

# **Review of Current Practices in Uses of Gender Responsive Guideline for DPP: Lessons Learned and Way Forward**

**National Resilience Programme (NRP)  
Programming Division,  
Planning Commission**

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## ACRONYMS & ABBREVIATIONS

BWDB	: Bangladesh Water Development Board
DDM	: Department of Disaster Management
DGHS	: Director General of Health Services
DPP	: Development Project Proposal
DWA	: Department of Women Affairs
ESIA	: Environment and Social Impact Assessment
FFYP	: Fifth Five Year Plan
FGD	: Focus Group Discussion
GoB	: Government of Bangladesh
IMED	: Implementation, Monitoring and Evaluation Division
KII	: Key Informant Interview
MDGs	: Millennium Development Goals
MoP	: Ministry of Planning
MoWCA	: Ministry of Women and Children Affairs
NAPD	: National Academy for Planning for Development
NRP	: National Resilience Programme
NWDP	: National Women Development Policy
PEC	: Project Evaluation Committee
PLAU	: Policy, Leadership and Advocacy Unit
PMU	: Project Management Unit
SRHR	: Sexual Reproductive Health Rights
WHO	: World Health Organization

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## EXECUTIVE SUMMARY

National Resilience Program (NRP), a joint initiative by Government of Bangladesh, two development partners and three UN agencies that aims to sustain the resilience of human and economic development in Bangladesh through risk informed, disability inclusive and gender-responsive disaster management in the public and private sectors. Progress towards gender equality is a central priority concern of the National Resilience Programme (NRP). Gender equality and the empowerment of women and girls is not only the focus for specific activities but is being mainstreamed throughout the programme to ensure its overall gender responsiveness. Therefore, one of the objectives of Department of Women Affairs and Programming Division Part of the National Resilience Programme is to improve capacities for gender-responsive, risk informed development planning. As part of progressing gender responsiveness of NRP, one of the commitments is to review/assess of DPP from Gender Perspective to identify the gender gaps/challenges at planning process.

Ministry of Women and Children Affairs (MoWCA) developed a Guideline named as 'Gender Responsive Guideline for Design and Review of Development Projects'<sup>1</sup> in 2009 that has been approved and circulated by Planning Division of Ministry of Planning in 22 July 2009. However, this guideline is not been followed systematically. An initial review has been conducted under NRP with support from UN Women to assess the Gender Responsiveness of current selected DPPs from ADP 2018-2019 with an intention to unpack the capacity and challenges among different ministries to follow gender guideline. The review process revealed that current guideline is very generic in nature which does not offer sector specific gender checklists. Thus, recommendations came for further comprehensive review of current practice of using existing Gender Responsive Guideline and recommend for specific areas for revision of guideline as more user friendly.

In this regard, UN Women commission this piece of work for comprehensive review of Gender Responsiveness of current DPPs as of 'Gender Responsive Guideline for DPPs. In this comprehensive follow up review, 9 DPPs have been selected through systematic sampling for reviewing considering the Gender Responsive Guideline 2009. Through applying a review guideline, the DPPs were reviewed. Apart from reviewing the DPPs, total 17 key informant interviews were conducted with respondents from Planning Commission, relevant ministries, and department (relevant to selected DPPs).

### Key Review Findings

Existing gender responsive guideline for DPPs 2009 highlights 5 key areas of DPP format where gender issues need to be considered and addressed. In addition, guideline offered 14 Standards to support DPP designing phase in identifying its gender impact targets. This comprehensive

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<sup>1</sup>[https://mowca.portal.gov.bd/sites/default/files/files/mowca.portal.gov.bd/publications/58de191f\\_1fb0\\_4844\\_9f76\\_679398018176/Gender-Responsive-Guidelines-for-Design-and-Review-of-Development-Project.pdf](https://mowca.portal.gov.bd/sites/default/files/files/mowca.portal.gov.bd/publications/58de191f_1fb0_4844_9f76_679398018176/Gender-Responsive-Guidelines-for-Design-and-Review-of-Development-Project.pdf)

review has assessed how current DPP formulation are gender responsive through aligning with these 5 key areas and 14 standards. Key findings are;

**Background** (situation analysis, objectives, priority, rationale, linkages, targets and outputs/outcomes) - The findings unveiled an interesting phenomenon. In the background section of the DPPs where narratives are required – the sections are good to some extent and gender issues have been considered and accommodated. But in the section, where data is required for the target- which requires disaggregation is poorly presented in the DPPs.

**Objective-** The findings indicate that 5 DPPs have explicitly mentioned what benefits and results will be gained by women and men, girls and boys. Likewise, objectives of the 6 DPPs focus on women's advancement and reducing gender gaps. Even all 9 DPPs were expected to have gender responsive objectives, however, only half of them have it.

**Strategy** (links to planning documents, development partners country program priorities and NSAPR II, MDG, UNDAF)- out of the DPPs reviewed, it has been found that outcomes and outputs of the 4 DPPs are linked with 7th FYP and NWDP 2011. There were 3 DPPs which found to contain outputs and outcomes which are consistent with more than one strategic document of the country. In contrast, there were only 3 DPPs whose have explicit mention about the MTBF and BCI standard.

**Component- wise Annual Phasing and Procurement Plan-** the findings indicate that only 3 DPPs have adequate inputs and allocation in the project to implement gender equality activities, while in 2 DPPs some extents inputs and allocation are available to do the same. But there is serious gap for specific allocation that would contribute to benefit women and reduce gender gap.

**Monitoring, Reporting and Evaluation Plan-** Gender-equality performance Indicators (for project outcomes and outputs) have been identified effectively in 2 DPPs and partially in 1 DPP only.

**However,** findings of the review also indicate that there are some good practices in the process of DPP development and review. These include:

- I) suggestions and recommendations of the Project Evaluation Committee (PEC) are taken seriously, all officials responsible for project planning and reviewing are aware about the clause of 23 (iii) of the DPP format;
- II) some of the donor funded projects have addressed gender issues to a great extent, in some of the DPPs social transformative activities were included;
- III) similarly, some of the projects delivery approach considered women as active agent of change, men were also included in some of the projects which were targeting women as ultimate beneficiaries;
- IV) there are also instances that project aims to mainstream socially excluded group, address gender based violence and promotes sexual and reproductive rights of women (SRHR).

The review has **revealed number of gaps in** the current gender responsive guidelines and its practices. These include;

1. Most of the interviewed officials responsible for project planning and reviewing were unaware of the gender responsive guideline 2009.
2. The gender responsive guideline was developed 10 years ago. Within this time, no functional monitoring body has been created or assigned to monitor the implementation of the guideline as part of the DPPs.
3. Leadership role of the lead agency (MoWCA) was limited. There was an expectation from all the stakeholders from MoWCA to get support and mentorship on mainstreaming the guideline.
4. At the beginning of circulation of the guideline, there was some efforts to arrange training and develop capacity among the officials. But this was not continued. The study identified that no training sessions were arranged in recent years on the guideline for the officials.
5. There remained a knowledge and skill gap whenever a trained official was transferred to another department or ministry and new officials took over these positions.
6. There is no specific obligation on the officials who develop and review DPPs on using the gender responsive guideline. MoWCA developed the guideline but it was not clear to what extent the officials are obligated to follow the guideline during development and review of DPP.
7. The study revealed that there is skill gap to develop efficient logframes. Monitoring of project implementation depends largely on well- structured logframes– which was a gap in case of reviewed DPPs.
8. Any project exceeding budget of 50 crore taka needs to have feasibility study. Lacking of the projects in terms of feasibility study was found in the review.

Through the rigorous review, the study team felt that the current guideline can be further **improved at least in the following areas;**

1. The guideline can be further simplified and made user friendly.
2. Adding practical example with the guideline may help both officials responsible for project planning and reviewing what are being expected.
3. Adding some gender related standard questions for the project evaluation so that when the project gets evaluated, what achievement has been made in regard to gender responsiveness will be identified and documented.
4. If the document needs to be bilingual, then one side can be started with English version and other side can be started with Bengali (like two versions of the document merged together).

On the basis of the findings of the study, the study proposes **following recommendations:**

**1. Revising the gender responsive guidelines 2009:**

If the guideline is expected to be used by all officials responsible for project planning and reviewing, then it needs to be revised and made simple. In addition, the revised guideline should contain the following things;

- a) The revised guideline needs to be simple and user friendly.



- b) The revised guideline should have sector specific standards with checklist and guiding notes with practical examples for officials responsible for project planning during designing phase.
- c) Revised guideline must have sector specific indicators for reviewer to assess and monitor of gender responsiveness of DPPs.
- d) Revised guideline must introduce assessment scoring systems for DPPs to categorise its gender responsiveness for getting approval.
- e) The revised guideline should consist of a sample gender responsive DPP to guide both officials responsible for project planning and reviewing.
- f) Sex disaggregated targets in log frames has to be made mandatory.

## **2. Institutional role to consider this guideline as mandatory for DPP**

- a) DPP format must include gender responsiveness to areas as mentioned in guideline and revised guideline must be included as annex in the DPP manual.
- b) Addressing gender responsiveness into DPPs and measuring score for gender responsiveness of DPP need to be mandatory for getting approval.
- c) It needs to be fixed on who is authority of this guideline to check whether it is being followed or not.
- d) Getting review statement or comments on Gender Responsiveness for any DPP from MoWCA can be a mandatory option.

## **3. Effective role of the lead agency ( MoWCA)**

To ensure effective use of the guideline, MoWCA must take lead roles to play. For example,

- PEC meeting is very important in the process of DPP approval. Therefore, MoWCA needs to find a way to ensure its participation in the PEC meeting. If physical meeting is not possible, then alternative mechanism can be explored (providing comments in writing/ email).
- Arranging seminars and workshops for capacity building of the officials responsible for project planning and reviewing is very important role of the MoWCA.

## **4. Institutional capacity building on this guideline**

For effective use of the guideline, there is need to build institutional capacity who will be leading the process, who will be applying the guidelines (officials responsible for project planning and reviewing).

## **5. One pager on the guideline (communication materials)**

A one pager document needs to be developed and shared across all sectors of planning commission, different departments and ministries. This should be more of external facing document and should be written in non-technical language so that everybody can get basic understanding by reading this.

## **6. Wider circulation of the gender responsive guideline**

For mainstreaming the gender responsive guideline, both planning commission (programming division) and MoWCA should take immediate action to circulate the guideline widely.

## **7. Engaging all stakeholders before finalizing the guideline**

To ensure 'buy-in' of the gender responsive guideline by the officials responsible for project planning and reviewing, it is very important that all key departments, ministries and Planning Commission accept the document. To make it useful and relevant for their work, it is essential to engage all stakeholders before finalizing the guideline.

## SECTION A: INTRODUCTION

### A1. Contextual background

National Resilience Program (NRP), a joint initiative by Government of Bangladesh, two development partners and three UN agencies with the priority concern of progress towards gender equality aims to sustain the resilience of human and economic development in Bangladesh through risk informed, disability inclusive and gender-responsive disaster management in the public and private sectors. NRP targets to ensure gender equality and empowerment of women and girls by mainstreaming these aspects throughout the program for its overall gender responsiveness. One of the main objectives of Programming Division, part of the NRP is to improve capacities for gender-responsive and risk informed development planning. NRP has been supporting Programming division, Planning Commission towards the proper and effective use of the Gender Responsive Guideline 2009. To pursue this goal, reviewing various Development Project Proposals (DPPs) in light of the Gender Responsive Development Guideline 2009 has been suggested by the preliminary review. Hence, the structured and systematic review will be assisting in making suggestions regarding the scope of improvement of the currently being implemented DPPs and a methodology towards the betterment of Gender Responsive Development Guideline 2009 if applicable. Therefore, UN Women commissioned this piece of work to reviewing of the DPPs in use and to consult with the key stakeholders including relevant ministry representatives and contributors to the current Gender Responsive Development Guideline 2009, to understand and recommend how current DPPs can be upgraded and revision of the gender responsive guideline can be done in a constructive manner in case of necessity.

### A2. Gender Responsive Guideline for DPP, 2009

Ministry of Women and Children Affairs (MoWCA), with the aim to mainstreaming gender aspects into the overall development interventions of Bangladesh, developed a guideline named as 'Gender Responsive Guideline for Design and Review of Development Projects' in 2009. The guideline was approved and circulated by Planning Division of Ministry of Planning in 22 July in the same calendar year. The implementing projects are advised to follow this guideline and insert necessary information, while filling up the DPP. In addition to that MoWCA and Bangladesh Planning and Development Academy jointly developed Training Module named as 'Gender

Mainstreaming in Planning and Development Training Programme' based on the guideline in 2011.

There are 5 key elements of the existing guidelines where gender issues can be considered and addressed. These are;

1. Background (situation analysis, objectives, priority, rationale, linkages, targets and outputs/outcomes)
2. Objectives (overall and specific)
3. Strategy (links to planning documents, development partners country program priorities and NSAPR II, MDG, UNDAF)
4. Component- wise Annual Phasing and Procurement Plan
5. Monitoring, Reporting and Evaluation Plan

### A3. Objective of the Review

The objectives of the review include;

- a. To check where the guideline works well and where not and why.
- b. To identify the capacity and knowledge of officials responsible for project planning and reviewing to uphold gender responsiveness and how the current DPP format and process have scope to address gender responsiveness.
- c. To examine the areas for improvement in the existing DPPs and aspects those can be upgraded in the present guidelines.
- d. To recommend the areas to work in reviewing the DPPs and pave a way forward towards the betterment of present gender responsive guideline.

### A4. Limitation of the Study

The study contains following limitations;

- 1. Appointment of the officials responsible for project planning and reviewing**  
Officials responsible for project planning and reviewing were very busy. It was difficult to get appointment of the officials responsible for project planning and reviewing. A lot of time was spent to get schedule and arrange a meeting for conducting the interviews. Some appointments needed to be rescheduled again and again. A respondent could not be interviewed because of his being affected by COVID-19.
- 2. Presence of many persons during interview**  
While conducting some interviews, there were more persons present in the room besides the respondents. Sometimes these people participated in the discussions in spite of their

unawareness of the study and its objectives. This participation interrupted the flow of the discussions.

**3. FGD was planned but could not be accomplished**

A FGD with Women's Rights Leaders was planned to be carried out for the comprehensive review. But this was not possible to be executed because of time constraint of the respondents. Organizing FGD with Women's Rights Leaders by fixing everyone's suitable time would require more time.

**4. Non-cooperation from DGHS**

Respondents from DGHS are currently extensively engaged in dealing ongoing COVID-19 crisis and shared their difficulties to participate in the study. Since there were two project selected and reviewed which are being developed and implemented by DGHS, thus their absent has contributed to a great limitation of the study.

**5. Following KII checklist**

It was not possible to follow the KII checklist for most of the interviews. Because whenever any respondent informed their unawareness about the gender responsive guideline, the follow up questions become irrelevant. However, they were asked questions about their strategy to address gender in DPPs instead. This also further made data clubbing and thematic analysis for the study practically challenging.

**6. Covid 19 pandemic and limited face to face Office**

Because of the Covid 19 pandemic, there were fewer officers in the desk with lot of pending work and in addition some of the listed (for this study) officers were also affected by the virus. Therefore, even many of the officers were positively tried to be part of this study but it was tough for them, especially during this pandemic situation.

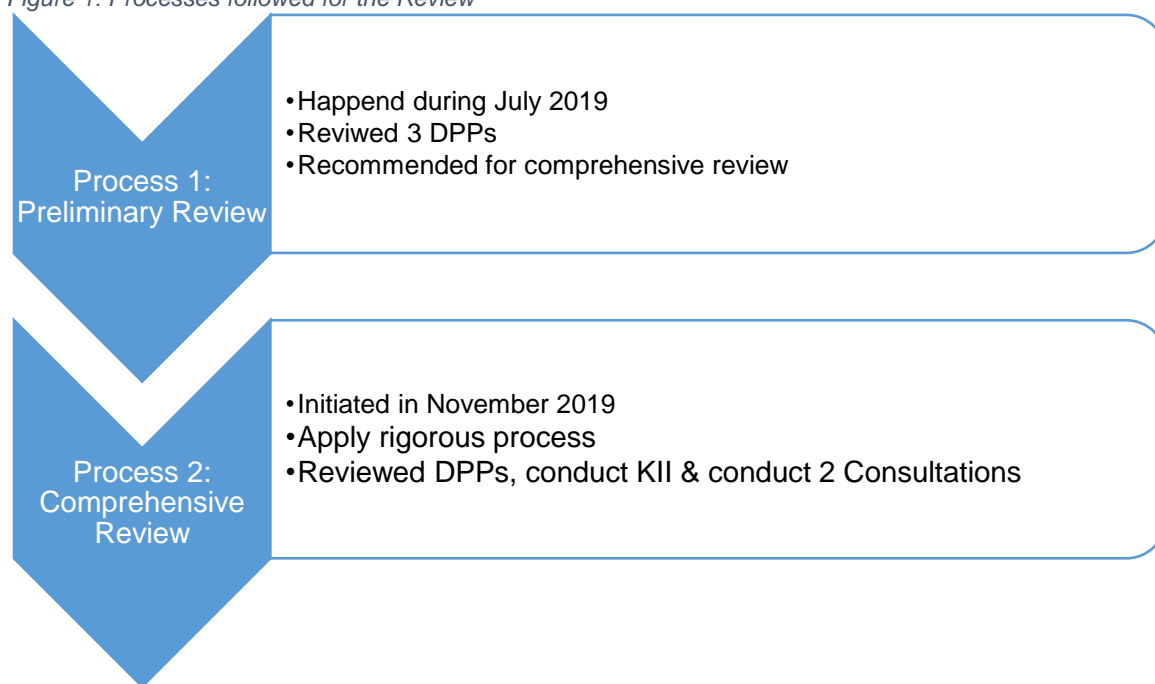
**7. Dilemma in confessing the reality**

Many of the officials responsible for project planning and reviewing were found to be in a dilemma whether to share the real fact what happens in the process of development and review of the DPPs. They felt that they cannot share those experiences if the response is considered as official and if the respondent's identity is disclosed. Even the consultant ensured that anonymity will be ensured, however at some level it had impact on the interview.

## SECTION B: METHODOLOGY OF THE REVIEW

The whole methodology of the review has two parts. First one deals with Preliminary review which is a kind of rapid study to understand whether the gender responsive guideline is in proper use or requires a comprehensive study to explore the challenges the officials responsible for project planning and reviewing encounter to apply the guideline. The second one is a comprehensive review that was followed three important steps and process mentioned in later part of the document.

Figure 1: Processes followed for the Review



### STEP ONE: PRELIMINARY REVIEW

The preliminary review was rapid but applied some criteria to select DPPs to review. Selection criteria emphasized largely on the nature of the project and alignment with the National Resilience programme.

Summary of the preliminary review and its analyses evident that

- All the DPPs developed are not getting success to include all the indicators mentioned in the existing gender responsive guideline.
- At the same time, officials from divisions including rail, telecommunication and postal-mentioned their divisions to be gender neutral, which indicates that the existing gender

responsive framework actually is a bit unable to make various government representatives understand that gender is a cross cutting issue, while hardly these divisions or government aspects can be addressed as 'gender neutral'.

- The respondents accept that the DPPs often have failed to determine the special needs of men- women along with analysing the gender based power relationship.
- It has been stated by the officials of the target divisions that often enough analysis was not done before development of the DPPs.
- Lack of proper training and less awareness regarding in depth gender aspects- have also been mentioned as causes behind the formulated DPPs being non- or less gender responsive.

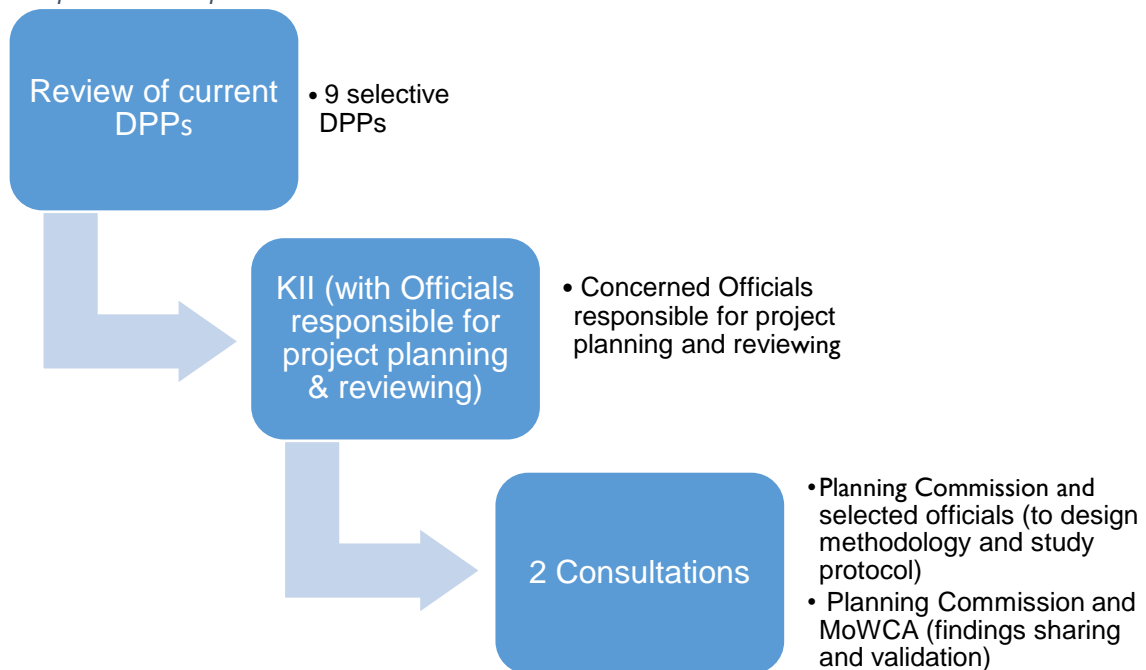
Since the study was rapid and reviewed only 3 DPPs. Therefore, comprehensive reviewing through gender lens and conducting a rigorous study engaging important stakeholders such as officials responsible for project planning and reviewing would enable to understand the challenges in details and explore the way forward to overcome the challenges. Therefore, initiative was taken to conduct a comprehensive review.

## STEP TWO: COMPREHENSIVE REVIEW

Building on the lessons from preliminary review, the comprehensive reviews was followed a very rigorous process. The below flow chart demonstrates how this was executed.

## B1. Steps of the Comprehensive review

Figure 2: Steps for the comprehensive review



For accomplishing the above objectives of the study, initially out of 17 sectors 10 sectors were selected through applying a systematic guideline. The selected sectors include Agriculture, Rural Development & Rural Institutions, Water resources, Transport, Communications, Education and Religion, Sports and Culture, Health, nutrition population and Family Welfare, Social Welfare, Women Affairs and Youth Development and Labour and Employment. 10 DPPs were selected on random basis. However, finally the researcher was able to collect 9 DPPs out of 10 selected. The review work of the DPPs was desk based. Through applying a review guideline, the DPPs were reviewed. Apart from reviewing the DPPs, total 17 key informant interviews were done which were mainly checklist based. Representatives from PLAU, relevant personnel responsible for and involved into development of the Gender Responsive Guideline 2009 were also interviewed in this regard.

## B2. Key Questions of the Comprehensive Review

There are three key questions that the review would try to answer. These are;

- 1) What extent the gender responsive guideline works? Where it works and where it does not and why?

- II) What extent officials responsible for project planning and reviewing do have required capacity and knowledge to uphold gender responsive guideline? How the current DPP format and process have scope to address gender responsiveness?
- III) What are the areas of improvement in the existing DPPs and aspects those can be upgraded in the present guidelines?
- IV) What are the areas to work in reviewing the DPPs and how present gender responsive guideline can be further improved?

### B3. Review & Data Collection Matrix

Table 1: Review and Data Collection Matrix

Name of Method	Respondent/ source	Frequency	Notes
DPP Review/ Content analysis	09 DPPs from 17 target sectors	09	Through a selection checklist DPP were selected
Key Informant Interview (KII)	<ul style="list-style-type: none"> <li>Officials responsible for project planning and reviewing</li> <li>Programming division ( MoP)\6 Wings</li> <li>PLAU (Head of the Unit or any other staff)</li> </ul>	17	<ul style="list-style-type: none"> <li>Physical Infrastructure Division, Planning Commission</li> <li>Pamsteck Wing, Socio-Economic Infrastructure Division, Planning Commission</li> <li>Health Wing, Socio-Economic Infrastructure Division, Planning Commission</li> <li>Irrigation Wings, Agriculture, Water Resources and Rural Institutions Division, Planning Commission</li> <li>Food and Fertilizer Monitoring Wing, Agriculture, Water Resources and Rural Institutions Division, Planning Commission</li> <li>Scyswam Wing, Socio-Economic Infrastructure Division, Planning Commission</li> <li>Programming Division and Project Director , National Resilience Programme, Planning Commission</li> <li>Bangladesh Water Development Board</li> <li>Agriculture Information Services</li> <li>Department of Disaster Management</li> </ul>
Consultations	<ul style="list-style-type: none"> <li>Consultation workshop with Planning</li> </ul>	2	<ul style="list-style-type: none"> <li>First workshop on study design</li> <li>Second workshop on findings sharing</li> </ul>



	Commission and selected officials <ul style="list-style-type: none"> <li>• Planning Commission &amp; MoWCA (disseminate report findings)</li> </ul>		
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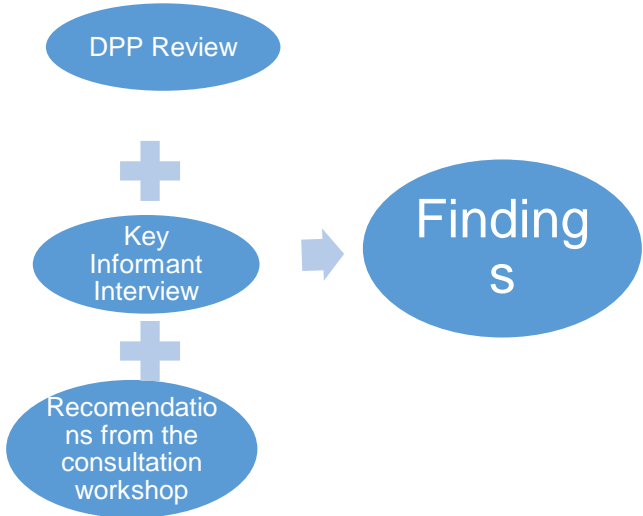
**B4. Process of KII & Data Analysis**

All the qualitative data were managed and analysed manually. Note were taken during discussions. Recording (in few cases, with the permission of participants) was done as well to keep original data set unchanged and manipulation free. Standard ethical practices around research (codification of the participants’ identity, seeking permission before asking to be participants, validating documented responses etc.) were followed throughout the entire study. Data collected through KII were analysed with thematic data analysis approach.

**B5. Findings Compilation Matrix**

The findings compilation matrix is as below:

*Figure 3: Findings Compilation matrix*



**B6. Adoptive Approach during Covid-19 Pandemic**

The aspects mentioned below were followed in this time period of Covid 19 Pandemic:

1. All health & safety guidelines given by Government of Bangladesh (GoB) and World Health Organization (WHO) were strongly maintained.
2. Priority was given to conduct KII virtually, even it was not possible in many cases.
3. Social distance was maintained during conducting KII with officials responsible for project planning and reviewing.
4. Invited selected participants in the validation workshop.

# SECTION C: KEY FINDINGS OF THE STUDY

## C1. Introduction and structure of the findings section

This section presents findings of the study. This has three sub-sections. First one briefly discusses about gender responsive guidelines, 14 standards, and 5 key areas gender responsiveness in the guideline, DPP review checklist and overview about the 9 DPPs reviewed. The second section presents findings of the DPP review and overall gaps. The third section of the findings contains capacity and knowledge officials responsible for project planning and reviewing on gender responsive guideline. The fourth section is on the areas of improvement of the guidelines.

## C2. Brief about key areas of gender responsive guidelines, standards, review checklist and 9 DPPs reviewed

This sub-section contains brief information on the gender responsive guidelines and its key contents related to gender integration, 14 standard documents, and checklist by which review of the DPPs carried out and lastly brief information and analysis on 9 DPPs reviewed.

### 5 Key areas of Gender Responsive Guidelines and 14 Standards

Existing gender responsive guideline for DPPs 2009 highlights 5 key areas of DPP format where gender issues need to be considered and addressed. The 5 key areas are:

- Background (situation analysis, objectives, priority, rationale, linkages, targets and outputs/outcomes)
- Objectives (overall & specific)
- Strategy (links to planning documents, development partners country program priorities and NSAPR II, MDG, UNDAF)
- Component- wise Annual Phasing and Procurement Plan
- Monitoring, Reporting and Evaluation Plan.

Guideline offered 14 Standards to support DPP designing phase in identifying its gender impact targets. The 14 Standards are:

- I) Access to health care and improved nutrition
- II) Access to public properties and services
- III) Access to education and training
- IV) Reduce daily working hours of women
- V) Women's participation in labour market and income generating activities
- VI) Enhance social safety for women and reduce probable vulnerability and risk
- VII) Women's empowerment
- VIII) Women's participation in various forums

- IX) Ensure safety and free movement for women
- X) Monitoring and evaluation
- XI) Increase social status of women
- XII) Access to law and justice for women
- XIII) Information Technology for women
- XIV) Reduce violence and oppression

### DPP Review Checklist

The DPPs were reviewed by using a checklist which is built on the 5 key elements of the gender responsive guideline 2009. The key elements have some key indicators to apply. For example, under background element, there are 4 indicators to check what extent gender issues have been integrated into the background section of the DPP. The first indicator is– “numbers of women/men and girls/boys targeted in the project addressing their problems/situation in which they live; and the nature of their roles, involvement in and the benefit from the project” which helps to understand whether project has any sex disaggregated target, whether roles and needs to different target groups analysed etc.

Similarly, in the objective section, there are two indicators to understand what extent objectives are gender responsive. The same applies for strategy and Component -wise Annual Phasing and Procurement Plan- both of them two indicators. The last element- Monitoring, Reporting and Evaluation has one indicator to assess what extent this part is gender responsive. Please find details in the [annex](#).

### Brief about 9 DPPs reviewed

As mentioned in the previous section that following some guidelines and considerations 9 DPPs were selected from different sectors and sub-sectors (please find details here). Sectoral distribution of the reviewed DPPs are as below;

- Health and nutrition- 02
- Agriculture -02
- Social Welfare- 02
- Education -01
- Water Resources- 01
- Women and Children Affairs -01

Details are presented in the below table (table 2);

Table 2: List of the DPPs reviewed

SI	Name of the Sector (and Subsector)	Title of the DPP	DPP Implementing Organization
I)	Social Welfare, Women Affairs and Youth Development (Women Affairs)	Strengthening Women's Ability for Productive New Opportunities	Local Government Division
II)	Health, nutrition population and Family Welfare (Health and Nutrition)	COVID 19 Emergency response and pandemic preparedness,	Director General of Health Services
III)	Agriculture (Food)	Emergency Multi-sector Rohingya Crisis Response Project)	Ministry of Disaster Management & Relief
IV)	Education and Religion (Primary and mass education)	Fourth primary education development Programme	Directorate of Primary and Mass Education
V)	Agriculture (Crop)	Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication	Agriculture Information Services (AIS)
VI)	Water resources	Flood and River Bank Erosion Risk Management Improvement Program (2 <sup>nd</sup> Revised)	Ministry of Water Resources/BWDB
VII)	Social Welfare, Women Affairs and Youth Development (Social Welfare)	Enhancing living condition of Transgender People in 8 Divisions	Department of Social Welfare
VIII)	Health, nutrition population and Family Welfare (Health and Nutrition)	Maternal, Neonatal, Child and adolescent health (MNC&AH)- 2 <sup>nd</sup> Revised.	Director General of Health Services
IX)	Department of Women Affairs	Enhancing adaptive capacities of coastal communities, especially women, to cope with climate change induced salinity	Department of Women Affairs (DWA),

### C3. Key Findings from DPP review

#### Background

There are 5 specific areas in the background of the gender responsive guideline 2009 where gender issues could be incorporated. Based on those points (indicators), 9 DPPs were reviewed and analysed. The findings demonstrate that out of 9 DPPs, the challenges women face and needs of women are properly analysed in 7 DPPs. Similarly, in 5 DPPs, project situation has been analysed which is caused because of uneven gender relation. Likewise, the specific anticipated impacts on women, children and men are clearly mentioned in 5 DPPs. However, for achieving all these, sex –disaggregated target and data is required which is available in only 3 DPPs.

The above findings unveiled an interesting phenomenon. In the background section of the DPPs where narratives are required – the sections are good to some extent and gender issues have been considered and accommodated. But in the section, where data is required or the target- which requires disaggregation is poorly presented in the DPPs.

Table 3: Findings- gender responsiveness of the reviewed DPPs

Indicators of Gender Responsiveness <b>Background</b>	Reviewed DPPs								
	DPP-1 : Strengthening Women's Ability for Productive New Opportunities	DPP-2: COVID 19 Emergency response and pandemic preparedness,	DPP-3: Emergency Multi-sector Rohingya Crisis Response Project)	DPP-4: 4 <sup>th</sup> Primary Education Development Project	DPP-5: Modernization of Agriculture Information Service .....	DPP-6: Flood and River bank Erosion Risk .....	DPP-7 (Enhancing living condition of Transgender People)	DPP-8: Maternal, Neonatal, Child and adolescent)	DPP-9: Enhancing Adapting Capacities of Coastal communities,
Numbers of women/men and girls/boys targeted in the project addressing their problems/situation in which they live; and the nature of their roles, involvement in and the benefit from the project	Yes	No	No	No	No	No	Yes	Yes	Somewhat
Specific impact of the project issues on both women and men, girls and boys are addressed	Yes	Yes	Yes	No	No	No	No	Yes	Yes
Gender inequalities related to the project situation and barriers faced by women/girls	Yes	No	No	Yes	No	Yes	Yes	No	Yes

are identified and analysed									
Women's particular needs and constraints; project intentions to reduce gender gaps, and result in equal benefit for women/men and/or girls are addressed	Yes	No	Limited	Yes	Yes	Yes	Yes	Yes	Yes

**How the background could be more gender responsive?**

Firstly, the beneficiaries of the DPP titled “Emergency Multi-Sector Rohingya Crisis Response Project” is mainly women and other vulnerable members of the displaced Rohingya community. The DPP will directly engage them in productive activities. But this does not necessarily mean that gender gaps will be reduced. Engaging them only in productive activities indicate that only income will be ensured. There are many other things to do to ensure empowerment or economic empowerment (for example, control over income, decision making on expenditure etc.). Therefore, the DPPs could have added few such activities.

Secondly, in the feasibility study report of the DPP titled “Modernization of Agriculture Information Services and Strengthening Digital Agriculture”, it was suggested that the Agricultural Information & Communication Centre (AICC) to take some income generating activities and awareness, training and motivational programs which could be adapted and as such the number of farmers of both genders can be increased, since the involvement of female participation is rising. However, the project suggested that skill developments trainings would enable women in decision making in their household as they would be able to contribute financially to the family. But by accessing agriculture related information, how this will be achieved by women is not clear. This sounds like over ambitious targets. This could further narrowed down and specified. For example, the DPP could mention that it would increase decision making capacity (through accessing appropriate information) of X number of (%) women in the project area.

Thirdly, the DPP titled “Enhancing Adapting Capacities of Coastal Communities, especially Women, to cope with Climate changed Induced Salinity” recognized that men and adolescent boys are not part of the principle beneficiaries’ for the livelihoods support. Thus, it had put emphasis on gender relations at the household and community levels, with interventions and trainings designed to change norms around women’s mobility and the shifting community perceptions around ‘appropriate’ work for women, and will take a continuous learning approach

to challenges encountered and lessons learned through gender sensitive project evaluations (P-48, first para). This is a good example how a DPP should explain what are the intended change.

## Objective

The findings presented in table 4 (below) indicate that 5 DPPs have explicitly mentioned what benefits and results will be gained by women and men, girls and boys. Likewise, objectives of the 6 DPPs focus on women’s advancement and reducing gender gaps. Even all 9 DPPs were expected to have gender responsive objectives, however, only half of them have it.

Table 4: Findings- Gender Responsiveness of the Objectives of the reviewed DPPs

Indicators of Gender Responsiveness Objectives	Reviewed DPPs								
	DPP-1 : Strengthening Women’s Ability for Productive New Opportunities	DPP-2: COVID 19 Emergency response and pandemic preparedness,	DPP-3: Emergency Multi-sector Rohingya Crisis Response Project)	DPP-4: 4 <sup>th</sup> Primary Education Development Project	DPP-5: Modernization of Agriculture Information Service.....	DPP-6: Flood and River bank Erosion Risk .....	DPP-7 (Enhancing living condition of Transgender People)	DPP-8: Maternal, Neonatal, Child and adolescent)	DPP-9: Enhancing Adapting Capacities of Coastal communities
Do the objectives indicate what benefits and results will be gained by women and men, girls and boys? (Explicit or implicit?)	Yes	No	Yes	No	Somewhat indicated	No	Yes	Yes	Yes
Are objectives focus on women’s advancement and reducing gender gaps?	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes

## How the objective of the DPPs could be more gender responsive?

There are enormous scopes to improve and integrate gender issues in the objectives of the DPPs. How the objectives could be better gender responsive are explained in below points with examples.

Firstly, although objectives of the DPP titled “4<sup>th</sup> Primary Education Development Project (Jan2018-June 2023)” do not directly focus on women’s advancement and reducing gender gaps, but the project made sure that 60% of the teaching positions are filled among women candidates. But there were scopes of reducing gender gaps further. Girls drop out from school more than boys



because of their social restrictions. So, special focus should have been given to retention of girl child in school.

Secondly, the objectives of the DPP titled “Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication” only focus on increasing the capacity of agricultural information service and to create awareness among farmers by readily available modern agriculture information the help of media. Modernization of agriculture tend to exclude women in engaging them in works related to mechanization. The project could have aspects (information or training for women farmers) of modern technology adaptation and usage which potentially can facilitate women’s better access to modern technology in agriculture.

**Strategy:**

What extent the strategy was gender responsive and connected with larger development objectives of the country was revealed by the review. Out of the 9 DPPs, it has been found that outcomes and outputs of the 4 DPPs are linked with 7<sup>th</sup> FYP and NWDP 2011. There were 3 DPPs which found to outputs and outcomes which are consistent with more than one strategic document of the country. In contrast, there were only 3 DPPs whose have explicit mention about the MTBF and BCI standard.

*Table 5: Findings: Gender responsiveness of the Strategy section of the DPPs*

Indicators of Gender Responsiveness Strategy	Reviewed DPPs								
	DPP-1 : Strengthening Women’s Ability for Productive New Opportunities	DPP-2: COVID 19 Emergency response and pandemic preparedness,	DPP-3: Emergency Multi-sector Rohingya Crisis Response Project)	DPP-4: 4 <sup>th</sup> Primary Education Development Project	DPP-5: Modernization of Agriculture Information Service.....	DPP-6: Flood and River bank Erosion Risk .....	DPP-7 (Enhancing living condition of Transgender People)	DPP-8: Maternal, Neonatal , Child and adolescent)	DPP-9: Enhancing Adapting Capacities of Coastal communities,

Do the outcomes and outputs contribute to any of the key NSAPR goals for women's advancement and rights? : (Annex-A)- social advancement- economic advancement- political advancement- fulfilment of women's legal and other rights	7th FYP, NWDP 2011	7th FYP, perspective Plan	NWDP 2011	7th FYP, NWDP 2011	7th FYP	Not Mentioned	NWDP 2011	Not Mentioned	Not Mentioned
Do the outcomes and outputs contribute to any of the BC1 Standards of MTBF? : (Annex-5B)	Yes	No	Not Mention	Yes	No	No	No	Yes	No

**How the Strategy of the DPPs could be more gender responsive?**

There are number of ways by which the strategic part of the DPP would be more gender responsive. Two examples are given below;

Firstly, findings indicate that in the intervention strategy of the DPP “Flood and River bank Erosion Risk Management Improvement Program”, it has been mentioned the outcomes and outputs will only benefit women by employing them in wage earning activities but it does not address other issues, such as, women’s social safety and reduction of probable vulnerabilities and risk caused by disaster. Women and men experience and affect by disaster differently. Need and experience of women before, during and after disaster area also different. Therefore, the project should have some sort of strategy that could potentially reduce risks and vulnerabilities of women which is caused by river erosion or flood.

Secondly, the DPP titled “Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication” directly relates to the 7<sup>th</sup> five-year plan regarding strengthening agriculture services but the outcomes and outputs do not directly contribute to women’s advancement and rights (P-14). The DPP included notable women participation in trainings and seminars. It would include special activities for women in their publishing and video materials. However, this may remain within token participation unless there is specific objective and targets to achieve. The DPP claims that this would enable women to participate more in decision making (P-23, Point- 24.4). The DPP could have some activities to

sensitize women and build confidence regarding informed decision making, mechanization of agriculture. Even the project's priority touches key points of NWDP 2011 (points 25, 26 of Page-18), it could have more since new technologies are being introduced in agriculture sector which requires to be gender sensitive too.

### Component- wise Annual Phasing and Procurement Plan

The findings presented in below table (table 6) indicate that only 3 DPPs have adequate inputs and allocation in the project to implement gender equality activities, while in 2 DPPs some extents inputs and allocation are available to do the same. The situation is even worse in case of specific allocation that would contribute to benefit women and reduce gender gap. In the table below (table 6) it is seen that only 2 DPPs have clearly mentioned about the proportion of the allocation that will contribute to benefiting women and reducing gender gaps.

Table 6: Findings- gender responsiveness of the Component wise Annual Phasing and Procurement Plan in the DPPs

Indicators of Gender Responsiveness <b>Component - wise Annual Phasing and Procurement Plan</b>	Reviewed DPPs								
	DPP-1 : Strengthening Women's Ability for Productive New Opportunities	DPP-2: COVID 19 Emergency response and pandemic preparedness,	DPP-3: Emergency Multi-sector Rohingya Crisis Response Project)	DPP-4: 4 <sup>th</sup> Primary Education Development Project	DPP-5: Modernization of Agriculture Information Service.....	DPP-6: Flood and River bank Erosion Risk .....	DPP-7 (Enhancing living condition of Transgender People)	DPP-8: Maternal, Neonatal, Child and adolescent)	DPP-9: Enhancing Adapting Capacities of Coastal communities,
Are there adequate inputs and allocation in the project to implement gender equality activities?	Great extent	Partially presented	Not clearly presented	Not clearly presented	Not clearly presented	Not clearly presented	Partially presented	Great extent	Great extent
Is it clear what proportion of the allocation will contribute to benefiting women and reducing gender gaps?	Partially presented	Not clearly presented	Not clearly presented	Not clearly presented	Not clearly presented	Not clearly presented	Not clearly presented	Not clearly presented	Partially presented

### **How the Component -wise Annual Phasing and Procurement Plan of the DPPs could be more gender responsive?**

Like the previous sections, there are number of ways to make this section to be more gender sensitive. For example, in the DPP titled “Flood and River bank Erosion Risk Management Improvement Program” which deals with reducing risks and vulnerabilities caused by flood and river erosions. While it is clearly evident that in natural calamities, women are more and differently affected than men. Therefore, the DPP should have some separate allocations for women. In fact, there were scopes to reduce gender gaps within disaster response and building resilience. Gender transformative activities could help both. The project could have included women specific segments in livelihood support program and community-based disaster management program.

Similarly, the DPP titled “Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication” acknowledges that since the involvement of female participation is rising, therefore, it could have separate allocations for female participants. As men and women will work on the field together, social/gender transformative activities should have been introduced to reduce gender gaps (Page-7, Feasibility report). Without having specific allocation, it would not be possible to understand what is happening for what and how.

Lastly but not the least, the DPP titled “Emergency Multi-sector Rohingya Crisis Response Project” is a gender sensitive project. One of the main beneficiaries’ group of the project is women. Thus, there should have been adequate inputs and allocation in the project to implement gender equality activities. But as the focus of the project is to enhance social resilience, they did not include any gender equality related activities. Most importantly, men/husbands were not included anywhere in the process of project delivery. They need to be part of the process, even main focus remains on the main affected group.

### **Monitoring, Reporting and Evaluation**

The DPP review findings presented in the below table (table 7) indicates that gender-equality performance Indicators (for project outcomes and outputs) have been identified effectively in 2 DPPs and partially in 1 DPP only. This is very important element for tracking progress and document impacts on its target group. For understanding and documenting impacts of any development project on women or any other target groups, gender equality performance indicator is inevitably required.

Table 7: Gender Responsiveness of the Monitoring, Reporting and Evaluations in the DPPs

Indicators of Gender Responsiveness <b>Monitoring, Reporting and Evaluation</b>	Reviewed DPPs								
	DPP-1 : Strengthening Women's Ability for Productive New Opportunities	DPP-2: COVID 19 Emergency response and pandemic preparedness,	DPP-3: Emergency Multi-sector Rohingya a Crisis Response Project)	DPP-4: 4 <sup>th</sup> Primary Education Development Project	DPP-5: Modernization of Agriculture Information Service...	DPP-6: Flood and River bank Erosion Risk .....	DPP-7 (Enhancing living condition of Transgender People)	DPP-8: Maternal , Neonatal, Child and adolescent)	DPP-9: Enhancing Adapting Capacities of Coastal communities,
Have gender-equality performance Indicators (for project outcomes and outputs) been identified?	Partially presented	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Great extent	Great extent

**How the Monitoring, Reporting and Evaluation of the DPPs could be more gender responsive?**

Men and women are affected differently in emergency context, and most of the cases women suffer more from negative impacts and shoulder more responsibilities for disaster induced situation. Therefore, gender-based needs should be considered while developing any project. For that gender equality performance indicators were required in the DPP titled “COVID 19 Emergency response and pandemic preparedness”, which aimed to deal with Covid 19 pandemic situation.

Similarly, in the DPP titled “Emergency Multi-sector Rohingya Crisis Response Project” women are one of the main beneficiary group of the project, but there is no gender-equality performance indicators. But as this is an emergency response project, there were scopes to bring about gender equality in the community. In emergency refugee context, men and women are affected differently, such as, violence against women is a major concern for women and increased involvement in crimes is a major concern for men. The given indicators did not address different gender needs.

However, in the DPP titled “Flood and River bank Erosion Risk Management Improvement Program”, it has been mentioned that the local contractors have agreed to submit monthly progress reports to PMU using sex-disaggregated data, where the wage rates, number of laborers with working days and other facilities for workers will be included. The field staff of BWDB were briefed about gender-related requirements and the PMU has agreed to have a close monitoring and supervision on the ongoing construction works and collection of sex-disaggregated information and data. This is something which is expected in all DPPs. This can be considered as good example of gender responsive monitoring, reporting and evaluation section of DPP.

### Effective Application of the Gender Responsive Guideline 2009

Besides following the 5 specific areas of DPP Guidelines 2009, the DPP review also revealed some interesting findings around the practice of the guideline. These are mentioned below;

#### **I) Inclusion of social transformative activities**

There are some practices found in the reviewed DPPs such as inclusion of activities that would directly or indirectly contribute to the social transformation. For example, in one of the reviewed DPPs (DPP titled “Enhancing living condition of Transgender People)” some of the proposed activities have been found to aim to transforming gender norms and relation in the household and community level. This is something very positive. However, it should be noted that the project is under MoWCA and is on gender issues. The DPP review findings indicate the same which has presented in the below text box.

The project will lessen the burden of unpaid work of women and girls by aiming to transform the role of women in their communities, at the intra-household level and at the community level. The interventions will thus be gender-transformative in changing women’s role many aspects of their lives. The project applied barriers and opportunities analysis with a gender lens and aimed to strike a balance between interventions which account for women’s preferences and existing social constraints due to cultural norms and beliefs.

Ref. (DPP: Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity , P-47, point-24.4)

However, the project has indicators mostly to assess economic advancement/change among women’s economic empowerment but it does not include the indicators that can depict social transformation and gender equality achieved. The DPP could have added some indicators that would assess gender equality.

## II) Engaging women as active agents of change

Like the previous point, in the same project it was also found that women has been considered as active agents of change rather than passive beneficiary. In the DPPs (DPP titled “Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity”) it was clearly cited.

- The project targets to increase resilience of health and well-being, and food and water security of the coastal communities. The community will get empowered, **especially women, as ‘change-agents’**. The project will capacitate women to diversify to resilient livelihoods and implement adaptive livelihood strategies in face of worsening salinity (DPP 9, P-20).
- Access to reliable, year-round, safe drinking water enables the communities, especially women and girls in targeted households, to invest the resulting time and cost savings and health co-benefits in income generating and/or educational opportunities further reducing their vulnerabilities to climate change.

Ref: (DPP: Enhancing adaptive capacities of coastal communities, especially women, to cope with climate change induced salinity, P-20, para-2)

The project has also included list of gender transformative indicators.

## III) Inclusion of men in gender specific project targeting at women

The review also found that there are some projects (“DPPs “Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity”, “Enhancing living condition of Transgender People”, and “Strengthening Women’s Ability for Productive New Opportunities (SWOPNO)”) that aim to bring gender equality. In the project delivery approach, the project considers men as key stakeholder of the project that targets women as ultimate beneficiary and there are plans to engagement- which can be considered something as game changing action.

## IV) Mainstreaming of socially excluded group

There also good example that one of the DPPs, have considered socially excluded community and their mainstreaming issue has been prioritized.

It is a gender specific DPP, which is regarding transgender community. So, there are no specific information on gender inequalities related to the project situation and barriers faced by women/girls are identified and analyzed.

Ref. ( DPP title: Enhancing living condition of Transgender People)

### **V) Addressing gender based violence and SRHR issues in women focused projects**

In the same project where many gender related good practices were found has component of gender based violence which is very common form of discrimination against women. The DPP also includes issue of sexual and reproductive health rights (SRHR) of women.

### **VI) Sex disaggregated data available in some DPPs**

Among the 9 DPPs, only 3 DPPs found to have some level of disaggregated data, particularly the projects which are either on gender issues or related to women economic empowerment. In one of the DPP review findings (in below text box) indicate that there are further scopes for sex disaggregation in target setting. While target is not sex disaggregated, data collection or identifying impact in sex-disaggregated way would unlikely to happen. Evaluation or impact assessment may not also include sex- disaggregation and unlikely to have critical analysis on different level of impact on different group of people in the project area.

- The DPP targets 5,50,000 displaced Rohingya population (P-13, Point-13).
- There is no sex disaggregation data for target population. But at-risk youth, women and children, disabled persons and the elderly will be directly engaged in labor-intensive public works or serve as community volunteers (P-21, activity-1.5).
- Community engagement activities will strengthen community resilience. The targeted beneficiaries who participate in these activities will be paid stipends and/or labor wages. (Pp-21, 22, point-1.5).

Ref. (DPP title: Strengthening Women’s Ability for Productive New Opportunities (SWOPNO) )

However, this kind of example can be shared with officials responsible for project planning and reviewing, particularly during professional training at National Academy for Planning and Development (NAPD).

### **VII) Focus on different dimensions of gender or women empowerment**

In many DPPs (For example, DPP titled “Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication”, DPP titled “Flood and River bank Erosion Risk Management Improvement Program”, and DPP titled “Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity”), it has been found that the term women empowerment is very loosely written. To substantiate that point the DPPs only focused on some tertiary income earning activities (only economic growth) but very limited concentration on overall women’s economic empowerment.



Even in gender or women empowerment related project, focus remains on women's economic empowerment only, other important issues ignored.

## Overall gaps in addressing gender responsiveness: Findings from KII

### I) Structure of the gender responsive guideline

The structure of the gender responsive guidelines was an important concern. The outlook of the guideline was not reader friendly. It has been found that too many components and complexity of the guideline prohibits its users from following and using it. Therefore, the gender responsive guidelines found to be very complex and unfriendly to its intended users. One of the KII respondents (DPP reviewer) mentioned as below;

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*It needs modification. It has to be revised and made simple, user-friendly. And it has to be made part of DPP by making the language easy and bringing it into one page document.*

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### II) All officials responsible for project planning and reviewing are aware about the clause 23 (iii) of the DPP format but concepts were poor

Almost officials responsible for project planning and reviewing are aware that there is section in the DPP format where they need to write something related to women/gender and children. For example in a KII with one of the officials responsible for project planning, he mentioned that,

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*There is a clause in the DPP guideline. Without filling up that, we cannot finalize DPP. So we do it when we work on DPP.*

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But the study could not find any systematic guideline that they follow to complete that section. Rather it was revealed in the interview that this is one of the sections which they fill up 'just to fill up'- there is nothing serious concern they feel while they fill it up. Neither the contents of this sections were written through careful thought nor through basic analysis.

### III) Some of the donor funded projects address gender issues well

It has been found that some of the projects (for example DPP titled "Strengthening Women's Ability for Productive New Opportunities (SWOPNO)", DPP titled "Flood and River bank Erosion Risk Management Improvement Program", DPP titled "Maternal Child, reproductive and adolescent health") which are funded by donors address gender issues at the beginning of the

project design and follows throughout the project stages. Since there is risk of withdrawal of the fund if gender issues and other compliances of donor are not met properly, that is why officials responsible for project planning try to incorporate gender issues in the DPP. One of the KII respondents (officials responsible for project planning) in a discussion mentioned below;

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*Gender issues are considered in donor funded projects, but not in government projects. If we do not meet donor criteria, donor will withdraw fund. In this case, we will be questioned by higher authority. We want to avoid this.*

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It was also revealed in the KII with officials responsible for project planning that those DPPs were written by external consultants who have time and expertise and likely to incorporate gender.

#### **IV) Specificity of women's benefit**

As mentioned in earlier section that almost officials responsible for project planning and reviewing are aware about the clause 23 (III) of the DPP format, however information in this section is not also rich. There is lack in specificity of women's benefits the project aims to contribute. It seems the section is written from more of compliance perspective. For example, one of the DPP reviewers mentioned,

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*Most parts of recommendation section are taken on broader term. Without specifying men-women, gender issues come up as part of improving life quality. In general, everyone is benefitted.*

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#### **V) Circulation of the guideline**

All the officials responsible for project planning with whom the KII were conducted, none of them could recognize the "gender responsive guideline for DPP". They are totally unaware about this. They started asking the study team regarding basic information of the guidelines. Similarly, except one, all DPP reviewers with whom the KII were conducted also are in the same pace. One of the DPP reviewers during the KII shared as below;

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*We haven't seen that guideline. We don't even consider that while reviewing DPP. Because we haven't received any copy of that or any instruction that it has to be followed.*

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## **VI) There is no observation note on Gender (by reviewers)**

There is practice to write observation notes while the DPP is placed to PEC meeting. Out of the 9 DPPs reviewed, the study has found 2 DPPs with observation notes (attached with DPP). However, none of the DPP observations has any issue/ comments or feedbacks on gender.

### **Observation Notes of PEC Committee**

#### **Nothing About Gender in the**

1. "Covid-19 Emergency Response and Pandemic and Preparedness" and
2. "Fourth Primary Education Development Program" DPPs have PEC meeting minutes but there is no mention of Gender related issues.

One of the KII respondents (reviewer) mentioned,

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*How many observation notes will we write? It can be so long if we add issue like gender. So, we just focus on key issues (for example procurement). Even, in many cases, the list of the observation goes to 40-50. If we write more observation notes, then higher authority would feel that we have negative impression (bad intension) about the project.*

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## **VII) What are being checked at PEC meeting are made available in the DPPs**

It has been found by both DPP review and interview with officials responsible for project planning and reviewing that the points and sections of the DPP which are being critically reviewed and checked at the Project Evaluation Committee (PEC) meeting, those points are being taken seriously by the officials responsible for project planning. They give emphasis to fill up those sections more carefully than other. During KII with officials responsible for project planning, one of the KII respondents (officials responsible for project planning) mentioned,

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*We have many things to do and many issues to add in the DPP. What we do, we also prioritize. In this case, we prioritise the issues what are being critically checked or reviewed in the PEC meeting.*

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## C4. Capacity and knowledge among officials responsible for project planning and reviewing to uphold gender responsiveness

### I) Limited understanding on gender issues

Incorporating gender issues into DPPs by officials responsible for project planning and reviewing requires good understanding on gender issues and its different associated strategies. The study finds that there are gaps in terms of understanding on gender. One of the KII respondents (DPP reviewer) has highlighted this problem,

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*Gender does not mean women only. There is conceptual gap. Before implementing the guideline, MoWCA needs to work with the concept of gender.*

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### II) Inadequate skills and experience to design and review DPP with gender lens

Likewise, skills and experience of the officials responsible for project planning and reviewing to review DPPs with gender lens are also lacking. It requires intensive skills development effort. In an interview with one of the KII respondents (DPP Reviewer), it was pointed out with strong emphasis.

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*Those who prepare DPP, lack in conceptual knowledge on gender. They do not understand women's concerns. Individuals responsible for preparing DPPs must consider real situation.*

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## C5. The areas for improvement in the existing guideline and aspects need to consider

### I) Simplification of the guidelines

Through the KII with the officials responsible for project planning and reviewing, it has been found that even awareness on the gender responsive guideline was limited, but when they have got it<sup>2</sup> during the interview, they found it very complicated to understand and identify what they were supposed to do. Therefore, this needs to be simplified.

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<sup>2</sup> From the study team. In some cases, they have downloaded before the KII.

## **II) Adding practical examples with guidelines**

It is very common practice that any kind guideline add some practical examples. In this case, it was not found. Therefore, in the future if the guideline is revised, it would be useful to have some practical examples against each of the areas or indicators.

## **III) Adding some gender related standard questions for project evaluation (IMED)**

To mainstream gender into development programs, it requires multi-level push. Besides, motivating officials responsible for project planning to add this, officials responsible for project reviewing also need to bring it into regular practice checklist (at least in the PEC meeting). Similarly, IMED needs to add few questions as part of common standard for evaluating any development project.

## **IV) Formatting of the guideline**

The formatting style is another weakness. There are many user friendly presentation style for a bi-lingual document. Any of those can be adopted. It has to be reader friendly.

## **V) Guideline for assessing level of gender responsiveness of the DPP**

There was lack of instruction on how to review and score the DPP following set of sectoral indicators/checklists. This could have enabled to scaling the level of gender responsiveness of the DPP (great extent, some extent, not at all) based on summary score. Similarly, step by step processes of gender responsiveness through DPP, for example; a) how to conduct gender analysis during context analysis and selection of project, b) how to set gender target of the project and its linkage with project objectives, c) how to set indicator d) How to ensure gender budgeting and e) how to assess impact of the project in line with gender responsiveness etc. The guideline could have provided sector specific standards followed by checklist/tip sheet. This part could provide examples on how a sector specific gender responsive DPP look like.

## **SECTION D: GAP AND RECOMMENDATIONS**

There are many gaps in current practice in using of Gender Responsive Guideline for DPP. These are briefly mentioned below.

### **D1. Major gaps**

#### **I) Lack of Awareness about the guidelines**

To use the guideline, officials responsible for project planning and reviewing of DPPs need to be informed of the guideline and its contents. The study revealed that most of the interviewed officials responsible for project planning and reviewing were unaware of the gender responsive guideline. There was also no mention in the reviewed DPPs whether these followed the guideline or not during development and review process. After approaching the KII respondents, some of them downloaded the guideline, some asked the consultant to share the guideline with them. Many of them asked who developed it, who circulated it, was there any training on the guideline etc. One of the KII respondents <sup>3</sup>,

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*We don't know whether this sort of guideline exists. I am seeing this for the first time in your hand.*

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## **II) Lack of supervision or monitoring on use of the guidelines**

Supervision or monitoring is needed for any policy or guideline implementation. The gender responsive guideline was developed 10 years ago. Within this time, no functional monitoring body has been created or assigned to monitor the implementation of the guideline as part of the DPPs. Even it is expected that MoWCA would monitor the guideline implementation, it was found throughout the study that MoWCA did not lead any monitoring or supervision of the guideline. As a result, this guideline is disregarded by the official while DPPs formulation and review. One of the KII respondents said,

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*Why it was not monitored whether this guideline is being implemented or not? It must be followed up!*

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## **III) Lack of leadership of the lead agency**

There was an expectation from all the stakeholders from MoWCA to get support and mentorship on mainstreaming the guideline. The gender responsive guideline was developed by MoWCA and it was circulated by Planning Commission. DPP related concerns are shared in PEC meetings before final approval. This is an effective platform to ensure gender responsiveness in DPPs. But the study identified that MoWCA is often absent in these meetings. As such the not addressing

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<sup>3</sup> Female, 15 Years in Public Service, Planning Commission

gender aspects in DPPs remain ignored and unquestioned. One of the KII respondents (DPP reviewer) in an interview mentioned that,

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*MoWCA needs to come in the PEC meeting regularly, they can join through Zoom, if they have problem to join physically (/ lack of staff). If they present in the meeting, they can bring gender issues properly. They will be asked to provide their opinion. Most of the DPPs aim to enhance people's wellbeing. So, there should be something related to gender in each and every DPP.*

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#### **IV) Lack of capacity building efforts**

Training is essential to operationalize any guideline. Authorised officials needed to be trained on the conceptual aspects and technical usage of the gender responsive guideline. At the beginning of circulation of the guideline, there was some efforts to arrange training and develop capacity among the officials. But this was not continued. The study identified that no training sessions were arranged in recent years on the guideline for the officials. There remained a knowledge and skill gap whenever a trained official was transferred to another department or ministry and new officials took over these positions. One of the KII respondents said,

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*Users need to become familiar with this guidelines and interpret it in practical use. Training is required to develop these skills.*

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#### **V) Lack of binding or mandatory condition (like ESIA)**

This study has documented that this guideline needs to be incorporated as a part of DPP. There is no specific obligation on the officials who develop and review DPPs on using the gender responsive guideline. While reviewing the DPPs, incorporating Environmental and Social Impact Assessment (ESIA), needs assessment and such other components have been found as obligatory to be included in the DPP. MoWCA developed the guideline but it was not clear to what extent the officials are obligated to follow the guideline during development and review of DPP.

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*We are not clear about how much are we bound to use this? If its approved from higher authority then why it's not in use! It should be part of DPP approval procedure or format rather than additional guideline.*

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*In sharing similar experience, one of the KII respondents (DPP reviewer) mentioned as below;*

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*I have been working here since 2011. I have never seen or used this. This is not a part of the DPP format. Is there any binding to use it? If it is passed from higher authority, why have I never been questioned for not using it?*

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Therefore, it is clear that both officials responsible for project planning and reviewing were not clear about their roles and scope of the guidelines.

#### **VI) MoWCA's absence in PEC Meeting (planning commission)**

Project Evaluation Committee (PEC) meeting is the final approval stage of any project. All stakeholders from general economic division, programming division, finance division and all others from planning commission and concerned ministries attend these meetings. Cross-cutting issues are addressed in PEC meetings. It has been found that representation from MoWCA in these meetings is consistently absent. As a result, gender responsiveness related gaps in DPPs are not addressed at all. So, stakeholders from other sectors feel that these issues are not necessary to address. One of the KII respondents said,

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*I have never found any representation from MoWCA in any PEC meeting during my professional life. I have phoned them to attend but got no response.*

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#### **VII) Quality of logframes**

Logframes are crucial to guide and support any project implementation and ensure project quality. The study revealed that there is skill gap to develop efficient logframes. Project's implementation monitoring depends largely on well-structured logframes. Although logframe was found in all reviewed DPPs, they were done just for doing. Among the reviewed projects, only women specific projects consisted well-structured logframes and met all the required elements. For example, DPP titled "Strengthening Women's Ability for Productive New Opportunities (SWOPNO)" and DPP titled "Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity" have this concern.

#### **VIII) Lack of in-depth feasibility study**

In-depth feasibility studies are necessary to highlight comprehensive picture of specific area. Any project exceeding budget of 50 crore taka needs to have feasibility study. It has been found that out of 9 reviewed DPPs, 7 projects had budget over 50 crore taka. But only one project had feasibility report ("Modernization of Agriculture Information Services and Strengthening Digital



Agriculture Information & Communication”). Lacking of the projects in terms of feasibility study was found in interviews as well.

## D2. Recommendations

Based on the above findings, the study proposes the following recommendations.

### 1. Revising the gender responsive guidelines 2009:

If the guideline is expected to be used by all officials responsible for project planning and reviewing, then it needs to be revised and made simple. In addition, the revised guideline should contain the following things;

- a) **Simplification of the guidelines:** Given the level of workload of the officials responsible for project planning and reviewing and existing knowledge on gender issues, it is very important that the guideline remains very short and simple. Otherwise, it will remain in the bookshelf and will hardly be used.
- b) **Sectoral guidelines for DPP development and review:** It has also been found the generic guideline for all sectors did not work out. Therefore, if the generic guideline can be further detailed out in sector specific way that would be more useful. Therefore, taking the overall guidance from the generic guideline, the guideline should have sector specific guideline. For example, “Gender Responsive Guideline for DPP: Agriculture sector”. The document should be precise (not more than 2 pages) and with non-technical term.
- c) **Categorization of DPP:** As mentioned in the previous sections, there are some DPPs (which were reviewed under this study) where gender issues were addressed and there are some DPPs which are on gender issues or primary aim to contribute gender equality. In contrast, there are also some DPPs where gender issues were missed out. Considering the extent of gender considered in the DPPs, DPPs can be categorized into different levels.
- d) **Sector specific indicators:** Generic indicators will not be helpful since use of the existing guideline was in very limited level and required skills and knowledge of the officials responsible for project planning and reviewing were found to be a concern. Thus, whether the gender responsive guideline has sectoral component or not, but it is important to have sector specific indicator to assess the DPP and track the progress against the targets.
- e) **Sharing a sample gender responsive DPP:** Since there is a gap in knowledge and required skills among the officials responsible for project planning and reviewing to apply the gender responsive guideline, thus in addition to circulating the guideline in a wider scale, it is also important to have a sample DPP which is been developed following the gender responsive guideline.

- f) **Sex disaggregated targets in logframes:** Different kind analysis depend on what extent the logframe has sex disaggregated targets. While through reviewing the 9 DPPs, it has been realised that the logframe in DPP can be further improved and sex-disaggregation in the targets has to be more robust.
- g) **Language and formatting of the document:** The present format of the document is not user friendly. Translation into Bengali has been added after each of the paragraph. This needs to be avoided. This should be either two separate document – one in Bengali version and one in English version. Alternatively, two versions can be in one document but then the Bengali version should be at the beginning of the document and English can be also added from other side of the document.

## **2. Institutional role to consider this guideline as mandatory for DPP**

- a) It is very important that the DPP format must include gender responsiveness to areas as mentioned in the guideline and revised guideline must be included as annex for DPP manual.
- b) Addressing gender responsiveness into DPPs and measuring score for gender responsiveness of DPP need to be mandatory for getting approval.
- c) It needs to be fixed on who is authority of this guideline to check whether it is being followed or not.
- d) Getting review statement or comments on Gender Responsiveness for any DPP from MoWCA can be a mandatory option.

## **3. Effective role of the lead agency ( MoWCA)**

To ensure effective use of the guideline, MoWCA has important roles to play;

- a) **Ensuring presence in PEC Meeting:** In the study, it was found that PEC plays very important role in taking final decision regarding any DPP. While all respective sectors and ministries share their observations on the DPP, MoWCA can do the same if they present in the meeting. Therefore, MoWCA should take initiate to ensure their representation in the PEC meeting.
- b) **Regular monitoring by lead agency:** Lead agency needs to own the document and play a better role to ensure that all respective officers and department are aware about the document and take proactive initiative to follow the guideline. In addition, it is also important to monitor the progress- 'how the guideline is being used'. Lead agency in collaboration with programming division (planning commission) can conduct periodic monitoring. This

can be done bi-annually by reviewing sample selected DPPs. It is assumed that it would have positive impact

- c) **Arranging seminars and workshops for capacity building:** Once the guideline is revised, it is important to have multi-level initiative to build capacity of the officials responsible for project planning and reviewing of the DPP. It should not be one time event, rather it should have period event by different names (workshop, training, refresher training, follow up meeting, stock taking and planning workshop etc.). There should be some initiatives by the lead agency or the planning commission in every alternative quarter (for the 2-3 years once the guideline is revised).

#### **4. Institutional capacity building on this guideline**

For effective use of the guideline, there is need to build institutional capacity who will be leading the process, officials responsible for project planning and reviewing All these institutions should have comprehensive and common understanding on the guideline and its processes. This has to be periodic since all officials responsible for project planning and reviewing get transferred after a while. MoWCA in coordination with Programming Division of Planning Commission should take the lead.

#### **5. One pager on the guideline (communication materials)**

A one pager document needs to be developed and shared across all sectors of planning commission, different departments and ministries. This should be more of external facing document and should be written in non-technical language so that everybody can get basic understanding by reading this. The document should also aim to create interest of the officials responsible for project planning and reviewing to get detail document. The link of the detail document can be shared with this one pager.

#### **6. Wider circulation of the gender responsive guideline**

Since it has been found strongly that there was huge lacking in terms of circulation of the guidelines. For mainstreaming the gender responsive guideline, there is no alternative but to circulate it in a wider scale. Therefore, immediate action needs to be taken to circulate widely. Both planning commission (programming division) and MoWCA need to collaborate and support each other for wider circulation of the guideline.

#### **7. Engaging all stakeholders before finalizing the guidelines**

The study has found that there was lack in 'buy-in' of the gender responsive guideline among respective need to collaborate and support each other for wider circulation of the guideline. It is very important that all key departments, ministries and planning accept the document. They should find it useful and relevant for their work. Therefore, it is essential to engage all key stakeholders in the process of revising the guideline.

### D3. Potential Elements for Revised Guidelines:

In the recommendation section, the study recommends for thorough revision of the existing gender responsive guideline 2009. Since this study also had opportunity to review some selective DPPs and conducted KII with both officials responsible project planning and reviewing, thus, this study also identified few areas which should be included in the revised guideline. There are four elements to cover;

- Introduction- which should cover objectives of the guidelines and instructions for the guidelines.
- Guidelines for Preparing gender responsive DPP- this may include general guidelines and sector specific guidelines.
- Guidelines for assessing gender responsiveness of the DPPs – this should have notes how to review the DPP and score the DPP following sector specific indicators.
- Sample gender responsive DPP- this part have a sample DPP which covers all gender issues adequately. See details in [annex](#).

## SECTION E: CONCLUSION

MoWCA with an aim to mainstreaming gender aspects into development interventions of Bangladesh, developed gender responsive guideline in 2009. After 10 years of its formulation, the study has found that the guideline is largely absent in the process and development of the DPPs. There are some instances when gender issues are being properly added in the DPPs – but those happened because of external support for development of the DPP. After formulation of the guidelines, there were some required initiatives which were not taken. Thus, the study proposes number of recommendations including suggestion to revise the guideline and make it precise and user friendly.

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## ANNEXURE:

### 1. List of the KII Respondents

SI No	Name	Designation & Department
1.	Meer Ahmed Tariqul Omar	Deputy Secretary (Deputy Chief), Physical Infrastructure Division, Planning Commission
2.	Jannat-UI-Ferdous	Pamsteck Wing, Socio-Economic Infrastructure Division, Planning Commission
3.	Nasrin Sultana	Senior Assistant Chief, Health Wing, Socio-Economic Infrastructure Division, Planning Commission
4.	Shibir Bichitro Barua	Deputy Chief Irrigation Wings, Agriculture, Water Resources and Rural Institutions Division, Planning Commission
5.	Md. Mizanur Rahman Talukdar	Senior Assistant Chief Irrigation Wings, Agriculture, Water Resources and Rural Institutions Division, Planning Commission
6.	Md. Saifur Rahman	Senior Assistant Chief Irrigation Wings, Agriculture, Water Resources and Rural Institutions Division, Planning Commission
7.	Yasmeen Parveen	Joint Chief Food and Fertilizer Monitoring Wing, Agriculture, Water Resources and Rural Institutions Division, Planning Commission
8.	Dr. Md. Mustafizur Rahman	Joint Secretary (Planning & Statistics), Scyswam Wing, Socio-Economic Infrastructure Division, Planning Commission
9.	Dr. Nurun Nahar	Joint Chief , Programming Division and Project Director , National Resilience Programme, Planning Commission
10	Dr. Tanjir Saif Ahmed	Executive Engineer, Bangladesh Water Development Board
11	Kartick Chandra Chakraborty	Director, Agriculture Information Services (AIS)
12	Jakir Hasnat	Information Officer, Agriculture Information Services (AIS)
13	Netai Chandra Dey Sarker	Deputy Director (MIM), Department of Disaster Management (DDM).

## 2. List of the DPPs reviewed

SI	Name of the Sector (and Subsector)	Title of the DPP	DPP Implementing Organization	Financial Source	Financial Year/Project Duration	Justification	DPP Reference
1.	Social Welfare, Women Affairs and Youth Development  (Women Affairs)	Strengthening Women's Ability for Productive New Opportunities (SWOPNO)	Local Government Department	UNDP , SDGF & BSRM	01/04/2015-31/12/2020	Out of 5 organizations, this seems more relevant to resilience issue. This is only project under this organization.	Sl. 34 Page- 568 ADP 2020-21
2.	Health, nutrition population and Family Welfare (Health and Nutrition)	COVID 19 Emergency response and pandemic preparedness,	DG Health Services	World Bank	01/01/2020-30/06/2023	Foreign aid funded project.	Sl. 24 Page- 518 ADP 2020-21
3.	Agriculture ( Food)	Emergency Multi-sector Rohingya Crisis Response Project)	Ministry of Disaster Management & Relief	IDA	01/09/2018-31/08/2021	Relevant to resilience.	Sl. 63 Page- 48 ADP 2020-21
4.	Education and Religion (প্রাথমিক ও গণশিক্ষা মন্ত্রণালয়)	4 <sup>th</sup> Primary Education Development Project ( Jan2018-June 2023)	Directorate of Primary Education	not mentioned	01/01/2018-30/06/2023	Foreign aid funded project. Project started in 2018 and still continuing	Sl. 270 Page ADP 2018-19
5.	Agriculture (Crop)	Modernization of Agriculture Information Services and Strengthening Digital Agriculture Information & Communication	Agriculture Information Services (AIS)	Not mentioned	01/01/2018-30/06/2020	Implemented by AIS	Sl. 41 Page- 40 ADP 2020-21
6.	Water resources (Ministry of Land)	Flood and River bank Erosion Risk Management Improvement Program	Ministry of land	ADB Netherlands	07/2014-30/06/2020	Only one project in under this sub-sector and its relevant to resilience issue. Sector or sub-sector where life and livelihood of women are	Sl. 6 Page- 130 ADP 2020-21

						heavily engaged	
7.	Social Welfare, Women Affairs and Youth Development (Social Welfare)	Enhancing living condition of Transgender People,	Social Welfare	Not mentioned	01/07/2018-31 /12/2020	Sector or sub-sector where life and livelihood of women are heavily engaged	Sl. 8 Page- 558 ADP 2020-21
8.	Health, nutrition population and Family Welfare (Health and Nutrition)	Maternal Child , reproductive and adolescent health,	DG Health Services	WHO	not mentioned	Foreign aid funded project.	Sl. 26 Page- 512 ADP 2020-21
9.	Social Welfare, Women Affairs and Youth Development	Enhancing Adapting Capacities of Coastal communities, especially Women, to cope with Climate changed induced salinity	Department of Women's Affairs	MoWCA	01/01/2019-31/12/2024	Project implemented by DWA, project related community resilience	Sl. 27 Page- 566 ADP 2020-21



### 3. DPP Selection Guidelines

1. Number of projects (ADP 2018-2019, 2019-2020, 2020-21).
2. Accomplished project, ongoing project, project under approval.
3. Project related to NRP focused areas. Sector and sub-sector that fall dedicatedly work for gender issues (changing unequal status of women in the society). Projects Implemented by LGED, DDM and DWA.
4. Project in most disaster, poverty prone areas
5. Sector or sub-sector where life and livelihood of women are heavily engaged
6. Sector and sub-sector that are mostly linked with gender issues and gender is an important concern
7. Sector and sub-sector that is commonly considered as gender neutral sector.
8. The sector which is dominantly informal.
9. Balance of urban and rural areas where project is being implemented
10. Balance of GoB and Foreign Fund

#### 4. Format for DPP Review

Indicators to assess Gender Responsiveness of DPP		Findings
Background: Situation Analysis and Rationale (Item 14 of DPP: Background, Objectives, Priority, Rationale, Linkages, Targets, and Outputs/Outcomes)	a) Numbers of women/men and girls/boys targeted in the project addressing their problems/situation in which they live; and the nature of their roles, involvement in and the benefit from the project.	
	b) Specific impact of the project issues on both women and men, girls and boys are addressed	
	c) Gender inequalities related to the project situation and barriers faced by women / girls are identified and analyzed.	
	d) Women's needs and constraints; project intentions to reduce gender gaps, and result in equal benefit for women/men and/or girls/boys are addressed	
	<b>Analysis</b>	
Objectives (Item no.3 of DPP: objective of the project)	a) Do the objectives indicate what benefits and results will be gained by women and men, girls and boys? (Explicit or implicit?)	
	b) Are objectives focus on women's advancement and reducing gender gaps?	
	<b>Analysis</b>	
Strategy (Item 24 of DPP)	a) Do the outcomes and outputs contribute to any of the key five-year plan goals for women's advancement and rights? (Annex-A)	
	b) Do the outcomes and outputs contribute to any of the BC1 Standards of MTBF? (Annex-B)	
	<b>Analysis</b>	
Component -wise Annual Phasing and Procurement Plan (Item 12 annexure IV of DPP)	a) Are there adequate inputs and allocation in the project to implement gender equality activities?	
	b) Does it clear what proportion of the allocation will contribute to benefiting women and reducing gender gaps?	
	<b>Analysis</b>	
Monitoring, Reporting and Evaluation (Item 23 of DPP)	a) Have gender-equality performance Indicators (for Project outcomes and outputs) been identified?	
	<b>Analysis</b>	

## 5. KII Checklist (Officials Responsible for Project Planning and Reviewing)

### 6. Key Informant Interview with officials responsible for project planning

- Name of the Respondent:
- Designation & Department/Ministry:
- Date of the Interview:

#### **Guiding Questions for the Discussion**

1. Are you aware about Gender Responsive Guideline for design/review of Development Projects that developed by MoWCA and circulated by Ministry of Planning on 2009?
2. Did you received any training on how to use this guideline while designing/ reviewing DPP?
3. What steps your dept follows to use gender responsive guideline/addressing gender issues during review of DPP? Do you think that is enough?
4. From your experiences as officials responsible for project planning, which elements of the current Gender Guideline for DPP easy to accommodate and why?
5. Which elements are mostly difficult to follow? Why? Please Explain.
6. Do you think DPP format/DPP guideline is clear enough to design and review DPPs from gender responsiveness perspectives?
7. In your analysis how far DPP address gender responsiveness?
8. In your opinion, which part of DPP mostly address gender responsiveness?
9. What are the challenges you faced to design a gender responsive DPP? What are key challenges to incorporate Gender responsiveness into DPP format/DPP guideline? Why these challenges?
10. What do you want to recommend to overcome these challenges for better implication of Gender Responsiveness into DPP formulation?
11. In your opinion what would be value if Gender Responsiveness are thoroughly incorporated/reviewed in DPP approval process?
12. Do you feel need of changing key elements of gender responsive DPP Guideline? Do you think further addition to these areas/elements (current DPP offers 5 key areas) to integrate/address gender into DPP would be helpful?
13. Do you think that sector specific checklists/ Indicators can make the easier to apply the DPP? How? Please explain.
14. Is it ministry/department specific or sector specific? What would be the sector or department, please share your experience and expectation with example.
15. Do you need any specific standards/scale for measurement/assessment tool to understand what extent the DPP is gender responsive? Will it be helpful for officials responsible for project planning?
16. What needs to be done to ensure gender responsive guideline for DPP is used at the preparation stage?
17. Who should monitor whether Guideline is followed or not? Who will take lead to assess this process?
18. How do we document the learning and challenges coming through application of this guideline? Who will do that?
19. What type of support/resources do you think are needed for ensuring gender responsiveness in DPP?

## 7. Key Informant Interview with Reviewer of DPP

- Name of the Respondent:
- Date of the Interview:

### **Guiding Questions for the Discussion:**

1. From your experiences as Reviewer of the DPP, which elements of the current Gender Guideline for DPP has best addressed and why?
2. Which elements are mostly unaddressed? What kind of limitation you have found? Please explain.
3. What are the challenges you faced while reviewing a gender responsive DPP? Why these challenges? How those challenges could be resolved?
4. Do you think that any key elements of gender responsive DPP is not necessary? Which one and why?
5. Do you think further addition or deletion to these areas/elements (current DPP offers 5 key areas) would help to integrate/address gender into DPP would be helpful?
6. Do you think that sector specific checklists/ Indicators can make the easier to apply the DPP? How? Please explain.
7. Is it ministry/department specific or sector specific? What would be the sector or department, please share your experience and expectation with example.
8. Do you need any specific standards/scale for measurement/assessment tool to score what extent the DPP is gender responsive? Will it be helpful for the officials responsible for project planning?
9. What needs to be done to ensure gender responsive guideline for DPP is used at the review stage?
10. Who should monitor whether Guideline is followed or not? Who will take lead to assess this process?
11. How do we document the learning and challenges coming through application of this guideline? Who will do that?