

Chapter 1 Gender, Gender Planning and Gender Needs.

The word 'gender' refers to the social roles , ways and means of interaction between men and women in a specific society. Gender can be considered as the whole of social positions and relations of men and women as constructed by society. Differences between men and women are learned by the child, and are reinforced by his/her social institutions. These differences change over time and have wide variations within and between cultures. Gender refers to the ways in which the social categories of men and women become male and female with particular qualities of masculinity and femininity in a specific society. Therefore gender relations are social relations in which men and women relate in a whole range of social organisations including access to resources for production, rewards and remuneration for work, distribution of income and goods, exercise of authority and power and participation of cultural, political and religious activities.

It is important to realise that the notion of gender identity has a strong ideological content. It describes the social meaning of male and female, i.e. what is considered appropriate behavior or activity for men and women, what is considered as male and female work, male and female behavior and characteristics.

Such a strong ideological content of gender influences development policy which often reflects the overall perception of the female and male role rather than activities actually practised by women and men in a society. In order to cease being biased against women, it is essential to understand the precise nature of what women and men actually do in a specific societal condition. In this case one should get a better understanding of the socio-economic and socio-cultural condition of char areas.

Gender planning is a method of preparing for a policy, project or programme which uses a gender analysis¹ of the present situation for a projection into the future and which therefore sets objectives to address and overcome the qualities and problems identified by the analysis. Gender planning should be based on the consideration that since men and women play different roles in different sectoral activities, they also have different needs in different areas of activities.

¹ Gender analysis is a tool in identification of differences between men's and women's position in different spheres of life in a specific context. It helps by asking questions about differences between men's and women's daily activities, roles and access to resources and systematically try to document and understand these variances. By assessing these differences it is possible to determine men's and women's constraints to identify their needs and opportunities within different sectoral activities. Gender analysis helps to ensure adequate provisions of support that woman and man need and that are appropriate to their circumstances. The process is continuous and data collected during monitoring should be used to modify and, if needed, to change direction.

The Identification of Gender Needs.

Gender planning for upliftment of women should be based on their needs. Thus identification of gender needs is essential for gender planning. Two types of gender needs are identified by feminist scholars:

a) Practical gender needs: women's practical gender needs are related to the condition² of their daily lives within a particular context. Kate Young explains that women's practical gender needs derive from the necessity of fulfilling the roles allocated to them by the traditional gender division of labour; care and education of children, maintenance of household, care of the elder and the infirm, servicing husband and his relevant kin, maintenance of the network of familial ties and servicing the community (which in turn enables women to carry out their family - based task (p.8 Young K.)

Women's practical gender needs have a tendency to be immediate and short term. These are unique to particular groups and easily identifiable by them.

b) Women's Strategic Gender Needs: Women's strategic gender needs are related to their position in the overall social organisation in which they live. Strategic gender needs are the needs that are identified by women because of their subordinate position to men in their society. Strategic gender needs vary according to particular contexts. They relate to gender division of labour, power, and control and may include such issues as legal rights, domestic violence, equal wage and women's control over their bodies. Women's strategic gender needs have a tendency to be long term and related to personal security and human rights in all spheres of life. Meeting strategic gender needs helps women to achieve greater equality. It also changes existing roles and therefore challenges women's subordinate position (Moser, C. 1993, p.39). Fulfillment of these needs also challenge the prevailing socio-cultural systems that define women's and men's roles and responsibilities. Without making its members sensitive to gender issues, increasing self-confidence, access to information and skill development training, strategic gender needs are not easily identifiable by the target group. As women in a number of respects are a subordinate group they can easily be denied an active role. It is necessary to understand that ideas and practices concerning gender differences and gender relations are usually deeply embedded in the socio-cultural structure of a society. The case society of the coastal area of Bangladesh is no exception. However, this does not mean that these ideas and practices can not be changed. It is also important that the project includes some specific measures for supporting women in overcoming possible disadvantages. If a serious gender inequality exists, positive discrimination of women may be necessary.

² The distinction between condition and position of women is explained by Kate Young in her paper – "Reflections on women's needs in women and Economic Development. A Critical Assessment of Local, Regional and National Planning Strategies in 1988". She suggests that women's condition means the material state in which women find themselves; their poverty, their lack of education and training, their excessive work burdens, their lack of access to modern technology, improved tools, work related skills etc. By women's position is meant women's social and economic standing relative to men.

Many projects, also CDSP-I, have shown a positive attitude towards gender inclusion in project activities, but were unable to achieve the goal due to a lack of policy support and clear understanding about gender issues in different sectoral programmes. The report on the Gender Screening Workshop stated that the project (Training Report-6 1997, CDSP-I) saw the importance of integrating the women into the mainstream development or providing assistance in the process of empowering women. The project however has not been able to achieve as much as it could have, mainly due to an insufficient understanding of the gender specific needs which might vary from sector to sector. In general, it involves a lack of understanding about women's position within the family, in the area of production and reproduction. Because of this the project was not able to plan appropriately.

With the limited experience of CDSP-I, CDSP-II has committed itself to include gender issues in all activities in order to enable women both to make an appropriate and necessary contribution to the development process of the area and to enjoy the results of development. Therefore, this report will attempt to propose an operational guideline on gender sensitive planning and related indicators for key sectoral activities of CDSP-II. It will also explain a few concepts for a better understanding of the raised concern regarding gender in char context. CDSP-II as a multisectoral time-bound project has no intention to deal with the value system of char society for upliftment of char women, but it has a mandate to contribute to the socio-economic development of char dwellers through different sectoral interventions. CDSP-II attempts to maximise efforts to fulfill strategic and practical gender needs of char women within the framework of the key sectoral programmes.

The efforts of CDSP II in terms of gender are supported by policies of the Government of Bangladesh. In Annex 1 the reasons for a specific gender policy are summarized, followed by a brief account of the policies of the Government of Bangladesh as they can be found in policy documents.

Chapter 2 Gender in CDSP-II components.

In the Project Formulation Document of CDSP II (September 1999), the target group of the project is described as including the following groups: landless labourers, destitute women, small tenants and very small land owners and fisher folk.

The Char Development and Settlement Project-II committed itself to work for upliftment of women folk in the project area and pursues gender mainstreaming as a strategy for achieving that goal. Gender mainstreaming means fully integrating women's and men's concerns and experiences in the planning, the implementation, the monitoring and the evaluation of all sectoral policies and programmes. Gender aspects will not be treated as an additive category, to be added onto existing sectoral activities, with women as a special focus or target group, rather gender will function as a lens through which the project's strategies and approaches will be re-examined. Women's needs and interests will not be considered as a separate issue and those needs will not be fulfilled under a specific policy as such trends generally initiate a process of much more marginalization of women. Instead of women- centered policy, the gender issue will be an integrated part of all policies and guidelines of the project. Gender specific questions and considerations will be systematically integrated into the sectoral programme planning, implementation, monitoring and evaluation.

The project believes that, what motivates women to participate, to adopt changes and to acquire new skills, might differ considerably from the factors which might stimulate men. Without clear gender progressive strategy of the project, it might work out as an increase of women's vulnerability while the decision-making and management position has gone completely to the men. Therefore, the ultimate purpose of formulating an action plan on how to mainstream gender is to help women and men to take active part in decisions and try to find common solutions for conflicting interests of both groups. A gender sensitive approach also seeks to prevent further over-burdening of women and stresses the importance of not automatically reinforcing and perpetuating traditional roles.

The project attempts to fulfil women's practical gender needs and strategic gender needs in sectoral activities. The Gender and NGO Advisor will develop clear and manageable tools for mainstreaming gender actions into all activities in CDSP-II and she will assist all sectoral consultants to apply these in field level activities. The gender expert can raise any issue related to women but she can not decide alone. Decisions related to gender aspects will be made by the team.

In the paragraphs (2.1. to 2.4.) below, gender aspects of the four components of CDSP II (agriculture, land settlement, infrastructure and institutional development) will be highlighted.

2.1. Agriculture.

The word *Farmer* always gives an impression of a male who goes to the field with ploughshare and cow. Women are called “Kisan Bhadu” which means farmers’ wives. They are treated as an assistant to their husband. Pre- and post-harvest activities are generally seen as household activities instead of agricultural activities and hence are not reflected in the national census. As a result women enjoy a low profile in respect of contribution to the household, communal and national economy.

In fact, women have been involved in agriculture ever since people began to till the soil. Anthropological research shows that women were pioneers in planned agriculture. Since ancient times, women are responsible for providing food for their family members. Their role as food provider makes them the first growers of food in human history. Women have been playing an important role in innovation and improvement of agricultural equipment. Women have also been performing an essential role in disseminating agricultural knowledge by using appropriate and perceivable language. Women’s initiative to introduce environmental agriculture has become a movement in south Asia.

Mentioning all these things was not meant to romanticize women’s role in agriculture. Empirical evidence studies document women’s contribution to the agricultural sector, which is beyond dispute. The term farmers does not mean only men, but women as well who participate considerably either on their own fields or as an agricultural labourers. But often they do not have access to information, capital and other necessary facilities, which makes profitable cultivation very difficult for them.

In a prevalent subsistence agricultural economy and traditional social structure, Bangladeshi women have a major role in agriculture. 73.6 percent of rural Bangladeshi women are directly involved in agricultural production and they spend one third of their labour time in agriculture. Their participation is not less than that of men as one takes into consideration the quantity and time use.

In the char area, though women are viewed as mothers and wives, and gender segregation is customary, still women are playing an important role in the productive sector. In absence of a male head of household and in a situation of extreme poverty, women de-facto have the responsibility to provide daily subsistence food and care for the young and elderly family members. They fulfil the basic needs of the family through producing vegetables, fruits, eggs, milk and raising chickens, ducks, goats and cows within the homestead. In addition the homestead has a special significance in the context of the char where only one field crop can be grown in a year. This homestead gardening has manifold advantages for the char population.

It provides nutritious food to the dwellers and generates income, employment and goods to trade. For poor families, the homestead garden is the only source of daily subsistence food and micro nutrients. In homestead gardening, char women have a more active role than men. Children sometimes assist them.

But the involvement of the char women in agriculture is not limited to home gardening. They also participate in field crop production. The char women are actively involved in pre-plant activities i.e. seed collection, seed preservation, drying and redrying, seed bed preparation and seedling raising. Nowadays char women also work in preparation of paddy fields, uprooting seedlings and transplanting of seedlings like in other parts of the country. Post-harvest activities are also done by char women: threshing, winnowing, storing, par boiling, husking etc.

Thus, the char women are in need of agriculture extension services, improved farm management techniques and disease control methods. This support will increase women's skill to produce more agricultural products, thereby meet their nutritional requirement and help them to earn more from agricultural enterprises.

CDSP-II decided to provide agricultural extension services to the women of the project area as well as involve them in demonstration activities.

- The women will be treated as farmers instead of farmers' wives.
- The women will be assisted by an NGO in homestead crops production.
- The women, who are the head of a household, with land suitable for field crop production, will be supported by the project.
- 75% of the selected farmers for homesite production and 25% of the selected farmers for field crop demonstration will be women.
- The selected female farmers will be trained in the same way as male farmers.
- NGOs and DAE have to employ female field workers to maintain direct communication with the female farmers.

Agriculture: Operational Guidelines and Related Indicators

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The project will assist the line agency and NGOs to select female farmers for both homesite and field crop production</p>	<p>▲ NGOs will be requested to submit a group profile.</p> <p>▲ High ranking groups should have priority and two meetings of each group should be observed to finalize group selection.</p> <p>▲ Interested female farmer has to be selected through participating in regular group meeting.</p> <p>▲ After selection, actual farm plan will be made at home through individual contact.</p>	<p>▲ NGOs will submit group profile.</p> <p>▲ NGOs, line agencies and consultants will consult group profiles for priority groups to be surveyed.</p> <p>▲ Meeting time and location will be collected and concerned officials of involved agencies will observe meeting.</p>	<p>▲ To select each 10 groups, 20 group profiles collected.</p> <p>▲ Group profile consultation meeting held.</p> <p>▲ Group meeting attended by concerned officials.</p>	<p>▲ Female farmers are selected in time.</p>

Agriculture: Operational Guidelines and Related Indicators

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The project will facilitate NGOs and line agencies to develop an individual plan for each selected female farmer in both arena homesite and field crops.</p>	<p>▲ The selected farmers have to be facilitated by a Block Supervisor of DAE and a NGO field worker to plan their agricultural enterprises.</p> <p>▲ Farm assets will be identified and the list of the rest of requirements will be made.</p>	<p>▲ Block supervisors and NGO field workers makes a joint action plan for do the household level planning.</p> <p>▲ Formats for household planning have to be developed by the sectoral specialist of the concerned agencies.</p>	<p>▲ Number of home visits to prepare plan including requirement list.</p> <p>▲ Time bound target for finalization the plans</p>	<p>▲ Individual farm planned discussed and confirmed by the involved agencies and farmers.</p>

Operational Guidelines and Related Indicators

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The selected female farmers will be trained on all newly introduced technologies and gender issues and regular follow-up workshops will be organized for them. A study tour should be organized periodically.</p>	<p>▲ Equal access to the technological information should be ensured for women before starting the cultivation season.</p> <p>▲ The women should be seen as a priority group to be trained.</p>	<p>▲ Location of training venue should be near to homesite of selected farmers.</p> <p>▲ Female trainers serving as resource persons to make communication between women and resource person easy.</p>	<p>▲ Training plan developed.</p> <p>▲ Training module developed.</p> <p>▲ Budget allocated.</p>	<p>▲ Number of trainings held.</p> <p>▲ Number of technologies introduced.</p> <p>▲ Number of technologies used.</p>

2.2. Land settlement.

In the agrarian economy of Bangladesh, arable land is the most valued form of property for its economics as well as its political and symbolic importance. In the rural area of Bangladesh, it is the only productive, wealth-creating and livelihood sustaining asset. Traditionally it has also been the basis of political power and social status. For many, it provides a sense of identity and rootedness within a particular village and often in people's mind land has a permanence, which no other asset possesses.

However, women's land rights have until recently received little attention in National Policy formulation. Generally, women's development project planners focused almost exclusively on three issues: health, education and employment. It is only in the khas land (Government owned land) distribution policy of 1987 that we see the first limited recognition of women's need for land by the GoB. Several factors appear to have contributed to this recognition. The FAO Report of the World Conference on Agrarian Reform and Rural Development (WGARRA), held in Rome in 1979, recommended that gender discriminatory laws in respect to rights to inheritance, ownership and control of property should be repealed. Measures should be taken to ensure that women get equitable access to land and other productive resources (FAO, 1979).

In the early 1980s, women development activists demanded joint land titles (with their husbands) on behalf of the destitute women of the country. It is well known that many women are being deserted by their husbands. Women therefore need the economic security that land provides. Researchers and academics made a similar plea. However, the process of incorporating the issue of women and land into the National Policy in Bangladesh has been extremely slow, involving negotiations between Government, women groups, individual academics, NGOs and international agencies as well as between different elements within the Government. Thus, until today it remains a marginal, not a central issue.

The latest (Fifth) Five-Year Plan-1997-2002- (Government of Bangladesh, 1997) contains two special chapters on women and development, and some other incorporate women's concerns. But the emphasis throughout is on issues such as female employment, literacy, health, nutrition and credit. Women's rights to land is hardly mentioned, only in terms of government owned khas land allocation for poor women. It states that all land distributed under khas land distribution programs would be registered jointly in the names of both spouses. Female-headed households are entitled to get khas land only if the woman is widowed or abandoned with able-bodied son/son's. Women with daughters or without children are not entitled to such rights.

This is a reflection of an age-old assumption that women are unable to do agricultural activities. The women need able-bodied male persons to cultivate agricultural land. It also highlights the dominant view that men are the breadwinners and women the dependents.

Bina Agarwal³ explains – “Usually (if not universally) implicit in this description is the assumption that the underlying basis of women’s social subordination (typically defined in terms of women’s role) are the cultural values of the community to which they belong. In this emphasis on the ideological basis, the possible material basis of this subordination or dialectical link between the material context and gender ideology is seldom recognized (Agarwal, 1993 – p 11).

She adds (p-13)

“Gender ideologies can obstruct women from getting property rights. For instance, the ideological assumption about women’s needs, works roles, capabilities and so on, impinges on the framing and implementation of public policies and laws related to property. Again, ideas about gender underlie practices such as female seclusion, control of women’s mobility and sexual freedom and so on. These ideologies and associated practices restrict women’s ability both to exercise their existing property claims and to successfully challenge persisting gender inequalities in law, policy and practices in relation to such claims. Hence ideological strategies are integrally linked to women’s struggle and property rights”.

In fact, in a variety of contexts, women are nowadays operating as household heads with the primary and sometimes sole responsibility for organizing cultivation and ensuring family subsistence but without a title to the land they cultivate. For instance, due to long term male migration (7-9 months in a year in case of 65-70% of the males in the char areas) many women are serving as de-facto household heads in the char areas. They have to run all household enterprises including agriculture in order to maintain their families in absence of their husbands.

However, CDSP-II as a bilateral project of the Government of Bangladesh and the Government of the Netherlands, is not in a position to go beyond national policies about land distribution of the GoB. Land distribution under CDSP-II will be done according to the Khas Land Distribution Act 1997. Within the framework of this Act, CDSP-II will make an effort to maximize the benefit for women from land settlement. The following will be the main focus of these attempts.

- The land title will be provided in the names of both spouses
- Landless female-headed households will be treated as a priority category of target groups in terms of land settlement.
- The women who are widows or who have been deserted, lacking an able-bodied son or any children, will be given a bigger homestead (at least .50

³ Bina Agarwal is a renowned feminist scholar who is working on land-and women’s issues since 1975.

acre per women) as assuring them of shelter is not prohibited by the law, though they are not entitled to arable land.

- A list of female-headed households will be prepared and these families will be assisted through NGOs in order to make them familiar with all stages of land settlement and to prepare them to take action whenever needed at all stages of land settlement.
- Women's presence in hearing sessions will be ensured.
- The land settlement process will be monitored through a gender lens from proposed allotment sheet to the hand-over of the title deed including possession over land.
- Local female UP members will be trained to play an active role in land settlement. They will be actively involved in the preparation of the list of landless and finalize the selection of landless in locally organized hearing sessions.
- The women folk of the project area will be kept informed about land settlement procedures and plot to plot survey results will also be shared with them.
- The women of the polders will be made aware of their role in land settlement and of their rights to land.
- The women, who are in a conflicting or problematic position, will be listened carefully and feedback will be provided to them within two weeks.
- A Women Desk will operate in site offices once in two months to listen to women's problems related to land as well as other components of CDSP-II. The gender and NGO advisors, the land settlement advisor and Assistant Commissioner (Land) of the local Ministry of Land should attend this desk

Land : Operational Guidelines and Related Indicators.

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The project will train female UP members in order to increase their skills on land settlement issues and a quarterly workshop will be organized for them in order to identify problems that they face in land settlement activities.</p>	<p>▲ A list of female UP members of the project area has to be prepared by FFC with detailed information.</p> <p>▲ Female UP members have to be oriented on their expected role.</p> <p>▲ Training on technical and social issues of land settlement has to be organized by the project for female UP members.</p> <p>▲ A schedule has to be developed for the quarterly workshops.</p>	<p>▲ A number of contacts with female UP members.</p> <p>▲ Address female UP members on their responsibilities within UP emphasizing project activities with special reference to land settlement.</p> <p>▲ Find a specialized resource person to conduct training.</p> <p>▲ Meeting time and place should be convenient of female UP members.</p>	<p>▲ Highlighting female UP members' role among professionals of individual agencies..</p> <p>▲ Number of orientation sessions planned and held in time.</p> <p>▲ Resource person contracted and budgets allocated for training.</p> <p>▲ Individual contact made to decide place and time of quarterly meetings.</p>	<p>▲ The list of female UP members of the project area is procured.</p> <p>▲ Number of orientation session held.</p> <p>▲ Training conducted.</p> <p>▲ Quarterly meeting held.</p>

Land : Operational Guideline and Related Indicators.

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The project will initiate a process of providing information to women of the project area on land settlement procedures including sharing results of plot to plot survey. The women will also be made aware about their role in land settlement and rights to land.</p>	<p>▲ Existing female groups have to be selected from different locations of the polder for holding a information, dissemination session until ADC and SPC will have been formed. One group will be selected for each hundred dweller families of the area.</p> <p>▲ Information, dissemination session guideline has to be prepared.</p> <p>▲ Though in separate sessions, men and women should have same information.</p>	<p>▲ Define existing groups and find suitable person/persons or organization to provide information on group location.</p> <p>▲ Set up a committee to organize information, dissemination session for female dwellers of the chars.</p>	<p>▲ Find a resource persons/organization to speak about existing groups.</p> <p>▲ FCs (Female and male)has been given the responsibility to prepare location map of existing groups.</p> <p>▲ Formation of committee has been discussed in formal meeting.</p>	<p>▲ Existing female groups selected for information dissemination and location map required..</p> <p>▲ Session guideline prepared; session scheduled and held.</p> <p>▲ A committee has been formed to organize these sessions.</p>

Land : Operational Guideline and Related Indicators.

Principles	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ The list of female-headed household will be prepared and they will be assisted by NGOs to be active in land settlement process. They will be treated as priority group under land settlement program.</p>	<p>▲ After plot to plot survey the list of female-headed households has to be prepared by FFC with ALSA and the list will be provided to local NGO(s) through BRAC.</p>	<p>▲ Among other disadvantaged groups, female-headed households should be made a special category in land the distribution programme.</p>	<p>▲ Priority given to make the list of female-headed households and providing land to them.</p>	<p>▲ 100% of female-headed households got title deeds and possession over land.</p> <p>▲ Female-headed households are in the first group of the land title receivers.</p>

2.3 Infrastructure.

The infrastructure development activities of CDSP-II are aimed at improving the protection of the polder against floods and toward stimulating higher agricultural production. The main activities are the building of embankments and sluices for protection against regular saline water inundation, cyclone shelters to provide safety for the inhabitants of the polders and the excavation of a drainage system to prevent water logging. In addition, roads, bridges and culverts are being built to improve accessibility to the polder. Tubewells are being installed to ensure reliable supply of pure water for char dwellers is another activity of the project. These activities are technical in nature and traditionally identified as men's work.

However, with the change of the overall socio-economic environment of the country, the traditional division between women's and men's work hardly exists any more. Particularly the women, who are in a condition of extreme poverty, struggle to earn an income that often forces them to perform non-traditional tasks.

In the char, traditional income generation activities of women are raising poultry, making sticks of cow dung for fuel, collecting firewood from adjacent forests (if any) and sell this in the local market, share-tending of cows and goats etc. Income earning opportunities are limited in agriculture since there is only one rice crop a year in the area. These traditional income generation activities don't guarantee regular cash earning. Hence the women are in need to earn cash in order to produce the basic conditions for their daily existence. It is hard to maintain an average family with one's income. Naila Kabeer observes that the risk of divorce or desertion has increased considerable as the result of impoverishment. In the face of increasing economic vulnerability, men tend to shun their responsibilities to wives and dependents. The result is desertion or divorce and a situation of distress for the female-headed households (Kabeer 1990, p-134-148). Therefore it is an urgent need to explore new income earning possibilities for women, even in non-traditional fields like construction and maintenance of infrastructural works. The National Women Development Policy (GoB, 1999) under its sub-section on women's employment states that all employment generating efforts should take active initiative to involve both skilled and unskilled female labour.

Since the mid eighties, women are involved in physical construction works in different projects. Empirical studies document positive experience about women's participation in earth work and tubewell maintenance activities. The earthwork executed by the women's group was of a good quality and mostly completed in time. For instance, in CDSP-I female Labour Contracting Society (LCS) constructed about 2 km of rural road. They finished the work within the contracted period and the quality of the work was as good as male LCS and much better than that of PICs. The work was even of a better quality than those executed by contractors. Women proved to be able to manage the physical work very well and appeared serious and responsible as well. Although in terms of volume it was not very significant compared to male LCS and PIC, it influenced women's acceptance as labourer among themselves as well as in the society. It

might be mentioned as a fulfillment of strategic gender needs of the women of that area.

However, CDSP-II recognized the necessity of introducing a gender perspective in the physical planning of the polders. In order to make it reality, women's participation in physical planning will be ensured through inclusion of female members in sub-polder committees where most of the physical planning will take place. The women folk of the polders will also be consulted about the design of physical structures of which they are suppose to be direct users such as cyclone shelters, tubewells and houses of cluster villages, toilets, canals and ponds. They will be encouraged to choose technologies, which are convenient to them and give them comfort.

Traditionally, as women are the main users of tubewells and have the maintenance responsibility of the sanitary toilets, the project intends to involve them intensively in the water and sanitation component. They are targeted to be

- member of the users group (UG)
- caretaker of tubewells and toilets.

The UG can also serve as an information dissemination forum.

Women of the proposed user families will be involved in the site selection of each and every tubewell. The following issues should be taken into account during tubewell site selection:

- How safe is the site for women? Would they feel free to come and use the tubewell in the proposed site?
- Is the tubewell accessible to women during the rainy season?
- Is it an appropriate place where women can take a bath in the dry season?
- Do the male members of the household where the tubewell will installed have a bad name in the community?
- How social is the family on whose courtyard the tubewell will be installed?

The women of the polder will also be involved in the construction of physical structures. Specifically for earthwork, women will be encouraged and trained to organize a labour construction society (LCS). The Bangladesh Water Development Board and Local Government Engineering Department will be advised to allocate to female LCS at least 40% of the total earth works, which will be planned for LCS.

The polder women will also play a role in the operation and maintenance activities of the project. They will be included as members of the Water Management Committee (WMC). By being a member of WMC, women will be able to speak about their individual as well as their societal needs, which are supposed to be served through the operation and maintenance of the water related infrastructure.

The women of the households around each tubewell will be organized into a Users Group (UG) and these groups will be made responsible for the operation and maintenance of all installed tubewells. Each group will select caretakers: one of them should be the woman of the household where the tubewell is installed. Both of them will be trained on techniques of minor repairing and proper maintenance procedures of the tubewell and sanitary toilets. In addition, all members of the UG will be made aware of the technical and general issues of safe water and sanitation through informal courtyard sessions.

Women will also be trained and encouraged to organize a Road Maintenance Group (RMG) and an Embankment Maintenance Group (EMG) if there is any need for such activities included in the project. Tree plantation along the embankment and road will be done through women's groups and short term and long term benefits should be given to women's groups within a legal framework.

Infrastructure: Operational Guidelines and Related Indicators.

Principle	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ CDSP-II will include women at all stages of Infrastructural development in each project area (protected and unprotected).</p>	<p>▲ The project should empower women's participation in physical planning, implementation of physical work and operation & maintenance of constructed structures.</p> <p>▲ The project should set a time-bound target to ensure women's representation in all local informal institutions.</p> <p>▲ The project should orient all female members of local institutions regarding their expected role as member of the local informal institution.</p> <p>▲ The project should ensure that women benefit directly from infrastructure development activities .</p> <ul style="list-style-type: none"> - income generation by organizing female LCS. - increase availability of safe water - increase marketing facilities to trade homestead products . <p>▲ The project assists women to get organized as EMG and RMG.</p>	<p>▲ Develop negotiation mechanisms to maximize women's participation in local informal institutions including suitable meeting time and location for women.</p> <p>▲ Allow women's voices in decision -making meetings.</p>	<p>▲ Women are informed about physical planning.</p> <p>▲ Women are encouraged to organize themselves at LCS, EMG, RMA etc.</p> <p>▲ Number of women participated tubewell site selection sessions.</p>	<p>▲ A number of orientation workshops held for women.</p> <p>▲ A number of women attended physical planning meetings.</p> <p>▲ A number of female LCS, quantity of allocated work and wages earned.</p> <p>▲ Safe water available within 5-7 minutes walking distance.</p> <p>▲ A percentage of membership in Water Management Committees.</p>

2.4. Institutional development.

2.4.1. Introduction.

There are several difficulties in involving women in project activities, that are aimed at institution building.

Difficulties related to men folk of the area are encountered at household as well as community level. Women's participation in activities beyond the home compound is seen as a threat to family values, especially in char areas. Both here and at the community level, men are not interested in letting women speak and may indeed fear that consultation with women will somehow be to their disadvantage. They prefer to participate themselves, to take the lead in discussion and speak for their women. They do not let women speak for themselves or insist on being present during the discussion with women. Often men in the community express a lack of trust in women's physical and mental capabilities to carry out tasks, for instance to earn cash as Labour Contracting Society. In addition, there is an unexpressed fear of losing authority in the community.

Difficulties related to women spring from women's tendency to accept men's valuation of their work and their capability though very often empirical evidence shows the contrary.

Another difficulty related to women's involvement is their unequal access to training and information, which often results in a limited vision of what they can do or may achieve as women. Women tend to be uninterested in planning aspects of a project. Usually women prefer to be involved in an activity. This also means that they may lack a long-term view of the project and its potential benefits. They are more concerned with practical things than with strategics, more with a tubewell installation than a sluice location.

Women also face constraints from traditional customs that prohibit them from involvement in certain activities on the grounds of socio-cultural and religious taboos.

Being aware about the position and condition of the char women, some kind of affirmative action is required in order to ensure a more equal representation of women at all levels of decision making about the project. The following is a list of strategies that will be considered:

- a. Reserve a percentage of membership of each institution for women.
- b. Train both male and female members in gender roles and needs. Often, there is a tendency to inform only women about their role and rights, but men can not be expected to understand women's demands if they do not know on what they are based.
- c. Educate both women and men to recognize the value of women's reproductive, productive and communal work.

- d. Make sure that the trainers and facilitators are gender-aware and eager to allow women to speak in mixed meetings.
- e. Be aware that certain barriers are extremely difficult to overcome in prevailing situations (such as expecting women to attend meetings at night). Alternative solutions need to be found.

Experiences has drawn attention to the fact that neither giving things to people nor doing things for people will be to their benefit in the long run, they even may have serious negative effects. In terms of sustainability, development aimed by any project, should be understood as a process where people learn to participate constructively⁴ in finding solutions for their own problems. Roland Bunch mentions in his book on participatory management of agriculture projects that development is occurring where people are gaining self-confidence, motivation and knowledge, needed to tackle and solve the problems they have by actually tackling and solving those problem (Two Ears of Corn, p-28).

Nowadays it is mandatory to all development practitioners to incorporate people's participation at all stages of a project. CDSP-II recognized that it is evident to plan with the targeted population, involve them in choosing, designing and implementing the interventions and organize them in order to create a systematic pattern of institution.

2.4.2. Institutions in CDSP II.

The Project Formulation Document of CDSP-II mentions two types of local institutions to be consulted throughout the duration of the project :

- I. Local (field) level informal institutions i.e. Polder Committees (PC), Sub-polder Committees (SPC), Water Management Committees (WMC), tubewell User Groups (UG) and Agriculture Demonstration Groups (ADG). Later Area Development Committees (ADC) were added to this list.
- II. Local level formal Organizations, i.e. Union Parishads (UP). Joint Water Management Committees at Thana level (JWMC) and Thana Development Coordinating Committees (TDCC).

As women account for half of the total population of the project area, their participation should be ensured. CDSP-II committed itself to reserve a significant percentage of the total membership of each local level informal institution.

⁴ According to David Werner, constructive participation means the process of people's participation through which the people gain self-confidence, pride and the satisfaction of having made significant achievements. They can also development ingenuity and creativity that will enable them to continue improving life of their communities. (Helping Health Worker Learn, 1982, P-110)

2.4.3. Area Development Committee (ADC)

One ADC will be formed for each unprotected area of the project. Members of the Union Parishad will be ex-officio members (both male and female) of this committee. In addition, one female and one male representative of each mouza will be selected by the population of that mouza through a series of discussion sessions. The process of the formation of an ADC will start with making a list of potential candidates through observing existing group meetings i.e. (NGO group meeting) and arranged issue-based meetings (Information dissemination session on land). All identified potential candidates of each mouza will be invited to attend a meeting in which objectives and procedures of formation of the ADC will be explained. The participants of the meeting will be requested to think about their representation. After two weeks, another meeting will be organized for the same group and they will be requested to select representatives from their mouza.

2.4.4. Polder Committee (PC)

A Polder Committee will be formed for each polder. The chairman and both male and female members of Union Parishad in the project area will be ex-officio members of the Polder Committee. Each SPC will nominate two members, one male and one female, to represent them in the PC. A person from the partner NGO of each polder will be member of the Committee while representatives of all other line agencies, including consultants of CDSP II, will be observer members of the Committee. At least 30% of the members of the Polder Committee should be female.

2.4.5. Sub-polder Committee (SPC)

A Sub-polder Committee will be formed to ensure settlers' participation in planning and implementation and monitoring of internal development activities in their polder. Each mouza will have its own SPC. Membership will range from 9-15 members, depending on the size of each mouza. 40% of the members of the Committee will be women.

The following steps will be followed for the selection of female members of the SPC.

- Step-I Each mouza will be divided into a few clusters depending on both population and area.
- Step-II A women's meeting will be organized in each cluster to explain the objective and role of the SPC in project activities. Next, the participants will nominate their cluster representative to the SPC.
- Step-III A general mixed meeting will be organized at mouza level in which all cluster dwellers will be invited to participate. The nominees of each cluster will be introduced and people's consent to their membership in the SPC will be checked and finalized in this meeting.

During the selection of female members of the SPC, special attention will be given in order that :

- various interest groups are involved (economic class, occupation, social position)
- representatives of different corners of mouza are included.

2.4.6. Water Management Committee (WMC).

Until the guideline for peoples participation (GPP) is finalized by the GoB, CDSP II will follow the operation and maintenance guideline for the water management system which was developed during CDSP -I. According to this, a water management committee (WMC) will be organized for each system. A system will be divided into a few smaller hydrological units which are called water management areas. Members of the WMC will be selected through public meetings in each water management area. The size of the WMC will depend on the size of each system. The total number of members of the WMC will be 3 to 15, 30% of which will be female. Both female and male elected members of the concerned system will be members of the WMC.

2.4.7. Tubewell Users Group (UG)

The women of the households around each tubewell will be organized into a Users Group (UG) and these groups will be made responsible for the operation and maintenance of all installed tubewells. Each group will select two caretakers , one will be the woman of the household where tubewell is installed and the another woman among other UG members. Both of them will be trained on techniques of minor repairing and proper maintenance of tubewells and sanitary toilets. In addition, all members of the UG will be made aware of the technical and general issues of safe water and sanitation through informal courtyard sessions.

Institution: Operational Guidelines and Related Indicators.

Principle	Guidelines	Practical Example	Process Indicators	Output Indicators
<p>▲ CDSP-II will ensure women's membership in all local informal institutions i.e. ADC, PC, SPC and WMC.</p>	<p>▲ A percentage for female membership should be reserved.</p> <p>▲ A methodology should be developed to select female members in order to cover all categories of women in the target area.</p> <p>▲ The issue of women's membership of local institutions should be highlighted in formal and informal gatherings at field level.</p> <p>▲ Mutual trust and respect between men and women members should be developed through imparting training on gender role and gender needs.</p> <p>▲ Female members of all institution should be trained continuously to increase their ability in performing their role in a meaningful way.</p>	<p>▲ Men and women are informed about women's expected role in local institution through focus group discussion.</p> <p>▲ Negotiation capabilities developed at all levels.</p>	<p>▲ Decision made on percentage of female membership.</p> <p>▲ Female member selection methodology developed and confirmed.</p> <p>▲ The issue of women's membership in ADC, PC, SPC and women discussed in field level meetings.</p> <p>▲ A budget allocated to impart training gender issues.</p>	<p>▲ Achievement of targeted female membership in all institutions.</p> <p>▲ A number of training courses organized on gender issues.</p> <p>▲ Rate of attendance of female members in regular meetings.</p> <p>▲ A number of activities formulated and reformulated after having women's suggestions.</p> <p>▲ Status of women in the institution and community.</p>

Chapter 3 Conditions for incorporation of gender aspects in CDSP II

Although gender policy and sectoral gender plans are formally approved, there is a long way to go in practice. Experiences indicate that an awareness of the significance of gender is still far from being integrated in all phases of a project. Even where gender policies and plans exist, big gaps remain between policy, plan and practice. Implementators are on the whole not gender-aware and neither are all staff members, whether men or women. Resistance to thinking seriously about gender-related issues persists both among professionals and beneficiaries.

In an ideal world, a separate gender plan would not be needed, because gender would be so closely interwoven into the activities that all staff would be gender-aware and management would take gender seriously as a matter of course. But for a whole range of reasons, this is not yet the case. Therefore, mainstreaming gender continues to have the following crucial agenda:

- putting different values forward
- setting different values on people, transforming ways of looking at households, communities, institutions
- bringing different issues to the fore
- changing working practices.

In fact, integration of gender should not be seen only in terms of placing women's issues in sectoral activities, but also in terms of integrating the issues of gender into institutional thinking and practice.

A recurrent theme in development discussion on gender is the need to make the institutions more gender-aware and to promote the practice of a gender-based analysis in all areas of work. In order to do so, the following actions are the crucial :

- (a) staff development through continuous training on gender
- (b) set structures for promoting gender-related issues in different institutions

Gender is a strategic issue and gender-based interventions in institutions need to be carefully planned. It should be recognized that gender is a field of technical expertise. Thus, there is a risk associated with superficial acquisition of knowledge on gender issues. If gender sensitization has a negative outcome, the process of mainstreaming gender can be set back. In Annex 2 a checklist for ensuring gender equity through mainstreaming of gender aspects can be found.

Staff training on gender is very much needed to initiate a process of institutional learning, a way of systematizing experience of gender-related issues in the project and making it concrete, especially if it arises from practical experience. During the training, experiences of different agencies can be brought together,

compared and shared in order to smooth incorporation of gender into institutional thinking as well as into practice.

In her keynote paper An ABC of Institutionalizing Gender, presented at a workshop in Oxford, held in May 1993, Georgina Ashworth forwarded the following concept of gender training:

“Gender training is a tool, a strategy, a space for reflection, a site of debate and possibly of struggle. Training is a transformative process, it aims to increase knowledge and to develop understanding as a way to change behaviour and to offer new skills with which to do this. The process of training should be continuous and, ideally, self-reinforcing, effecting a change in work practices through greater knowledge that can lead to a further change in understanding. In the specific case of gender training the aim is to offer some tools for analysis of different roles and situations of women and men in development and on the basis of new knowledge, to promote more equitable treatment of women and men in development planning and practice”.

Under CDSP-II, mainstreaming gender should be seen as a process rather than an action. In this process all involved professionals should seek to understand the gender dynamics of the polder community and to translate these understanding into policy and programmes. In order to do so, they will need a conceptual background and analytical tools which will increase their skills to address women’s specific needs as well as their necessary involvement in the respective sectors. The project should undertake the following steps to build gender capacity in all involved institutions.

- Gender training for all senior consultants and district level officers of involved line agencies.
- Gender training for field level officers of the consultants team and line agencies
- Gender training for the members of local level informal institutions, specifically PC, SPC, WMC, ADC;
- Follow-up workshop should be organized twice a year;
- Mass meetings at polder level on the occasion of international events such as International Women’s Day, International Rural Women’s Day, International Food Day, International Family Day, International Literacy Day etc.;
- Organize study tour to women specific projects and examples of successful examples of implementation of WID policy in Bangladesh and possibly the subcontinent;
- Networking with other sister projects to share experience about gender plans and programmes;

- Periodical evaluation of results and identification of barriers for involving women in different sectoral activities;
- Study the programme's impact on women's condition and position in the project area.

ANNEX 1

Situation of women and policy of Bangladesh Government on gender

Reasons for incorporating gender concerns in project activities: the situation of women

Prior to making a gender plan, it is crucial to understand the legitimacy of gender sensitization as development objectives. After two decades of mass movement around the globe for inclusion of a gender perspective in development plans, still many development planners resist to do so in the name of a so-called social harmony, religious values, natural balance within the social system and so on.

Naila Kabir, a feminist scholar working at Sussex University, Britain, found that resistance can be passive (avoidance, failing to act on policy and allocate resources, invoking gender neutrality) or active (involving culture as sacrosanct, accusations of western or feminist imperialism). She added that, while challenging on changing class-based and race-based inequalities is treated as a legitimate primary objective of development, attempts to change gender based inequalities can be seen as an unwarranted interference in another culture. However, the legitimacy of inclusion of gender concern in a development plan is embedded in women's disadvantaged position and condition in each and every society.

Macro-level indicators which are differentiated by sex show how gender makes a difference to women's share of the benefits. A few examples need to be cited in the following paragraphs to make ourselves aware of women's position and the condition of the global community.

Economics.

- One in every four household in the world is now headed by a woman.
- Of the world's 1.3 billion poor people, it is estimated that about 70 percent are women.
- On average, the majority of women outside the agricultural sectors earn three-fourths of the pay of their male counterparts for the same work in both developed and developing countries.
- Women often lack access to income generating opportunities and resources, in part because of insufficient education and job skills but also because women are traditionally not seen as breadwinner. Even when women are employed, they often receive less compensation than their male counterparts and are not given the same promotional opportunities.

Education.

- Of the world's nearly one billion illiterate adults, two thirds are women.

- Two thirds of the 130 million children worldwide who are not enrolled in school are girls.
- Women are clearly at a disadvantage in the educational arena. Families may not see the importance of girls' education and there may not be enough money to send every child to school. So education for girls is more often sacrificed than education for boys.

Health.

- More than 1,600 women die every day from causes related to pregnancy and childbirth.
- Globally, 43 percent of all women and 51 percent of pregnant women suffer from anemia caused by iron deficiency.
- Women make up an estimated 42 percent of the HIV positive population.

Health education and services are essential to the overall improvement of women's lives and their families' wellbeing. Yet many women are struggling to obtain health care. They have limited or no access to health care facilities, family planning services and health information, many have no access to clean water and in poor sanitation.

Self development.

- As many as 50 percent of the women worldwide experience some degree of domestic violence during marriage.
- Women hold just 10.5 percent of the seats in the world's parliaments.

To encourage women to take control of their lives and reach their potential, women in communities must be provided with new opportunities for empowerment and leadership development.

In both developed and developing countries, women work outside the home to support their families, but still carry the burden of domestic work including child rearing. Family education is needed to foster the development of partnership between husbands and wives to meet domestic needs.

The above mentioned scenario of women's lives in the global community shows us that for many women around the world, each day is a struggle for survival. They endure physically taxing jobs to feed them and their families because basic education is a luxury they can not afford. Many die from preventable diseases because they lack adequate health care. They are the victims of violence. In many societies women have no control over their own lives.

Any development effort should be committed and should allocate resources to change this grim reality of women's lives around the world. A gender progressive

plan is needed to ease the struggle for survival of the half of the world's population. Nothing can be said to be gender neutral. Cathrine Hosse mentions in her report on Target Group, Gender and Visibility in Ibis Projects (report for Ibis, Copenhagen, July 1992) that nothing is gender neutral. All projects, whatever their technical nature, have a gender dimension because they always target men, women or community. This implies that regardless of whether we are dealing with a technical or non-technical project, it is always impinging upon both men and women. Even all women's projects affect the men's position and vice versa. Hence no project can claim gender neutrality.

Women's issues in The National Development Plan: GoB Initiatives.

Women are identified as special target groups in the national development plans. The First Five Year Plan (1973-78) emphasized on rehabilitation of war affected women and children.

The Two Year plan (1978-80) focused on women development through provisioning a few support programmes to ease their traditional role as mothers and wives.

The Second Five Year plan (1980-85) integrated women's development issues in different sectoral programmes.

For the first time, the Third Five Year Plan (1985-90) set strategies for mainstreaming women issues in all development programmes for eliminating disparity between men and women.

The Fourth Five Year Plan (1990-95) set strategies to increase economic growth through poverty alleviation in order to achieve self-reliance. In this plan poor women were made a special group to be involved in all development activities. Special attention was given to organize urban and rural poor women and involve them in income generation and credit programmes through governmental and non-governmental organizations.

The Draft Participatory Perspective Plan (1995-2010) promised to act for elimination of all type of discrimination against women. The Plan declares to aim at achieving empowerment of women and equal participation of women and men for achieving equity, development and peace in the society. It is spelled out in Plan that in order to achieve this goal it is necessary to ensure education, human resources development training, health service, women and men equal rights establishment, eradication of violence against girls and women, equal right to productive activities, equal power in decision making process at all levels, recognition of women rights as human rights, positive image of women in media, establishment of equity in family and society.

The following targets are set:

- To increase women's education from 24 percent to 50 percent by 2000;
- To increase adult literacy up to 62 percent by 2000;

- To ensure essential health care service for all women by 2000;
- To ensure adequate nutrition for girls and women;
- To increase women's participation in wage labour to 30 percent from 8 percent within and outside the country by 2000;

The Fifth Five Year Plan (1997-2002) mentions the following specific functional objectives to enhance women's position and improve their condition in order to achieve social equity:

- To achieve gender equity in power sharing and decision making structure at all levels;
- To build social awareness about nationally and internationally recognized women's rights;
- To allocate resources, develop institutions and functional strategies to achieve women's development in all spheres of life;
- To ensure at least 1800 kilo calories nutrition intake per woman per day;
- To establish equal rights to economic resources including land, technologies and capital;
- To make visible and to give recognition to women's activities within and outside the household;
- To reduce gender disparity in necessary information, skill and knowledge in order to get access to economic opportunities;
- To ensure equal participation of men and women in the professional field;
- To increase the rate of women education up to 50 percent and to ensure primary education for at least 80 percent of the girls;
- To eradicate all types of violence against women;
- To stop trafficking of women and girls;
- To ensure women's participation in national and international peace talks and contracts;
- To recognize women's opinion and to acknowledge women's role in natural resource management and environmental conservation;
- To discuss gender issues in mass media and display a positive image of women and girls;

- To ensure supportive service to women development activities.

The National Women Development Principles.

The Government of Bangladesh drew up the National Women's Development Principles (NWDP) for ensuring women's basic rights and human rights on the basis of men and women equality.

The following are the broad areas covered by the NWDP (August 1999):

- To establish equality between men and women in all spheres of life
- To eliminate all types of discrimination against women and girls
- To establish women's human rights
- To develop women as human resource
- To recognize women's contribution to economy and society
- To stop feminization of poverty
- To eliminate all types of violence against women and girls
- To ensure political, economical and administrative empowerment of women
- To develop appropriate technology for women
- To ensure nutrition and health care for all women
- To portray positive image of women through media
- To give special attention to the 'arena's where women are still staying behind.

ANNEX 2

Checklist for Ensuring Gender Equity through Mainstreaming Gender.

A. Questions on Problem Identification

- Did the needs assessment take into account the special or different problems and needs of the women in the community?
- For the problem, selected for project intervention, how does this problem affect women and men differently?
- Were women involved in the process of need assessment? and Were the women of the community asked for their opinion on their problems and needs?
- Has there been an assessment of women's position in terms of such possible problems as their heavier work burden, relative lack of access to resources and opportunities or lack of participation in the development process?

B. Questions on Project Strategy

- Is the project intervention aimed at a target group of both men and women?
- Have the women in the chosen community and target group been consulted on the most appropriate way of overcoming the problem ?
- Is the chosen intervention strategy likely to overlook women in the target group for instance because of their heavier burden of work and more domestic location?
- Is the strategy concerned merely with delivering benefits to women, or does it also involve their increased participation and empowerment, so they will be in a better position to overcome problem situations?

C. Questions on Project Objectives

- Do the project objectives make clear that the project's benefit is intended equally for women and for men?
- In what ways, specifically, will the project lead to women's increased empowerment? e.g. Increased participation in decision making at the level of family and community? Increased control of income resulting from their own labour? Increased access to credit?
- Do any of the objectives challenge the existing or traditional gender division of labour, tasks, opportunities and responsibilities?

- Are there specific ways proposed for encouraging and enabling women to participate in the project despite their traditionally more domestic location and subordinate position within the community?

D. Questions on Project Management

- Is there a clear guiding policy for management on the integration of women within the development process?
- Are women and men of the targeted community represented equally on the management committee(s)?
- Is there a need for management training on gender awareness and gender analysis?
- Has the management been provided with human resources and expertise, necessary to manage and monitor the women's development component within the project?

E. Questions on Project Implementation

- Do implementation methods make sufficient use of existing women's organizations and networks such as women's savings groups or any other learners groups?
- Are women included in the implementation team?
- Are women the target group involved in project implementation?
- Are there methods for monitoring the progress in reaching women? For instance, by monitoring their increased income, increased occupation of leadership roles, increased participation in project management and implementation, increased influence in the process of decision making and increased utilization of credit facilities.
- How familiar and knowledgeable are staff and partners with gender issues and what type of training is needed most?
- Are the staff and line agencies competent, open and willing to ensure that gender consideration is incorporated from the beginning?
- Are all involved able/willing to promote women's participation in all activities?
- To what extent are the female personnel experienced in working with men ?
- To what extent are male personnel experienced in working with women ?

- How can the project address possible constraints to women's participation and seek ways to overcome these?

F. Questions on Operation and Maintenance

- How will the project ensure that women have equitable access to, and control of material and technical resources and technologies?
- How will women participate in, and contribute to the maintenance of constructed structures ?
- Through what organization(s), Committee(s) will women be involved?
- How will the project affect women's time?
- Will women's workload increase/decrease as a result of innovation or changes such as HYV technologies, water resources etc.?

G. Questions on Project Outcome

- Do women receive a fair share, relative to men, of the benefits arising from the project?
- Does the project redress a previous unequal sharing of benefits?
- Does the project give women increased control over material resources, better access to credit and other opportunities, and more control over the benefits resulting from their productive efforts?
- What are the (likely) long-term effects in terms of women's increased ability take charge of their own lives, understand their situation and the difficulties they face, and to take collective action to solve problems?