



Gender Assessment and Action Plan

Resilient Homestead and Livelihood Support to the Vulnerable Coastal People of Bangladesh (RHL)

February, 2018

Updated: 2023

Contents

Abbreviations & Acronyms	ii
1. Introduction	1
2. An overview of the proposed project	1
3. Gender Assessment in the National Context	3
3.1 Social Aspects	3
3.2. Gendered norms and vulnerabilities.....	3
3.3. Access and control over resources and opportunities.....	4
3.3.1. Land ownership	4
3.3.2. Education.....	4
3.3.3. Access to services.....	4
3.3.4. Health	5
3.3.5. Mobility and participation.....	5
3.3.6. Power and decision making	5
4. Position of Women in Bangladesh	7
5. Gender and the Women’s Development Policy (WDP)	9
6. Gender Assessment in the Context of the Proposed Project	13
6.1. Gender and Climate Change Vulnerability in the Project Area	13
6.2 Assessment of SEAH Related Risks	18
7. Gender Mainstreaming in the Project	20
8. Proposed Gender Logframe	23
Bibliography	30

Abbreviations & Acronyms

BCAS	Bangladesh Centre for Advance Studies
BCCSAP	Bangladesh Climate Change Strategy and Action Plan
CCAG	Climate Change Adaptation Group
CCCP	Community Climate Change Project
ccGAP	Climate Change and Gender Action Plan
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
EDA	Enhanced Direct Access
ESMF	Environmental and Social Management Framework
GBV	Gender Based Violence
GCF	Green Climate Fund
GoB	Government of Bangladesh
GRM	Grievance Redress Mechanism
HH	Household
IPCC	Intergovernmental Panel on Climate Change
MCH	Maternal Care Health
MDG	Millennium Development Goal
M&E	Monitoring and Evaluation
MoEF	Ministry of Environment and Forest
NGO	Non-Government Organization
PACE	Promoting Agricultural Commercialization and Enterprises
PIP	Project Implementing Partner
PKSF	Palli Karma-Sahayak Foundation
RHL	Resilient Homestead and Livelihood Support to the vulnerable coastal people of Bangladesh
SEAH	Sexual Exploitation, Abuse and Harassment
UDMC	Union Disaster Management Committee
UzDMC	Upazilla Disaster Management Committee
UN	United Nations
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
VGd	Vulnerable Group Development
VGf	Vulnerable Group Feeding
WDP	Women's Development Policy
WHO	World Health Organisation

1. Introduction

The Green Climate Fund (GCF) recognizes the importance of gender considerations in terms of both impact of and access to climate funding, and requires a Gender Assessment and Gender Action Plan to be submitted as part of the project-funding proposals that it assesses. The main objective of the Gender Assessment is to screen the gender aspects of the projects to be financed by GCF, and to subsequently strengthen the gender responsive actions within the project. The current project aims to reduce this vulnerability by addressing their adaptive capacity from multiple levels. The gender assessment report should be considered as an integral part of the project proposal including other annexure like the Feasibility Study, Stakeholder Engagement and Environmental and Social Management Framework (ESMF) etc.

2. An overview of the proposed project

Considering the vulnerability to climate change of the coastal people of Bangladesh, PKSf has decided to submit the project proposal to GCF on “Resilient homestead and livelihood support to the vulnerable coastal people of Bangladesh (RHL)”. A brief description of the proposed project is presented below:

Goal: The primary goal of the project is to develop climate-adaptive coastal communities in Bangladesh through the adoption of climate-resilient housing and livelihood technologies. The project will also enhance the capacity of communities and organisations to address climate change impacts in their localities.

The objectives of the project are:

1. To develop climate-resilient homesteads for vulnerable communities in the southwest coastal zone of Bangladesh;
2. To develop climate-adaptive livelihoods for vulnerable coastal communities; and
3. To enhance the capacity of vulnerable communities and institutions so that they are able to plan and implement adaptation interventions.

Major activities

The project will directly involve 362,475 people. 770,050 more people will be indirectly benefitted from the project. Total budget is estimated USD 49,989,200 and project period is 5 years. Major activities are design and building of homesteads, homestead tree planting, construction of slatted houses for goat/sheep rearing, provide financial support for goat/sheep rearing, introduce the cultivation of saline tolerant vegetables within homestead areas, development of crab hatcheries, financial support for producing crablets, technical and financial support for “crab nursers” and provide technical and financial support to crab farmers. The project will also provide training to the local institutions and communities on climate change issues and adaptation technologies and transfer knowledge through practicing and documentation.

Monitoring and evaluation will be an integral part of the proposed project. It is expected that the project will improve wellbeing of rural coastal community, create employment opportunities, improve value chain system, improve ecosystem services and influence policies of the government.

Components of the proposed project

The activities to achieve the above goal and objectives are divided into three components such as 1) Decreased risk of loss of assets and lives from extreme weather events, 2) Increased livelihood resilience to SLR/storm surges and salinity and 3) Improved climate planning and implementation by communities and local level institutions

Component 1: Decreased risk of loss of assets and lives from extreme weather events

Studies found that more than three-fourth of the households in coastal areas are vulnerable to intensive precipitation, cyclone and storm surge and coastal flooding due to perishable materials. For sustaining the livelihood, the proposed project will provide support to construct climate resilient housing. The concept of climate resilient housing under the project includes raising homesteads plinth above flood or tidal surge level, constructing and/or reconstructing houses with concrete pillars that are resilient to climate change and associated shocks (i.e., cyclone, storm surge, tidal surge, coastal flooding etc.), construction of climate resilient sanitary latrines, rainwater harvesting system, homestead gardening system, and tree plantation around the homestead area. Resilient housing is very important for building resilience of the affected community; because they have to spend much of their income in repairing their houses each year during post-monsoon period.

Component 2: Increased livelihood resilience to SLR/storm surges and salinity

A large portion of coastal population is highly exposed to climate change impacts due to increased sea level rise, salinity in water and soil, intensity of cyclones and coastal flooding. These pose a significant threat to agriculture, brackish aquaculture and open water fishing. A recent study by UNDP shows that 16 and 35 percent of living in Khulna and Satkhira respectively are extremely poor whereas the national average is 12.9 percent. Gender inequality is prevailed in these districts through various societal and cultural norms that shape women's day-to-day activities as well as their capacity to adapt to climate change. For example, women have less decision-making power within the household and the workplace, and are expected to manage the household and care for the family. Compounding these factors, climate change aggravates the burden of unpaid care work, creating a cycle which undermines their climate change resilient livelihood. The proposed project will implement the goat/sheep rearing in slatted houses, fruit-forest-fisheries model including crab hatchery and farming, homestead vegetable cultivation livelihood options and fruit trees and mangrove plantation. The elements that are crucial to success of the proposed interventions have been identified as: a) capacity building of participants particularly women, b) adequate and suitable access to resources for the participants and value chain actors, c) collaboration between government and local government institutions, d) private sector engagement and improved climate change adaptation knowledge, attitudes and practices. The project will provide technological support and capacity training to the selected beneficiaries in promoting saline resilient technologies and practices particularly in agriculture sector.

Component 3: Improved climate planning and implementation by communities and local level institutions

Addressing climate change impacts at the community level requires specialized institutions. Local government institutions in Bangladesh mainly deal with regular development activities. Besides, there are experienced NGOs who have strong and long-term relationship with local communities due to credit programmes. These organizations would play crucial role in promoting climate change adaptation activities at community level. The proposed project will select at least 15 NGOs as Implementing Entities (IEs) in the proposed working areas and enhanced their capacity through training and practicing adaptation activities. This will significantly contribute to achieve the objectives of the project. The local government departments and institutions will play role in decision making process at the community level through participating meetings and workshops during implementation. The Union Parishad (UP) chairman will be the focal person of local GRM process.

PKSF always works with poor and vulnerable people in group-based approach. For climate change adaptation projects, these groups are termed as "Climate Change Adaptation Groups (CCAGs)." One representative from each selected HHs will be the members of the group. About twenty five (+/-) participants together will form a group. The objective of forming this group is to deliver the support services in groups in order to minimize the delivery cost as well as to ensure participation and collective decisions of the affected community in implementing the proposed interventions. It will help transfer of knowledge on climate change issues among the society because they will discuss about climate change in a regular periodic interval typically fortnightly or monthly in groups. Thus, they will be able to internalize climate change impacts on their lives and livelihoods. The groups will receive training on climate change issues and how to deal with these problems. They will be able to identify climate change problems on their lives and livelihoods and prepare plan accordingly to reduce the impacts of climate change. They will also look after community infrastructures beyond the project period. Besides, the group approach reduces the management cost of the project.

3. Gender Assessment in the National Context

Although Bangladesh has made significant progress in poverty, human development and gender equality indicators over the last few decades, poverty and inequality remains prevalent, and the social status of Bangladeshi women still need to be improved, especially in rural areas. Central to the issue of gendered inequality, is that Bangladeshi women suffer under a particularly high burden of low-paid work, responsible for a range of essential household functions such as collecting water, providing childcare, and producing half of the food at the household level, yet making up only a quarter of the industrial workforce.

3.1 Social Aspects

The mobility of women in Bangladesh varies depending on social status, religious affiliation and whether they live in urban or rural areas. Socio-cultural norms not only shape perceptions of the value of women, but also restrict a large proportion of women to unpaid domestic responsibilities, further reducing their productive value in the eyes of Bangladeshi society. In 2011, only 54.5% of girls were enrolled in secondary school, while 42% of women aged 15-19 were unable to attend a health center alone. The recent local study indicates that only 12% women travel outside of their village alone, and that when they travel other family members such as children (52%) and other female members (18%) usually accompany them, which has important implications in terms of women's access to markets. Although these social dynamics are in flux, and there have been important shifts due to economic conditions and opportunities, traditional beliefs regarding the role of women in the household and public spheres remain deeply conservative.

Looking after children & old and cooking for all members of the family are seen as the central roles of a woman throughout Bangladesh, particularly in rural areas, and the nature of work a woman performs is principally conducted within the premises of the household. This type of labor remains socially invisible and has little exchange value or impact on woman's decision-making power, reinforcing women's undervalued role in Bangladeshi society. The tradition of dowry still prevails, violence against women and child marriage is decreasing in the area because people are becoming more aware. Promisingly, a recent study carried out in the target districts, indicated a changing awareness in regards to the challenges faced by women, with women reporting that if they are financially empowered, they can do anything.

3.2. Gendered norms and vulnerabilities

Field visit report showed women's work continued from early morning to late at night. Crab harvest time is the busiest period. Women laborers can neither give up their paid labor work nor reduce their unpaid household work as both are important for family wellbeing. Unless women ask for help, men never join in with the household chores as these are taken for granted as women's work. Thus women fall under extreme time pressure which leads to both mental and physical stress and threatens their wellbeing. If women are away for work or visiting a relative's house, men find it difficult to provide food and other care for the family and women must request neighbors to support their men and children. If women fail to organize support, they can suffer mental stress and may have to cancel their time away.

Substantial numbers of women in the poorest groups in the project area engaged in income generating activities, mostly as agricultural laborers, but women from middle income and wealthy families were not encouraged to work outside as it is seen to be a matter of social prestige. Women's decision making and choices are strongly limited by the patriarchal social norms. Even the women who work cannot choose the type of work they do freely; most sectors like fishing, tailoring in an open market, pulling vans and rickshaws, and business are male dominated. Moreover, even those women who are involved in farming and agricultural production are usually prohibited from participating in market-based activities, which is another male dominated sector. Men carryout market-based buying and selling and handle cash and thus have more assets.

When women work as agri-laborers they are paid less than men. Wage discrimination is common in all the project areas, although the actual amount paid varies depending on the working conditions, workload, and approach of the employer. The limitation of women's freedom of choice by patriarchal norms and practices reduces their bargaining power and ability to demand equal wages. Working women suffered both as a result of the natural disasters affecting agriculture, the main occupation open to them, and from male domination in the labor market, both of which result in disempowerment.

3.3. Access and control over resources and opportunities

Vulnerability is multi-dimensional and derives from inequalities and discriminatory practices related to resource distribution and patterns of access to and control over resources that are shaped by a history of social dimensions and marginalization. In the project areas, women are the poorest of the poor and more vulnerable to the impacts of climate than men because of normative gender differentiated access and control over resources (ownership of property and land) and opportunities (education, employment, health services).

3.3.1. Land ownership

Land is usually owned by men, which gives them more power as well as socio-cultural, economic, and political status. In many of the poor and marginalized groups in the project area, women do not own land or other property, have limited access to other resources such as cash, livestock, and poultry, and may have access to but have no control over agricultural land or homestead areas for vegetable gardening. Women's access to and ownership of resources are shaped by the patriarchal norms. Lack of access and ownership disempowers them economically and makes them socially insecure as resources offer the main form of financial security in times of crisis and are powerful assets. As [Hertel et al. \(2010\)](#) stated "People who do not have their own land for their own living are more vulnerable to climate change impacts". The field study found that women are discriminated against and deprived of ownership of family property and access to resources because of poverty and patriarchal norms and practices.

3.3.2. Education

Education is an important component in enabling an individual to acquire skills and become empowered and develop the capability to adapt to extreme situations. Though girls' access to education has significantly improved, they still lag behind the boys. The most recent Population and Housing Census (BBS, 2022) showed that in rural areas, male literacy rate is 73.29% and female literacy rate is 69.93%. Following the last census in 2011, the education rate for girls have increased as a result of the recently implemented government program with free education for girls up to grade 10, stipends for female students, and free distribution of national curriculum books from class 5–12 among all students, which was introduced to meet the Constitutional mandate of free and compulsory education (http://bdlaws.minlaw.gov.bd/print_sections_all.php?id=367). Nevertheless, the practice of dowry and early marriage, and hard-core poverty still act as barriers to girls' education. Disasters also increase the difficulties for girls to access education, both physically – poor families are the most climate affected – and economically – loss of income, livestock, and dwellings can encourage poor families to marry off their daughters before they complete school as a way to reduce food intake in the family and ensure food security, social security, and economic security for their daughters. Thus, notwithstanding the efforts of government, girls' education is hindered by poverty and disaster, both of which encourage early marriage and reduce school attendance.

3.3.3. Access to services

The field visit report showed that poor women in the villages have less access to necessary national, and government (I/NGO) services than men and wealthy groups. The majority of the people in the project area are marginalized, landless, and poor and thus unable to access government and banking services. As a result, NGOs have widened their support for these people to help them survive with dignity and improve women's agency. For example, PKSf is providing support to about 1.5 crore

families by more than 200 partner organisations (POs). More than 90% of the fund receivers are women.

3.3.4. Health

Health is another area where women are at a disadvantage due to cultural constraints, with problems worsened by climatic extreme events. Often, if women need medicine, they get it from the local pharmacy without seeing a doctor. For primary health care, women and girls generally seek services from a community clinic, which has limited services, rather than go to a hospital because of poverty. Villagers in general only go to a hospital in extreme cases. Midwives are generally called on for delivery because of the low cost and easy availability, and because married women prefer support and comfort from another woman and feel safer away from a male doctor. During disaster (cyclone, storm surge), villagers are often unable to move outside the local area as a result of remoteness, which further limits access to health services. Although government and other institutions provide saline and other medicines for the affected villages, these are not sufficient and not distributed equally.

3.3.5. Mobility and participation

Men have greater access to power and mobility in village society. They can easily migrate to other places and take decisions without discussion, while women's mobility is restricted by the normative gendered roles and responsibilities. Girls and women are not allowed to go anywhere alone outside of their home and village as a result of considerations of both security and social prestige. Even in extreme events, women are not allowed to move to another place to save themselves due to the lack of security, and cannot leave their family members behind because they are considered to be the providers of family wellbeing. When men migrate to other places to work, women have to take all the responsibility for agricultural and household activities, including taking on some decision-making authority. But due to restrictions on their mobility and the type of work they are allowed to do, women face problems in managing these responsibilities and in coping with extreme climatic events. In addition to the cultural constraints, several factors combine to increase women's vulnerability including poor education, lack of skills, and lack of freedom of choice, and financial stresses become extreme when their livelihood options are reduced by disaster.

3.3.6. Power and decision making

According to traditional practice, men are considered to be the household head and family decision maker, while women, children, and other family members must obey their decisions and respect their choices. This form of patriarchy defines a form of power relations between men and women in which men dominate, oppress, and exploit women. Almost all the families in project area were headed by men and men take the major decisions on family matters, regardless of women's educational or financial status. Poor and marginalized women are even less able to take decisions on family matters and have less personal choice than wealthy and educated women. They cannot break the social rules and exercise their rights to power. The normative practice of a gendered hierarchy is for men to be the guardians of the family and to have the right to dominate women. The field study indicated that the key reasons for women's subordination and limited capacity are low income and education, restricted mobility, unemployment, misconceptions about divorce, financial and social insecurity, and domestic violence or physical assault. The dominant perception among both women and men is that men are more intellectual and socialized and have a better understanding about the outside world than women. Hence, women are not allowed to participate in village arbitration or any decision-making process except as a witness or to attend cultural gatherings. Women can participate when there is a call from the union parishad on special issues. These restrictions limit development of women's mental capability and decision and choice making abilities, and teach them that they are less capable than men. This gender bias perception was visible even in accessing and using modern amenities like mobiles. However, this situation is being gradually increasing over the last decades by the government's initiatives on women's participation in the local government elections. Now, the women

have access to open competition in local level elections as well as they have reserve seats at the local government structure.

Women are poorly represented in planning and decision-making processes in climate change policies, limiting their capacity to engage in political decisions that can impact their specific needs and vulnerabilities.¹ There has been increasing recognition in international policy frameworks on the importance of incorporating gender in climate risk reduction efforts. In 2009, the Committee on the Elimination of Discrimination against Women (CEDAW) stated, “all stakeholders should ensure that climate change and disaster risk reduction measures are gender-responsive, sensitive to indigenous knowledge systems and respect human rights. Women’s right to participate at all levels of decision-making must be guaranteed in climate change policies and programmes” and the IPCC’s report in 2014 highlights vulnerability due to climate change due to gender.² The UNFCCC Paris agreement in 2015 also formally recognized the intersection of climate change and gender equality, but women’s participation in planning and decision-making on climate protection is still low, even in industrialized countries, and is linked above all to the heavily technical nature and male dominance in key areas of work related to climate risk including energy, transport, and urban planning. This is certainly the case in Bangladesh, where women’s perspectives on resilience are sometimes absent from national conversations.

In regards to women’s role in the domestic sphere, most household activities are done by women, with the highest participation in activities such as house cleaning, child care, cooking and meal preparation and lower but significant participation in household level activities such as tree plantations, dairy farming, and poultry rearing³. Despite this central role in household activities, women’s decision-making power remains limited, with a recent study indicating that 31% of household decisions are made by women and that women’s participation rate in choice of crop to be grown, and the buying and selling of agricultural products is 19% and 34% respectively and even lower in decision regarding property at 20%.

Regardless, women’s central role in household management places them in a pivotal position for adapting livelihood strategies to changing environments. Given that women’s roles in decision-making is higher in areas such as food preparation and distribution, resolving food deficits and household work, women are central in assuring household food security as livelihood strategies shift due to slow-onset impacts such as salinity and are assigned higher responsibility in disaster preparedness particularly in storage of food and water, during rapid-onset disasters. Adding nuance, a context-specific view of women’s role in household decision-making in the vulnerable coastal districts targeted by the project is also available from the baseline assessment of socio-economic conditions carried out by UN Women, and is presented in Table 1 below. The results clearly indicate that women’s decision-making power greatly limited in all spheres, with higher participation in regards to food distribution and household work (including collection of water).

Table 1: Role of women in decision-making

Sl.	Type of Decision	Percent
1	Food related (Meal preparation, distribution etc.)	86.78
2	Meeting food deficit	33.58
3	Selling assets (land, house, livestock, seeds)	9.40
4	Selling agricultural production (crops, seeds)	6.88
5	Buying household assets (livestock, ornament, trees.)	11.10
6	Buying agricultural production (crops, seeds etc.)	7.35
7	Receive credit from mohajon/relatives/bank/NGO/GO	14.50

¹CCC, 2009

²UN Women, 2016

³ Asaduzzaman, 2016

8	Agricultural work (crop cultivation, land mortgage etc.)	5.84
9	Household work (Collection of Water, Collection of natural resource etc.)	47.91
10	Household decision making (Engage in new income generating activity, Conceiving a baby, Using savings, ownership of VGD/ VGF	11.59
11	Female and children healthcare decision making	16.32
12	Decision making about communication (Female going outside the homestead, going for work, education for children)	11.06
13	Decision making on disaster preparedness/coping/adaptation (Going to a shelter, Engaging in alternative livelihood activity	11.48
14	Other	14.29

Source: UN Women (2014)

4. Position of Women in Bangladesh

The Constitution of Bangladesh (Articles 27, 28, 29 and 31) guarantees equality and non-discrimination on account of sex, religion, ethnicity, place of birth in order to provide scope for affirmative action in favour of the “backward section of citizens”. Article 24 promised to ensure religious freedom within a pluralist, National framework and Article 28 (sections 1, 2 and 3) ensures equality in all spheres of life between women and men. Although the constitution guarantees equality between women and men in public domain but further scope for improvements remains in the private sphere. These have been upheld in differing degrees since independence some 4 decades ago, changes have occurred in some contexts, including in the situation of women. Efforts towards women’s development in Bangladesh are based on a wide array of international commitments including the Millennium Development Goals (MDGs), the CEDAW (1979), and the Beijing Platform of Action (1995), amongst others. Following the declaration of the UN Decade of Women (1976-85), the Government of Bangladesh, national and international non-government organizations and others have undertaken several programs towards the advancement of women in the country. Simultaneously, the women’s movement has also played an important role in raising mass awareness of women issues and enhancing women’s participation in every sphere of life in order to achieve equality. As a result, over the last 40 years, women in Bangladesh, as was the case with women in other developing countries, have gradually become more visible in the labour force, development programs and local institutions such as local government bodies.

Gender parity in primary and secondary education has been achieved and the Government of Bangladesh also established institutions for girls and women at the secondary and tertiary level. However, concerns are raised over the high drop-out rate among girls, especially in rural areas, the gender gap at technical/vocational and the tertiary education levels, and the high number of girls who suffer sexual abuse and harassment both at school as well as on their way there. Barriers experienced by women and girls to quality education, for example, the lack of physical infrastructure, the lack of facilities for girls in schools, the negative impact of early marriages and the lack of access to education by rural women and girls are also of concern. The Bangladesh Labour Act (2006) promotes equality of opportunity in employment and provides for equal pay amongst men and women. However, it does not extend to workers in the informal sector where the largest population of Bangladesh’s women is being employed. The persistence of discrimination against women in the labour market, in particular, occupational segregation, a wide gender wage gap and the exploitation of girls is also prevalent.

With regards to SDG-5 (Gender Equality), it is Noteworthy to mention that the total fertility rate (TFR) has fallen from 7 live births in the mid-70s to 2.01 births per woman in 2019 as the contraceptive prevalence rate increased from about 8% in the early 1970s to 40 % in early 1990s to 62.7% by 2019. The reduction in birth rate is also attributed to education of girls and more women joining the work force. Another positive development is that women’s life expectancy has increased to 74.89 years in 2020 from 46.7 years in 1960. Overall mortality amongst women of reproductive age has consistently

declined over the last 10 years. The maternal mortality has decreased from 322 per 100,000 live births in 2001 to 173 in 2017. More needs to be done, however, to meet the SDG-5 target. At primary and secondary level enrolment in educational institutions, girls now account for larger proportions at 1.02% and 1.14% respectively. Girls are also doing better, or no worse, in public examinations at these levels compared to their male counterparts. However, at the tertiary level the proportion of girls is only 39%, which is largely due to social reasons such as the marrying off of girls at that age. Overall, girls lag behind in science education. The World Development Report 2012: Gender Equality and Development mentions that in Bangladesh, a woman earns only 12 cents for every dollar that a man earns, one of the lowest wages earned by women compared to other countries of the world. A major breakthrough has been achieved in the area of education and employment for girls due to affirmative action by the government and employment opportunities in the Ready-Made Garments (RMGs) industries that employ mostly women. Although the wage rates at entry-level within this sector is much lower than in other sectors requiring similar (or less) skill. Other issues such as unsafe working conditions and high levels of harassment also reduce the contribution to women's empowerment and gender equality.

Reasons of Gender Discrimination in Bangladesh

Although there are some initiatives taken by the government to address the problems of gender inequality, the improvement in reducing gender inequality is not satisfactory due to several reasons.

Structural and Social Institutions: Traditionally, women were often discouraged from participating in public life and were mainly recognised only for their reproductive role. The social forces, which are creating gender differentials, are based on the age-old patriarchal traditions and values that still prevail in most of the parts of Bangladesh. Traditional perceptions about the role of women as home-makers still persist.

Lack of Explicit Policy Initiatives: There are policies to ensure women's security at home, educational institutions, road, organizations and the like. Increasing violence against women is now a grave concern. Under these circumstances, parents are more likely to keep their girls inside their home. Hence, they are not able to participate in education, health, employment or other sectors. Therefore, inequality is still persisting.

Preoccupied Mind-set: There are perceptions that men are better off than women are as far as the ability to work is concerned and only men can look after their parents. That is why girls are subject to discrimination from their births. In addition, son preferences in the traditional Bangladeshi society create gender discrimination. In the case of employment, the employers in Bangladesh still tend to employ men first rather than women.

Early Marriage: Early marriage of girls is a very common phenomenon in Bangladesh. Early marriage is one of the vital barriers to women's and girls' education, health and employment. Early marriage has historically limited young women's access to education and thereby to employment opportunities as well as creating a vulnerable situation to their health.

Gender of the head of the family significantly influences the household decision on whether or not to adopt any climate adaptation strategies, and also while choosing individual or combination of adaptation strategies. As female-headed households often tend to suffer from labour shortages in Bangladesh, they are less likely to opt for a change in farming practices as an adaptation strategy. Social restrictions on mobility and the burden of household responsibilities, in addition to cultural and social hegemony, prevent many women from seeking an additional job and diversifying their livelihoods. In these cases, differences in the adoption of climate adaptation strategies can also result from inequities in endowments among male and female-headed households. Large endowment difference between male and female-headed households is possible in Bangladesh because women are mostly involved in unpaid family labour works.

5. Gender and the Women's Development Policy (WDP)

In the context of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform of Action, Bangladesh has developed several policies and sectoral strategies to ensure gender equality, including the Women's Development Policy (WDP), 2011 and the National Action Plan (NAP) to implement the WDP. The objective of this policy is to take special measures to enhance the overall safety and security of women and children, including helping them deal with disasters, ensuring rehabilitation services of those affected with special consideration for disabled women and ensuring food distribution and assistance to eliminate bottlenecks created due to extreme climate events and disasters. The proposed project will consider the following policies, strategies and action plans regarding gender aspects.

Bangladesh has several policies and strategies to promote gender equality in agricultural development addressing climate change. The government recognizes the importance of having both women and men equally involved in adapting to climate change and other environmental challenges. However, despite affirmation from the government of its intention to mainstream gender in national and climate change policies, such efforts remain inconsistently applied.

No	Key national laws and policies	Gender provisions
1)	Representation of the People Order, 1972	<ul style="list-style-type: none"> • Focuses on integration of environment, climate change, and disaster management into planning and budgeting with the goal of promoting sustainable development. • EFYP emphasizes on "developing Gender-Inclusive Climate Change Response framework" to harmonize the priorities and strategies among different national documents (policies/ strategies/ visions/plans) related to climate actions. • Directs measures to increase women's knowledge of environmental management and conservation, and make investments in education, capacity-building training, technology transfer, and environmental projects focusing on women.
2)	National Biodiversity Strategy and Action Plan (2016-2021) MoEFCC	<ul style="list-style-type: none"> • Translate measures set out in the Convention on Biological Diversity. • Recommends inclusion and recognition of women's existing active role in biodiversity conservation to offer them equal opportunity. • Increase capacity of rural women to enable them to engage actively in biodiversity conservation at both household and community levels.
3)	Bangladesh Delta Plan (BDP) 2100 Ministry of Water Resources (MoWR)	<ul style="list-style-type: none"> • A plan with a long-term vision for "achieving safe, climate resilient and prosperous delta." • Gender reference is minimal in this planning document. It mentions women as "vulnerable", but does not portray them as potential change agents in the process towards building climate and disaster resilient development. • There are no specific strategies or plans that directly relate to gender equality.

No	Key national laws and policies	Gender provisions
4)	National Plan on Disaster Management (NPDM, 2016-2020) MoDMR	<ul style="list-style-type: none"> • DRR and emergency management are integrated in the disaster management policies. • The plan provides a directive to integrate gender in all its plans and actions.
5)	National Sustainable Development Strategy	Focuses on the constitutional obligations of Bangladesh to have a people-centric approach with a vision for sustainable development.
6)	Perspective Plan, 2021-2041 General Economics Division, Planning Commission	Considers both gender and environment as important perspectives for development by addressing those in separate chapters.
7)	Mujib Climate Prosperity Plan (MCP) – Decade 2030	Intends to facilitate climate financing for vulnerable communities and to encourage women’s empowerment. MCP is formulated in honor of the Father of the Nation on his birth centenary.
8)	National Adaptation Programme of Action (NAPA), 2009 MoEFCC	Suggests specific strategies for adaptation and recommends 15 projects to strengthen the immediate and urgent adaptation activities to address the current and anticipated adverse effects of climate change, including extreme events. NAPA was the first attempt to guide the coordination and implementation of adaptation initiatives in the country. However, differentiated gender impacts were not recognized.
9)	Climate Change and Gender Action Plan (cc-GAP), 2013 MoEFCC	Prepared with an aim to ensure the integration of gender equality into climate change-related policies, strategies and interventions. The ccGAP integrates gender considerations into four of the six main pillars in the BCCSAP: (i) food security, social protection and health; (ii) comprehensive disaster management; (iii) infrastructure; and (iv) mitigation and low-carbon development. It is in the process of being updated in light of the revised BCCSAP.
10)	Eighth Five-Year Plan, 2020-2025	<p>Acknowledges the role of women in the food and nutrition security of Bangladesh and focuses on removing barriers to productive participation of women in agricultural employment by addressing the following issues, amongst others:</p> <ol style="list-style-type: none"> 1) Socio-economic backwardness and constraints that women endure in a male dominated society 2) Wage differences between male and female in agriculture 3) Women’s access to institutions and facilities including

No	Key national laws and policies	Gender provisions
		<p>extension and credit services and linkages with other services such as health and nutrition</p> <p>4) Women's access to markets and high value-added agriculture</p>
11)	<p>National Women Development Policy, 2011</p> <p><i>MoWCA</i></p>	<p>Highlights the inclusive growth and participation of women in all spheres of national life and fulfils objectives, such as the following:</p> <ol style="list-style-type: none"> 1) Take steps to ensure that farming women have equal opportunity in obtaining agricultural inputs such as fertilizer, seed, farmer's card and credit facilities 2) Take initiative to ensure equal wages for the same job 3) Put special emphasis on the health of women alongside food during post-disaster emergencies
12)	<p>National Agriculture Policy, 2018</p> <p><i>MoA</i></p>	<p>Recognizes the direct and indirect contribution of women in different stages of production. • The main strategies towards enhanced women's participation in the agriculture sector are envisaged as the following:</p> <ol style="list-style-type: none"> 1) Recognition of women's labor and participation to ensure their social dignity and safety 2) Elimination of the wage differential between men and women labor in agriculture and ensuring equal pay for men and women 3) Homestead gardening and promotion of cash payment 4) Agricultural education and research 5) Encouraging women to participate in the formal economic sphere by providing support to their involvement in agricultural product-based small and cottage industries 6) Training on families' nutritional security, agricultural production, storage, marketing, agricultural businesses and industries to build enhanced capacities 7) Participation of women in food security-related planning, decision making, supervision and distribution activities 8) Adoption of specific extension activities for women farmers
13)	<p>National Agricultural Extension Policy, 2020, <i>MoA</i></p>	<ul style="list-style-type: none"> • Addresses the conditions that hinder the recognition and effective participation of women in decision-making spaces by engendering those spaces, forming women farmer groups, encouraging women-led SME development in agri-business, developing their confidence in raising their voice through grassroots-level women farmers' organizations, and creating gender awareness in both women and male farmers • The Policy also puts emphasis on homestead gardening as a means to women's economic empowerment, poverty alleviation, and food and nutritional security

After analyzing agriculture policies, it is evident that there are relevant policies in place that acknowledge that women are crucial for food processing and nutrition security. While women are missing from other roles in agriculture sector — as producer and other parts of the value chain — some of these policies recognize women’s predominant engagement in seed conservation and post-harvest activities. These policies suggest capacity-building measures, increased access to information, knowledge, financial assets, technology, farming resources and markets. These include initiatives to equal pay for equal work and to remove wage discrimination in agriculture, steps to ensure women have equal opportunity in securing agricultural inputs like fertilizer, seed, farmer’s card and credit facilities etc. There is also policy guidance to create alternative options. However, these policies fall short in three aspects. First, the agriculture policies and strategies lack the analysis of differentiated impacts of climate change on women and men. Second, they do not provide specifically climate-gender interlinked measures. Third, lack of gender-disintegrated data on access to land, finance, extension services and agricultural tools act as barrier to better gender-responsive climate actions.

Mainstreaming of gender would continue and all macro-economic and sectoral policies would integrate gender as a crosscutting theme. Action plans should be drawn with a view to reduce inequality and promote an equal relationship between sexes. To ensure results from actions related to gender equality all reporting of national progress including those related to SDG-5 would be based on sex disaggregated data to allow a better understanding the progress in the area of gender equality and women’s empowerment. The framework for women’s empowerment and gender equality comprises of 4 areas of strategic objectives:

Improve women’s human capabilities: This deals with women’s and girls’ access to health care, life expectancy, nutrition, reproductive health, education, information, training, and other services that enables women to achieve better health and educational outcomes. This also includes women’s freedom from violence and coercion.

Increase women’s economic benefits: This relates to women’s access to or control over productive assets, resources, services, skills, property, employment, income, information, technology, financial services, and other economic opportunities including community resources like land, water, forest etc.

Enhance women’s voice and agency: This pertains to women’s role as decision makers in public and private spheres including politics and promotion of their leadership is considered here. Changed attitudes on women’s and girls’ rights, women’s enhanced knowledge of their rights and increasing their bargaining power are reflected on.

Create an enabling environment for women’s advancement: The socio-political environment, legal and policy support, and congenial social norms are the key in this area. Oversight, enforcement of laws, regular collection of sex-disaggregated data, gender and social analysis skills including the capacity to develop, implement, and monitor gender strategies, understanding of gender issues in the sector are the key areas.

To implement these strategic objectives, seven action areas have been identified that will contribute in achieving results in these four areas.

- i. Increase access to human development opportunities
- ii. Enhance access to and control over productive resources
- iii. Increase participation and decision making
- iv. Establish conducive legal and regulatory environment
- v. Improve institutional capacity, accountability and oversight
- vi. Increase protection and resilience from crisis and shocks
- vii. Promote positive social norms

6. Gender Assessment in the Context of the Proposed Project

Gender mainstreaming is an integral part of the RHL project design. Hence, the project has analysed gender-based vulnerabilities to climate change, particularly that of women and girls who are affected more severely than men. The project also tried to identify gender-based violence and SEAH related risks, particularly due to implementation of the project activities.

6.1. Gender and Climate Change Vulnerability in the Project Area

The impacts of climate change are gendered-specific. A wide range of climate-change fallouts (food insecurity, disrupted production, out-migration) are experienced differently by men and women. Women and girls, due to their limited mobility, access to resources and decision-making processes, are disproportionately affected by climate-related disasters. Furthermore, their vulnerability is a result of socio-economic and political factors that are exacerbated by climate change.

Women in Bangladesh are more victims of different types of violence as well as natural disaster, particularly in the coastal areas. In this respect, Zahan (2022) conducted a study in Satkhira in the southwest part of Bangladesh by using structured questionnaire, survey, and observation method in order to assess the challenges of women during a cyclone event. A total of 60 households from Satkhira were randomly selected for better understanding of crab fattening. It is evident from the study that more than three-fourths of people suffer from the effects of cyclones. 43% of affected respondents do not seek cyclone shelter due to a variety of reasons. In this regard, a major part of the respondents expressed their dissatisfaction with the environment as well as safety for women in the cyclone shelter. A large number of respondents stated that a major challenge in the shelter center is insufficient latrine which causes health problems, particularly for women. Around 50% of the respondents suffered from diarrhea and nearly one-third from skin-related diseases. It is a matter of concern that a major part of the respondents suffers a lack of pure drinking water for their necessary uses. More importantly, almost all of the respondents stated that they have no right to take any decision at the time of emergency due to socio-cultural trends.

Ferdoushi (2009) conducted another study in three different areas; Khulna, Bagerhat and Satkhira in the southwest part of Bangladesh by using semi-structured and pre-tested interview schedule in order to assess the role of women in mud crab fattening. A total of 150 households from Khulna; Bagerhat; and Satkhira were randomly selected for better understanding of crab fattening. In this study, about 74% women found to be involved in crab farming. A greater involvement found in Khulna area (78%). However, age, education, training and experience in crab farming did not vary significantly among the women in those three study areas. All of those finding revealed that anyone could practice the farming regardless of their ages and other characteristics. Crab farming in Bangladesh seems to be a recent development and women involvement in this sector has not been so long existence. A number of innovative technical supports are needed to disseminate the proper technologies to the women. In the present study, all women found to involve in feed application to their farmed crabs which is less laborious works, while only 18.92% were involved in preparing their pond before stocking. However, a small proportion of women were involved in marketing (33.33%) might be due to the restriction by some social religious norms and due to the pressure of other household works. Level of formal education is also positively related with adopting any technology. In the present study, more educated and more experienced mud crab fattening farmers found to have more benefit that is in line with others finding established the positive impact of literacy over farm efficiency (Wang et al. 1996). From the correlation results, it is evident that level of involvement positively affected (1% level of significance) the net revenue earned from the crab fattening indicating that higher involvement returned higher revenue. Moreover, the value of correlation coefficient for training indicates that if the women get more and more training through different organizations could increase the revenue. During the period of the survey, Hindus women were found more capable and competent than Muslim women in crab fattening. In the recent year, there is raising awareness among the women through their participation in different income generating activities like aquaculture and other farming. From the study, lack of proper knowledge of crab farming and lack of training are addressed by women as

problems for sustainable crab farming. Moreover, they also reported that their movement sometimes restricted by some religious norms.

The field visit report revealed significant gender-related vulnerabilities of coastal areas in terms of unequal wages, unsafe working conditions, violence, and access to food, limited education and inequalities stemming from the patriarchal system. Related to unequal access to employment opportunities is widespread discrimination in wages for paid work.

Due to the increasing economic crisis combined with sickness or loss of the main household breadwinner, anxiety and depression have increased in the proposed project areas. Village women are encountered economic insecurity, which is additionally increasing violence against women. In addition to this socio-ecological effect, violence is promoted as part of the patriarchy. It is used to preserve social order and secure the privileged under the social framework of patriarchy by maintaining its control over resources. This tradition is becoming further entrenched due to increasing climate vulnerabilities and related poverty.

Coastal disaster effects cause damage and loss to food production and resultant food price increases, creating unequal access to food and nutrition. During our field visit village people informed that cyclone causes an extreme level of food crisis due to failures of crop production, vegetation loss, and declining wild fish.” They sometimes eat only once daily because of these climate extremes. The only available food was of low quality, such as traditional bread called roti, partly rotten rice called pantha vat, or watered rice or jao.

Coastal disaster effects linked to failures of effective adaptation programs are responsible for many of these problems, which also impact other rights such as access to education. Due to climate change vulnerabilities, women are unable to receive formal education and could not read and write. Low levels of female education are the foundation of gender-based socialization in village. Participant informed us: “Early marriage requires lesser dowry, reducing the scope for girl’s education. Although the government scholarship for primary education is helpful for ensuring their right to primary education, they cannot afford the education for the next level like secondary or higher. Eve teasing on the way to school or sexual harassment causes further challenges, and an older wife is less docile and not helpful for family peace and stability.

It is widely documented climate change impacts on food production and access also disproportionately affects the nutrition and health of poor women⁴. Finally, recent research has also shown that the strenuous economic conditions created by climate change are leading to an increase in child and forced marriages in Bangladesh, as dowries become cheaper⁵. Compelling evidence from this research has shown that child and forced marriages of girls appear to be short term solution designed to ease both the food insecurity and future financial pressures on families exacerbated as a result of climate events. The research concludes that attention to climate challenges must take a much broader focus on social consequences in order to protect the human rights of women and girls in vulnerable communities.

The IPCC suggests that the differentiation of vulnerability to climate change among population groups can be clearly observed in the pattern of vulnerability to natural disasters. In general, women have less access to resources that are essential in disaster preparedness, mitigation and rehabilitation⁶ and women and children are 14 times more likely to die than men during disasters.⁷ In Bangladesh, as in global estimates, women are more affected and suffer more during and after disasters than men, exemplified by the impacts of cyclones on women in the coastal areas of Bangladesh. During Cyclone Sidr for example, many of the female casualties in coastal Bangladesh occurred because women, the majority of which are homebound, were busy tending the family livestock when the cyclone struck and

⁴ IPCC, 2001

⁵ Alston, 2014

⁶ UN Women, 2014

⁷ Araujo, 2007

could not leave without prior preparations, others died because their traditional clothing (saris) got trapped in trees and other objects while running, and others perished trying to rescue or search for children who could not evacuate fast enough^{8,9}. Furthermore, the cyclone was announced primarily among men, with many women lacking the necessary information to evacuate, remaining at home and facing serious risks.¹⁰ Disaster preparedness requires decision-making and leadership, but in coastal Bangladesh, women are generally excluded from such roles¹¹. Post disaster stages also take a toll on women. Often, women find facilities for personal hygiene in shelters are inadequate, and with few alternatives, are exposed to urinary tract diseases, maybe sexually abused while looking for firewood or reconstruction materials, face deteriorating nutrition status as they eat less in order to offer more food to other household members and they lose the natural resources and livelihood assets they depend upon¹². Regarding early warning and disaster preparedness, women consulted mentioned having been included in village disaster management committees and have been provided training and necessary equipment, such as early warning flags.

The climate variability has pushed women into a vulnerable and marginalized position in Bangladesh. For the analytical purpose, already mentioned that climate change itself does not directly affect the women, but the disasters especially natural disasters and man-made disasters like socially constructed system have made the situation possible where climate change plays a key role in instigating the vulnerabilities. WHO notes, 'women and children are particularly affected by disasters, accounting for more than seventy five percent of displaced persons. In addition to the general effects of natural disaster and lack of health care, women are vulnerable to reproductive and sexual health problem, and increased rates of sexual and domestic violence. Moreover, gender roles dictate that women become the primary caretakers for those affected by disasters-including children, the injured and sick, and the elderly-substantially increasing their emotional and material workload. Women's vulnerability is further increased by the loss of men and/or livelihoods, especially when a male head of household has died and the women must provide for their families. Post disaster stress symptoms are often but not universally reported more frequently by women than men' (Dasgupta et al., 2010, p.6).

⁸ Kabir, 2016

⁹ Alam, 2010

¹⁰Kabir, 2016

¹¹ Alam, 2010

¹² MoEF, 2012

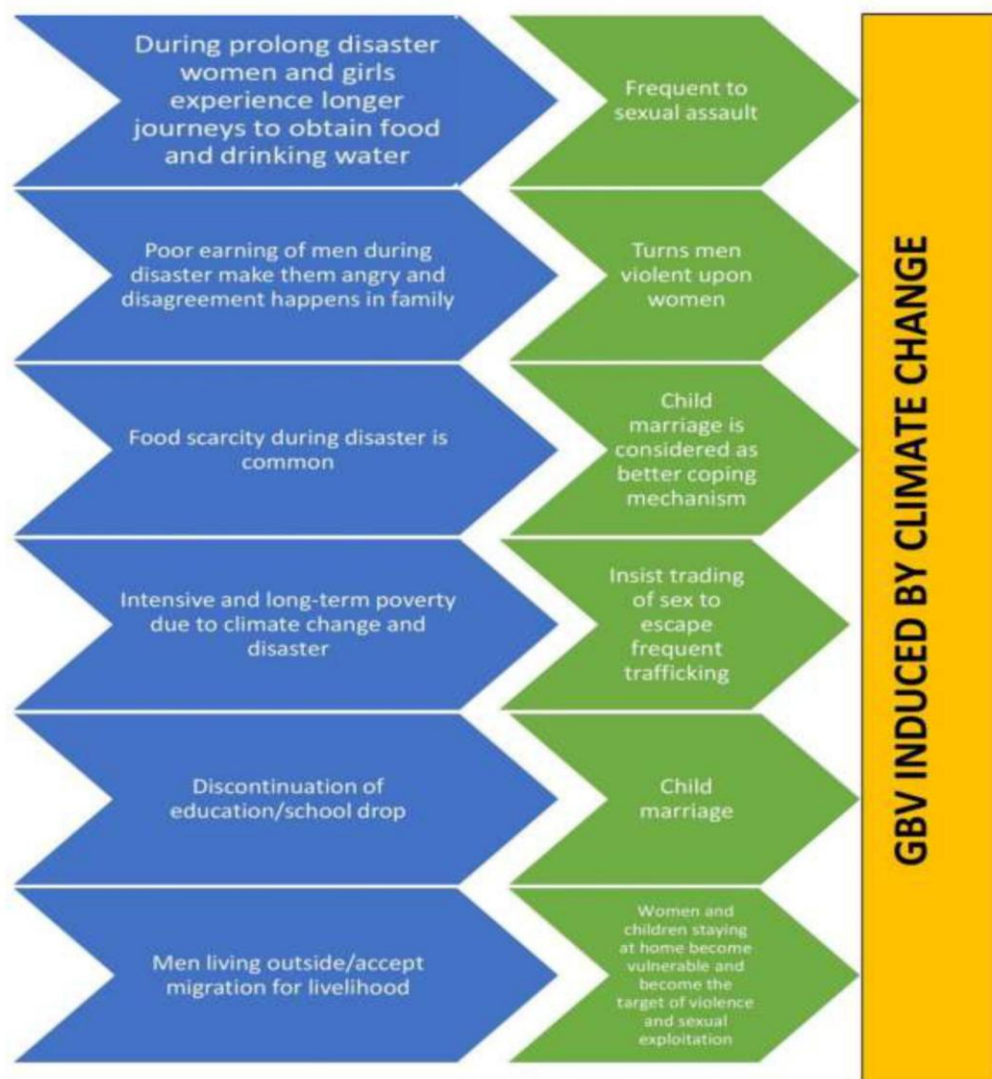


Figure 1: Consolidated perspective of gender differentiated vulnerabilities linked to coastal areas of Bangladesh

Both during disasters and in the face of changing environmental conditions, women’s role in communities is not formally recognized or accounted for in mitigation, adaptation and relief efforts. Women’s knowledge about ecosystems and their particular strategies, experiences and skills for coping with water shortages, are often ignored¹³. For example, Cyclone Sidr contaminated at least 6,000 surface water ponds with saline water, used primarily by women for small vegetable farming and domestic water requirements but their knowledge was not received enough attention during the rehabilitation of these ponds.¹⁴ Overall, women and girl’s vulnerability to climate change generally depends on the interaction of three key functions: - exposure (E), sensitivity (S), and adaptive capacity (AC). The exposure is largely determined by the climatic hazards and the extent the women and girls are exposed to cyclones, salinity and sea level rise. The following table provides a summary of the vulnerabilities of women and girls in the context of climate change in coastal areas in Bangladesh:

Table 2: Women and Girls Vulnerability to Coastal Hazards: Sea Level Rise, Coastal Flooding, Cyclone and Tidal Surge, Salinity Intrusion, Water logging

¹³ Dankelman, 2002

¹⁴ UN Women, BCAS (2014)

Critical elements at risk	Exposure (degree and frequency)				Sensitivity (Low to High)				Deficit in Adaptive Capacity
	Cyclone & Tidal Surge	Coastal Flooding	Salinity	Water logging	Cyclone & Tidal Surge	Coastal Flooding	Salinity	Water-logging	
Life	Very Likely	Very Likely	Certain	Very Likely	High	High	Low	Low	Less education to understand cyclone early warning; lack of warning system for tidal surge and coastal flooding; less access to early warnings; less places to evacuate during cyclone; tendency to undermine the risks from cyclones and tidal surges; lack of long term predictions of salinity and water-logging, inadequate facilities for women and girls in public cyclone shelters; lack of women volunteers; lack of gender sensitive rehabilitation; lack of water and sanitation in houses and public shelters during cyclone, tidal surge, coastal flooding, salinity and water-logging.
Employment	Very Likely	Very Likely	Certain	Very Likely	High	High	Low	Low	Lack of diversity of livelihoods; lack of off-farm livelihood skills; reduced options for on-farm livelihoods; cultural barriers in employment in industry sector; limited SMEs to absorb women labour; lack of women with diversified skills in urban sector jobs; poor capacity to enter into skilled service sectors; heavy domestic responsibility; lack of incentives in skilled job outside domestic territory; sole responsibility for child care.
Potable Water	Certain	Certain	Certain	Very Likely	High	High	Low	Low	Very limited number of safe and salinity free water-points in public and private spheres; lack of available water sources during droughts; lack of economic ability for poor women and women headed households to install salinity free water sources; forced to spend long hours to collect water from distant sources; insecurity due to sexual harassment during long walks to collect water from distant sources.
Food Production	Very Likely	Very Likely	Certain	Very Likely	High	High	Low	Low	Lack of available varieties of food to produce in salinity and water logging context; lack of means to recover food loss from cyclones, tidal surges and coastal flooding; lack of fresh irrigation options; lack of grasses and other inputs for livestock rearing.

Food Preparation	Very Likely	Very Likely	Certain	Very Likely	High	High	Low	Low	Lack of fire-wood during coastal flooding, cyclone, tidal surges, salinity and water logging; unsafe and saline water for cooking; lack of hygiene during different hazards; lack of food during cyclone and tidal surge; lack of knowledge on food and nutrition standards; lack of storage facilities during hazard onsets; challenge of food preservation in extreme temperatures.
Sanitation and Hygiene	Very Likely	Very Likely	Certain	Very Likely	High	High	Low	Low	Lack of number of salinity, cyclone, flooding and waterlogged proof/resilient toilets; lack of hazard proof public toilets; poor public health condition; lack of personal hygiene knowledge.
Core Shelter Maintenance	Certain	Certain	Certain	Very Likely	High	High	Low	Low	Poor maintenance of household assets and housing materials safer from salinity, coastal flooding, water logging, and tidal surge; lack of saline free housing materials for durable and cyclone resistant housing; lack of retrofitting materials and capacities to protect house from hazards; lack of financial capacities to prepare hazard proof/resilient house materials.
Child Care	Certain	Certain	Certain	Very Likely	High	High	Low	Low	Lack of means and knowledge to protect children from death, injury, fever, drowning, de-hydration, malaria, pneumonia, and other water-borne diseases.
Reproductive Health	Certain	Certain	Certain	Very Likely	High	High	Low	Low	Lack of knowledge and means for safe births during cyclone, tidal surge, water logging and coastal inundation; lack of trained birth attendants in disasters; lack of easy access to MCH clinic and hospitals in disasters.
Girl's Education	Certain	Certain	Certain	Very Likely	High	High	Low	Low	Challenge to continue education of girls during cyclone, coastal flooding, tidal surge and water-logging; increased role of adolescent girls in domestic spheres during disasters; increasing tendency to early marriage amongst disaster affected households; discontinuation of girl's education; lack of social safety net for girl's continued education.

Source: UNDP Bangladesh, 2015 (modified on the basis of field visit)

6.2 Assessment of SEAH Related Risks

There is less possibility to occur SEAH related risks by the project interventions. Because, selected women members will directly involve many of the activities as these will be implemented at their homestead and neighbouring areas. In addition, some women may require to go away to work in the crab farm. They might have risks to SEAH while working in the farm or traveling from home to farm and vice versa. However, the risk is very limited or negligible. But the challenge is that if any woman is affected, she does not want to disclose due to either shyness or fear of loss of dignity. At the IE level, there may be female staff who will have to travel frequently in the selected villages. These staff may also face similar types of difficulties. Similarly at the PMU level, female staff may be recruited.

These female staff would require to frequent field visits in the remote areas of the country. Thus, they might be exposed to SEAH related risks.

Different types of stakeholders will be involved during the implementation of the project. At the central level, PKSf will establish the project management unit (PMU) where the desired number of female staff are expected to be recruited. These staff will be required to travel in the remote areas alone or with male colleagues. In this case, the female staff may be exposed to SEAH risks. On the other hand, selected IEs also may recruit female staff who will also require to travel at the village levels for community mobilization, CCAG activities, monitoring physical interventions etc. They will also be required to travel to Dhaka or other areas for training under this project. They may be affected in various ways that include but are not limited to lack of sanitation facilities at work place, eve teasing, sexual exploitation and harassment, wage discrimination etc. An action plan matrix is developed to reduce the risk.

6.3 Action plan matrix for protection of GVB and SEAH

PKSF strictly follow government's policy on Sexual Harassment-Free Educational and Working Environment. As per the policy, each organisation will form a committee to receive, investigate and remedial measure against complains on sexual exploitation, abuse and harassment.

SL#	Identified risks	Mitigation measures	Responsibility	Source of Budget
1.	Wage discrimination	<ul style="list-style-type: none"> Awareness raising through CCAG meetings. Ensure equal payment to male and female labour during earth work. Establish grievance redress mechanism at union level (the lowest administrative unit of Bangladesh). 	IE and CCAG members	No additional budget is required
2.	Sexual harassment and/or eve teasing due to lack of sanitation facilities at work place	<ul style="list-style-type: none"> Temporary separate sanitation facilities at the work place for both male and female members. Establish grievance redress mechanism at union level (the lowest administrative unit of Bangladesh). 	IE and local contractors	Budget is built in the relevant activity.
3.	Sexual harassment and/or eve teasing on the way to and from work place	<ul style="list-style-type: none"> Establish grievance redress mechanism at union level (the lowest administrative unit of Bangladesh). 	IE under the supervision of EE	
4.	Risks associated with SEAH at PKSf level	<ul style="list-style-type: none"> PKSF's guideline will be applicable for this project (Annex 25) For travel to remote areas, official vehicle will be ensured instead of public 	PKSF	No additional budget is required

SL#	Identified risks	Mitigation measures	Responsibility	Source of Budget
		transport.		
5	Risks associated with SEAH at IE level	<ul style="list-style-type: none"> • Training related to project management will incorporate SEAH and GBV related sessions to enhance awareness. • Accommodation of female staff will be arranged separately considering individual requirement of female staff. • Necessary security and privacy will be maintained. 	PKSF and IE	Existing training budget

* In every cases gender policy and GRM of PKSf will be applicable. PKSf strongly follow the zero-tolerance policy on SEAH and GBV. It is applicable both for PKSf and IEs

7. Gender Mainstreaming in the Project

The project is well aware about gender mainstreaming in the project activities. Hence, the proposed project has taken a gender responsive and transformative approach to climate change vulnerability, considering gendered differences in access to resources, ability to pursue adaptive livelihoods and institutional support and capacity building, and this has fundamentally shaped all of the activities and outputs of the project. The impact of the proposed activities is capture in Figure-2. The proposed project recognizes women's essential contributions as leaders and agents of change in the face of a changing climate and resource constraints. The project will select 362,475 direct beneficiaries for transferring knowledge and adaptation technologies proposed under this project. About 50% of the total direct beneficiaries will be women. It is already mentioned that the project will form 3,200 CCAGs for support delivery and community awareness raising. Considering the gender sensitivity of the proposed project, 80% of the CCAG members will be women beneficiaries (among the beneficiaries under PKSf, around 90% are women). The project will select mostly women because they usually teach their children at home. They will also teach their children about climate change issues what they will learn through training and meetings. Thus, climate change concepts and practices would transmit to the next generation which will have long term implication of addressing climate change in this country. Besides, necessary female staffs will be ensured at the field level so that women members can easily express their opinions and actively take part in the project activities. Considering gender integrity, the project proposes more water facilities to outreach maximum number of women. Allocated budget for female beneficiaries also very high which is estimated US\$23.89 million.

Besides, CCCP experiences showed that women were benefitted both economically and socially due to engage them with CCAG. In drought prone areas, women usually are not willing to go too far away from their house to collect water. They prefer to collect water from adjacent areas of their house because they can use their time in productive works. Most important lesson was that they could talk about climate and disaster in their locality. They also felt empowered because they contributed to family income through vegetable cultivation, goat rearing etc. using the time they could save from collecting water. We expect the similar outcomes in the proposed project. The CCCP faced some challenges to engage the CCAG with the women members of the families. Initially, the women in the vulnerable areas were not much supportive due to shyness and hesitation. Besides, climate change

was new issue to them. However, motivation through disseminating proper information helped to overcome this challenge.

The RHL project considers not only the benefits of women, but also considers the inter-sectional vulnerability to changing conditions, of those beneficiaries facing additional marginalization due to poverty, and social exclusion. The project design recognizes to build adaptive capacity in regards to changing climatic conditions, by supporting climate resilient cropping pattern, adaptive water infrastructure and knowledge transformation.

The RHL project will accommodate GoB's policies and strategies on women's resilience and their critical role in preparedness and recovery from disasters and the necessity of shifting livelihoods towards adaptive options, efforts remain limited compared to the actual and acute needs of women. The Gender Assessment expands on the information provided throughout the proposal, by providing additional information on the national and local gender context, particularly in regards to women's access to resources, their role in decision-making and the gendered aspects of local livelihoods, and provides the basis for, and lessons on which, the Gender Action Plan (which is reflective of the overall project design) has been built. The activities of the proposed project have been selected considering that women can easily implement to enhance their capacity and increase their resilience to climate change.

For promoting women's empowerment through the project interventions, we will consult not only with the women members of a family, but also with the male members and other guardians. This will help eliminate hesitation and shyness. Besides, IEs will build good rapport by disseminating appropriate information with the vulnerable community.

The project will not only empower the women, but also sensitize the men about the role and responsibility of women in their family and life through CCGA meeting and training during the project period. After sufficiently sensitize, men will have understanding on the role of women, his partner, for boosting family income, social status and sharing responsibilities. In this way men will be assisting women to come to the carb value chain rather protest.

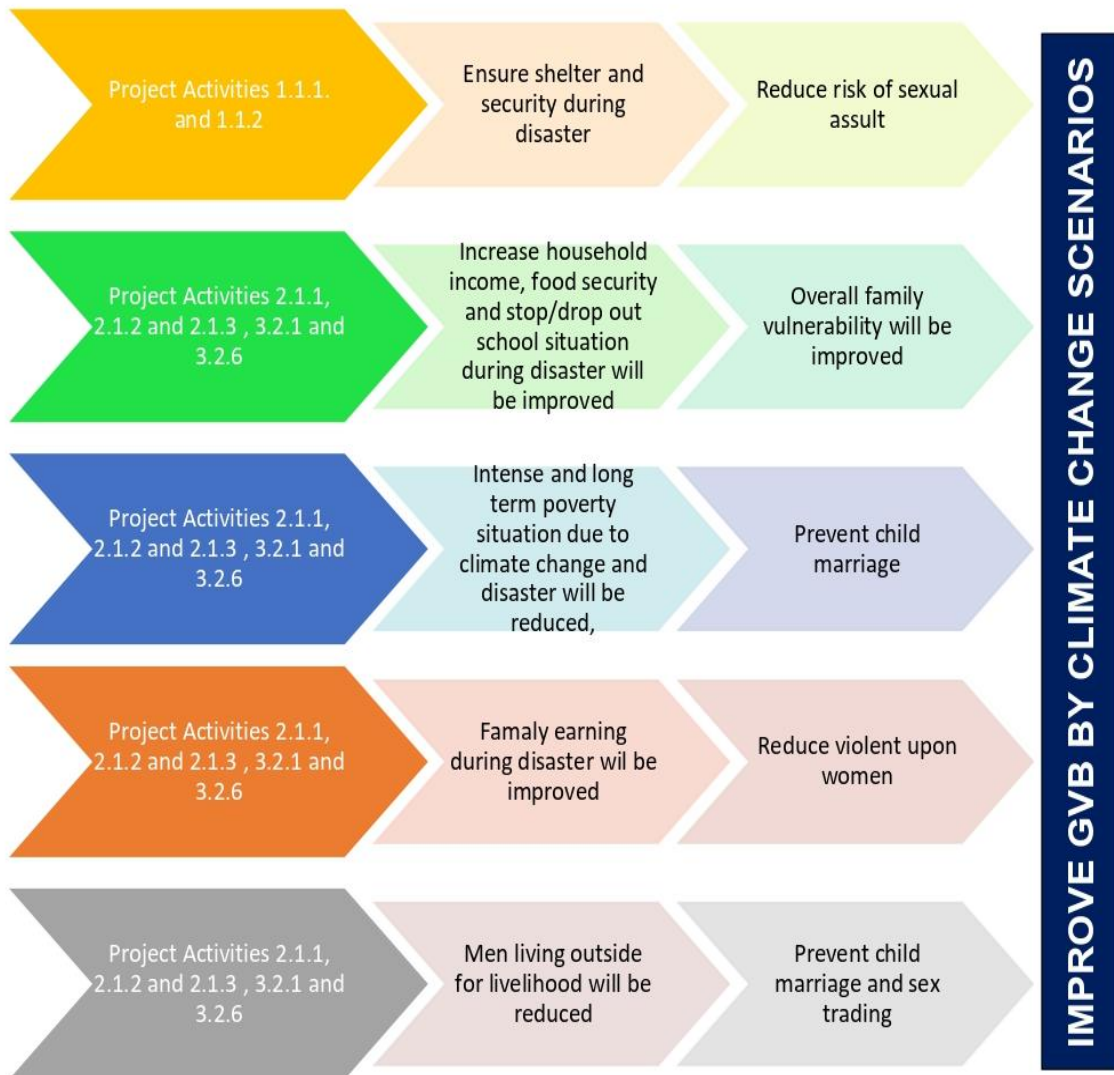


Figure 2: The impact of the proposed activities

Overall:

- Increase women’s participation in decision-making (contingency planning for disaster and climate resilient livelihoods, water provision, disaster preparedness committees, early warning system).
- Account for differing needs of women and other marginalized groups in building climate resilience.
- Identify gaps in equality through the use of sex and age disaggregated data, enabling development of action plans to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Include all stakeholders involved in the project to develop awareness / trainings aimed at drawing attention to the implication of climate resilience adaptation and gender equality.
- Undertake community dialogue in relation to gender and social inclusion in climate resilience.

For Trainings:

- Provision of women trainers and women-exclusive training sessions, including flexible times, and provision of household training for women-headed households as required.
- Integration of men and community elders in community trainings that addresses women’s participation, and norms around appropriate work for women, as well as mobility outside the homestead.

For Livelihoods:

- Analysis of the gendered division of labour (gender-differentiated responsibilities, and needs).
- Ensuring that working conditions are gender responsive at the homestead and community levels
- For hatcheries: segregated sanitation, ensuring equal pay for equal work, and access to the administrative, technical and managerial positions.
- For household and community level agriculture and aquaculture-based livelihoods: Consider Shaded ponds, shallow water depth, and proximity to homestead.

For Ownership of Assets:

- Enhance women's control over productive assets (finance, productive skills, livelihood assets and technology) through women led groups.
- Monitoring of productive assets and revenues, to ensure that revenues are kept in the hands of women and targeted beneficiaries.

For Market Integration:

- Access to finance, financial management training, and market prices for women.
- Conservation training on managing wild stocks, and alternatives to mangrove fuel wood, given that women are often the collectors of wild crab fry and fuel wood from the mangrove areas.

Give preference for employment in crab hatcheries.

For Grievances:

- Adoption of gender sensitive (and marginalized group sensitive) grievance mechanism, which allows women easy and unrestricted access, including provision of female GRM focal points.

For Institutional Strengthening:

- Improve institutional capacity, accountability and oversight (capacity of project executing and implementing agencies in addressing gender issues in climate change programming).
- Build on the projects, structures and initiatives being rolled out by the GoB and GCF in order to maximize the use of resources, and for greatest efficiency and effectiveness.

8. Proposed Gender Logframe

The purpose of a Gender Action Plan is to operationalize the constraints and opportunities for women and men that were identified during the gender analysis, towards fully integrating them into the project design, providing the framework for a gender-responsive and socially inclusive project. For this, particularly considering the disadvantaged position of women, steps will be taken to ensure that the realities of women are taken into account in the activities during the project's planning, executing, and monitoring phases. The project has a plan to undertake a "detailed gender gap analysis and action plan" at the project inception stage. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level, which can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure that the degree of gender-responsiveness and transformation continues to be measured throughout implementation. The gender expert will be involved in any of the activities for which gender expertise will be required. Furthermore, it is recommended that the project takes into consideration gender and social inclusion measures outlined above and these measures are tailored specifically for a Bangladesh context. Based on the approach a Gender logframe is developed for the project which is given in the Table-3 below.

Table 3: Gender Logframe of RHL Project

Objective	Actions	Targets, Indicators and Timeline	Responsible institutions	Allocated budget (USD) million
Outcome 1: Decreased risk of loss of assets and lives from extreme weather events				
Result 1.1: Climate resilient homesteads constructed				
<i>Activity 1.1.1: Design and building of homesteads¹⁵</i>	Selection of beneficiaries, including vulnerable women and provide support of construct/re-construct house ¹⁶ .	Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% vulnerable women beneficiaries selected. Timeline: It will be started within 6 months of the project's commencement.	IEs and PMU	11.39
<i>Activity 1.1.2: Homestead tree planting</i>	Selection of beneficiaries, including vulnerable women and provide support for tree plantation.	Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% vulnerable women beneficiaries selected. Timeline: It will be started within 9 months of the project's commencement.	IEs and PMU	0.81
Outcome 2: Increased livelihood resilience to SLR, storm surges and salinity				
Result 2.1: Traditional farming practices climate proofed				

¹⁵ The aspects of inclusion and basic utilities will be kept into considerations within the budget of housing activities.

¹⁶ The presence of households headed by women will be a key factor in the selection process for vulnerable women.

<p><i>Activity 2.1.1: Construction of slatted houses for goat/sheep rearing</i></p>	<p>Selection of vulnerable women and provide support for <i>Construction of slatted houses for goat/sheep rearing.</i></p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% vulnerable women beneficiaries selected. Timeline: It will be started within 9 months of the project's commencement.</p>	<p>IEs and PMU</p>	<p>1.4</p>
<p><i>Activity 2.1.2: Provide financial support for goat/sheep rearing</i></p>	<p>Selection of vulnerable women and provide support for purchased of goat/sheep for rearing in <i>slatted houses.</i></p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% vulnerable women beneficiaries selected. Timeline: It will be started within 9 months of the project's commencement.</p>	<p>IEs and PMU</p>	<p>1.5</p>
<p><i>Activity 2.1.3: Introduce the cultivation of saline tolerant vegetables within homestead areas</i></p>	<p>Selection of vulnerable women and provide support for <i>cultivation of saline tolerant vegetables within homestead areas.</i></p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% vulnerable women beneficiaries selected. Timeline: It will be started within 9 months of the project's commencement</p>	<p>IEs and PMU</p>	<p>0.71</p>
<p>Result 2.2: Community-based farmed crab supply chain created¹⁷</p>				

¹⁷ Necessary steps will be taken to ensure gender-responsive working conditions at the homestead and community levels.

<p>2.2.1: <i>Development of crab hatcheries (1o stage)</i></p>	<p>Select hatchery entrepreneurs, form groups, carry out consultation meetings,</p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 9 months of the project's commencement</p>	<p>IEs and PMU</p>	<p>0.61</p>
<p><i>Activity 2.2.2 Financial support for producing crablets</i></p>	<p>Assess loan demand of the selected entrepreneurs, carry out due diligence, disburse loan etc.</p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 9 months of the project's commencement</p>	<p>IEs and PMU</p>	<p>0.20</p>
<p><i>Activity 2.2.3: Technical and financial support for "crab nursers" (2o stage)</i></p>	<p>Selection and trained of vulnerable women and for the <i>crab nursers</i>"</p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 9 months of the project's commencement</p>	<p>IEs and PMU</p>	<p>0.44</p>

<p><i>Activity 2.2.4: Technical and financial support to “crab farmers” (3^o stage).</i></p>	<p>Selection and trained of vulnerable women and for the <i>crab farming and marketing</i></p>	<p>Baseline=0 Target: 50% vulnerable women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 12 months of the project’s commencement.</p>	<p>IEs and PMU</p>	<p>4.45</p>
<p>Outcome 3: Improved climate planning and implementation by communities and local level institutions</p>				
<p>Result 3.1: Climate change adaptation groups (CCAG) formed and operationalized</p>				
<p><i>Activity 3.1.1: Beneficiary selection and group formation¹⁸</i></p>	<p>Selection of beneficiaries and group formation</p>	<p>Baseline=0 Target: 50% women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 2 months of the project’s commencement.</p>	<p>IEs and PMU</p>	<p>0.12</p>
<p><i>3.1.2 Prepare Beneficiaries’ socio-economic profile</i></p>	<p>Prepare format, provide training to IEs staff, interview with households</p>	<p>Baseline=0 Target: 50% women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 2 months of the project’s commencement in parallel with activity 3.1.1.</p>	<p>IEs and PMU</p>	<p>0.12</p>

¹⁸ There will be provision of women trainers and women-exclusive training sessions, including flexible times, and provision of household training for women-headed households as required and There will be integration of men and community elders, where necessary, in community trainings that address women’s participation and norms around appropriate work for women, as well as mobility outside the homestead on GRM.

<i>Activity 3.1.3 Arrange monthly group meetings on climate change issues for CCAG</i>	Selection of beneficiaries, group formation and organize monthly meeting	Baseline=0 Target: 80% women beneficiaries Indicator: 80% selected vulnerable women beneficiaries. Timeline: It will be started within 2 months of the project's commencement.	IEs and PMU	0.70
<i>Activity 3.2.1: Prepare training manual on adaptation technologies and crab value chain</i>	Procure consultant, and contract management	Gender disaggregated baseline and indicator is not applicable.	PMU and IE	Gender disaggregated budget is not applicable
<i>Activity 3.2.2: Prepare guidelines on project management</i>	Prepare guidelines, get approval from PKSf, print the approved guidelines and share with selected IEs.	Gender disaggregated baseline and indicator is not applicable.	PMU and IE	Gender disaggregated budget is not applicable
<i>Activity 3.2.3 Organize training for beneficiaries and stakeholders</i>	Selection of beneficiaries, group formation, organizing training ¹⁹ and undertaking quarterly community dialogues engaging gender experts and also a gender gap analysis at the inception stage.	Baseline=0 Target: 80% women beneficiaries Indicator: 80% selected vulnerable women beneficiaries. Timeline: It will be started within 3 months of the project's commencement.	IEs and PMU	1.38
<i>Activity 3.2.4 Organize training for IEs' staff</i>	Recruitment of IE staff, and organize training ²⁰ .	Baseline=0 Target: 0% women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 2 months of the project's commencement.	IEs and PMU	0.06

¹⁹ The topics for the training sessions will be chosen from a wide range of topics, including market prices, managing wild stocks, access to financing, financial management, and substitutes for mangrove fuel wood. Prior to beginning any training of this project, need assessments will be conducted to make them demand-driven.

²⁰ IE's focal points need to be trained, particularly on gender issues, since particularly IEs are not in a position to procure gender experts.

<i>Activity 3.2.5 Implement workshops and seminars</i>	Selection of beneficiaries, group formation and organize training	Baseline=0 Target: 50% women beneficiaries Indicator: 50% selected vulnerable women beneficiaries. Timeline: It will be started within 6 months of the project's commencement.	IEs and PMU	0.05
<i>Activity 3.2.6 Organize exchange visits for beneficiaries and IE staff</i>	Selection of beneficiaries, group formation and organize training	Baseline=0 Target: 80% women beneficiaries Indicator: 80% selected vulnerable women beneficiaries. Timeline: It will be started within 12 months of the project's commencement	IEs and PMU	0.07
<i>3.2.7 Improve data for crab research and development</i>	Data collection, data analysis, report preparation, data storage etc. related to crab sector	Gender disaggregated baseline and indicator is not applicable.	PMU and IE	Gender disaggregated budget is not applicable
<i>Activity 3.3.1: Prepare and disseminate knowledge products</i>	Data collection, data analysis, report preparation, data storage etc	Gender disaggregated baseline and indicator is not applicable.	PMU and IE	Gender disaggregated budget is not applicable
<i>Activity 3.3.2 Realtime evaluation study of project activities</i>	Procure consultants, contract management, publish evaluation reports	Gender disaggregated baseline and indicator is not applicable.	PMU and IE	Gender disaggregated budget is not applicable
Total				23.89

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