme is mentioned here because some aspects can be considered "good practices" and learning material for others, but otherwise it is finished and closed.



Everywhere construction and everywhere drying of cloths in Dhaka

## INCEPTION AND OBSTRUCTIONS

The approved proposal did not include a plan for an Inception Phase with a separate budget (as was originally planned in the first draft proposal). The Decision letter however states that the Inception Phase is till end 2013. There are a number of reasons why this could not be reached, and the most important one is the political turmoil in Bangladesh, which made movement within the country and also within Dhaka, and even within Gulshan dangerous. The regular hartals or bands (strikes) that were called for by the opposition obstructed a lot of work.

Already during the Recruitment Mission a few days of hartal hindered the work, because taxi's won't drive.

In November there were total 8 days hartal and blockades, but nevertheless the Team Leader was in the office most of these days and only missed office on 12th November as a strike incident happened close to her residence. From 3-20 December, there were 13 days hartal and blockades. In almost all hartal days team members all came to office except for one day.

All these months in 2013 it was not possible to go to the field in this unpredictable political situation.

The Ministry of Foreign Affairs of the Netherlands (following the advice of the EKN) has published a negative travel advice for Bangladesh.

In January 2014 GWA is asked to write about the impact of the political turmoil on the progress of the work and on the amount of money that could not be done, because some activities are postponed. The outcome is that we lost 84 hours (minimal) and could not spend about € 50,000. (See Annex II).

## REGISTRATION

During the Recruitment Mission various practical needs of the programme were discussed with most of the people of other projects and other organisations who we met. A major issue is the registration of GWA in Bangladesh, and the opening of a local bank account. Both these issues are quite problematic in Bangladesh due to the red tape, and can end up costing a lot of time and effort. The process is to register as NGO (GWA) with the Bureau of NGO Affairs, and only after this is successful, a bank account can be opened.

The Team Leader went to the registration section of the NGO Affairs Bureau in October and again in November when the team met with the Director General (DG) of NGO Affairs Bureau and provided introduction on GWAPB work and asked him for his help for rapid registration. The Team Leader visited NSI (National Security Intelligence) and SB (Special Branch of Police) offices and met with assignment officers to get introduced.

The following documents are needed, most of them certified by a Notary, then by a Provincial Court, then by the Ministry of Foreign Affairs, and the Ministry of Justice, then by the International Court of Justice and the Bangladesh Embassy in The Hague:

1. FD-1 Form (Signed by Chief Executive in Bangladesh)
2. Certificate of Incorporations in the Country of Origin
3. Constitution
4. Activities Report
5. Plan of Operation (Work Procedure, Organogram)

## GWAPB Progress Report 2013 July - December

6. Decision of the Committee/Board to open an office in Bangladesh
7. Letter of Appointment of the Country Representative
8. Copy of Treasury Chalan in support of depositing US\$ 3,000 or equivalent Tk. Amount in the Code 1-0323-000-1836
9. Deed of Agreement with the landlord in support of opening the office in Bangladesh
10. List of Executive Committee (foreign)
11. List of Executive Committee (local, if any)
12. Local Constitution (if any)
13. Letter of Intent.

The process to find, to write and to collect these documents, as well as the process of legalization, certification and notarization has begun but will only be finalized next year. Then the process will continue in Bangladesh following an equal number of Institutions to approve the documents and the registration.

For the international bank account, which is crucial to do our work in an effective way, we need to go through a process again providing 12 notarised documents, many of them the same.

### CONTACT WITH THE DONOR EMBASSY OF THE KINGDOM OF THE NETHERLANDS EKN

During the Recruitment Mission there were 4 meetings with the EKN staff, two formal, and two more informal. The formal meetings included a presentation made by the Programme Coordinator on the GWAPB at the Dutch Embassy for various EKN staff, and a formal dinner invitation by the Ambassador at his residence to introduce the GWAPB to selected representatives of EKN supported water-related programs. The informal visits included the Ambassador's reception for Trade delegates from the Netherlands, and a dinner by the First Secretary Water.

The direct benefit was that we met with those Team leaders of EKN supported programmes, which we had not yet meetings with in their offices.

In November the team met with the Water Sector at the Embassy, and on 18 December Carel de Groot and Michiel Slotema visited the GWAPB office.

Further there has been regular contact through e-mail.

### PROGRESS IN 2013

Most results and outputs of GWAPB in 2013 are mentioned above. Here follow in short the results of the Recruitment Mission:

- 190 applicants rated in recruitment criteria matrix
- 48 Candidates for the PMIT shortlisted
- Interview appointments made with 21 of them (by phone and email)
- 23 Interviews conducted met with, and notes of all interviews documented
- 6 PMIT members selected
- After the shortlist, those who were not selected were sent an e-mail informing them of the decision of the recruitment team.
- Meetings with six EKN supported programs attended and notes on meeting proceedings documented

## GWAPB Progress Report 2013 July - December

- Options for office lease explored
- Office selected and lease contract signed
- Options for bank account, and programme/agency registration with the GoB explored.
- GWAPB Program formally introduced to EKN staff, and EKN support consolidated, PowerPoint presentation by Joke Muylwijk
- Photographs made for documentation.

Then the office was installed, and one by one the new colleagues were welcomed. They all spent their first week for reading documents. Regular team meetings are held. Here we have approached to build the team through discussion on group of projects which were already reviewed individually following a gender lens checklist.

Further a letter was written to EKN to ask for extension of the Inception Phase, since quite some work could not be done in 2013. The letter included a matrix with the status of the activities and a plan for January till April 2014. (See Annex I with table)

### PLANS FOR 2014

The first three months of 2014 are the extended Inception Phase, with one month to write the report, including a new proposal and new budget.

The plan for January – March is in the matrix (Annex I) column 3. It is important to read column 4 as well: Assumptions, Risks and Remarks, because the political situation in Bangladesh is far from secure, and internationally Bangladesh is still (5 February 2014) considered serious<sup>2</sup>. This means that not all progress is within our power.

### FINANCES<sup>3</sup>

Finances GWAPB 2013 1 July – 31 December			
Income		In €€	
First Tranche of EKN	€ 650.000		
Interest	17		
<b>Total Income</b>	<b>€ 650.017</b>		
Expenditure			
a. Recruitment Mission			
Anamika time for Recruitment Mission and Reporting, and travel and accomodation		8.470	
Shilpa Chikara Recruitment Committee		750	
Joke Muylwijk costs Recruitment Mission		3.394	
Shakeel Hasan Recruitment Committee		1.200	
Travel costs Applicants		220	
Stationary and dungle		265	
Lawyer for Office contract		39	

<sup>2</sup> In the same category are: Somalia, Sudan, South Sudan, Lybie, Mali, Afghanistan, Irak and Pakistan.

<sup>3</sup> This financial information is exactly following the bank statements, unlike the Financial Report with audit, which moves amounts as liabilities and receivables over the year end and beginning.



### GWAPB Progress Report 2013 July - December

Recruitment software		469	
<b>Subtotal a.</b>		<b>14.807</b>	
<b>b. Initial Office costs and Rent</b>			
Rent of office paid in cash		1571	
Air conditioning (7) + cash payment+ Credit card + installation		5.086	
Office Rent and service costs		7.648	
Office furniture		3.523	
<b>Subtotal b.</b>		<b>17.828</b>	
c. Costs for advance Petty Cash Office		2.773	= BDT 291,500
<b>Subtotal c.</b>		<b>2.773</b>	
<b>d. Salary costs in Secretariat</b>			
Salaries in Secretariat July	48 hrs	2592	
Salaries in Secretariat Aug	48+4+19	3411	
Salaries in Secretariat Sep	223+22	12768	
Salaries in Secretariat Oct	58+2	3198	
Salaries in Secretariat Nov	22+13+2	1878	
Salaries in Secretariat Dec	105+24+2	6912	
<b>Subtotal d.</b>		<b>30.759</b>	
<b>e. Salaries in Dhaka</b>			
Salaries Oct and Nov		4.936	
Salaries Dec		6.475	
<b>Subtotal e.</b>		<b>11.411</b>	
<b>f. Total of a, c, d and e</b>		<b>59,750</b>	
g. AKV 7,5% of a, c, d and e		4,482	
<b>Total expenditure b+f+g</b>		<b>82.060</b>	

Explanation of the expenditure in Dhaka, in cash (by lack of bank account)

Expenditure in Dhaka of petty cash October-December 2013	BDT	€€
<b>Income</b>	<b>291,500</b>	
<b>Expenditure</b>		
Office supplies and facilities	173,789	
Local Travel	9,960	
Internet Nov + Dec	27250	
<b>Total</b>	<b>210,999 taka</b>	<b>2060 euro</b>

## ANNEX 1

### Inception Phase GWAPB

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
<b>1. Recruitment and Briefing of GWAPB Project Team</b>			
1.1. Write advertisements for vacancies for project team	<i>Completed</i> In various listserves and Bdjobs.com		
1.2. Select the applications	<i>Completed</i> Over 1200 applicants		
1.3. Form a Recruitment Committee	<i>Completed</i> Joke Muylwijk Anamika Amani Shilpa Chikara Hasan Shaakeel		
1.4. Recruitment interviews with and selection of applicants for posts in a GWAPB Management team.	<i>Completed for most positions:</i> - Team leader: Amita Dey - Programme Specialist WASH and Gender: Safina Naznin - Programme Specialist Water, Agriculture, Gender: Runia Mowla - Training Coordinator: Rokeya Khatun - Communication, Manager: Audity Falguni Gayen - Finance and admin coordinator: Paul Chandra Modhu - Support staff: Mamunur Rashid	Still pending is the position of- Programme Specialist Environment, Climate Change, Gender. This position may be replaced by a Gender and IWRM Specialist.	
1.5. Address referents and decide about the	<i>Completed</i>		

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
preferred person, inform them and negotiate about and write contracts.			
1.6. Internal report of the Recruitment Mission.	<i>Completed</i>		
1.7. Organise and hold <b>Briefing Workshop</b> for the staff, when complete, and for a selection of people who will later be involved as short term experts. This workshop serves as the initial Training of Trainers to build a pool of gender-and-water experts and trainers.	<i>Dilemma</i> This workshop was planned for November, but could not be held for reasons of the political situation and absence of Programme Coordinator.	This workshop is crucial for the whole programme and is planned for the second half of January. In case travel remains impossible in Bangladesh in January and even later, this workshop is planned to take place in the Netherlands instead.	The risk is substantial that after the elections the situation is not yet quiet in Bangladesh, and the negative travel recommendation is still valid in January.
1.8. Find ways of making payments whilst there is not yet a bank account	<i>No progress</i>	Urgently find ways of transferring funds to somebody's bank account	Only after the registration of GWA-Bangladesh is complete, the bank account can be applied for. This is taking a long time, and makes payments complicated.
1.8. Develop formats for time writing and for leave days.	<i>Drafts are available</i>	Drafts will be adapted when the FinAdmin Coordinator has started his work (per 15 January)	
<b>2. Gender and Water Database: collection and assessment of existing gender-and-water documents and literature</b>			
2.1. Develop a comprehensive, current, and user-friendly knowledge <b>database (inventory)</b> on water related gender-sensitive policies, programs, research studies, methodologies,	<i>Initiated, not ready</i>	With the team (nearly) complete, this work can continue in full swing and will be ready at the end of February.	Even with hartals this work can be done

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
tools, expertise and good practices of public departments, private organisations, NGOs, CBOs, and civil rights groups, that will be made available to all stakeholders of the EKN supported programmes, GWA members and others.		This database is to be a <b>living document</b> , to be adapted and added to.	
2.2. Based on the results of the inventory (GWI, 1.1.) and the issues as inventorised by GWA members in the meeting in November 2012, <b>identify priority areas</b> in which gender mainstreaming will make a large impact.	<i>Partly done</i>	When the Database is ready the priority areas will be adapted.	
2.3. Collect information needed for <b>Annual Plan 2014-2015</b> and budget.	<i>Continuous and ongoing</i>		
<b>3. Involvement of water related EKN supported programmes and other organisations</b>			
3.1. <b>Select and list</b> those water related EKN supported projects that are interested in collaboration for mainstreaming gender effectively	<p><i>Based on suggestions of EKN, the selection is made as follows:</i></p> <p>The EKN officials suggested <u>dropping</u> the following projects:</p> <ul style="list-style-type: none"> <li>- UNDAF,</li> <li>- Eco System for Life and</li> <li>- FAO Water Resource Management</li> </ul> <p>The following are potential projects to be considered for GWAPB support:</p> <ul style="list-style-type: none"> <li>- River Management Project of ADB,</li> <li>- Delta Plan Programme, - Rice Fortification Project,</li> <li>-FAO food safety project, -</li> </ul>	From the 14 projects it will be seen if a selection needs to be made, depending on the willingness of teams to collaborate for gender mainstreaming.	The number of projects has been increasing over the past year. It is assumed that all projects are interested.

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
	Bangladesh Water PaCT IFC - SAFAL, - BLUE GOLD, - Urban Dredging Proj. - DWASA /VEI, - UNICEF, - DWASA, - CDSP IV, - Max Value for WASH - BRAC WASH II.		
3.2. Study all available programme documents for <b>the water related EKN supported programmes</b> , assess the gender aspects, identify weaknesses and opportunities for strengthening gender mainstreaming and women’s empowerment	<i>Currently available documents are completed</i> Of course new reports keep coming, so this is a continuous effort.	Newly arriving reports will be read and analysed.	
3.3. <b>Meet with the team leaders</b> and if possible the project teams of the water related EKN supported programmes, and discuss gender mainstreaming in the programme.	<i>Of 6 projects the teamleaders were met in their offices, and some others were met in other occasions.</i> For two of the projects that we went to see advisory work was done right away by including gender questions in a number of questionnaires.	The new team is now meeting the various team leaders and teams.	The assumption is that meetings can be arranged and everybody is willing.
3.4. Based on meetings with EKN supported programmes select a few places for field visits and develop a <b>plan for field visits</b> in year 2 (2014)	<i>To be done</i>	Information will be gathered during the meetings with the projects, and based on the reports.	This depends on the political situation.
3.5. Capacity Building Needs Assessment of EKN	<i>Ongoing and to be done.</i>	CBNA is a continuous effort if it is meant to fulfill the needs of	Collaboration of team leaders is needed.

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
supported programmes. First write a Questionnaire cum checklist for the EKN supported programmes		so many organisations with a great variety of staff.	
3.6. Meetings with some <b>international organisations</b> active in water and/or gender such as: UNICEF, UNDP, WSP, UN-Women.	<i>Some completed</i> <i>Some still to be done</i>	If convenient these organisations will be met during the Inception Phase. If not, then after the Inception Phase, when the more concrete plans can be communicated.	
3.7. Meetings with some <b>leading NGOs</b> : NijeraKori, BRAC, etc.	<i>Some completed</i> <i>Some still to be done</i>	If convenient these organisations will be met during the Inception Phase. If not, then after the Inception Phase, when the more concrete plans can be communicated.	
3.8. Meet with relevant <b>GoB officials in Departments</b>	<i>Not yet</i>	The officials need to be identified in collaboration with EKN.	
3.9. Organise <b>GWA members meeting</b> to inform and involve them in GWAPB.	<i>Not yet</i>	The plan is to have a GWA members meeting beginning February	This depends on the political situation
<b>4. Field visits</b>			
4.1. Field visits to the three polders areas in Pathuakhali, Satkira and Khulna. Combine the visits with visits to the field work of some of the EKN funded programmes.	<i>Not yet</i>		Field visits are not possible when there is a negative travel recommendation and the political situation is insecure. It may be necessary to skip the field visits, and to

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
			postpone them till after the Inception Phase.
4.2. Compare the major gender issues of polder (water) management as identified by the GWA members (in meeting November 2012) with what is found in the field.	Not yet		Same as above
4.3. Based on the field visits identify relevant, realistic and preferably measurable indicators suitable for monitoring all water programmes.	Not yet		Same as above
4.4. Make a <u>plan for Inquiries</u> in concentration areas (observation, interviews and group discussions in the three polders to begin with) to find out their urgent water and sanitation and food security and other problems of the different categories of people, as well as their suggestions for improvement and opportunities for real empowerment.	Not yet		The plan can be made in the office, but only after villages have been visited.
4.5. Stakeholders meeting in Khulna: GWA members of the coastal region: initiate the SW-GWAAG.	Not yet		Same as for 4.1.
4.6. Field work: assess women's access to and control over water for different purposes and sanitation from empowerment perspective (4 elements of empowerment) and over land.	Not yet		Same as for 4.1.
<b>5. Registration, and an office location</b>			
5.1.	Ongoing and some are pending	The process will be continued	The process is

## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
Compile the necessary documents for registration of GWA-Bangladesh with the NGO Affairs' Bureau: documents in Bangladesh		and intensified	troublesome, and we depend on powers beyond our control
5.2. Compile further documents needed for the registration that have to be notarized in the Netherlands and certified in the Embassy of Bangladesh in The Hague	<i>Ongoing and some are pending</i>	The process will be continued and intensified. Some appointments in The Hague will be made.	The process is troublesome, and we depend on powers beyond our control
5.3. If the Registration is approved, apply for a bank account.	<i>Only after registration</i>		It is hoped for that this can be achieved during the Inception Phase, but it is not to be guaranteed.
5.4. Find a suitable office location, make arrangements for paying the rent, and formalize the deed.	<i>Completed</i>		
5.5. Arrange airco's, furniture, computers, etc.	<i>Mostly completed</i> Not all computers, printer, etc. have been purchased.	All office equipment will be completed	
5.6. Arrange internet connections and subscription.	<i>Completed</i>		
5.7. A short term ICT specialist will be involved to make arranges for softwar, e/mail accounts, etc.	<i>Not yet completed</i>		
<b>6. Setting up the institutional framework of GWAPB, Finances and Administration</b>			
6.1. Select and nominate gender-and-water experts for the GWAAG (Gender and Water Advisory and Action Group) from people we have met and from GWA members, after the meeting of	<i>Not yet</i>	Towards the end of the Inception Phase GWAAG members will be nominated	



## GWAPB Progress Report 2013 July - December

Planned Activities	Progress 1 July – 31 December 2013	Plan for Remaining Activities till end of Inception Phase	Assumptions, Risks and Remarks
GWA members (3.9.)			
6.2. Financial structure plan for GWAPB, to be developed by the Financial and Administrative Coordinator.	Not yet	The FinanceAdmin Coordinator will start his work on 16 January	
6.3. Involve an Auditor to assess and improve the financial structure plan.	Not yet		
6.4. Develop a plan for practical, doable and efficient methodology for monitoring of the GWAPB work	Not yet		
6.5. Write Inception report	Not yet		
6.6. Write Annual Plan 2014 - 2015.	Not yet		
6.7. Adapt the budget with realistic unit costs	Not yet		

## ANNEX II: Impact of Political Situation on the work of GWAPB



**GWA Secretariat  
Bangladesh**  
P.O.Box 114,  
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6950AC Dieren the Netherlands  
Dhaka 1212 Telephone +31 (0)313 427230  
Bangladesh [secretariat@gwalliance.org](mailto:secretariat@gwalliance.org)  
[www.genderandwater.org](http://www.genderandwater.org)

**Gender and Water Programme**

Hs 16, Rd 30, Gulshan I,

To  
Embassy of the Kingdom of the Netherlands  
Michiel Slotema

Date: 16 January 2014

Ref: GWA/GWAPB/2014/JM/AFG/015

Subject: Your request for information about the impact of political turmoil on the work of GWAPB

Direct e-mail: [jokemuylwijk@chello.nl](mailto:jokemuylwijk@chello.nl) and [audity.falguni@gmail.com](mailto:audity.falguni@gmail.com)

*Owing to escalation of terror and unleashing of country-wide political violence, normal life and productivity is marred in today's Bangladesh. Frequent and everyday violence like arson, hurling bombs and scorching common people, setting ablaze schools, marauding, political predating and plundering of minority properties, razing to the ground of temples are largely tolling on human lives and dignity across the country. Day to day economic productivity including running of factories, transacting commerce and business or carrying out development projects appear to be stuck in a dead end tunnel. All out violence and volatile political torrents disrupt our national economy and jeopardizes the initiatives, enterprises and endeavors in the development sector.*

### Question 1:

What specific problems/difficulties has the project been facing these past few months due to the prevailing lack of security in general and the frequent hartals and blockades in particular? Please list the problems/difficulties bullet-wise without going into too much detail.

### Answer 1:

The Gender and Water Programme Bangladesh (GWAPB) which commenced its journey on last October only with one staff (Team Leader) followed by joining of six other staffs on November (Manager, Communications, Web-site and List-serve and Office Service Staff) and December (Training Coordinator, Specialist- Gender and Agriculture, Specialist-Gender & WASH), the project has been facing the following problems:

## GWAPB Progress Report 2013 July - December

- Limited/restricted mobility of the GWAPB staff since their joining. Often they had to adopt the option of “working from home” because of too many death tolls in sporadic street clashes, sudden hurling of bombs and cocktails etc.
- Added psychological stress and apprehension of physical attack while getting out of home may often have caused low productivity of the GWAPB staff.
- Limited communication with the teams of 15 other EKN supported project teams which was expected during this inception phase.
- Failure to commence field visits at all because of the reign of terror all over the country.
- Slow equipment procurement process as the vendors are stuck to release their products from the ports.
- Hindered work planning process.
- Security concern as well as negative recommendation for traveling to Bangladesh for the foreigners is debarring the Orientation Workshop of GWAPB team with GWA Executive Director (Programme Coordinator).
- Recruitment and joining of some other staffs in the GWAPB was delayed due to the political instability. This was because they had to complete certain tasks in their previous jobs and this work got delayed.

Therefore altogether the Inception Phase could not be completed in time.

### Question 2:

What mitigation measures have you been able to put in place, if any, to address/deal with these issues/challenges?

### Answer 2:

The following mitigation measures have been adopted to cope with the aforementioned, overarching challenges:

- Adoption of “Work from Home” strategy.
- Insertion of flexible working hours.
- The more the time passes, more the GWAPB staffs are becoming resolute to attend work place at any costs and even ignoring personal safety.
- Whilst waiting for the computers etc., to be supplied by vendors we used our own personal notebooks.
- Some EKN supported programmes were met, only those who were close by and not involving too much driving. Other meetings were postponed.
- Some work was done which was planned for after the Inception phase.
- For the Orientation and Briefing Workshop a plan was made to have it in the Netherlands instead, but this was not approved by EKN.

A new plan was written for the Inception Phase and this was sent to the EKN asking for an extension, which was approved.

### Question 3:

Please provide a rough estimate of the number of weeks the project has lost in 2013 due to the said problems/difficulties and in spite of the mitigation measures. Please also provide brief explanation for the basis of your estimate.

### Answer 3:

## GWAPB Progress Report 2013 July - December

To give a realistic estimate for the time that was lost has to take into account that it is different for some activities than for others. Certain planned activities were not possible at all, so had to be postponed completely and still are postponed. But that time was not completely lost, because all time was spent productively, be it in a different way than planned. It was more the free time and the travel time of the staff that was used up by risky traveling.

The fact that the Programme Coordinator could not come to Bangladesh because of the negative travel recommendations has made the work of our staff in the office less efficient, by lack of guidance in the GWA approach of linking the social and the technical aspects of water management.

The psychological impact is also difficult to estimate, but more than normally the political situation was discussed and information was looked for and shared about ongoing trouble. This can be estimated at 1 hour per staff member per day, for GWAPB this is about 18 days (144 hours) in 2013.

ESTIMATION	October	November	December
Amita	8	20	20
Audity		16	16
Safina		16	16
Rokeya			16
Runia			16
<b>Hours with no attention for the work 144</b>	<b>8</b>	<b>52</b>	<b>84</b>

### Question 4:

Similarly, please provide an estimate of the impact the problems have had on your project's expenditure in 2013 (i.e., as percentage of the total expected expenditure for that year). Again with a brief explanation.

### Answer 4:

Various activities could not be carried out. It is estimated that the following amounts could not be spend:

	In €
Briefing Workshop	15400
Field visits 6*1540	9240
Visit of Progr.Coord. to Bangladesh	5200
GWA Members Consultation	5000
Visit of one short term expert to Bangladesh	15200
<b>Total estimate</b>	<b>€ 50.040</b>

I hope this information is helpful.

With kind regards,

Joke Muylwijk and  
Audity Falguni Gayen.