



Scenario Development in Integrated Water Resources Management: coping with future challenges in Bangladesh

Netherlands Initiatives for Capacity Development in Higher Education (NICHE/BGD/155)



Workshop report on Gender and Water to process the feedback regarding the gender integration in the National Water Resource Plan (NWRP) and in organizational activities



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UNESCO-IHE
Institute for Water Education



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ABBREVIATIONS

BAU	Bangladesh Agriculture University
BUET	Bangladesh University of Engineering and Technology
CE	Civil Engineering
CEGIS	Centre for Environmental Geographic Information Services
DUET	Dhaka University of Engineering and Technology
EKN	Embassy of the Kingdom of the Netherlands
EKNsPs	Projects supported by the Embassy of the Kingdom of the Netherlands
GOs	Government Organizations
GWA	Gender and Water Alliance
GWA-B	Gender and Water Alliance - Bangladesh
GWAPB	Gender and Water Programme Bangladesh
NICHE-155	Scenario Development on Integrated Water Resources Management in Bangladesh
NGOs	Nongovernment Organizations
NWMP	National Water Management Plan
NWRP	National Water Resource Plan
SDG	Sustainable Development Goal
WARPO	Water Resources and Planning Organization
WP	Work Package

Project delivery report

Title	Workshop report on Gender and Water to process the feedback regarding the gender Integration in the National Water Resource Plan (NWRP) and in organizational activities
Work Package Number	WP 8
Participants	10 women, 16 men
Result number (Task number)	
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Date of completion	February 2017
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Date of approval by PD/VC	

Brief description of the document

On 5 October 2016 a seminar on “**Gender issues in National Water Resources Planning**” was organised by IWM, WARPO and GWA-B under its **Let’s Talk Water**” seminar series focusing on integrating gender in the National Water Resources Planning and other relevant water policies. From that seminar a number of crucial recommendations came out through an interactive dialogue among various level of water professionals and stakeholders to mainstream gender in the National Water Resources Planning in the context of the water-related SDGs. Those recommendations were meant to be short, implementable and to be included in the final plan of the government led programme initiatives. As a follow-up of that seminar and the recommendations, the workshop titled “**Gender and water to process the feedback regarding the gender integration in the NWRP**” was organized on February 9, 2017 at the WARPO Bhaban, Dhaka.

The objective of the workshop is to build understanding of the NICHE-155 project focal points and experts about:

- How to integrate gender aspects in NWRP/NWMP: understanding of the 15 recommendations
- How to integrate gender relations in research, education & organizational activity in the context of Bangladesh, linking the grassroots to the national and even global level and
- How to effectively integrate and mainstream gender in a sustainable manner in the different programs and projects of partner’s organizations.

1. Background

Nuffic NICHE 155

The project 'Scenario Development on Integrated Water Resources Management in Bangladesh', shortly known as NICHE155 project is a Dutch funded project (not under the annual development program). The aim of this project is to *deliver capacitated graduates, researchers and policy staff on integrated water resources management to contribute / support the realization of the delta plan in order to cope with future challenges in Bangladesh*". This entails, among others, to strengthen the collaboration between and the capacity of the four organizations undertaking research, dissemination and policy formulation in scenario development relevant to IWRM and climate issues in Bangladesh. The project will also mainstream gender in education, integrate labor market needs in education, develop of curricula and provide training to staff of the four organizations. The four organizations are Department of Water Resources Engineering of Bangladesh University of Engineering and Technology (BUET), Department of Irrigation and Water Management of Bangladesh Agriculture University (BAU), Centre for Environmental Geographic Information Services (CEGIS) and Water Resources Planning Organization (WARPO). The international consortium comprising members from institutes UNESCO-IHE, Alters/WAU & Deltares from the Netherlands guide and assist the staff of the four organizations with a broad range of expert knowledge in order to achieve the stated objectives and to implement the project activities. The five year project is Dutch funded, started on 1st March 2013 and ends on 28 February 2017.

The project aspires to strengthen the collaboration between the four organizations the project activities are grouped under the following working packages (WP):

- WP 1: Curriculum Development
- WP 2: Academic Research
- WP 3: Staff Training
- WP 4: Facilities
- WP 5: Modeling facilities and support
- WP 6: Platform and Dissemination
- WP 7: Gender
- WP 8: Labour market

About Gender and Water Alliance Bangladesh (GWA – B)

GWA is a global network dedicated to mainstream gender in integrated water resources management. The mission of GWA is to promote women's and men's equitable access to and management of safe and adequate water, for domestic supply, sanitation, food security and environmental sustainability.

Gender and Water Programme of Bangladesh (GWAPB) was a three year programme in Bangladesh with the support of Embassy of Kingdom of Netherlands to support gender mainstreaming in the water sector of Bangladesh with a focus on EKN supported water and

food security projects. Technical and managerial water professionals have learnt to integrate gender and the diversity of the users of their work in their programmes. By linking the social and technical aspects of water management, projects get more effective, efficient, sustainable and equitable. This programme has been a unique opportunity to ensure that the voice of the poor women and men in Bangladesh is heard in more decision-making forums of the water sector in Bangladesh. It has been also an opportunity for GWA and for the GWA members in Bangladesh to be connected with the marginalized people struggling for better water access in different parts of the country. The lion share of the work and the resources of GWAPB have been applied for gender mainstreaming and capacity strengthening support for the water related projects financed by the Dutch Embassy (EKNSPs). In the timeframe of the programme material has been developed, now generally available. One major expertise is the support to implementing and especially monitoring the progress of SDGs, with a focus on 2, 5, 6 and 13.

From the GWAPB, the Gender and Water Alliance – Bangladesh has emerged as a part of GWA with an independent office and team in Dhaka.

2. Let's talk water: Gender issues in National Water Resources Planning

“Let's Talk Water” briefings are a series of seminars, arranged through a collaborative support between **WARPO** and Delta Alliance Bangladesh Wing, coordinated by **IWM**. This activity is a part of the dissemination strategy of the ongoing project **Nuffic 155** on scenario development in IWRM in Bangladesh. The purpose is to bring about awareness and create an informed group who would play a role or influence in decision making in water sector one way or others.

Water management in Bangladesh is governed by a number of policies, plans and acts. The most recent general law is the Bangladesh Water Act of 2013, which is in the process of elaboration of the rules and procedures which will lead to the National Water Resources Planning. In the meantime the National Water Management Plan (approved in 2004) is still the valid plan and policy.

The Government of Bangladesh is outspoken in the intention to include gender issues and gender equity in the National Water Resources Plan (NWRP), and whilst this process is ongoing, it needs feedback from the ground.

Overall in Bangladesh on the one hand women are responsible for water in the households, especially in the many regions where there is no reliable piped water system, this is heavy and daily work. On the other hand decisions at all levels are mostly made by men, who themselves do not have any duty related to water. Obviously, the decisions would be more relevant and better if the knowledge of those people who have more experience and expertise regarding use, quality and quantities of water, would be tapped: women.

2.1 Programme

In this connection the second phase of the Gender series a workshop on ‘**Gender and Water to process the feedback regarding the gender integration in the National Water Resource**

Plan (NWRP) and in organizational activities was jointly organized by **WARPO** in association with **Gender and Water Alliance** and **Nuffic NICHE 155** at the Conference Hall of WARPO, 72 Green Road, Dhaka 1215 on 9th February, 2017. (See program schedule in annex 1).

For this workshop the plan was to discuss the issues of Gender in connection with National Water Resources Planning as a follow up of the seminar of **Let's talk water: Gender issues in National Water Resources Planning that was held in october,2016**.

Since the Gender and Water Alliance (GWA) is working on gender relating to water in Bangladesh, Joke Muylwijk- the Executive Director of GWA facilitated the workshop.

All participants received folders with various documents, exhibition, brochures and policy briefs related to gender, water, climate change, aquaculture, etc. as well as a handy bag made in the CHTs.

2.2 Notes from the session in detail:

Session 1: Opening and Introduction

Objective: To welcome the participants and introduction of the workshop

Method: Lecture

Facilitator: Md. Sarafat Hossain Khan

The workshop was opened formally with a welcome address to the participants by Md. Sarafat Hossain Khan, Director General of WARPO. He briefly introduced the background of the platform Let's Talk Water and how gender issues can be included in National Water Resources Planning. He informed that this workshop came as a follow-up of the previous workshop and the recommendations made. He also informed that in this workshop Government Organizations (GOs), Nongovernment Organizations (NGOs) and educational institutions will contribute to finalize the recommendations for their own organizations and National Water Resources Planning. He said that water is closely connected with gender and it is impossible to ensure integrated land use, water use and water use planning, without gender concern. Therefore we should recommend on how we can integrate women's participation in the NWRP and relevant Government approved National Water Policy- 1999 and National Water Management Plan-2004.

He mentioned that in the previous version of National Water Management Plan, social issues were not included but in 2004 social issues were included and then approved. He added that we already have the Bangladesh Water Act-2013 and Water Management Groups were approved in 2000. Moreover, the operationalization of the Water Act and Water Rules 2017, will be ready in June. He noted that the demand for water is increasing and risk related to water is more prominent. Equitable participation in NWRP is important. Therefore WARPO is now preparing rules under the Water Act. A challenge is to include all local level people in order to implement the Water Act. That makes this discussion important: to finalize rules, look for gaps where gender has to be and can be involved during planning and action. The major expectation of today is to have good feedback and recommendations.

Session 2: Recommendations regarding Gender Issues in NWRP

Objective: To briefly discuss about the recommendations regarding Gender Issues in NWRP

Method: Presentation and discussion

Facilitator: Md. Saiful Alam

Md. Saiful Alam, Director, WARPO discussed the key recommendations regarding Gender Integration in NWRP. He informed that water management in Bangladesh is governed by a number of policies, plans and acts. The plans have been developed to implement the policies. The most recent general law is the Bangladesh Water Act of 2013, which is in the process of elaboration of the rules and procedures which will lead to the National Water Resources Planning. Now we are preparing rules for the Water Act. After that he mentioned some policies of Bangladesh dealing with water issues at national level. These were: National Water Policy, National Agricultural Policy, National Environment Policy, National Water and Sanitation Policy, Upazila Parishad Ordinance, Bangladesh Water Act and Bangladesh Water Rules, 2017. He said that improving the availability of water is the theme of these policies. In order to do that, role of institutions should be defined. Decentralization of power and equal participation of women should be ensured.

Mr. Saiful further emphasised that women's role need to be embedded carefully to achieve gender equitable society. He also informed that a workshop on Gender Issues in National Water Resources Planning in the series 'Let's Talk Water' was held on 6th October 2016. That workshop discussed the gender issue in the water sector on how to include in the national planning and came out with some recommendations; which are already in the hand of participants. Subsequently he mentioned some recommendations (Please see the recommendations in Annex 3).

Session 3: Brief recap of basic gender concepts and empowerment, in relation to water management at different levels.

Objective: To share understanding of gender and diversity

Method: Interactive discussion and short power point presentation

Facilitator: Joke Muylwijk

Joke Muylwijk, Executive Director, Gender and Water Alliance (GWA), opened her presentation and discussion mentioning some objectives of the programme. These objectives were:

- Learning how to integrate gender aspects in NWRP: understanding of the 15 recommendations
- Learning how to integrate gender relations in research, education and organizational activities, linking the grassroots to the national level
- Learning to integrate and mainstream gender, effectively and sustainably in the different projects and programmes of partner organizations.

After that she shared some expected results from the programme. These were:

- Increased understanding of gender, diversity and water management
- Increased understanding of empowerment
- Summary of presentations, discussions and group work
- A reflection of an initial action plan for three organizations: CEGIS, BUET (DWRE), BAU (DIWM)

Then Joke spoke about the Gender issues in National Water Resources Planning (NWRP) and in organizational activities. She briefly introduced GWA as an international network with about 2300 members. Among them 250 members are in Bangladesh. The members are water professionals and gender experts as well as people who want to take into account the differences between people in interests, knowledge, tasks, responsibilities, access to resources, needs, ownership over resources, and so on. She mentioned that GWA aims at the empowerment of poor women and men and the equal involvement of both in sustainable Integrated Water Resource Management and development at all levels as a key strategy for poverty eradication. From the broadest sense she defined water in three crucial sectors: water for people; water for food and water for environment. After that Joke wanted to know the understanding of the participants about elements or characteristics of the gender concept.

The individual responses of the participants included equality, equity and empowerment basically. Adding to participants' contributions, Joke mentioned that gender is not sex. It is not only related with the physical aspect of being a woman or a man, but also with the socio-cultural, economic, and political aspects. It is rooted in power relations, which are not always equal, but asymmetric. Gender is changeable: all women and men have different interests, knowledge and responsibilities, which interacts with their age, ethnicity, socio-economic class, caste etc. depending on time, place and culture. Regarding gender issues in water she mentioned that people are all different but they all have same need for water and sanitation. Everybody also has same rights to water and sanitation, but the difference in opportunities and in access to resources is enormous. While water is available in limited quantities, and not increasing, the people and their demands for water are increasing. Therefore we need to work for those people who struggling for their drinking water, and water management should be more efficient, effective, sustainable and equal. Joke finished her presentation sharing the UN statistics about position of women in numbers. It was: globally women perform 2/3 of the world's work, earn 1/10 of the world's income, women are 2/3 of the world illiterates and own less than 1/100 of the world's property.

Session 4: Gender in Education and Research: Gender policy of Civil Engineering (CE), DUET

Objective: To share the situation of gender in education and research of CE, DUET

Method: Power point presentation and discussion

Facilitator: Dr. Ganesh Chandra Saha

Prof Dr. Shawkat Osman, Director NICHE 85 project, DUET was supposed to come to present this session but he could not come, instead Dr. Ganesh Chandra, Deputy Director, Department of Civil Engineering, DUET came. He highlighted on the issues of gender in DUET. DUET is a very special engineering university where students come from the polytechnic institutes.

Most of the students are from middle or lower families, where parents show very little interest to send their daughters for technical education. As a result, the percentage of female students in DUET is about 8-10% and 20% of staff are women. Only in the Architecture department it is different, there 35-40% is female students and 60% female teachers. However they do take special care for female students, especially for their residential facilities.



Then Mr. Ganesh presented the Gender Policy, prepared in DUET-NICHE85 Project, in November 2012. In the policy they have made several gender related plans, commitments and promises. In response to the policy they already developed some gender related courses in the post graduate curriculum of CE department. Besides, in the Under Graduate level the course teachers individually incorporated gender issues in their lecture contents, whilst incorporation in the course curriculum is still in process. In addition to these, they are accepting applications from both female and male students. He also informed that in the last two years, DUET recruited a significant number of female faculty members and also in other official posts where gender friendliness and gender sensitivity were considered. However, they didn't wish to have quota for female students. With a view to fulfill their commitment, this year they took four MSc student as teaching Assistant in which one was female. Throughout the project, one of their male (MSc) and one female faculty (PhD ongoing) did their higher study from abroad. So they think in this case there is a gender balance.

DUET departments and the university as a whole follow the government policy of maternity leave flexibly. In case of job in different projects they follow the same rule for all either male or female. In every steps of education and research they provide equal access for both male and female students. They always try to incorporate their female students in all type of seminar, symposium, training, conference or journal publication based on their quality.

In addition to these, teachers pay same attention or even more to the female students in all respect; they fixed their sitting place in the first line of the classroom; they also take into

account their different problems and try to facilitate their research and education. There is a well-furnished common room in both academic building and female hall, separate wash rooms and prayer room. They ensured accommodation of all female students from the very beginning of their study in DUET. He supposes that presently they are on the right way to implement the policy properly. He finished his presentation by sharing their belief/motto that “a well-educated mother can build a well-educated nation” and “a technically sound educated mother can make a nation rich prosperous”. After his presentation, there was a brief discussion session.

Discussion:

At first Joke asked him if after one year female students drop out or stop to come to the university. He replied that drop out is very rare because they chose the department themselves, and to get a place is not easy. Sometimes it happens that female students face some problems in recruitment in the factory because of job nature.

Then Joke asked him that what is done to attract girls in technical education and how are they trying to make employment opportunities better for them. He replied that they are trying to motivate girl students and their parents to be educated in engineering departments through different activities. He added that because of job nature: heavy work, work in the outside, work in the night shift etc. reasons employers do not like to recruit women in the factory or in technical work. There is a myth that female are not suitable for this kind of work.



Then Swandipta asked him that whether or not they have taken any initiative to seat with those employers group to break that myth. He informed that they did some consultancy with them, also female students are not willing to come to technical work

thinking about the security issue. Then Joke made a comment that myth is an issue of the whole society, not only DUET. Security is also a big issue: women are not likely to get permission or to want to do night shifts. Overall, the mindsets have to change.

Subsequently, Nazmun Nahar Chowdhury made a comment about the motto of DUET that why they are saying “a well-educated mother”, why not “a well-educated woman”. She added that not all women are mothers and not all mothers are only mothers, they are also farmers, fishers, entrepreneurs, scientists, etc. In response to that comment Dr, Ganesh told the word mother is respectful. So they used that. Then Dr. Sujit Kumar Bala claimed that motherhood is empowerment so that it is fine to say mother.

After that Joke asked Dr. Bala to share something about BUET. He informed that at the beginning of BUET, the number of female students was low but the situation is changing. Now in BUET the percentage of female students is 30-35%, but they would need more support.

Nasrin Akter Khan, executive engineer, BWDB and Blue Gold told about how her mother fought for her to study civil engineering which reflected a woman's strength and commitment for women's empowerment. Nasrin and her parents opened the route for many other girls to study technical subjects in university.



Session 5: Group Discussion and Presentation

Before group discussion, Joke mentioned that it is important that at this time that the National Water Management Policy is being elaborated into a National Water Resource Plan, that gender aspects are seriously included. In fact it is the Water Act 2013 that has to be operationalized. The Water Rules are now in draft, and when approved, they have to be obeyed at field level. Now it is only in Bangla. Also for UPs bylaws will be created. There is no need for nice words, there is need for doable and practical and affordable activities, by the different government agencies, departments, organizations, and also by the Civil Society.

Seeing the NWMP and the Water Act, these are very good policies. But the implementation has to be facilitated as good as possible. In order to achieve that it is important that we know what we do, what can be done, what is needed for it, etc. We have to be strategical and practical both. Then randomly 3 groups were formed to conduct the group discussion on the key thematic focus of the workshop. Each of the 3 groups chooses to work on 3 different recommendations out of the 14 compiled from the previous workshop. The groups were asked to address the following aspects of each recommendation with regards to gender mainstreaming in water sector.

- How could the implementation of this recommendation improve education?
- How will this improve research?
- How will it strengthen your organization?
- Will there be better opportunities for women, equal to men, in the labour market?



Group 1

Members: Fahmida Haque, Razouan Ullah, Muneer Ahammad, Nasrin Akter Khan, AKM Khusrul Amin, Khalid Mahmud and Swandipta Sadique.

Presented by: Fahmida Haque

Activities					
Component	Education	Research	Organization	Opportunities	Action Plan
Participation	Disseminating knowledge	Exploring real scenario-integrating gender in research.	Effective resource management and capacity development	Women's participation, skill development, confidence	Awareness raising education materials to be developed, to motivate people, sharing success stories.
	Gender equitable training				
	Local level implementation		Strengthening policy		
	Diversity in information delivery				
	Encourage female students				
Gender Strategy	To be gender sustainable education	Exploring issues under gender lens	Developing certain strategies/facilities/action plan to reach gender equality	Equal participation in labor market	Gender policy development/ review
				Developing gender sensitive students	
				Inspiring girls	
				Women friendly organizational development	
Climate Change	Coming up with education materials		Programme development concerning climate change, climate change in academic courses	Skill development, resilience building, women employment in local level	Consider climate change in project/programme development



Group 2

Members: Sailendra Saha, Lutfa Begum, Nazmun Nahar Chowdhury, Judith Tripty Biswas, Md. Ekram Ullah, Arpita Islam, Dr. Aminul Haque and S M Faridul Haque.

Presented by: Sailendra Saha

Activities				
component	Education	Research	Organization	Opportunities
Participation	Awareness build up at different levels (family, curriculum, society and institute).	Find out the limitations of current curriculum in gender point of view through research.	Establish/recognize women as key actor in in water resource management.	Yes
	Creating enabling environment for both men and women in higher education including technical levels.	Gender based need assessment in water management should be undertaken.		
Gender Mainstreaming	Identify the gaps in education system	Addressing the existing gap between policy and practice as well as taking action to minimize the gap.	Ensure the participation and capacity development at all levels.	
Monitoring	Strong monitoring system should be implemented at all levels involving the key stakeholders (PME).			



Group 3

Members: Dr. Sujit Kumar Bala, Md. Zobair Hasan, Azit Kumar Sarker, Khan Faisal Ahmed, Salma Begum and Khadiza Akter.

Presented by: Dr. Sujit Kumar Bala

Activities						
Component	Why selected	Gap/Need	Education	Research	Organization	Opportunities
Gender analysis	To find out the gender gap at Union Parishad (UP) level	There is no standing committee for water resource management at UP level	Water education will be enhanced through education to water resource management committee	Research needs to be carried out for water education	UP will be strengthened by gender education and gender inclusion	Women with water knowledge will be empowered and their demand will be increased in the labor market
Gender strategy	To incorporate gender related issues in all aspects of water management including disaster	There is no gender policy, equality strategy and gender plan at UP level for NWRP	Water related education will be enhanced for community (water conservation, irrigation, agriculture and natural resource management)	It will help to find out the actual situation of water at UP level	Activities of UP will be strengthened than before	Gender equity will be ensured
Gender action plan	To formulate gender action plan at UP level for NWRP	There is no gender action plan in UP level	Water resource management committee at UP level will be conscious	It will help to take necessary steps at UP level	Activities of UP will be accelerated	Women will be benefitted to fulfill their rights

Session 6: Follow-up

Objective: To share the opinion of participants about the workshop.

Method: Lecture and participatory method

Facilitator: Joke Muylwijk and Saiful Alam

At the end of the workshop Joke Muylwijk asked everybody's opinion about the workshop and expressed her sorrow for the limitation of time. Md. Zobair said, "We are very happy that NWRP will receive some recommendations from us." Then Mr. Saiful said that there would be a technical group or technical committee who will accumulate all the recommendations and will prepare the final recommendations. Dr. Bala suggested, "We should start our work from root level which is UP level." Mr. Saiful said that that local government level is the first stage for water resource management. After that Joke informed that GWA is prepared to support when anybody need regarding gender and water issues. Mr. Saiful added, "From organizational perspective we have many things to do. If we really strike on it, real thing will happen. The more we will do it, the better will be the society. It is not an easy job we have to do, and it takes time to change a mindset."



3. Conclusion:

After the discussion, Joke suggested the participants "Please discuss the 14 recommendations in their organizations, and the way we have discussed the three selected ones today, and see what else can be done within your means, without much extra need for time and money." She added that integration of gender is not just for the benefit of women, but water management cannot be done well without women's skills, knowledge and feedback. Then Joke concluded the workshop thanking everyone for their interesting presentations.

All enjoyed lunch together.

Annex 1: Programme schedule 9 February 2017

9:00-9:30	Registration
9.30-9.40am	Opening by Md. Sarafat Hossain Khan, Director General. WARPO
9:40- 10:00	Recommendations regarding Gender Issues in NWRP (outcome from the Let's Talk Water seminar session) by Mr. Saiful Alam, Director, WARPO
10:00-10:15	Gender in Education and Research; Gender policy of CE, DUET by Prof Dr. Shawkat Osman, Project Director NICHE 85 project, DUET
10:15-10:45	Joke Muylwijk Executive Director, GWA, Brief recap of basic gender concepts and empowerment, in relation to water management at different levels, to share understanding of gender and diversity.
10:45-11:00	Tea break
11:00- 11:15	GWA: The facilitator elaborates and explains the questions for the group work, and how they relate to the NWRP, and to higher education.
11:15-12:15pm	<p>Group discussion</p> <ol style="list-style-type: none"> <u>Select</u> at least three of the 15 recommendations which are most relevant for mainstreaming gender in your organization/ education and for the NWRP. For each of the three selected recommendations, explain: <ul style="list-style-type: none"> How this improves education? How this improves your research? How it strengthens your organization? Will there be better opportunities for women/ equity with men, in the labour market? For each of the three selected recommendations: Which <u>activities</u> can you suggest (realistic, doable, affordable) to improve the present practices and situation, in making them more gender-equal? <p><u>Group 1</u>: Universities: BAU, BUET, DUET <u>Group 2</u>: Governmental Organization's: WARPO, BWDB, LGED, BADC <u>Group 3</u>: CEGIS, NGOs, a.o. : CEGIS, DORP, CDP, CDSP IV, Blue Gold, UTTARAN, GWA-B</p>
12:15- 12:50	Group presentations: Follow the 3 points of the discussion, and tell about the selected actions and commitments. <u>These are draft Action Plans.</u>
12:50- 01:00	Wrap up, follow-up and conclusion

Annex: 2 List of participants

SL	Name	Designation and Organization	gender
1.	Dr. Sujit Kumar Bala	Professor, IWFM, BUET	m
2.	Judith Tripty Biswas	ED, Centre for Development and Peace	f
3.	Salma Begum	Deputy Chief (Sociology), BWDB	f
4.	Razouan Ullah	PO, Uttaran	m
5.	Khan Faisal Ahmed	Superintending Engineer, BADC	m
6.	Muneer Ahammad	Lecturer, DWRE, BUET	m
7.	Arpita Islam	Lecturer, DWRE, BUET	f
8.	Sailendra Saha	Institutional Advisor, CDSP IV	m
9.	Joke Muylwijk	ED, Gender and Water Alliance (GWA)	f
10.	S M Faridul Haque	Gender and Communication Manager, GWA	m
11.	Swandipta Sadique	Junior Programme Specialist, GWA	f
12.	Khadiza Akter	Junior Programme Specialist, GWA	f
13.	Dr. Aminul Haque	PSO, WARPO	m
14.	Nasrin Akter Khan	Executive Engineer, BWDB	f
15.	Md. Ekram Ullah	Principle Scientific Officer, WARPO	m
16.	AKM Khusrul Amin	Senior Scientific Officer, WARPO	m
17.	Azit Kumar Sarker	DD (Training Wing), DAE	m
18.	Kousik Ahmed	Technical Assistant, WUR-POD, IWM	m
19.	ABM Tahmidul Haq Saikat	Research Assistant	m
20.	Fahmida Haque	Associate Professor, Political Science, Eden Mohila College	f
21.	Md. Zobair Hasan	Director (RPM), DORP	m
22.	Khalid Mahmud	Assistant Professor, BIWM, BAU	m
23.	Saiful Alam	Director, WARPO	m
24.	Dr. Gonesh Chandra Saha	Dean, Faculty of Civil Engineering	m
25.	Lutfu Begum	Research Consultant	f
26.	Nazmun Nahar Chowdhury	Library and Information Officer	f

10 women and 16 men

Annex 3

Recommendations from the Let's Talk water Seminar on Gender Issues in National Water Resources Planning¹

Water management in Bangladesh is governed by a number of policies, plans and acts. The most recent general law is the Bangladesh Water Act of 2013, which is in the process of elaboration of the rules and procedures which will lead to the National Water Resources Planning. In the meantime the National Water Management Plan (approved in 2004) is still the valid plan and policy.

The Government of Bangladesh is outspoken in the intention to include gender issues and gender equity in the NWRP, and whilst this process is ongoing, it needs feedback from the ground.

Overall in Bangladesh on the one hand women are responsible for water in the households, especially in the many regions where there is no reliable piped water system, this is heavy and daily work. On the other hand decisions at all levels are mostly made by men, who themselves do not have any duty related to water. Obviously, the decisions would be more relevant and better if the knowledge of those people who have more experience and expertise regarding use, quality and quantities of water, would be tapped: women.

The seminar on Gender and Water in the series 'Let's Talk Water' discussed this matter. To increase the impact and efficiency of projects it helps when water managers understand gender relations and power inequalities. Water users' choices and behavior can be predicted and explained by taking gender differences into account. In all sub-sectors of water action is required, and indicators are needed to monitor progress.

From the discussion by the participants the **key recommendations** are summarized as follows:

- **Participation:** Women's participation in decision making related to water in all sectors and at all levels needs to be strengthened. For example, in Water Management Groups and WASH Committees under the rules for Participatory Water Management Groups at local level. Ensure representation of women in the management bodies in executive positions related to water in the government (MoWR, MoA, MoLG etc).
- **Gender Analysis:** All policies should include gender aspects and issues, analysed from an empowerment perspective: socio-cultural, economic, political and physical empowerment.
- **Gender Action Plans:** Based on the Gender Analysis action needs to be planned ensuring active involvement of both women and men at all levels.
- **Empowerment** of women and men will ensure more effective and efficient and sustainable water management.

¹ The recommendations were developed by the participants of the Let's Talk Water Session on Gender on 5-10-2016, facilitated by the Gender and Water Alliance – Bangladesh and hosted and organised by WARPO. After the seminar, all interested organisations and departments were invited to contribute.

- Agriculture: Women's work in and large contribution to agriculture should be acknowledged by recognition by the Government of women as farmers, to begin with by the MoA, to access Farmers' Cards, agricultural inputs, irrigation water, credits and land.
- Education on water and sustainable delta and water management should be gender responsive and a diverse representation of the society should be ensured both in teaching and research, the education material, as well as among the student population.
- Climate change and development have an important influence on water management (changing patterns of droughts, floods, rains, erosion, cyclones, salinity). Women should be part of decision making regarding actions addressing climate change, mitigation, adaptation and development.
- MHM: Integrate Menstrual Hygiene Management into a wider hygiene promotion approach of WASH and also further inclusion in the curriculum of primary and secondary schools. Teachers should be taught how to deal with the sensitive subject without embarrassment.
- Sanitation facilities: Ensure separate safe water and sanitation facilities for the female staff in every organization, especially in government organizations including the local government tiers with proper budget allocation for such facilities.
- SDGs: Implement all SDGs considering the gender targets of each of them, with a focus on SDG 6: Access to WASH for all, which includes hard to reach areas, gender friendly technology and facilities for minorities, very poor women and men.
- Monitoring: Proper monitoring and documentation of sex disaggregated data in all water sector interventions as well as in professional representations, combined with gender responsive indicators and budget allocation at all levels.
- Local Level Government Authorities: Develop a comprehensive Union Parishad level 'Women's Development Action Plan' where natural resource management particularly water resources will be incorporated as one of the prioritized sectors of Disaster Risk Reduction and Climate Change Adaptation. This local action plan should be prepared through a participatory process including representation and feedback from all segments of the society.
- Gender strategy: All government institutes should have a gender policy or Gender and Equality Strategy and doable gender action plans that can be monitored.
- Gender Mainstreaming: Review the relevant water policies, national guideline, Act and Orders of the government to identify the gap and challenges of mainstreaming gender in IWRM and thus provide recommendations for inclusion of Gender and Equity aspects in those documents and further directions of proper enforcement.

Annex 4: Organizations views on Gender

To know about the organizations views on gender a set of questions has been set

Annex 4.1: Organizations views on Gender (WARPO)

1. In which way gender and water is important for your organization?

WARPO as a macro planner and policy institute need to embed the concept of role and responsibility of women and under-privileged in the activities of water management. Embedding actions that augment the role of women will be needed.

2. In ‘Let’s Talk Water’ Gender and Water was discussed. Kindly indicate for the recommendations of the meeting, how your organization will contribute-

<p>To increase the impact and efficiency of water projects it helps when water managers understand gender relations and power inequalities. Water users’ choices and behaviour can be predicted and explained by taking gender differences into account. In all sub-sectors of water action is required, and indicators are needed to monitor progress. From the discussion by the participants the key recommendations are summarized as follows: (Reflect on the 14 recommendations from your organizational point of views)</p>		
1.	<p>Participation: Women’s participation in decision making related to water in all sectors and at all levels needs to be strengthened. For example, in Water Management Groups and WASH Committees under the rules for Participatory Water Management Groups at local level. Ensure representation of women in the management bodies in executive positions related to water in the government (MoWR, MoA, MoLG etc).</p>	<p>Implementation of women’s role as per National Water Policy in the water management is one of our objective of NWMP. WARPO had in the past a women in the post of Director for a considerable time, also in the post of Director General. Also one woman in the post of Principal Scientific Officer has a potential to move to policy making position. There is no discrimination in the recruitment procedures; however a more relaxation may be attached to some of the conditions in certain position at the entry level.</p>
2.	<p>Gender Analysis: All policies should include gender aspects and issues, analyzed from an empowerment perspective: socio-cultural, economic, political and physical empowerment.</p>	<p>National Water Policy strongly adheres to the equitable participation of women. However in the new update (not yet planned) this may be further reviewed in terms of empowerment.</p>

3.	Gender Action Plans: Based on the Gender Analysis action needs to be planned ensuring active involvement of both women and men at all levels.	There is a guideline of participatory water management (GPWM), which recently also got updated. WARPO is drafting rules for the implementation of Bangladesh Water Act, where conditions are ensured so that women are not depriving from access to water under any circumstances. However women leadership in the WMGs need to be monitored and ensured from the perspective of equal right. WARPO is responsible to monitor the state of affairs as regard women and make recommendation for necessary measures.
4.	Empowerment of women and men will ensure more effective and efficient and sustainable water management.	WARPO agrees to the importance of empowerment of women in water management at the grass root level especially.
5.	Agriculture: Women's work in and large contribution to agriculture should be acknowledged by recognition by the Government of women as farmers, to begin with by the MoA, to access Farmers' Cards, agricultural inputs, irrigation water, credits and land.	Majority of the tasks related to accessibility of credit, inputs and marketing of agricultural goods need to take by Ministry of Agriculture. In this respect WARPO can coordinate to integrate those along with water as input.
6.	Education on water and sustainable delta and water management should be gender responsive and a diverse representation of the society should be ensured both in teaching and research, the education material, as well as among the student population.	BUET and BAU can add to this.
7.	Climate change and development have an important influence on water management (changing patterns of droughts, floods, rains, erosion, cyclones, salinity). Women should be part of decision making regarding actions addressing climate change, mitigation, adaptation and development.	Any planning for the adaptation to climate change the impact of it on women and their activities would be examined and appropriate emphasis may be taken especially during flood, cyclone and drought.
8.	Menstrual Hygiene Management (MHM): Integrate Menstrual Hygiene Management into a wider hygiene promotion approach of WASH and also further inclusion in the curriculum of primary and secondary schools. Teachers should be taught how to deal with the sensitive subject without embarrassment.	This may be contributed by integrating the water supply and sanitation strategy embedded in the National Water Resources Plan in future.

9.	Sanitation facilities: Ensure separate safe water and sanitation facilities for the female staff in every organization, especially in government organizations including the local government tiers with proper budget allocation for such facilities.	This may be contributed by integrating the water supply and sanitation strategy embedded in the national Water resources Plan in future
10.	SDGs: Implement all SDGs considering the gender targets of each of them, with a focus on SDG 6: Access to WASH for all, which includes hard-to-reach areas, gender friendly technology and facilities for minorities, very poor women and men.	WARPO can better ensure at least by drafting sufficiently strong rules so that accessibility to water by women and others is ensured.
11.	Monitoring: Proper monitoring and documentation of sex disaggregated data in all water sector interventions as well as in professional representations, combined with gender responsive indicators and budget allocation at all levels.	WARPO has the responsibility to monitor the implementation of GPWM also equitable allocation and accessibility to water needed by Women.
12.	Local Level Government Authorities: Develop a comprehensive Union Parishad level 'Women's Development Action Plan' where natural resource management particularly water resources will be incorporated as one of the prioritized sectors of Disaster Risk Reduction and Climate Change Adaptation. This local action plan should be prepared through a participatory process including representation and feedback from all segments of the society.	WARPO in near future will be decentralised to implement the Bangladesh Water Act and will have a more closure opportunity to impact on the development plan for Women at the local level.
13.	Gender strategies: All government institutes should have a gender policy or Gender and Equality Strategy and doable gender action plans that can be monitored.	Yes! WARPO may also need to prepare such strategy in future.
14.	Gender Mainstreaming: Review the relevant water policies, national guideline, Act and Orders of the government to identify the gap and challenges of mainstreaming gender in IWRM and thus provide recommendations for inclusion of Gender and Equity aspects in those documents and further directions of proper enforcement.	The work package Gender under Nuffic Niche 155 has been coordinated by WARPO and initiated and implemented a discussion for embedding Gender agenda in the mainstream of water planning and management. The discussion has generated some awareness within the institute in general and foreseen will take a significant role in mainstreaming the Gender aspect in sphere of water management.

3. **Need for implementation is often mentioned as important, as compared to plans. With regard to gender, which policies or plans, or which specific actions were undertaken in the last 4 years in your organization?**
-During 4 years special care was given so that toilet and similar facilities are suitable for women
4. **How many men and women are employed in your organization? At director's level/ Professor Level, how many men and women? How many men/women entered/left during the last four years? Why?**
-All together we have 6 women in the organization. There is no woman at Director level.
5. **a. How many students included gender analysis in their thesis research? (For DWRE, BUET & DIWM, BAU)**
- To be addressed by BUET and BAU
- 5.b In how many projects did you include a gender analysis or a gender action plan? How does it work? (For WARPO & CEGIS)**
-The proposal for preparation of National Water Resources Plan (NWRP) does include gender aspects to be incorporated when the activity starts.
6. **Do you have any good examples/case studies regarding gender and water issues from your organization during the last four years? Please give examples-**
-Generally in the case of leave women's cases are more sympathetically considered.
7. **Which other points would you like to highlight in the framework of this discussion?**
-NA

Annex 4.2: Organizations views on Gender (DIWM, BAU)

1. In which way gender and water is important for your organization?

As an educational institution, gender and water is important for our organization (DIWM, BAU) in the following ways-

- 1) If faculty, academic managers, staffs, and students of our organization are educated on basic facts and concepts about gender and water, they can contribute towards developing a more gender friendly environment in the university.
- 2) Incorporating gender and water dynamic in teaching and learning processes of the university will be helpful to produce gender sensitized water graduates who will ensure gender equity and justice at different levels of the society.

2. In ‘Let’s Talk Water’ Gender and Water was discussed. Kindly indicate for the recommendations of the meeting, how your organization will contribute-

<p>To increase the impact and efficiency of water projects it helps when water managers understand gender relations and power inequalities. Water users’ choices and behavior can be predicted and explained by taking gender differences into account. In all sub-sectors of water action is required, and indicators are needed to monitor progress. From the discussion by the participants the key recommendations are summarized as follows: (Reflect on the 14 recommendations from your organizational point of views)</p>		
1.	<p>Participation: Women’s participation in decision making related to water in all sectors and at all levels needs to be strengthened. For example, in Water Management Groups and WASH Committees under the rules for Participatory Water Management Groups at local level. Ensure representation of women in the management bodies in executive positions related to water in the government (MoWR, MoA, MoLG etc).</p>	<p>Women’s participation in decision making is not directly related to our organization. However, decision making regarding WASH related activities of BAU should take into consideration the female participants’ views.</p>
2.	<p>Gender Analysis: All policies should include gender aspects and issues, analyzed from an empowerment perspective: socio-cultural, economic, political and physical empowerment.</p>	<p>Gender analysis is not done in our University. In fact, our organization doesn’t have any gender policy yet. Developing a gender policy for higher education institute like BAU is not an easy task, in fact it requires top down approach form the Government side.</p>
3.	<p>Gender Action Plans: Based on the Gender Analysis action needs to be planned ensuring active involvement of both women and men at all levels.</p>	<p>This recommendation can only be executed upon finishing gender analysis as a part of gender or other policy development process.</p>
4.	<p>Empowerment of women and men will ensure more effective and efficient and sustainable water management.</p>	<p>It is not applicable for our organization</p>
5.	<p>Agriculture: Women’s work in and large contribution to agriculture should be acknowledged by recognition by the Government of women as farmers, to begin with by the MoA, to access Farmers’ Cards, agricultural inputs, irrigation water, credits and land.</p>	<p>It is not applicable for our organization</p>
6.	<p>Education on water and sustainable delta and water management should be gender responsive and a diverse representation of the</p>	<p>To ensure a gender responsive water education from our university, we have already developed a course entitled-</p>

	society should be ensured both in teaching and research, the education material, as well as among the student population.	'Integrated Water Resources Management'. Contents of this course have been developed in such a way that it can properly reflect on the importance of gender sensitized water management and diverse representation of the society in water management.
7.	Climate change and development have an important influence on water management (changing patterns of droughts, floods, rains, erosion, cyclones, salinity). Women should be part of decision making regarding actions addressing climate change, mitigation, adaptation and development.	Our organization is not directly related to the women's involvement in decision making related to climate change mitigation and adaptation strategies. However, we are going to offer a course- 'Climate Change and Water Resources' incorporating topics that cover the necessity of women's participation in decision making process of climate change mitigation and adaptation strategies. In addition, research conducted by our university related to the development of climate resilient agriculture technology also includes significant percentage of female respondents as research target group.
8.	Menstrual Hygiene Management (MHM): Integrate Menstrual Hygiene Management into a wider hygiene promotion approach of WASH and also further inclusion in the curriculum of primary and secondary schools. Teachers should be taught how to deal with the sensitive subject without embarrassment.	It is not applicable for our organization

9.	Sanitation facilities: Ensure separate safe water and sanitation facilities for the female staff in every organization, especially in government organizations including the local government tiers with proper budget allocation for such facilities.	Not all, but some sections of our university have separate safe water and sanitation facilities for female staffs. Separate sanitation facilities for male and female students already exist in all faculties of this university.
10.	SDGs: Implement all SDGs considering the gender targets of each of them, with a focus on SDG 6: Access to WASH for all, which includes hard-to-reach areas, gender friendly technology and facilities for minorities, very poor women and men.	This recommendation doesn't go directly with our organization

11.	Monitoring: Proper monitoring and documentation of sex disaggregated data in all water sector interventions as well as in professional representations, combined with gender responsive indicators and budget allocation at all levels.	Our university have a facility to monitor document of sex disaggregated data. We also have a punishment system for sexually harassed or assaulted cases.
12.	Local Level Government Authorities: Develop a comprehensive Union Parishad level 'Women's Development Action Plan' where natural resource management particularly water resources will be incorporated as one of the prioritized sectors of Disaster Risk Reduction and Climate Change Adaptation. This local action plan should be prepared through a participatory process including representation and feedback from all segments of the society.	This recommendation doesn't go directly with our organization
13.	Gender strategies: All government institutes should have a gender policy or Gender and Equality Strategy and doable gender action plans that can be monitored.	Our organization doesn't have any gender policy
14.	Gender Mainstreaming: Review the relevant water policies, national guideline, Act and Orders of the government to identify the gap and challenges of mainstreaming gender in IWRM and thus provide recommendations for inclusion of Gender and Equity aspects in those documents and further directions of proper enforcement.	At this moment it is not applicable for our university as we have to move first for developing gender policy or equality strategies.

3. Need for implementation is often mentioned as important, as compared to plans. With regard to gender, which policies or plans, or which specific actions were undertaken in the last 4 years in your organization?

With regard to gender, in last four years, several workshops have been organized to create awareness about gender among teachers and staffs of the university.

4. How many men and women are employed in your organization? At director's level/ Professor Level, how many men and women? How many men/women entered/left during the last four years? Why?

Employment Status of BAU

Employee/Faculty Status	Men	Women	Total
Teacher	484	122	606
Officer	340	35	375
3 rd and 4 th class employee	1343	128	1471
Total	2167	285	2452
Men and Women at Professor Level			
	280	23	303

During the last 3 years (January 2014~February 2017), **34 men** and **24 women** have entered BAU as faculty. Nobody has left BAU in the last 4 years except due to retirement or death.

5. a. **How many students included gender analysis in their thesis research? (For DWRE, BUET & DIWM, BAU)**

Students from DIWM, BAU didn't yet include gender analysis in their thesis research as we were dealing with fundamental and applied research topics mainly through technical approach. However, three departments of BAU deal with gender issues in their research. During 4 years, approximately 30 students from those departments have included gender analysis in their theses.

5.b **How many projects did you include gender analysis or gender action plan? How it works? (For WARPO & CEGIS)**

Not Applicable

6. **Do you have any good examples/case studies regarding gender and water issues from your organization during the last four years? Please give examples-**

During the last four years, several women (female faculty) of our university have successfully completed their tenure in the highly administrative positions of BAU (Proctor, Student hall Chief (Provost), etc.)

7. **Which other points would you like to highlight in the framework of this discussion?**

Women's participation in every sector of the country has been increasing day by day. To facilitate this process, establishing gender policy for different organizations is utmost important. For a country like Bangladesh, top down approach is essential in this regard.

Annex 4.3: Organizations views on Gender (DWRE, BUET)

(To be added)

Annex 4.4: Organizations views on Gender (CEGIS)

(To be added)



Partners in this project:

Bangladesh University of Engineering and Technology, Bangladesh
(www.buet.ac.bd/wre/)

Bangladesh Agricultural University, Bangladesh
(www.bau.edu.bd/Department-of-Irrigation--Water-Management)

Water Resources Planning Organization, Bangladesh
(www.warpo.gov.bd)

Center for Environmental and Geographic Information Services, Bangladesh
(www.cegisbd.com)

UNESCO-IHE, Institute for Water Education, the Netherlands
(www.unesco-ihe.org)

Wageningen University and Research Centre, the Netherlands
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