



স্থানীয় সরকার প্রকৌশল অধিদপ্তর

জেডার সমতা কৌশল ও কর্মপরিকল্পনা

২০২২-২০৩০

(বাংলা ও ইংরেজি)



এলজিইডি জেডার ও উন্নয়ন ফোরাম

জানুয়ারি ২০২২



Government of the People's Republic of Bangladesh

**Gender Equality Strategy
&
Action Plan
2022-2030**

Local Government Engineering Department (LGED)

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PREFACE

The Local Government Engineering Department (LGED) has been contributing towards the national economic growth of Bangladesh through its rural and urban infrastructure development efforts. LGED, through the development of rural, urban and water sector infrastructures not only supports the Government in fulfilling the national commitments in economic spheres, but also contributes towards social development, particularly in the key areas like poverty reduction, social protection, gender equality and women's empowerment.

In accordance with the National Action Plan for Women's Development, 1998 for the implementation of the National Women's Development Policy 1997, LGED Gender and Development Forum was formed in the year 2000 in order to emphasize on gender perspectives in all activities of LGED. To reduce gender inequality of the country through integration of gender perspectives in all activities and their implementation, four Gender Action Plans - three sectoral and one overall plan were formulated in 2002. LGED Gender and Development Forum played the pioneering role in formulating the Gender Action Plans. A provision was kept for updating the Gender Action Plan after every five years based on the experience of implementing such gender equality promotional activities.

The basis of the current Gender Strategy and Action Plan is the National Women's Development Policy, 2011. Recently the time period of the LGED Gender Strategy and Action Plan (2016-2021) has been expired. In the meantime, the Government has made some commitments at the national and international levels and undertaken new action plans. The key ones among them are the Sustainable Development Goals and the Eighth Five Year Plan.

After the completion of the timeline of the previous Gender Strategy and Action Plan in 2021, an updated Gender Strategy and Action Plan (2022-2030) has been formulated keeping consistency with the time line of the Sustainable Development Goals. In order to fulfill the objectives of the National Women's Development Policy, 2011, the Sustainable Development Goals and the Eighth Five Year Plan, the Gender Strategy and Action Plan has been updated based on the experience of the implementation of the earlier Gender Action Plan and the current realities.

I firmly believe that implementation of the Gender Action Plan will play a supportive role in achieving gender equality and women's empowerment at the institutional and field level, which will strongly contribute towards the national development. Terms of Reference for all levels of officials in implementing the Gender Action Plan have been formulated and attached here. I hope that all levels of officials and staff of LGED as well as the other stakeholders will pledge for the implementation of the Gender Action Plan.

I express my heartfelt thanks and congratulations to those who were involved in the formulation of the updated Gender Strategy and Action Plan (2022-2030).

Sheikh Md. Mohsin

Chief Engineer

Local Government Engineering Department

Abbreviations and Acronyms

| | | |
|-------|---|--|
| ADP | = | Annual Development Program |
| BOQ | = | Bill of Quantities |
| DAP | = | Differently Able People |
| GAD | = | Gender and Development |
| GDF | = | Gender and Development Forum |
| SDG | = | Sustainable Development Goals |
| GES | = | Gender Equality Strategy |
| GEAP | = | Gender Equality Action Plan |
| GESAP | = | Gender Equality Strategy and Action Plan |
| GRB | = | Gender responsive budget |
| LCS | = | Labour Contracting Society |
| MIS | = | Management Information System |
| MMC | = | Market Management Committee |
| NWDP | = | National Women Development Policy |
| POSH | = | Prevention of Sexual Harassment |
| SIC | = | Slum Improvement Committee |
| TLCC | = | Town Level Coordination Committee |
| WLCC | = | Ward Level Coordination Committee |
| WMC | = | Water Management Cooperatives |
| WMCA | = | Water Management Cooperative Association |

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A. The Gender Equality Strategy

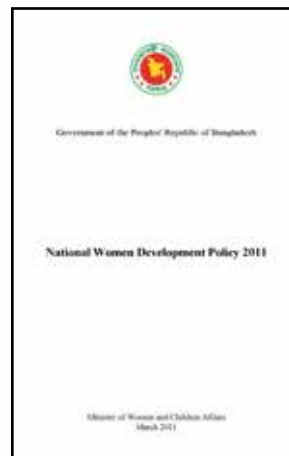
Introduction

The foundation of the Gender Equality Strategy (GES) of the Local Government Engineering Department (LGED) is the National Women Development Policy (NWDP), 2011. In light of the above mentioned policy, this GES has been formulated to promote gender equality by ensuring women’s involvement, increasing women’s share in resources and services as well as developing women friendly environment at all levels through all activities of LGED. The main objective of this GES is to integrate measures to promote gender equality in all action areas of LGED and to implement them. In accordance with this GES, LGED will gradually empower women by ensuring women’s involvement in all institutional and developmental activities, increasing their participation in decision making process, making all infrastructure gender friendly and by enhancing employment opportunities for marginalized women. Through implementing this GES, LGED will mainstream gender equality aspects in all action areas of LGED and thus LGED will be transformed into an exemplary gender responsive public sector organization in Bangladesh. In the long run, this GES will be integrated in the Charter of Duty of LGED.

Strategic Areas

1.0 Policy Compliance

The GES has been formulated in line with the NWDP, 2011. Simultaneously, the GES is consistent with other policies related to women’s development and rights, like the Eighth Five-Year Plan and the Sustainable Development Goals (SDG) so that LGED’s contribution in attaining the goals and targets of those documents is clearly understood. The GES will be modified/changed as necessary in light of any changes brought in the above-mentioned policies, strategies or targets in future. A Gender Equality Action Plan (GEAP) and Guidelines to implement the GEAP will be developed in light of the GES and implemented. The preparation and implementation of GAP will be supported and guided by the Gender and Development Forum (GAD Forum) of LGED.



2.0 Institutional Arrangements

The main executive authority of LGED to implement the GES is the GAD Forum, which will be institutionalized gradually. The GAD Forum will have a written Constitution and an Operational Manual. Every unit and project of LGED will prepare its own GAP and the GAD Forum will provide necessary advice and guidance in formulating and implementing the GAPs. The GAD Forum will coordinate and review all gender related issues and activities and shall establish necessary communication. Gradually the GAD Forum will be established as a skilled and supportive separate unit in mainstreaming gender in LGED.

3.0 Project Planning

In order to institutionalize the gender equality in all the projects' planning/designing of LGED, the areas of women's equality and their empowerment are to be identified and incorporated in project design process. And accordingly project proposals are to be prepared. In this work plan, some indicators on gender equality for LGED as institution and sector as project have been identified. All project proposals are to be consistent with these. With assistance from the Planning Unit Gender and Development (GAD) Forum, it is to be ensured that all project proposals



are being prepared on gender based following the circular of the Planning Division, the Ministry of Planning on 'development project preparation, processing, approval and correction under the Government head'. To this effect, a circular was issued by the Ministry of Women and Children and the Ministry of Planning vide pari/NEC- ECNEC/samonoy -2/paripatra/matamat/22/2007/179 dated 22 July 2009 on 'Gender Responsive Guidelines for Design and Review of Development Projects' with the objective of mainstreaming gender issue in the development activities. A 'Gender Responsive Planning Guideline' is to be prepared for LGED with the assistance of Planning Unit 'Gender and Development Forum' so that all directives of preparing development project proposals under the government head and Ministry of Women and Children are strictly followed in preparing the project documents (DPP/TPP). In preparing the project proposal, due action would be taken in the light of the above-mentioned guideline. Projects would be designed/prepared with appropriate budget provisions to incorporate gender perspectives as well as the budget provisions for assessing/evaluating gender equality as required by the Gender and Development Forum.

4.0 Infrastructure Development

All infrastructures to be built by LGED will be made women-friendly and suitable for Differently Able People (DAP). To this end, provisions and needs for essential facilities exclusive for women in offices and in all other infrastructures will be assessed and later will be ensured by incorporating provisions in the plans, designs and implementation of all infrastructures. The Planning and Design Unit of LGED will take all necessary measures in this regard and the Quality Control Unit will ensure implementation.



5.0 Employment and Access to Resources

LGED will take efforts to employ more women in projects, through outsourcing, as consultants, and other recruitments within the government rules. More women will be employed in work areas more suitable for women and if required, percentages will be determined for women's employment as deemed necessary. The Administration Unit, Planning Unit and projects will take necessary actions in this regard, as follows:

- Women will be encouraged to participate in the short and long- term employment created for skilled and unskilled labourers. To encourage women's effective participation in such employment quota and other measures will be taken, if necessary;
- Women will be supported for self-employment opportunities and they will be supported to acquire need-based skills through training and other allied support; and
- Opportunities will be increased to ensure women's rights to access and use of all resources and infrastructure (market, canal, water, irrigation etc.) developed/restored by LGED. Women will be supported for empowerment, equal wage for equal work and equal access to resources including financial benefits.



6.0 Work Environment

Measures will be taken to improve working environment for women in LGED by assessing needs and provisions and thereby fixing targets towards achieving them. The achievement of targets will be assessed periodically and necessary steps will be taken as necessary. Day care centres will be operated at the LGED headquarter (HQ) and field level under the supervision of LGED Gender and Development (GAD) Forum.

The Administration Unit of LGED has drafted a Sexual Harassment Prevention Policy (SHPP) with the support from LGED GAD Forum according to the directives of the Honourable High Court to prevent any physical, mental or sexual abuse. Prevention of Sexual Harassment (POSH) Committee will be formed at the HQ and field level to monitor and examine cases involving physical, mental or sexual abuse of staff and beneficiaries of LGED at workplaces and to take necessary action as per the Policy in case of such incidents. In cases, where required, the aggrieved person will be supported to get legal remedies under the existing laws of the country.

The provisions of equal wage for equal work, safety measures and suitable infrastructural facilities will be considered in all

activities of LGED. Drinking water, water for other use, sanitation, occupational health and safety, security and other facilities will be ensured for labourers. Specific guidelines and measures will be used to ensure these in all requests for proposal (RFP), contracts and Bill of Quantities (BOQ), as well as their implementation will be supervised.

7.0 Training, Capacity Building and Special Activities

Training will be imparted to ensure gender aware and skilled human resources at all levels for all activities of LGED. In consistency with LGED's work requirement, training needs will be assessed. Skilled and capable human resources will be developed in LGED by providing appropriate gender and development and other related skills training imparted by skilled and knowledgeable trainer. A pool of skilled Gender trainers will be developed in LGED by providing them with Training of Trainers (ToT). Participation of women staff and officers in all relevant training will be ensured to enhance their skills.

To enhance the institutional capacity of LGED in promoting gender equality, necessary steps will be taken to analyze needs of all units and projects, as well as steps will be taken to mainstream gender in all activities. In order to achieve this, necessary instructions will be provided and guidelines developed by the Units. Capacity will be enhanced for gender responsive budgeting, gender responsive planning, as well as gender integrated data collection and use. Training will be provided at the field level to enhance capacity of the labourers and stakeholders.

8.0 Women's Empowerment Through Participation and Decision Making

Effective participation of women will be ensured in all fields of LGED. The GAD Forum will play the pivotal role by providing strategic guidance for establishing a congenial working environment for women increased active participation of women.

The scope and areas of women's participation and empowerment will be identified (such as employment, training, committee, self-employment, credit, access to and control over resources etc.) through appropriate assessment. Proportional share of women will be determined, where necessary and their inclusion, participation, membership, getting important positions will be facilitated.

Women's participation at all levels of decision making in forums/committees or groups at the sectoral/unit/project level as members and in executive committees will be ensured through selection, nomination and posting. In required cases a proportion for women will be determined and will be specified in project documents, where necessary.



9.0 Data/Information Collection, Monitoring and Evaluation

All data/information, irrespective of their sources, government funded or donor assisted projects will be disaggregated by sex for all areas and activities. To monitor the results of all gender related work of LGED, formats will be developed by the GAD Forum containing key indicators. Data/ information will be sent from the field to the GAD Forum on a quarterly basis. An electronic Management Information System (MIS) will be established for this purpose. Based on the information, the GAD Forum will maintain a database which will be used for all gender equality related monitoring and evaluation. All annual or other reports will be prepared and published based on the analysis of these data and information. The information and analysis will also be used for all planning of LGED. Special attention will be paid for optimal use of the information technology. To meet the specific requirements, the projects can use other formats with different relevant indicators.



10.0 Financing

Required finance will be ensured to implement the Gender Equality Action Plan and institutionalizing gender equality. Gender responsive budget (GRB) will be prepared after identification of areas requiring finance. The Administration Unit and projects will take necessary measures to ensure financial support from the Government and development partners. For development of gender oriented human resources in all areas of LGED, budget will be allocated proportionately from the Annual Development Program (ADP) for gender related trainings through the LGED Training Unit.

All projects will be designed incorporating budget provisions from the Government and the development partners considering the requirements of budget for gender related activities and in required cases for assessment and evaluation by the GAD Forum.

B. The Gender Equality Action Plan 2022-2030

Introduction

The Local Government Engineering Department (LGED) has been working relentlessly in rural and urban areas for socio-economic improvement of the country through the development and maintenance of physical infrastructure. LGED's operates at the field level through its rural, urban and water resources development sectors for sustainable and balanced development. LGED has been creating employment opportunities for women alongside men in infrastructure development and maintenance for more than thirty years. LGED has been emphasizing on increased participation of women and men in infrastructure development and in building and maintaining necessary infrastructural facilities for them.

The Government of Bangladesh has underscored poverty reduction and gender equality in its Eighth Five Year Plan (8th FYP), July 2020 – June 2025. LGED has been contributing towards achievement of the objectives of the 8th FYP by supporting women to generate income through facilitating their involvement in infrastructure development as well as maintenance activities. Besides, women are supported for various income generating activities through access to micro-finance, capital formation, skills enhancement and access to trade and commerce. LGED has also opened new horizon for women in access and use of social infrastructure and services. Allocation of separate shops in markets and growth centres; creation of separate sanitation, water and resting facilities for women in bus terminals and other social infrastructure; and specific facilities for lactating mothers and pregnant women in cyclone shelters are examples of such activities of LGED. These activities of LGED have shown positive changes in the status and position of women in the society and in recognizing their rights to assets and public resources.

LGED is working towards increasing effective participation and representation of women in the local government system. Women are in leadership and working effectively in various committee including the Town Level Coordination Committee (TLCC), Ward Level Coordination Committee (WLCC), Market Management Committee (MMC) and the Women and Child Development Committees. Women's voice is heard in the Water Management Cooperative Association (WMCA). LGED operates training programme for women to enhance their leadership skills.

This Gender Equality Strategy and Action Plan (GESAP) of LGED will be implemented to create opportunities for women's employment, participation in decision making process and eventually for their empowerment. The first GESAP of LGED was formulated in 2002. Since then, the GESAP was updated every five years based on the acquired experiences. Based on the decisions of several meetings of the GAD Forum, this GESAP has been formulated for the period of 2022 - 2030 is consistency with the timeline of the Sustainable Development Goals (SDGs).

Action Areas

The GESAP includes a total number of ten areas. These are, 1. Policy Compliance; 2. Institutional Arrangements; 3. Project Planning; 4. Infrastructure Development; 5. Employment and Access to Resources;

6. Work Environment; 7. Training, Capacity Building and Special Activities; 8. Women's Empowerment Through Participation and Decision Making, 9. Data/Information Collection, Monitoring and Evaluation; and 10. Financing. Specific activities have been identified for each of the above mentioned areas. Specific indicators have been identified to assess the progress of each of the activities. Also, responsibilities have been assigned to relevant units and offices.

This GESAP is a little different from the earlier ones. Beside the action plan for the institution, there were three different action Plan for the three sectors. The current action plan incorporates a combined one which will be implemented by the institution, units, sectoral projects and the district offices based on their type of work.

Besides, measuring the progress of work, challenges and limitations in implementation will also be identified by analyzing the data/information collected through administering a specific format. Based on the findings, the GESAP will be updated, if necessary.

C. Gender Equality Action Plan: Details of Activities

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|---------------|---|---|
| 1.0 Policy Compliance | | | | |
| 1.1 Prepare Gender Equality Strategy and Action Plan (GESAP) for LGED, Following the National Women Development Policy 2011, Eighth Five Year Plan (8 th FYP) and the Sustainable Development Goals (SDGs), distribute and orient all. | 1.1.1 Gender Equality Strategy and Action Plan (GESAP) prepared 1.1.2 Completed distribution of and orientation on the GESAP | January 2022 | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All units |
| 1.2 Prepare guidelines to implement the Gender Equality Action Plan (GEAP) and distribute | 1.2.1 Gender Equality Action Plan Implementation Guidelines prepared and distributed | January 2022 | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All units |
| 1.3 Identify challenges of the implementation of the Gender Equality Action Plan and send recommendations to the Gender and Development Forum for resolution | 1.3.1 No. and subject of recommendations sent to the Gender and Development Forum by sectors of LGED | Continuous | <ul style="list-style-type: none"> All units Gender and Development Forum | <ul style="list-style-type: none"> All field level offices¹ |
| 1.4 Take necessary initiatives to rectify the associated problems related to Gender Equality Action Plan implementation based on the recommendations received from sectors/units/projects | 1.4.1 Gender Equality Action Plan modified in the light of recommendations of sectors/units/projects | As applicable | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All units |

1 Includes all divisional, regional, district, upazila and other offices

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|---------------|--|--|
| 1.5 Formulate new Gender Equality Strategy and Action Plan and its implementation guidelines upon completion of the tenure of the current one | 1.5.1 New Gender Equality Strategy and Action Plan prepared 1.5.2 New Gender Equality Action Plan implementation guidelines prepared | December 2030 | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All units |
| 1.6 Review and update LGED's Gender Equality Strategy and Action Plan within the tenure in the light of any amendments occur in the National Women Development Policy 2011, Five Year Plan (FYP) and the SDGs targets | 1.6.1 Gender Equality Strategy and Action Plan reviewed and updated based on changes of the national policies | As applicable | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All units |
| 2.0 Institutional Arrangements | | | | |
| 2.1 Form working group at the unit/sector level, convene regular meetings of the working groups and recommend implementation of the decisions of the meetings | 2.1.1 No of working groups formed 2.1.2 No. of working group meetings held 2.1.3 No. of recommendations of the working groups meetings 2.1.4 No of recommendations implemented | Continuous | Heads of all Units | <ul style="list-style-type: none"> Gender and Development Forum |
| 2.2 Determine Terms of References (ToRs) of the LGED officials of different levels, the District Gender and Development Committee and the Gender Focal Points in implementing the Gender Equality Action Plan | 2.2.1 Terms of Reference (ToR) of the related officials, Gender Focal Points and the District Gender and Development Committees determined | January 2022 | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All Units |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|--|---------------------------|--|---|
| 2.3 Identify/ascertain Gender Focal Points at unit and, project level of LGED headquarters and at the divisions, regions, districts & upazilas of the field level | 2.3.1 Number of Gender Focal Points by level Women.....% Men% | January 2022 | <ul style="list-style-type: none"> • Heads of all Units • Project Director • Heads of all field level offices | <ul style="list-style-type: none"> • All Units • Gender and Development Forum |
| 2.4 Organize quarterly and additional meetings of the Gender and Development Forum as necessary to review implementation of the Gender Equality Action Plan and recommend/take action for implementation of decisions of the meetings | 2.4.1 Number of meetings held 2.4.2 Number of participants (Women...Men)... 2.4.3 Number of recommendation of the meetings 2.4.4 Number recommendations implemented | Quarterly and as required | <ul style="list-style-type: none"> • Gender and Development Forum | <ul style="list-style-type: none"> • All Units • Project Director |
| 2.5 Organize annual meeting of the members of Gender and Development Forum and Gender Focal Points at the LGED headquarters level and present report | 2.5.1 Number of meetings 2.5.2 Number of GFP participants (..Women....Men....) 2.5.3 Report presented | Annual | <ul style="list-style-type: none"> • Gender and Development Forum | <ul style="list-style-type: none"> • All Units • All field level offices |
| 2.6 Take necessary steps to transform the Gender and Development Forum as a functional and an independent unit | 2.6.1 Steps taken to establish a Gender and Development Unit | Long-Term | <ul style="list-style-type: none"> • Gender and Development Forum • SE (Admin) | <ul style="list-style-type: none"> • Admin Unit |
| 2.7 Form Gender and Development Committees in all district offices | 2.7.1 Number of Gender and Development Committees formed at district level 2.7.2 Number of members in the Gender and Development Committees Women (%)... Men (%) | January 2022 | <ul style="list-style-type: none"> • District Executive Engineer | <ul style="list-style-type: none"> • Gender and Development Forum |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|--|-----------------------|--|--|
| 2.8 Identify potential sources of support from development partners and LGED's internal sources to enable the Gender and Development Forum to implement its activities more effectively and independently and take necessary action thereof. | 2.8.1 List of supporting agencies / projects prepared 2.8.2 Type and list of actions taken | Continuous | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> All Units Project Director |
| 3. Project Planning | | | | |
| 3.1 Prepare and issue a handbook on gender responsive project planning in line with the guidelines endorsed by ECNEC and modify it based on any future changes in the Government's directives | 3.1.1 Handbook on integrating gender perspective in project planning prepared and issued | January 2022 | <ul style="list-style-type: none"> SE (Planning) | <ul style="list-style-type: none"> Gender and Development Forum |
| 4.0 Infrastructure Development | | | | |
| 4.1 Identify the existing conditions of the available facilities for women and differently able persons in the infrastructure of LGED, and take necessary action (See the Sector Wise Specific Activity Page 00) | 4.1.1 Needs for essential facilities identified 4.1.2 No. and types of actions taken | Annual and Continuous | <ul style="list-style-type: none"> Additional Chief Engineer-ACE (Division) SE (Region) District Executive Engineer Upazila Engineer | <ul style="list-style-type: none"> SE (Admin) Gender and Development Forum District Gender and Development Committee |
| 4.2 Prepare guidelines for designing and managing gender responsive and differently able person friendly infrastructure facilities | 4.2.1 Guidelines prepared 4.2.2 Integrated in infrastructure design manual and its use ensured 4.2.3 Integrated in the planning handbook and its use ensured | July 2022 | <ul style="list-style-type: none"> SE (Design: Road & Building) SE (Design,: Bridge) SE (Planning) | <ul style="list-style-type: none"> Gender and Development Forum |
| 4.3 Ensure design of all infrastructure incorporating features of essential facilities for women and differently able persons in light of the handbook (See the Sector Wise Specific Activity Page 00) | 4.3.1 Infrastructure designed with facilities for women and differently able persons as per handbook Types: Facilities No.: | Continuous | <ul style="list-style-type: none"> SE (Design,: Road & Building) SE (Design,: Bridge) Project Director | <ul style="list-style-type: none"> All field level offices Gender and Development Forum District Gender and Development Committee |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|--|------------|---|---|
| 4.4 Ensure construction of infrastructure incorporating facilities for women and differently able persons as per the design (See the Sector Wise Specific Activity Page 00) | 4.4.1 Types and number of infrastructure facilities developed with features for women and differently disable persons | Continuous | <ul style="list-style-type: none"> • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • Gender and Development Forum • District Gender and Development Committee • Upazilla Engineer |
| 4.5 Ensure round the clock usability of the essential facilities for women and differently disable persons in the built infrastructure (See the Sector Wise Specific Activity Page 00) | 4.5.1 Types and number of infrastructures with round the clock usability Type..... No..... | Continuous | <ul style="list-style-type: none"> • ACE(Division) • SE (Admin) • SE (Region) • District Executive Engineer | <ul style="list-style-type: none"> • Project Director • Gender and Development Forum • District Gender and Development Committee |
| 5.0 Employment and Access to Resources | | | | |
| 5A. Employment | | | | |
| 5.1 Recruit more women in LGED's institutional activities (revenue and development heads) | 5.1.1 Types number and percentages of women employment Revenue Men.... Women... (%) Development Men.... Women... (%) Consultant Men.... Women... (%) | Continuous | <ul style="list-style-type: none"> • SE (Admin) • Project Director | <ul style="list-style-type: none"> • Heads of Aall Units |
| 5.2 Employ more women in all development activities of LGED (construction, reconstruction, maintenance, tree plantation and nursing, etc.) (See the Sector Wise Specific Activity Page 00) | 5.2.1 Construction/ reconstruction by contractor: Employment days Men... Women... (%) 5.2.2 LCS/PIC/WMC/ SIC/WMCA: Employment days Men... Women... (%) 5.2.3 Maintenance Employment days Men... Women... (%) | Continuous | <ul style="list-style-type: none"> • SE (Maintenance) • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • All Units • Upazila Engineer • Pourashava,, City Corporation, PBSS, Union Parishad, • Contractor |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|------------|---|--|
| 5.3 Arrange/create suitable income generating activities for increasing self-employment opportunities for women (See the Sector Wise Specific Activity Page 00) | 5. .3.1 Number of self-employed men and women Men... ..Women... (%) | Continuous | <ul style="list-style-type: none"> Project Director District Executive Engineer | <ul style="list-style-type: none"> Filed level Offices Pourashava, City Corporation, PBSS, Union Parishad |
| 5.4 Ensure provision of equitable wages of women and men workers in similar and equal volume of all development works including contracts or LCS | 5.4.1 Number of projects and contracts provided equal wages to women and men for similar nature of works 5.4.2 Number of workers received equal wages Men.....(%) Women.....() 5.4.3 Amount of average wages by type of work Type of work..... Average wage of Women: Average wage of Men: | Continuous | <ul style="list-style-type: none"> Project Director District Executive Engineer Upazila Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee All field level offices Contractor |
| 5B. Equal Access to Resources | | | | |
| 5.5. Ensure equal access of women in assets and infrastructure created/ restored under LGED projects (business centers, rural market, municipal kitchen markets, shopping centers, canals, irrigation, water bodies, water supply, sanitation, urban slum infrastructure etc.) (See the Sector Wise Specific Activity Page 00) | 5.5.1 Share of women and men in resources and infrastructure by type Type.... Men... Women... (%) | Continuous | <ul style="list-style-type: none"> Project Director District Executive Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee Filed level offices Upazila Engineer Pourashava, City Corporation, PBSS, Union Parishad |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|--|------------|---|--|
| 5.6 Prioritize under-privileged women in getting access to microcredit or other support under LGED projects (See the Sector Wise Specific Activity Page 00) | 5.6.1 Number and percentage of under-privileged women received microcredit and other support Micro-credit: Men....(%) Women....(%) Other received support by types Men....(%) Women....(%) | Continuous | <ul style="list-style-type: none"> Project Director District Executive Engineer | <ul style="list-style-type: none"> Upazila Engineer All field level LGED offices Pourashava, City Corporation, PBSS, Union Parishad |
| 6. Work Environment | | | | |
| 6.1 Issue circular/ notification to create gender responsive working environment and ensure its effectiveness at work place (See the Sector Wise Specific Activity Page 00) | 6.1.1 Circulars issued on gender responsive work environment 6.1.2 Types and number of gender responsive steps taken | Continuous | <ul style="list-style-type: none"> ACE (Human Resources and Gender) SE (Admin) | <ul style="list-style-type: none"> ACE (Division) SE (Region) Project Director District Executive Engineer Upazila Engineer Gender and Development Forum |
| 6.2 Operate and manage child day care centre at HQ and at district level to ensure a supportive work environment | 6.2.1 No of child day-care center at HQ and districts 6.2.2 Healthy environment ensured | Continuous | <ul style="list-style-type: none"> SE (Admin) District Executive Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee |
| 6.3 Ensure transportation, waiting room, separate toilets and prayer room at work place for women | 6.3.1 Types and number of initiatives taken 6.3.2 Proportion of staff availing of transport facilities (women: men) 6.3.3 No of women's toilets accessible and in usable condition (%) | Continuous | <ul style="list-style-type: none"> SE (Admin) District Executive Engineer | <ul style="list-style-type: none"> Audit and Budget Unit Gender and Development Forum Pourashava, City Corporation, PBSS, Union Parishad , |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|------------|---|--|
| | 6.3.4 No. of offices having separate prayer space for women 6.3.5 No. of offices having separate waiting space for women | | | |
| 6.4 Ensure work environment and social security for women labourers and LCS members by providing temporary separate sheds, toilets, drinking water, child day care, primary healthcare, light, security, etc. at work place | 6.4.1 Types and number of supportive work environment facilities for women | Continuous | <ul style="list-style-type: none"> • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • ACE (Division) • SE (Region) • Upazila Engineer • Gender and Development Forum • District Gender and Development Committee • Contractor |
| 6.5 Keep provision in the BOQ as fixed item/ provisional sum to ensure enabling working environment, supportive facilities and social safety for women workers | 6.5.1 Number and percentage of contracts incorporating fixed item/ provisional sum in the BOQ | Continuous | <ul style="list-style-type: none"> • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • ACE (Division) • SE (Region) • Upazila Engineer |
| 6.6 Review and modify the rate schedule to ensure provisions for supportive facilities and social security of women labourers, if needed | 6.6.1 Revised rate schedule, as applicable | June 2022 | <ul style="list-style-type: none"> • SE (Maintenance) | <ul style="list-style-type: none"> • Gender and Development Forum |
| 6.7 In line with the directives of the Honourable High Court, prepare and issue Sexual Harassment Prevention Policy (SHPP) for LGED and inform all concerned | 6.7.1 Prepared Sexual Harassment Prevention Policy (SHPP) issued and informed all concerned | July 2022 | <ul style="list-style-type: none"> • SE (Admin) | <ul style="list-style-type: none"> • Gender and Development Forum • District Gender and Development Committee |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|-----------------------------|---|---|
| 6.8 Form Prevention of Sexual Harassment (POSH) Committee at the HQ and field levels with their ToRs to address psychological and sexual harassment against women as per the policy | 6.8.1 POSH Committee formed at HQ as per the Policy 6.8.2 No. of POSH Committee formed at Division and District levels | July 2022 | <ul style="list-style-type: none"> ACE (Division) SE (Admin) District Executive Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee |
| 6.9 Select Focal Points at HQ and all office levels to facilitate and receive complains for preventing psychological and sexual harassment of women at the work place | 6.9.1 No of focal points nominated at the HQ and other offices HQ No ... Women.. (%) Other offices No.. Women ... (%) | July 2022 | <ul style="list-style-type: none"> ACE (Division) SE (Admin) District Executive Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee Upazila Engineer |
| 6.10 Ensure compliance of the cases of mental and sexual harassment to women in the light of the policy | 6.10.1 Number of complaints received by POSH Committee 6.10.2 Types and number of measures taken by the POSH Committee | Ongoing | <ul style="list-style-type: none"> SE (Admin) POSH Committee at HQ, division, district | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee Field level LGED offices |
| 7.0 Training, Capacity Development and Special Activities | | | | |
| 7A. Training | | | | |
| 7.1 Assess gender and development related training needs in light of LGED's development activities | 7.1.1 Gender training needs assessed | Beginning of Financial Year | <ul style="list-style-type: none"> SE (Training) Project Director | <ul style="list-style-type: none"> Gender and Development Forum All Units All field level LGED offices |
| 7.2 Revise and update the training manual on gender and development, if necessary in line with the various activities of LGED and need assessed (See the Sector Wise Specific Activity Page 00) | 7.2.1 Gender training manual revised 7.2.2 Gender training manual updated | Continuous | <ul style="list-style-type: none"> SE (Training) | <ul style="list-style-type: none"> Gender and Development Forum |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|---|---|---|--|
| 7.3 Incorporate topics on gender equality in the core training courses of LGED | 7.3.1 Modules on Gender equality incorporated in all training programs of LGED | January 2022 Continuous | <ul style="list-style-type: none"> SE (Training) Gender and Development Forum | <ul style="list-style-type: none"> Project Director |
| 7.4 Incorporate training on gender equality in the training calendar of LGED and provide training to staff and officers | 7.4.1 Types and number training incorporated in training calendar 7.4.2 Total training days with percentage of women and men trained Total days... Men... Women... (%) Trained men... (%) Trained women... (%) | Beginning of Financial Year Continuous | <ul style="list-style-type: none"> SE (Training) | <ul style="list-style-type: none"> Project Director Gender and Development Forum |
| 7.5 Develop a pool of skilled trainers at LGED HQ to impart training on gender and development | 7.5.1 Trainers' pool formed and trained 7.5.2 No of skilled trainers: Men.. women... (%) | January 2022 | <ul style="list-style-type: none"> SE (Training) Gender and Development Forum | <ul style="list-style-type: none"> All Units Project Director |
| 7.6 Identify and develop a team of skilled trainers at the regional level to impart training on gender and development subject | 7.6.1 Trainers identified at regional level and trained 7.6.2 No. of existing skilled trainers: Men.. ...women... (..) | March 2022 | <ul style="list-style-type: none"> SE (Training) SE (Region) | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee |
| 7.7 Organize training, workshop, seminar, discussion meeting etc. for the officers and staff of the LGED headquarters, projects and field levels on gender related subjects ² | 7.7.1 Number and topics of training, workshop, seminar, discussion meetings | Continuous | <ul style="list-style-type: none"> SE (Training) Gender and Development Forum | <ul style="list-style-type: none"> All Units Project Director District Gender and Development Committee |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|---|------------|--|---|
| | 7.7.2 Number of participants in training, seminar, workshop, meeting discussion HQ Men...Women ... (..%) Project Men...Women ... (..%) Field Men...Women ... (..%) | | | |
| 7.8 Provide training to workers and members of LCS engaged in LGED's activities on gender awareness, management, leadership development, skills enhancement and income generating activities (See the Sector Wise Specific Activity Page 00) | 7.8.1 Number and types of training provided Topics Men Women: % of women | Continuous | <ul style="list-style-type: none"> • Project Director • District Executive Engineer • Upazila Engineer | <ul style="list-style-type: none"> • SE (Training) • District Gender Development Committee • Govt. and Non Govt. Organizations |
| 7.9 Provide training to women workers/LCS/ PBSS /SIC /WLCC / TLCC/WLCC and other forums under different sectoral projects on gender awareness, management, leadership development, and income generating activities (See the Sector Wise Specific Activity Page 00) | 7.9.1 No. of trained female workers/ LCS/ PBSS /SIC /WLCC /TLCC/ WNCC and forum members by topics Gender awareness - No. of trained women: - No. of training days: | Continuous | <ul style="list-style-type: none"> • SE (Region) • Project Director • District Executive Engineer • Upazila Engineer | <ul style="list-style-type: none"> • SE (Training) • District Gender and Development Committee • Contractor |
| | Management - No. of trained women: - No. of training days: Leadership development - No. of trained women: - No. of training days: | | | |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|--|--------------|---|--|
| | Income generating activities - No. of trained women: - No. of training days: | | | |
| 7.10 Organize training on topics such as raining awareness about gender, development of work environment, equal wage, etc. for the construction companies, contractors and site managers | 7.10.1 Subject and number of training provided 7.10.2 Training days attended by participants and topics (% of women) | Continuous | <ul style="list-style-type: none"> • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • SE (Training) • District Gender and Development Committee • Govt. and Non Govt Development Organizations • Contractor |
| 7.11 Create an appropriate learning environment at the LGED headquarters and field levels { training facilities for women trainees with child below 3 (three) years} | 7.11.1 Number of participants with child below 3 years At HQ level: Division level: District level: Upazila level: | Continuous | <ul style="list-style-type: none"> • SE (Admin) • SE(Region) • District Executive Engineer | <ul style="list-style-type: none"> • Gender and Development Forum • Project Director • District Gender and Development Committee |
| B. Capacity Development | | | | |
| 7.12 Prepare and distribute necessary guidelines to integrate gender perspectives in LGED's all operation and management | 7.12.1 Number of guidelines with gender perspectives prepared, issued distributed | As necessary | <ul style="list-style-type: none"> • Concerned Units | <ul style="list-style-type: none"> • Gender and Development Forum |
| 7.13 Communicate with relevant external agencies (national and international development partners, Ministry of Women and Children Affairs and its agencies, Other ministries, educational institutions, NGOs and other organizations, print and electronic media, etc.) to share LGED's experiences on institutionalizing gender | 7.13.1 Types and number of communication initiatives taken on sharing experience of institutionalizing gender in LGED | Continuous | <ul style="list-style-type: none"> • Gender and Development Forum • Head of all Units • Project Director | <ul style="list-style-type: none"> • Field Level LGED offices |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|---|------------|--|---|
| 7.14 Include gender related activities in the scope of work while engaging consultants for project implementation | 7.14.1 Number of project included gender focused activities in the scope of work of consultants | Continuous | <ul style="list-style-type: none"> Project Director | <ul style="list-style-type: none"> Gender and Development Forum All Units |
| 7.15 Identify areas of required assistance/ cooperation from the development partners in enhancing LGED's capacity on institutionalization of gender equality | 7.15.1 Identified possible areas of assistance 7.15.2 Steps taken for assistance from development partners - Types: - No.: | Continuous | <ul style="list-style-type: none"> Project Director | <ul style="list-style-type: none"> Gender and Development Forum |
| 7.C Special Activities | | | | |
| 7.16 Celebrate International Women's Day (IWD) at HQ and field level | 7.16.1 Number of offices celebrated International Women Day at HQs and field levels | Annual | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee | <ul style="list-style-type: none"> All Units Project Director |
| 7.17 Nominate and award the best inspirational women on the International Women's Day | 7.17.1 Number of women nominated 7.17.2 Number of women awarded | Annual | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee | <ul style="list-style-type: none"> Sectoral Units, Project Director District Executive Engineer |
| 8.0 Empowerment of Women Through Participation and Decision Making | | | | |
| 8.A Participation | | | | |
| 8.1 Ensure participation of the women in all suitable areas identified for women (member of various committees, participation in training, member of delegation, preparation of plans for development works and visiting sites, and observance of important days/events, etc.) and if necessary, determine applicable rate/quota for women's participation | 8.1.1 Identified areas of women participation - Areas: - No. participants - No of women(%) - No of men.... (%) | Continuous | <ul style="list-style-type: none"> ACE (Division) Heads of all Units SE (Region) Project Director District Executive Engineer | <ul style="list-style-type: none"> Gender and Development Forum District Gender and Development Committee Field level LGED offices |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|--|--------------------------------|---|---|
| 8.B Empowerment Through Decision Making | | | | |
| 8.2 Undertake necessary action to ensure effective participation of the women in decision-making process for their empowerment (senior staff position, executive committees; decision making forums; Market Management Committees, leader of delegation, etc.) | 8.2.1 Types and number of steps taken 8.2.2 Participated in decision making process as member of committee /forum /delegate/or any other 8.2.3 No. of opinions given 8.2.4 No. of decisions implemented based on the opinions given | Continuous | <ul style="list-style-type: none"> • ACE (Division) • SE(Admin) • Heads of all Units • SE (Region) • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • Gender and Development Forum • District Gender and Development Committee • Field level LGED offices |
| 9.0 Data/Information Collection, Monitoring and Evaluation | | | | |
| 9.1 Prepare a format for collection of sex- disaggregated data/ information for monitoring progress of LGED's Gender Equality Action Plan (employment, participation, empowerment decision-making, work environment, access to infrastructural facilities, available resource, training, etc.) | 9.1.1 Format for sex-disaggregated data/information developed and used | January 2022 Continuous | Gender and Development Forum | <ul style="list-style-type: none"> • SE (Monitoring) • MIS Unit |
| 9.2 Collect, provide and store sex-disaggregated data/ information on progress of activities of the Gender Equality Action Plan /programs using the prepared format for monitoring of Gender Equality Strategy and Action Plan | 9.2.1 Sex-disaggregated data/information collected, collated and maintained at all levels of activities in LGED | January 2022 Continuous | <ul style="list-style-type: none"> • SE (Monitoring) • Heads of all Units • Gender and Development Forum • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • SE (ICT) • SE (Region) • District Gender and Development Committee • Upazila Engineer |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|--|---|--------------------------------|--|---|
| 9.3 Develop and introduce an electronic MIS system to collect, compile and assess sex disaggregated data based on a set of selected indicators of Gender Equality Action Plan | 9.3.1 Software developed 9.3.2 Staff trained 9.3.3 MIS system operationalized | January 2022 Continuous | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> SE (ICT) MIS Unit |
| 9.4 Provide sex-disaggregated data/information in the established electronic MIS system received from various sectors and field levels as inputs for compilation and evaluation | 9.4.1 Electronic sex-disaggregated data/information on gender equality collected, updated, stored and evaluated regularly | Continuous | <ul style="list-style-type: none"> SE (ICT) Heads of all Units Project Director District Executive Engineer Gender and Development Forum | <ul style="list-style-type: none"> MIS Unit District Gender and Development Committee Field level LGED offices |
| 9.5 Conduct research and studies to know the results and documentary information on special issues concerning institutionalizing gender equality in LGED | 9.5.1 No. and subject of research and studies conducted | Continuous | <ul style="list-style-type: none"> Project Director Gender and Development Forum | <ul style="list-style-type: none"> All Units |
| 9.6 Monitor and evaluate the state of gender equality by analyzing data and information, prepare report, present at annual meetings and send to relevant sectors/ units/projects to take steps for improvement in the less –developed areas, if needed | 9.6.1 Progress on gender equality evaluated against indicators 9.6.2 Progress of gender equality in conformity with the GEAP prepared, presented and distributed | Annual As necessary | <ul style="list-style-type: none"> Gender and Development Forum | <ul style="list-style-type: none"> District Gender and Development Committee |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|---|------------|--|---|
| 10.0 Financing | | | | |
| 10.1 Assess and identify areas of budgetary needs and find out sources of funding for ensuring effective implementation of the Gender Equality Action Plan and institutionalizing the Gender and Development Forum | 10.1.1 Report on financial requirements for the implementation of GEAP 10.1.2 Possible sources of funds for GEAP implementation and identified and listed | Continuous | <ul style="list-style-type: none"> • Gender and Development Forum | <ul style="list-style-type: none"> • All Units |
| 10.2 Prepare budget and ensure budgetary allocation from revenue head and development head budget for implementing gender equality development and gender related activities | 10.2.1 Budget prepared to implement gender related activities from revenue and development budget 10.2.2 Amount of budget allocated for gender activities Amount in Tk.....% of total budget | Annual | <ul style="list-style-type: none"> • SE(Admin) • SE(Audit and Budget) • SE (Monitoring) • Project Director | <ul style="list-style-type: none"> • Gender and Development Forum |
| 10.3 In implementing Gender Equality Action Plan, ensure effective utilization of the budgetary allocation to provide support services/ facilities (potable drinking water, toilet facilities, prayer rooms, child day care centres, transport facilities, safe residential accommodation, etc.) and other related activities for the women workers | 10.3.1 Amount of budget to support women utilized as per GESAP Amount in Tk.....% of total budget utilized | Continuous | <ul style="list-style-type: none"> • SE(Admin) • Project Director • District Executive Engineer | <ul style="list-style-type: none"> • SE (Monitoring) • All Units • Gender and Development Forum • District Gender and Development Committee • All field level LGED offices |

| Activity | Indicator | Time Frame | Lead Responsibility | Supporting Responsibility |
|---|--|------------|--|--|
| 10.4 Undertake necessary actions and ensure effective utilization of the budgetary allocation for creating convenient work environment and ensuring social safety and support services for all women workers at work places | 10.4.1 Money spent out of the allocated budget for support services/facilities for the women workers - Amount (Tk.): - Percentage... | Continuous | <ul style="list-style-type: none"> Project Director District Executive Engineer Upazila Engineer | <ul style="list-style-type: none"> All units SE (Monitoring) Gender and Development Forum District Gender and Development Committee |
| 10.5 Ensure budgetary allocation to celebrate International Women's Day (IWD) | 10.5.1 Sufficient budget allocated to ensure celebration of International Women's Day in LGED | Annual | <ul style="list-style-type: none"> SE (Admin) SE (Monitoring) Project Director District Executive Engineer | <ul style="list-style-type: none"> All units Gender and Development Forum |
| 10.6 Ensure budgetary allocation and its utilization for monitoring and evaluation of gender related activities by all units, sectors and projects | 10.6.1 No. of projects/units prepared gender responsive budget and percentage 10.6.2 Percentage of budget/fund allocation for gender responsive activities 10.6.3 Percentage of fund utilized for gender responsive activities | Annual | <ul style="list-style-type: none"> Heads of all Units Project Director District Executive Engineer | <ul style="list-style-type: none"> SE (Monitoring) Gender and Development Forum |

Annex 1:
Sector Wise Specific Activity

| Activity | Rural | Urban | Water |
|---|---|--|---|
| 4.0 Infrastructure Development | | | |
| Follow the gender responsive feature and management of Infrastructure guidelines. | | | |
| <p>1.1 Assess the condition of existing infrastructure facilities</p> <p>4.3 Include design and features in the existing infrastructure and those to be built</p> <p>4.4 Ensure implementation of infrastructure according to the design</p> <p>4.5 maintain and ensure round the clock usability</p> | <p>Assess facilities in Office, UP complex, Upazilla Parishad office, cyclone/ flood shelter/ killa, market, growth center markets, women market sections, open platforms, roads, foot over bridges, bridges, ghats, road maintenance, etc. and ensure development and maintenance of facilities for women and differently able persons (DAP)</p> | <p>Assess facilities in Pourashava office, public toilet, slum Infrastructure, water sanitation, street lighting, community hall, drainage, footpath, bus terminal, truck terminal, cyclone shelter, road, bridge, culvert, foot over bridge, flyover, boat landing, park, bathing platform, mothers' shed, mothers' club, shopping center, vendor areas, etc.</p> <p>and ensure development and maintenance of facilities for women and DAP</p> | <p>Assess facilities in WMCA Office, canal, drainage, water reservoir, small scale irrigation etc.</p> <p>and ensure development and maintenance of facilities for women and DAP</p> |
| 5.0 Employment and Access to Resources | | | |
| 5.A Employment | | | |
| <p>5.2 Engage women workers in construction /reconstruction and maintenance</p> | <p>Employment of women in all construction and maintenance of LGED and UP:</p> <ul style="list-style-type: none"> - under LCS, under contractor and as maintenance (road, market etc.) workers | <p>Employment of women in all construction and maintenance of urban infrastructure by LGED, city corporation, pourashava:</p> <ul style="list-style-type: none"> - under LCS, under contractor, under Slum Improvement Committee (SIC) and in maintenance (road, market, public toilet, bus /truck terminal, solid waste management etc.) | <p>Employment of women in all construction by LGED and WMCA:</p> <ul style="list-style-type: none"> - under contractor - under LCS (canal, sluice gate, irrigation, command area dev, etc.) |
| <p>5.3 Identify suitable income generating activities (IGA) and arrange self-employment opportunities for women</p> | <p>Applicable for all income generating activities (IGA) under rural infrastructure projects of LGED and through Union Parishads</p> | <p>Applicable for all IGA under urban infrastructure projects of LGED and through city corporation, pourashava, SIC etc.,</p> | <p>Applicable for all IGA under water infrastructure projects of LGED and through WMCA</p> |

| Activity | Rural | Urban | Water |
|--|--|---|---|
| 5.B Access to Resources | | | |
| 5.5 Equal access of women in assets and infrastructure created/restored under LGED projects | Access to and lease of shops for women in rural market, growth centers, open platforms, UP complex, etc. | Access to and lease of shops etc. for women in business centers, vendor areas, municipal kitchen markets, shopping centers, urban slum infrastructure etc. | Access to and lease of women in water bodies, canals, khas land, irrigation facilities, drainage etc. |
| 5.6 Give priority to under-privileged women in giving access to microcredit and such resources | Rural infrastructure project/ LGI (UP) provided IGA training, microfinance loan/ grant, equipment, sewing machine etc. | Urban infrastructure project/SIC/ LGI (city corporation, pourashava) provided IGA training, microfinance, loan/ grant, equipment, sewing machine etc. | Water infrastructure project and WMCA provided IGA training, microfinance, loan/ grant, equipment, sewing machine etc. |
| 6. Work-Environment | | | |
| 6.1 Ensure gender friendly environment at work place | <ul style="list-style-type: none"> Ensure safety, water, toilet, prayer room, separate market section, child care facility, private corner etc. as appropriate in UP complex, market, growth centres, cyclone shelters, roads and ghats | <ul style="list-style-type: none"> Ensure safety, water, toilet, prayer room, separate shops, child care facility, private corner, women service section, waiting area, ticketing facility, street lighting etc. as appropriate in shopping mall, offices, markets, vendor area, kitchen market, bus terminal, slums | <ul style="list-style-type: none"> Ensure safety, water, toilet, prayer room, child care facility, waiting area, street lighting etc. as appropriate in WMCA offices, and other infrastructure |
| 6.5 Disseminate the Sexual Harassment Prevention Policy of LGED to all concerned | <ul style="list-style-type: none"> Inform all stakeholders including UPs, labourers and contractors about the Sexual Harassment Prevention Policy | <ul style="list-style-type: none"> Inform all stakeholders including city corporation and pourashavas, labourers and contractors about the Sexual Harassment Prevention Policy | <ul style="list-style-type: none"> Inform all stakeholders including WMCAs and contractors about the Sexual Harassment Prevention Policy |
| 6.8 Ensure necessary action in case of any sexual harassment in the sector | <ul style="list-style-type: none"> Ensure taking necessary action against all incidents of sexual harassment at workplace | <ul style="list-style-type: none"> Ensure taking necessary action against all incidents of sexual harassment at workplace | <ul style="list-style-type: none"> Ensure taking necessary action against all incidents of sexual harassment at workplace |

| Activity | Rural | Urban | Water |
|--|--|--|---|
| 7.0 Training, Capacity Development and Special Activities | | | |
| 7.2 Provide inputs necessary for updating gender training manual as per the needs assessment | Provide inputs on training requirements on issues of rural women, rural infrastructure, self-employment, IGA, leadership and such other | Provide inputs on training requirements on issues of urban women, related urban infrastructure, self-employment, IGA, leadership and such other | Issues of rural women and related to water infrastructure, self-employment, IGA, leadership and so on |
| 7.8 Organize training on gender awareness, management, leadership, and income-generating activities, SDTs, human trafficking for all labourers and women workers | Women and men workers, women members of LCS, traders' association, MMC, UP counsellors, PICs, forums and standing committees to be trained | Women and men workers, women members of LCS, SIC, traders' association, PIC, MMC, Pourashava counsellors, TLCC, WC, forums and standing committees to be trained | Women and men workers, women members of LCS, WMCA, forums O & M Committees to be trained |
| 7.9 Organize training for all women workers, members of forums etc. | | | |

| Activity | Rural | Urban | Water |
|--|---|---|---|
| 8.0 Empowerment Through Women's Participation and Decision Making | | | |
| 8.A Participation | | | |
| 8.1 Ensure women's participation in the identified areas (member of committees; training; member of delegation; planning of development work, site visit; observance of events) and if necessary reserve share for women | Ensure women's participation in UP standing committees, LCS, construction; training; road / market/ WMS/ UPC maintenance, shop owner, seller on platforms, member of delegation; planning of development work; site visits; IGA, etc. | Ensure women's participation in SIC, TLCC, Pourashava standing committees, WC, construction, training; member, of delegation; planning of development work and site visits; employment; IGA, etc. | Ensure women's participation WMCA executive committee, training; member, of delegation; planning of development work and site visits; employment; IGA, etc. |
| 8.B Empowerment/ Decision Making | | | |
| 8.2 Take effective actions to enhance women's participation in decision making (Senior officers, Executive Committees, decision making forums, Market Management Committee, Leader of delegation etc.) | Executive committees of forums/ traders' associations; MMC, traders' Association etc. | Municipal Standing Committees, Executive committees of SIC/ TLCC/ WCs, urban traders' associations/ MMCs etc.. | Executive committees of WMCA/WMA/Chair of sub committees, etc. |



ADB TA-9575 BAN: ইনস্টিটিউশনালাইজিং জেডার ইকুয়ালিটি প্র্যাকটিসেস ইন এলজিইডি (আইজিইপিএল)
প্রকল্পের সহযোগিতায় এলজিইডি জেডার ও উন্নয়ন ফোরাম কর্তক প্রকাশিত