

Extended Community Climate Change Project-Drought (ECCCP- Drought)

Gender Assessment and Action Plan

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Abbreviation

AE	Accredited Entity
BARI	Bangladesh Agricultural Research Institute
BCAS	Bangladesh Centre for Advance Studies
BCCSAP	Bangladesh Climate Change Strategy and Action Plan
BINA	Bangladesh Institute of Nuclear Agriculture
BRRRI	Bangladesh Rice Research Institute
CCAGs	Climate Change Adaptation Groups
CCCP	Community Climate Change Project
CCGAP	Climate Change and Gender Action Plan
CEDAW	Committee on the Elimination of Discrimination against Women
DRR	Disaster Risk Reduction
ECCCP	Extended Community Climate Change Project
EE	Executing Entity
GCF	Green Climate Fund
GIS	Geographical Information System
GO	Government Organization
GoB	Government of Bangladesh
HHs	Households
IDPs	Initially Displaced Persons
IE	Implementing Entity
IPCC	Inter-governmental Panel on Climate Change
LCS	Labour Contact Group
MCH	Maternal Child Health
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MoEFCC	Ministry of Environment, Forest and Climate Change
NAP	National Action Plan
NAPA	National Adaptation Plan of Action
NDA	National Designated Authority
NGO	Non-Governmental Organization
PKSF	Palli Karma-Sahayak Foundation
PMU	Project Management Unit
PPCR	Pilot Program for Climate Resilience
PVA	Participatory Vulnerability Assessment
RMG	Ready Made Garments
SAP	Simplified Approval Process
SME	Small and Marginal Enterprise
TFR	Total Fertility Rate
ToR	Terms of Reference
ToT	Training of Trainers
UDMC	Union Disaster Management Committee
UzDMC	Upazilla Disaster Management Committee
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
VGd	Vulnerable Group Development
VGf	Vulnerable Group Feeding
WDP	Women's Development Policy
WHO	World Health Organization

1. Introduction

The Green Climate Fund recognizes the importance of gender considerations in terms of both impact of and access to climate funding, and requires a Gender Assessment and Gender Action Plan to be submitted as part of the project-funding proposals that it assesses. The main objective of the Gender Assessment is to screen the gender aspects of the projects to be financed by GCF, and to subsequently strengthen the gender responsive actions within the project. The current project aims to reduce this vulnerability by addressing their adaptive capacity on multiple levels. The gender assessment report should be considered as an integral part of the project proposal, along with other annexures such as the feasibility study, stakeholder engagement, environmental and social screening, and an action plan.

2 An overview of the proposed project

Given the drought-affected people's vulnerability to climate change, PKSf has decided to submit the project proposal to GCF on "Extended Community Climate Change Project-Drought (ECCCP-Drought)" via the "Simplified Approval Process (SAP)" mechanism. A brief description of the proposed project is presented below:

Goal: The overall goal of the project is to reduce vulnerabilities of the drought-affected communities to climate change in northwest Bangladesh.

Major activities

The project will directly involve 215,000 drought-affected people in the proposed districts. The total budget is estimated at USD 29.99 million, and the project period is 4 years. Major activities are the re-excavation of 300 ponds for irrigation and domestic use, the re-excavation of 140 km canal, the installation of 2,500 roof-top-based Managed Aquifer Recharge (MAR) models, 40 pond-based MAR, and the cultivation of drought resistant crops, fruits and horticulture by 15,000 farmers. The project will carry out a baseline study, real time impact evaluation studies, provide necessary capacity building training to different actors, etc. Monitoring and evaluation will be an integral part of the proposed project. The project is expected to improve the well-being of vulnerable rural people in drought-affected communities, create job opportunities, strengthen the value chain system, improve ecosystem services, and influence government policies.

Outcomes of the proposed project

The project is divided into three outcomes i.e. Component/Outcome 1: improved institutional and technical capacities to address climate change-induced drought; Component/Outcome 2: increased availability of surface and ground water for irrigation and drinking purposes; and Component/Outcome 3: Created drought-resilient livelihoods through sustainable agricultural production. The following activities under ECCCP-Drought will be implemented for drought prone zone.

Activities under Component/Outcome 1: Improved institutional and technical capacities to address climate change-induced drought

Activity 1.1.1: Establishment of climate Change unit at the Barind Multipurpose Development Authority (BMDA)

The BMDA is a key government organisation that has been working in irrigation development, water management and crop production in the drought-affected areas of the country. However, the BMDA has limited technical and institutional capacity to address climate change impacts on water resources and agriculture production in drought-vulnerable areas. The BMDA has been

expanding an unsustainable use of water for irrigation through the installation of diesel-fuelled deep tube-wells. As a result, ground water has been depleting rapidly. As explained in Section B1, current climate change contributes significantly to groundwater depletion. The BMDA lacks experts to address current and future climate change in water and crop management. The project will support the BMDA in establishing a climate change unit within the organization. This unit will provide an analysis of climate data while developing future projects. Based on the analysis, the unit will make changes in the design of water and irrigation infrastructures to integrate climate change into their development activities. The unit will provide technical inputs to integrate climate change issues into BMDA's new projects or programs. This unit will also monitor the implementation of new BMDA projects in order to ensure that climate change impacts are addressed as per the design of the project or program. Besides, the unit will develop a knowledge base on climate change, drought, and adaptation responses in the drought-vulnerable areas of the country. In addition, the unit will work toward increasing access to climate finance, including the Green Climate Fund (GCF) and Adaptation Fund. It will provide technical, logistical, and human resource support for the project period. More specifically, the project will recommend that the BMDA deploy three staff members from its existing human resources for the climate change unit as the initial step in establishing the unit. The project will pay these employees for the duration of the project because they will be dedicated to addressing climate change.

Activity 1.1.2: Establishment of an MAR centre

The project will support the Ministry of Water Resources in establishing an MAR centre proposed in the MAR strategy of the Government of Bangladesh¹. At least three centre employees will receive the necessary training as part of the project. It will also provide logistical support for the project period as an initial investment to make the MAR centre operational. Office furniture and computers for 6 staffs will be provided.

Activity 1.2.1: Real Time Evaluation (RTE) study

The project will identify and develop indicators to capture the effectiveness and efficiency of adaptation interventions for drought-vulnerable regions of Bangladesh. A complete list of indicators and tools will be developed during the implementation of the activity. However, the proposed tools will capture, among other aspects, the availability of water during dry season, the functionality of existing tube-wells, use of water for irrigation, and the types of crops cultivated.

A baseline study will be carried out using these indicators through household surveys, key informant interviews, and focus group discussions. 120 staffs of about 15 selected NGOs will be trained on the use, measurement, and relevance of selected indicators. The study will design and test a questionnaire based on identified indicators for measuring resilience against climate change induced-drought. Periodic studies (typically once a year) will be conducted to evaluate the interventions.

The knowledge and lessons developed through this study (and the other studies developed by the project) will be shared with relevant stakeholders, including government organizations, NGOs, and development partners.

Activity 1.2.2: Analyse results and develop database of intervention impacts

The project will develop a repository of lessons learned through the RTE system. The project will publish newsletters, booklets, and articles. It will also carry out a policy recommendation on adaptation to climate change-induced drought for the country. A website will be developed where the project data, information, and knowledge will be shared with global communities.

¹ Government of Bangladesh (2020). National MAR Strategy (Draft final), Office of the Prime Minister, Government of Bangladesh.

Activity 1.2.3: Training for NGOs on climate change

The NGOs in Bangladesh play an important role in the socio-economic development of the country, particularly in the rural areas. In many cases, development results are hindered by climate change and related disasters. In order to achieve long-term development results, NGOs must incorporate climate change into their development activities. The project will provide training on 'climate change and development' to the NGOs so that they are able to address the impacts of climate change while designing development interventions. The training will cover tools and techniques for analyzing climate change data and information, identifying climate change related problems and vulnerabilities, developing a plan for incorporating climate change into development activities, and so on. The project will choose 100 non-governmental organizations (NGOs), based in drought-affected districts that have projects or programs that are directly or indirectly related to climate -induced drought. The Project Management Unit (PMU) will select the NGOs through physical visits and an assessment of their program documents. Once the NGOs are selected, PMU will request that they to nominate three permanent staff members to take part in the training program.

Activity 1.2.4: Trainings on CC issues and project management to the implementing entities (IEs)

IEs are the NGOs that will be selected through a competitive process for implementing the activities under the project. Approximately, 15 NGOs will be selected as IEs to implement project activities at the community and household levels. About 120 staff members from the selected IEs will receive training. PKSf staff will provide these trainings. A training manual on "PKSF's compliances and adaptation project management" will be developed and used in delivering training. This broad title of the manual will include the basics of climate change, climate change and development linkages, climate finance, GCF modalities and procedures, Environment and Social Safeguards (ESS), etc. In addition to this manual, a training on project management for the IEs' staffs will be arranged that will include project management cycle, a logical framework, accounts and finance, reporting of projects, ESS compliances, beneficiary selection process and profiling, etc.

Activity 1.2.5: Organize knowledge sharing workshops and seminars

The project will organize 20 workshops at the national and local levels. The workshop will include project inception, project closing, quarterly progress review workshops, annual learning-sharing workshops, training workshops, etc. In addition to the National Designated Authority (NDA), representatives from relevant government technical and political agencies will be invited to these workshops, along with representatives of the IEs' staffs and the most active NGOs. The project will identify best practices and lessons learned throughout the project implementation, which will be shared during workshops. Government representatives will learn about best practices and lessons of the project. This will help the relevant stakeholders incorporate lessons learned in their development works and in future projects.

Activity 1.3.1: Beneficiary selection, group formation and mobilization

The project will select about 215,000 beneficiaries, of whom 50% will be women, in consultation with local government institutions and community members. Selected participants will be organized into 600 CCAGs, with each group having approximately 25 people. The main objectives of group formation are to facilitate participation and collective decisions among involved communities and to reduce the delivery and transaction costs of project support services. CCAGs will also be used to raise awareness about climate change issues. Group participants will receive training on climate change issues and potential community responses. CCAGs will also be involved in looking after community infrastructure (like ponds, canals, MAR etc.) after the project ends.

Activity 1.3.2: Develop beneficiary's socio-economic profiles

Following beneficiary selection and profiling, the IEs' staffs will form CCAGs representing one person from each selected beneficiary household. The selection criteria of group participants include the following: i) being a small and marginal farmers and sharecroppers living in drought-affected areas with low income, ii) not having own water source (i.e., pond, tube-wells, dug-wells, etc.), iii) having a single water source that is not accessible throughout the year due to drought. Priority will be given to women-headed households².

The IEs will have field-level staffs to directly coordinate with the beneficiaries. Field staffs will assist the groups in organizing meetings, discussions on climate change and other environmental and health issues. The meeting notes will be preserved in a register book. Upon the facilitation of the project, each group will meet at least once per month and discuss about climate change and its impacts on their lives and livelihoods. They will decide who will get what types of support from the project based on their needs.

Activity 1.3.3: Arrange monthly group meetings

The IEs will have field level staffs to directly coordinate with the beneficiaries. He will help the groups organize meetings and discussions about climate change and other environment and health issues. The meeting notes will be preserved in a register book. The groups will make necessary decisions in order to address the effects of climate change caused by the project interventions. They will decide who will get what types of support from the project based on their needs. Thus, community level informal institutions will be shaped and carry forward by these group members. The AE will contribute in kind for this activity.

1.3.4 Trainings of beneficiary groups

Each selected IE will prepare a training plan to deliver training to the selected CCAG members on climate change and adaptation. This training will include the basics of climate change, impacts of climate change and drought in their locality, drought-resilient cropping patterns, maintenance of community infrastructure, etc. This training plan will require approval from the PMU. PMU staffs will closely monitor the training sessions as per plan. Trainings will be provided by Implementing Entities' (IEs') staffs. More specifically, three members from each CCAG will receive training. The three trained members of each CCAG are expected to discuss climate change issues in their respective groups. Thus, other members will learn about climate change issues in their lives and livelihoods. IEs' staff will facilitate CCAG meetings to ensure that the trained CCAG members properly report to their groups about what they learn. The PMU will oversee the training activities at the community level.

Activity 1.3.5: Organize exchange visits for CCAG members and IEs' staffs

The project will organize 10 exchange visits for IEs' staffs and CCAG representatives in the other drought-vulnerable areas of the country. They will learn from each other and be encouraged to adopt climate-resilient technologies and practices. Exchange visits will be conducted in the project areas or in other areas of the country where similar activities are implemented.

Component/outcome 2: Increased availability of surface and ground water for irrigation and drinking

Activity 2.1.1: Re-excavate ponds

The project will re-excavate 300 ponds to preserve rainwater for supplementary irrigation and household usage. On average, the size of ponds will be around 2000 square meters with a

² In Bangladesh, a household is generally headed by the senior male member of the family. If the senior male member is absent (due to divorce or death or separation etc.), then the household is considered headed by a senior female member. This household is called 'woman headed household.'

depth of 2 to 2.5 meters. The excavated soil will be used to build the pond's dyke, which will be about 3 meters wide. The project will raise ponds' dykes to protect soil deposits from surrounding runoff. The project will also plant grass and deep-rooted trees on the slope of the ponds to protect the dykes as well as provide shade on the surface of the pond to reduce evaporation. In addition, the project will establish a community mechanism for regular maintenance of the ponds. These ponds will support at least 30,000 HHs covering 120,000 beneficiaries in the selected community.

Activity 2.1.2: Canals re-excavation

The proposed project will re-excavate 140 km of canals to store rainwater for irrigation purposes. It will bring 3,500 hectares of cultivable land under supplementary irrigation. Considering the national per capita land size (0.056 hectares, calculated based on World Bank data)³, it will directly benefit more than 60,000 people. The IE staffs in consultation with the BMDA and CCAG members will select the canals to be re-excavated. The IE will receive necessary technical advice from the local offices of the BMDA.

Activity 2.2.1: Installation of rooftop managed aquifer recharge systems

The project will increase access to safe drinking water for the selected communities through the installation of rooftop-managed aquifer recharge systems on the rooftop of public buildings. To increase access to safe drinking water, the project will install 2,500 roof-top MAR models. On average, 200 m² of the rooftop area is considered for capturing rainwater. A rainwater harvesting system will be developed using PVC pipes for water collection, a plastic-made storage tank of 1,000 litres' capacity, and a recharge well with a pond-sand-filter box. It is estimated that 2,500 rooftop-MAR systems will inject 560,000 m³ of water into the aquifer annually. This will improve access to water for about 25,000 people annually (considering 62.43 litres per person per day). In addition, 2,500 litres will be stored in the water tank, which will be used during dry seasons for a few months.

Activity 2.2.2: Installation of recharge well in ponds for ground water recharge

The project defines the recharge well as a groundwater recharge technique that is constructed at the bottom of a recharge shaft with 20-cm diameter that penetrates through an impermeable layer to the potential aquifers. In order to facilitate the ground water recharge in Barind region particularly in the selected districts, the project will apply this technique considering the lithological characteristics of the area (detailed lithological and hydrological information is presented in the pre-feasibility study). To do so, the project will re-excavate 40 ponds of about 2,000 m² area each with a depth of 5 m. Then a recharge well will be installed in the pond as defined above. On the top of the well at 2-meter height from the bottom, a concrete box will be constructed with the shaft. The shaft will be filled with brick chips, coarse sand, and sand from bottom to top. The well will also be filled with gravel to create conductivity of the water. These ponds will preserve bottom 2 meters of water that will be used for supplementary irrigation. The upper 3 meters will be injected through inject well.

Component 3: Drought resilient livelihoods created through a sustainable agricultural production

Activity 3.1.1: Promotion of drought-adaptive cropping patterns, and crop varieties

7,500 farmers will be selected to implement this activity. The project will provide seeds, fertilisers, and irrigation equipment to the selected farmers. The activity will directly benefit 28,000 people (the household members of the selected farmers). The IEs' staffs will select the potential farmers in consultation with the CCAG members. The criteria to select farmers are the

³ <https://data.worldbank.org/indicator/AG.LND.AGRI.K2?locations=BD>

following: i) being involved in farming activities, ii) having access to farmland larger than 1500 square metres, iii) farmland should be medium-high land and medium-low land⁴.

Activity 3.1.2: Promotion of drought-adaptive fruit cultivation

The project will promote drought-adaptive fruit varieties (e.g., jujube, date, and dragon). These are high value fruits that require a low amount of water. 7,500 farmers will be selected for cultivating these fruit varieties. The project will provide saplings and organic fertilizer to the selected farmers. The project will also provide training on cultivation of these fruits including land preparation, irrigation management, fertiliser management, harvesting, post-harvest management and marketing. Around 28,000 people (mainly, the family members of the selected farmers) will be benefitted from this activity. The implementation procedure of the intervention is the same as activity 3.1.1.

3 Key Gender Analysis Areas

3.1 Social Aspects

Depending on their socioeconomic standing, level of religious commitment, and whether they reside in urban or rural areas, women's mobility in Bangladesh varies. Socio-cultural conventions influence how people view women's status but also limit a substantial majority of women to unpaid household duties, thus diminishing their perceived value as contributing members of Bangladeshi society. There are limitations on women's access to healthcare and education as a result of these constraints, which are felt across society. Only 54.5% of females were enrolled in secondary schools in 2011, and 42% of women between the ages of 15 and 19 were often unable to go to a health clinic by themselves. According to a recent local survey, just 12% of women travel outside of their village alone, and the majority of the time, they are accompanied by male relatives (18%), children (52%), and other female family members (18%). This has significant ramifications for women's access to marketplaces. Traditional attitudes about the role of women in the home and in the public arena remain conservative, despite the fact that these social dynamics are changing and there have been significant transformations as a result of economic circumstances and opportunity.

In Bangladesh, especially in rural regions, taking care of young children, the elderly, and cooking for the entire family are viewed as a woman's primary responsibilities. Additionally, much of the work that women do is done in the home. This form of work reinforces women's discounted place in Bangladeshi society by remaining socially invisible, having low exchange value, and having minimal impact on women's ability to make decisions. Due to increased awareness, child marriage and violence against women are declining in the area yet the practice of dowry is still prevalent. Promisingly, a recent research conducted in the target areas revealed a shift in perception of the difficulties faced by women, with women believing that, if given financial empowerment, they are capable of achieving anything.

3.2 Gendered Norms and Vulnerabilities

⁴ For agro-ecological zoning land is classified based on inundation level in Bangladesh. There are five types of land. These are: a) high land that remains above normal flood level, b) medium high land that is flooded about 90 cm deep during flood season, c) medium low land that is flooded between 90-180 cm deep during flood season, d) low land that is flooded between 180-300 cm during flood season and e) very low land that is flooded deeper than 300 cm during flood season.

The group discussion made it clear that women continued to work all day long. The busiest time of year is during harvest. Women workers cannot lessen their unpaid domestic duties or give up their paid work because both are necessary for the well-being of their families. Men do not generally assist women with domestic duties since they are assumed to be women's tasks until they specifically ask for assistance. Women experience significant time pressure as a result, which puts them under physical and mental strain and jeopardizes their health. Men struggle to feed and care for the family when women are at work or visiting a relative, so women must ask their neighbors to help out with the men and kids when they are gone. Women who don't plan for help may experience mental stress and end up having to postpone their vacation. This state of affairs is prevalent throughout the country, particularly in rural areas and in the chosen districts.

Agricultural labor was the main source of income for many women in the project area's poorest communities, but women from middle-class and affluent households were discouraged from working outdoors since it is considered to be a matter of social status. The patriarchal societal norms severely restrict the options available to women. Even those who are employed are restricted in the type of labor they can undertake; for example, men predominate in business and most industries like fishing, tailoring in an open-market, and paddling rickshaws and vans. Furthermore, even women who work in farming and agricultural production are frequently prevented from engaging in market-based activities. Men handle cash and conduct market-based buying and selling, which results in greater assets in their possession.

When women work as agricultural laborers, they are paid less than men. Wage discrimination is common all over the country, including in the study areas, although the actual amount paid varies depending on the working conditions, workload, and approach of the employer. The limitation of women's freedom of choice by patriarchal norms and practices reduces their bargaining power and ability to demand equal wages. In villages, the women laborers explained that they are paid half the amount earned by men. *"We get USD 1.17–1.76 (100–150 taka) per day, whereas men get USD 2.93–3.5 (250–300 taka) for similar work. "We cannot bargain in the same way as men because our mobility is restricted, whereas men can search for work further away."* Working women suffered both as a result of the natural disasters affecting agriculture, the main occupation open to them, and from male dominance in the labor market, both of which result in disempowerment.

3.3 Access and control over resources and opportunities

A history of social aspects and marginalization has established patterns of access to and control over resources, which in turn has led to inequities and discriminatory actions. Vulnerability is multidimensional and arises from these practices. Due to traditional gender differences in access to and control over resources (ownership of property and land), opportunity, and poverty, women in the project areas are the most exposed to the effects of climate than males (education, employment, health services).

3.3.1 Land ownership

Men typically own land, which provides them more social, cultural, economic, and political status as well as more influence. In many of the poor and marginalized groups in the project area, women do not own land or other property, have limited access to other resources like cash, livestock, and poultry, and may have access to agricultural land or homestead areas for vegetable gardening but do not control them. They also frequently have limited access to other

resources like cash and livestock. The patriarchal standards have an impact on how women have access to and ownership over resources. Due to the fact that resources are strong assets and the primary source of financial security during times of crisis, lack of access and ownership weakens them economically and reduces their sense of social security. As [Hertel et al. \(2010\)](#) state “People who do not have their own land for their own living are more vulnerable to climate change impacts”. The field study discovered that due of poverty and patriarchal norms and behaviors, women face discrimination, are denied access to resources, and are denied ownership of family property.

We are poor; we have difficulty enhancing our asset base. So if we give our property to our girls, how can we survive? After marriage, girls leave their home and become more responsible for their husband's family than for their own. Additionally, to arrange our daughter's marriage, sometimes we have to pay money as dowry. That is why we do not give land to our daughters - FGD participants.

3.3.2 Education

Education is an important component in enabling an individual to acquire skills and become empowered and develop the capability to adapt to extreme situations, but girls face more difficulty than boys in accessing education in the study areas due to cultural constraints and climatic stressors. The most recent Population Census ([BBS, 2011](#)) showed consistently lower literacy rates for women in all the villages, with no literate women in the low literacy village. In the five years following the census, the education rate for girls had increased as a result of the recently implemented government program with free education for girls up to grade 10, stipends for female students, and free distribution of national curriculum books from class 5–12 among all students, which was introduced to meet the Constitutional mandate of free and compulsory education (http://bdlaws.minlaw.gov.bd/print_sections_all.php?id=367). Nevertheless, the practice of dowry and early marriage, and hard core poverty still act as barriers to girls' education. In the words of one FGD participant “*If we keep unmarried girls at home, society looks down upon us. In addition, unmarried girls are not allowed to work outside in the community and cannot help with family income because this would be a barrier to finding a match for marriage. It is related to the prestige of family*”. Disasters also make it more difficult for girls to get an education, both physically (poor families are the most affected by climate change) and economically (loss of income, livestock, and housing can encourage poor families to marry off their daughters before they finish school to reduce food intake in the family and ensure food security, social security, and economic security for their daughters). Thus, notwithstanding the efforts of the government, girls' education is hindered by poverty and disaster, both of which encourage early marriage and reduce school attendance. The primary school net attendance ratio was 73.2% at the national level. The net attendance ratio in primary schools varies greatly across the country's districts. The highest attendance ratio was found in Lalmonirhat (88.5%), followed by Khulna (85.4%), and Kurigram (83.5%). On the other hand, the lowest enrollment ratio was found in Lakshmipur (by Khulna (85.4%), and Kurigram (83.5%). On the other hand, the lowest enrollment ratio was found in Lakshmipur (56.3%), followed by Chapainawabganj (60.4%), and Netrokona (61.4%). The attendance ratio in Rajshahi and Naogaon districts is 80.4% and 79.5%, respectively. The gender parity index in primary was found to be the highest in Netrokona (1.27), followed by Barishal (1.23), and Chandpur (1.20). The lowest gender parity was observed in Munshiganj (0.96), followed by Dhaka and Thakurgaon (0.97) and Bogura (0.98) in the 2018 BBS. The gender parity index in primary education was found at 1.15 in Rajshahi, 1.12 in Chapainawabganj, and 1.06 in Naogaon district.

3.3.3 Access to services

The FGD showed that poor women in the villages have better access to international, national, and government (I/NGO) services than men and wealthy groups. The majority of the people in the char area are marginalized, landless, and poor and thus unable to access government and banking services. As a result, NGOs have expanded their support for these people to help them survive with dignity and improve women's agency. NGO interventions, particularly from outside Bangladesh, have been expanding in Rangpur division since the late 1970s, as well as elsewhere in the country ([Zohir, 2004](#)). Grameen Bank, BRAC (Bangladesh Rural Advancement Committee), RDRS (Rangpur Dinajpur Rural Service), Oxfam Bangladesh, POPI (People's Oriented Program Implementation), PLAN Bangladesh, TMSS (Thenga Mara Mohila Sabuj Sangha), ESDO (Eco Social Development Organization), ASA (Association for Social Advancement), Padakhap Manabik Unnayan Kendra, Shanirvar Bangladesh, Asrai, Prayash Manobik Unnayan Sangstha, Dabi, Ghashful, and many other NGOs and INGOs are working in the project area to support poor people, especially those vulnerable to climatic hazards. The main programs focus on micro-credit and livelihoods, especially training on rearing livestock and poultry and tailoring and loan support, and target women as the primary beneficiaries. They are trying to create a collective agency of women to play leadership roles in the community. Two groups of women in the villages, have developed a community fund. Only women have access to the saved money, but in practice men usually take the decisions on where it will be spent. Thus, women's agency is effective at the collective level, but at the individual level the rigid social norms limit women's decision making and choice. Both men and women said that men take loans from the NGOs in the name of their wives because cash is controlled by men. PKSF experience shows that about 30% of the women use the loan whereas more than 92% loan are disbursed by the name of women. Women are not only restricted in their access to and control over money, they also have limited access to information services. The FGD participants said *"Agricultural officers at upazila level mostly pay less attention to women if they go with any query because women are not recognized as farmers"*. These factors limit women's adaptation and coping capacity during disasters. Although they are important actors in terms of family income they have no control over expenditure and cannot take decisions even when needed. The problems worsen during floods and when a household head migrates for work. Women must wait for permission or instructions from their breadwinner and may have to become indebted to maintain food, clothing, education, and health care for their family members.

3.3.4 Health

Another area where women are at a disadvantage owing to cultural norms is in the domain of health, where issues are made worse by climatic extreme events. Women frequently buy their medications at the neighborhood pharmacy without visiting a doctor. Due to societal shame and poverty, women and girls frequently choose neighborhood clinics with restricted services over hospitals for their medical needs. Villagers often only visit a hospital in serious situations. Due to the low cost and simple accessibility of midwives, as well as the fact that married women prefer the comfort and support of another woman and feel safer away from a male doctor, midwives are frequently used for deliveries. The remoteness of the area makes it difficult for locals to travel during drought, further limiting their access to health care. Although the affected villages receive saline and other medications from the government and other institutions, these supplies are insufficient and not distributed fairly. FGD participants said that, *"low numbers of people can take this relief and mostly men take advantage because it is not always possible for girls and women to leave their homes empty"*.

3.3.5 Mobility and participation

In rural society, men have more access to power and movement. They can move around easily and make decisions without consulting anybody else, but women's mobility is constrained by the traditional gendered roles and obligations. Women must assume full responsibility for all

agricultural and home tasks when males go to distant locations for work, including some decision-making authority. Women, however, have difficulty handling these obligations and coping with extreme weather occurrences because of limitations placed on their mobility and the type of work they are permitted to conduct. Women's vulnerability is increased by a number of circumstances, including poor education, a lack of skills, and a lack of freedom of choice, in addition to cultural restrictions. Financial hardship increases when a person's possibilities for employment are reduced by any disasters.

3.3.6 Power and decision making

According to traditional practice, men are considered the household head and family decision-maker, while women, children, and other family members must obey their decisions and respect their choices. This form of patriarchy defines a form of power relations between men and women in which men dominate, oppress, and exploit women. Poor and marginalized women are even less able to make decisions on family matters and have less personal choice than wealthy and educated women. They cannot break the social rules and exercise their rights to power. They are likely to be scolded and sometimes beaten for even small reasons; this is considered to be manly behavior.

Men are typically seen as the family's protectors and as having the authority to rule women in a gendered hierarchy. According to the field study, domestic violence or physical assault, poor income and education levels, mobility restrictions, unemployment, preconceived notions about divorce, financial uncertainty, and social unrest are the main causes of women's subordination and capacity limitations. Men are often thought to be more cognitively and socially evolved than women and to have a better awareness of the outside world, according to both women and men. As a result, women typically only take part in cultural gatherings or as a witness in village arbitration or any other decision-making process. Women are welcome to join when the union parish makes a special issue call.

These limitations prevent women from developing their mental capacity and capacity for making decisions and choices, as well as teaching them that they are less capable than males. This notion of gender prejudice was evident even while using contemporary conveniences like mobile phones. Because using a phone could lead to influence, which is seen as negative, single girls avoid using them, and even married women are discouraged. Only 18 of the 120 women who responded, all of whom were married, owned their own smartphones. In contrast, 115 of the 120 male respondents—including all the unmarried respondents—had their own mobile phone; the five who did not were all elderly and unable to use a phone. These attitudes pose a considerable barrier to women's development and ability to combat adverse situations. The inability to use modern technology also means that women are more vulnerable to disasters.

Women are poorly represented in planning and decision-making processes in climate change policies, limiting their capacity to engage in political decisions that can impact their specific needs and vulnerabilities.⁵ There has been increasing recognition in international policy frameworks on the importance of incorporating gender in climate risk reduction efforts. In 2009, the Committee on the Elimination of Discrimination against Women (CEDAW) stated, "all stakeholders should ensure that climate change and disaster risk reduction measures are gender-responsive, sensitive to indigenous knowledge systems and respect human rights. Women's right to participate at all levels of decision-making must be guaranteed in climate

⁵CCC, 2009

change policies and programmes” and the IPCC’s report in 2014 highlights vulnerability due to climate change due to gender.⁶ The UNFCCC Paris agreement in 2015 also formally recognized the intersection of climate change and gender equality, but women’s participation in planning and decision-making on climate protection is still low, even in industrialized countries, and is linked above all to the heavily technical nature and male dominance in key areas of work related to climate risk including energy, transport, and urban planning. This is certainly the case in Bangladesh, where women’s perspectives on resilience are sometimes absent from national conversations.

In regards to women’s role in the domestic sphere, most household activities are done by women, with the highest participation in activities such as house cleaning, child care, cooking and meal preparation and lower but significant participation in household level activities such as tree plantations, dairy farming, and poultry rearing.⁷ Despite this central role in household activities, women’s decision-making power remains limited, with a recent study indicating that 31% of household decisions are made by women and that women’s participation rate in choice of crop to be grown, and the buying and selling of agricultural products is 19% and 34% respectively and even lower in decision regarding property at 20%.

However, because of their dominant position in home administration, women are uniquely positioned to adjust their means of living to changing environmental conditions. Women are essential to ensuring household food security as livelihood strategies change in response to slow-onset impacts like drought and are given greater responsibility in disaster preparedness, particularly in the storage of food and water during rapid-onset disasters. This is because women’s roles in decision-making are higher in areas like food preparation and distribution, resolving food deficits, and household work. A context-specific view of women’s participation in household decision-making in the susceptible drought and drought areas targeted by the project is also available, and is shown in Table 1 below, as part of the baseline evaluation of socioeconomic conditions carried out by UN Women. The results clearly indicate that women’s decision-making power greatly limited in all spheres, with higher participation in regards to food distribution and household work (including collection of water).

Table 1: Role of women in decision-making

SI No.	Type of Decision	Percent
1	Food related (Meal preparation, distribution etc.)	86.78
2	Meeting food deficit	33.58
3	Selling assets (land, house, livestock, seeds)	9.40
4	Selling agricultural production (crops, seeds)	6.88
5	Buying household assets (livestock, ornament, trees.)	11.10
6	Buying agricultural production (crops, seeds etc.)	7.35
7	Receive credit from mohajon/relatives/bank/NGO/GO	14.50
8	Agricultural work (crop cultivation, land mortgage etc.)	5.84
9	Household work (Collection of water, collection of natural resource etc.)	47.91
10	Household decision making (Engage in new income generating activity, conceiving a baby, using savings, ownership of VGD/ VGF	11.59
11	Female and children healthcare decision making	16.32

⁶UN Women, 2016

⁷Asaduzzaman, 2016

12	Decision making about communication (Female going outside the homestead, going for work, education for children)	11.06
13	Decision making on disaster preparedness/coping/adaptation (Going to a shelter, Engaging in alternative livelihood activity)	11.48
14	Other	14.29

Source: UN Women (2014)

4 Gender and Climate Change Vulnerability

4.1 Gender-based violence (GBV)

GBV, particularly intimate partner violence, is another area of danger for women in Bangladesh. Two thirds (65%) of currently married women in 2015 had been subjected to physical abuse at some point in their marriage, while one third (33%) had suffered violence during the previous year (NIPORT, 2016). About half (49.6%) of married women who have experienced physical or sexual abuse from a spouse in their lifetime. In addition, 27.8% of all women in Bangladesh experience physical and sexual abuse at some point in their lifetimes from perpetrators other than their husbands (non-partners) (BBS, 2018).

Anxiety and despair have grown in project villages as a result of the worsening economic crisis paired with illness or the death of the primary breadwinner in the household. 77% of those who responded to the initial study experienced economic insecurity, which is also escalating violence against women. Verbal or psychological harassment constitutes mental torture. Participants in the FGD indicated that higher levels of the effects of the drought were contributing to higher levels of violence against women. Women in poverty socialize their female children to show deep respect for their potential husbands through generational learning. In addition to this socio-ecological outcome, patriarchy also encourages violence. By keeping control over resources, it is utilized to uphold social order and protect the wealthy within the patriarchal social structure. Due to growing climate risks and associated poverty, this custom is well entrenched.

4.2 Gender-Related Vulnerabilities

The IPCC suggests that the differentiation of vulnerability to climate change among population groups can be clearly observed in the pattern of vulnerability to natural disasters. In general, women have less access to resources that are essential in disaster preparedness, mitigation and rehabilitation⁸ and women and children are 14 times more likely to die than men during disasters.⁹ The cyclone was announced primarily among men, with many women lacking the necessary information to evacuate, remaining at home and facing serious risks.¹⁰ Disaster preparedness requires decision-making and leadership, but in Bangladesh, women are generally excluded from such roles.¹¹ Post disaster stages also take a toll on women. Often, women find facilities for personal hygiene in shelters are inadequate, and with few alternatives, are exposed to urinary tract diseases, maybe sexually abused while looking for firewood or reconstruction materials, face deteriorating nutrition status as they eat less in order to offer more food to other household members and they lose the natural resources and livelihood assets they depend upon¹². Regarding early warning and disaster preparedness, women

⁸ UN Women, 2014

⁹ Araujo, 2007

¹⁰ Kabir, 2016

¹¹ Alam, 2010

¹² MoEFCC, 2012

consulted mentioned having been included in village disaster management committees and have been provided training and necessary equipment, such as early warning flags.

The FGDs revealed significant gender-related vulnerabilities to drought in terms of unequal wages, unsafe working conditions, violence, access to food, limited education, and inequalities stemming from the patriarchal system. Related to unequal access to employment opportunities is widespread discrimination in wages for paid work. Fifty percent of the female survey participants received a lower wage than their male counterparts. In the village, one FGD participant informed that a male worker typically receives BDT 300 daily, whereas a woman laborer receives only BDT 220 for the same tasks. Therefore, limited job opportunities and wage discrimination combine to reduce their adaptive capacity and to deteriorate further with gender-based exploitation.

Drought effects cause damage and loss to food production and resultant food price increases, creating unequal access to food and nutrition. During our FGD, participants informed us in response to the question, “What types of food access concerns do you face due to drought?”: “Drought causes an extreme level of food crisis due to failures of crop production, vegetation loss, and declining wild fish.” She sometimes ate only once daily because of these climate change effects. The only available food was of low quality, such as traditional bread called *roti*, partial rotten rice called *pantha vat*, or watered rice or *jao*¹³. She searched for wild leaves and vegetables, exchanged employment for food and scavenged dumped food from hotels or restaurants. Regarding food access, women are most vulnerable during drought; 88 percent of the survey respondents encountered this inequality. Participants experienced having food only once a day or just eating bread. Some participants starved for a day or more to ensure food for breadwinning male members of their household. Only 22 percent of the survey respondents could obtain the minimum food needed for their everyday activities. Whatever happened to their access to food due to climate change effects, 79 percent of married female survey participants tried to provide the maximum amount of food to their children and husbands. Their logic is that the husband performs the hard work, and without obtaining enough food, they could not perform their tasks correctly, resulting in employment termination.

Scarcity of water is a critical element to increase vulnerabilities of girls and women in the project districts. Women and girls are mainly responsible for collecting water for household uses including drinking purpose. Drought causes dry up of nearby water sources which force them to go miles to collect water. It takes longer time which they could spend in productive works including children’s education.

Drought effects linked to failures of effective adaptation programs are responsible for many of these problems, which also impact other rights such as access to education. Due to climate change vulnerabilities, 43 percent of the survey respondents failed to receive formal education and could not read and write. Low levels of female education are the foundation of gender-based socialization in village. When asked about the reasons for limited education for female children, participants informed that early marriage requires lesser dowry, reducing the scope for girl’s education. Although the government scholarship for primary education is helpful for ensuring their right to primary education, they cannot afford the education for the next level like secondary or higher. The government provides scholarships for education but many parents cannot afford other costs: e.g., food, clothes, transportation.

¹³ Locally made rice-pest

Early marriage and dowry are widely practiced social challenges in project village. Among the survey respondents, 20% had encountered child marriage, although the real number is undoubtedly higher, as argued by FGD participants. Many participants did not know the minimum age of marriage. Some people have to ask school teachers or Non-Government Organization (NGO) activists about the minimum age of marriage when they consider searching for a potential husband for their daughter. Sometimes they hide their daughter's age from outsiders to receive a good marriage proposal. Poverty forces local poor people to accept early marriage in coping with climatic vulnerabilities. Due to drought effects, they would like to reduce household food expenditure and secure their daughter's future. In this context, access to education creates new economic and social problems responsible for lower levels of school enrolment or graduation. FGD Participants made a more concerning point that the demand for a literate bride is actually lower in the locality, as they are believed to potentially demonstrate disloyalty to their husband, challenge their husband's decisions, and sometimes engage in conflict that undermines family peace and stability. Moreover, early marriage requires a lower dowry, which is helpful for poor people, especially in the context of climatic vulnerabilities. Currently, drought-vulnerable poor people are more concerned about their daughter's marriage. One participant described how she worried that her daughter is *eyebrow*, a Bengali word meaning an older girl without an expected groom, as this decreases the chances of securing a better marriage. The economic scarcity experienced by poor people, caused by drought effects, makes them more vulnerable to believing in this culture of early marriage. According to FGD participants, poverty forces them to endure social problems caused by rich or influential persons. Sometimes an influential person can force a drought vulnerable poor parent or girl to accept a groom who lost his wife or has divorced. Others are more vulnerable; sometimes, younger women can become the second or third wife of wealthier men in the hope of getting daily food and avoiding starvation in their parents' home. Other girls encounter violence such as rape or other physical harassment and fail to receive social recognition or legal support in protecting their rights. Poverty caused by drought effects and related vulnerabilities is the major socioecological reason for this social problem.

Women can, however, play a central role in adaptation to climate change. Women often lead the way in adapting to climate change impacts, but they also play a key role in mitigating climate change by optimizing energy efficiency, using low-footprint energy sources and techniques, and influencing a household's and community's consumption patterns. Low-emissions development pathways can be more effective and more equitable where they are designed using a gender-informed approach. Billions of women around the world make decisions every day that influence the amount of carbon that is released into the atmosphere, for example as home-makers, as farmers and land-managers, or as consumers. Women make major share of the daily purchasing for families and take the lead in households combating climate change. Such choices can be expanded in ways that reduce carbon footprints while also promoting co-benefits for gender equality. When it therefore comes to decision-making and implementation towards building resilient communities in the face of climate change, the full and meaningful participation of women become essential. Until recently, however, policy responses at the global or national level did not reflect this reality, and even at this juncture we still have a long way to go. Over the last decade, new knowledge has been generated that allowed for a clearer understanding of the linkages between gender and adaptation.

Both during disasters and in the face of changing environmental conditions, women's role in communities is not formally recognized or accounted for in mitigation, adaptation and relief efforts and women's knowledge about ecosystems and their particular strategies, experiences and skills for coping with water shortages, are often ignored¹⁴.¹⁵Overall, women and girl's vulnerability to climate change generally depends on the interaction of three key functions: - exposure (E), sensitivity (S), and adaptive capacity (AC). The exposure is largely determined by the climatic hazards and the extent the women and girls are exposed to flood, flash flood and drought. The following table provides a summary of the vulnerabilities of women and girls in the context of climate change in flood, flash flood and drought areas in Bangladesh:

Table 2: Women and Girls Vulnerability to Drought: water scarcity, water table and temperature rise

Critical elements at risk	Exposure (degree and frequency)	Sensitivity (Low to High)			Deficit in Adaptive Capacity
	Drought	Water scarcity	Water table	Temperature rise	
Life	Very Likely	High	Very Likely	High	Lack of warning system for drought; Lack of long term predictions of drought; inadequate water collection facilities for women and girls; lack of gender sensitive rehabilitation; increased disease and water borne disease; increase stroke and heart attack both children and elderly women; reduce livelihoods options as well as income.
Employment	Very Likely	Very Likely	Very Likely	Very Likely	Lack of diversity of livelihoods; lack of off-farm livelihood skills; reduced options for on-farm livelihoods; cultural barriers in employment in industry sector; limited SMEs to absorb women labour; lack of women with diversified skills in urban sector jobs; poor capacity to enter into skilled service sectors; heavy domestic responsibility; lack of incentives in skilled job outside domestic territory; sole responsibility for child care.
Food Production	High	High	Very Likely	High	Lack of available varieties of food to produce in drought context; lack of means to recover food loss from drought; lack of irrigation options; lack of grasses and other inputs for livestock rearing; reduce water source from surface and sub-surface
Food Preparation	High	High	Very Likely	Very Likely	Lack of fire-wood due to reduce tree on drought; unsafe and less water for cooking due to water table failed; lack of knowledge on food and nutrition standards; lack of storage facilities during drought onsets; challenge of food preservation in extreme temperatures.
Sanitation and Hygiene	High	High	High	Very likely	Lack of water availability; most of the soak-well is not well functioning due to clay soil; poor public health condition; lack of personal hygiene knowledge.

¹⁴Dankelman, 2002

¹⁵UN Women, BCAS (2014)

Critical elements at risk	Exposure (degree and frequency)	Sensitivity (Low to High)			Deficit in Adaptive Capacity
	Drought	Water scarcity	Water table	Temperature rise	
Core Shelter Maintenance	High	Very Likely	Very Likely	High	Poor maintenance of household assets and housing materials safer from drought; lack of retrofitting materials and capacities to protect house from hazards; lack of financial capacities to prepare hazard proof/resilient house materials.
Child Care	High	High	Very Likely	High	Lack of means and knowledge to protect children from death, injury, fever, drowning, de-hydration, malaria, pneumonia, and other water-borne diseases; increase disease due to raise temperature.
Reproductive Health	High	High	Very Likely	High	Lack of knowledge and means for safe births during drought when temperature raise; lack of easy access to MCH clinic and hospitals in disasters.
Girl's Education	High	High	Very Likely	Very Likely	Increased role of adolescent girls in domestic spheres during disasters; increasing tendency to early marriage amongst disaster affected households; discontinuation of girl's education; lack of social safety net for girl's continued education.

Source: UNDP Bangladesh, 2015

4.3 Assessment of Sexual Exploitation, Abuse and Harassment (SEAH) related risks

Due to the lack of empirical data, SEAH-related risks are major issues in Bangladeshi society. Numerous studies have also shown evidence of sexual abuse, exploitation, or harassment, particularly in various workplace settings. Risks for women and girls associated to SEAH could rise in a drought, because they are largely in charge of gathering water for household members. As previously mentioned, drought makes surrounding water supplies dry up, forcing people to travel long distances to get water. Due to long-distance travel, many girls and women experience eve teasing, sexual exploitation, and harassment during this period.

4.4 Assessment of SEAH related risks associated with the proposed activities

Different types of stakeholders will be involved during the implementation of the project. At the central level, PKSf will establish a project management unit (PMU) where the desired number of female staff is expected to be recruited. These staff will be required to travel in the remote areas alone or with male colleagues. In this case, the female staff may be affected by SEAH related risks. They are also at risk of being affected at work. Select IEs, on the other hand, may hire female staff who will be required to travel to villages for community mobilization, CCAG

activities, monitoring physical interventions, and so on. They will also need to travel to Dhaka or other areas for training under this project. All of these journeys may raise the risk of SEAH. Furthermore, at the community level, female labor may take part in the earth work for the re-excavation of ponds and canals. They may be affected in various ways that include but are not limited to lack of sanitation facilities at work, eve teasing, sexual exploitation and harassment, wage discrimination, etc.

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

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

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

No	Key national laws and policies	Gender provisions
1)	Representation of the People Order, 1972	<ul style="list-style-type: none"> • Focuses on integration of environment, climate change, and disaster management into planning and budgeting with the goal of promoting sustainable development. • EFYP emphasizes on "developing Gender-Inclusive Climate Change Response framework" to harmonize the priorities and strategies among different national documents (policies/ strategies/ visions/plans) related to climate actions. • Directs measures to increase women's knowledge of environmental management and conservation, and make investments in education, capacity-building training, technology transfer, and environmental projects focusing on women.
2)	National Biodiversity Strategy and Action Plan (2016-2021) <i>MoEFCC</i>	<ul style="list-style-type: none"> • Translate measures set out in the Convention on Biological Diversity. • Recommends inclusion and recognition of women's existing active role in biodiversity conservation to offer them equal opportunity. • Increase capacity of rural women to enable them to engage actively in biodiversity conservation at both household and community levels.

No	Key national laws and policies	Gender provisions
3)	BDP2100 <i>Ministry of Water Resources (MoWR)</i>	<ul style="list-style-type: none"> A plan with a long-term vision for “achieving safe, climate resilient and prosperous delta.” Gender reference is minimal in this planning document. It mentions women as “vulnerable”, but does not portray them as potential change agents in the process towards building climate and disaster resilient development. There are no specific strategies or plans that directly relate to gender equality.
4)	NPDM, (2016-2020) <i>MoDMR</i>	<ul style="list-style-type: none"> DRR and emergency management are integrated in the disaster management policies. The plan provides a directive to integrate gender in all its plans and actions.
5)	National Sustainable Development Strategy	<ul style="list-style-type: none"> Focuses on the constitutional obligations of Bangladesh to have a people-centric approach with a vision for sustainable development.
6)	Perspective Plan, 2021-2041 <i>General Economics Division, Planning Commission</i>	<ul style="list-style-type: none"> Considers both gender and environment as important perspectives for development by addressing those in separate chapters.
7)	Mujib Climate Prosperity Plan (MCP) – Decade 2030	<ul style="list-style-type: none"> Intends to facilitate climate financing for vulnerable communities and to encourage women's empowerment. MCP is formulated in honor of the Father of the Nation on his birth centenary.
8)	National Adaptation Programme of Action (NAPA), 2009 <i>MoEFCC</i>	<ul style="list-style-type: none"> Suggests specific strategies for adaptation and recommends 15 projects to strengthen the immediate and urgent adaptation activities to address the current and anticipated adverse effects of climate change, including extreme events. NAPA was the first attempt to guide the coordination and implementation of adaptation initiatives in the country. However, differentiated gender impacts were not recognized.
9)	ccGAP, 2013 <i>MoEFCC</i>	<ul style="list-style-type: none"> Prepared with an aim to ensure the integration of gender equality into climate change-related policies, strategies and interventions. The ccGAP integrates gender considerations into four of the six main pillars in the BCCSAP: (i) food security, social protection and health; (ii) comprehensive disaster management; (iii) infrastructure; and (iv) mitigation and low-carbon development. It is in the process of being updated in light of the revised BCCSAP.
10)	Eighth Five-Year Plan, 2021-2025	<p>Acknowledges the role of women in the food and nutrition security of Bangladesh and focuses on removing barriers to productive participation of women in agricultural employment by addressing the following issues, amongst others:</p> <ol style="list-style-type: none"> 1) Socio-economic backwardness and constraints that women endure in a male dominated society 2) Wage differences between male and female in agriculture. 3) Women's access to institutions and facilities including extension and credit services and linkages with other services such as health and nutrition. 4) Women's access to markets and high value-added agriculture.
11)	National Women Development Policy,	Highlights the inclusive growth and participation of

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

After analyzing agriculture policies, it is evident that there are relevant policies in place that acknowledge that women are crucial for food processing and nutrition security. While women are missing from other roles in the agriculture sector - as producers and other parts of the value chain - some of these policies recognize women's predominant engagement in seed conservation and post-harvest activities. These policies suggest capacity-building measures, increased access to information, knowledge, financial assets, technology, farming resources, and markets. These include initiatives to ensure equal pay for equal work and to remove wage

discrimination in agriculture, as well as steps to ensure women have equal opportunity in securing agricultural inputs like fertilizer, seed, farmer's cards, credit facilities, etc. There is also policy guidance to create alternative options. However, these policies fall short in three aspects. First, the agriculture policies and strategies lack an analysis of the differentiated impacts of climate change on women and men. Second, they do not provide measures that are specifically climate-gender related. Third, a lack of gender-disintegrated data on access to land, finance, extension services, and agricultural tools acts as a barrier to better gender-responsive climate action.

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

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

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

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

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

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

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

6 Position of Women in Bangladesh

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

The Government of Bangladesh also developed institutions for girls and women at the secondary and tertiary level. Gender parity in basic and secondary education has been reached. Concerns are raised, however, about the high dropout rate for girls, particularly in rural areas, the gender disparity in technical and postsecondary education, and the significant number of girls who experience sexual harassment and abuse both at school and on their route there. The absence of physical infrastructure and amenities for girls in schools, the detrimental effects of early marriages, and the lack of access to education for rural women and girls are just a few of the obstacles women and girls face in receiving a high-quality education. Equal pay for men and women is guaranteed by the Bangladesh Labour Act (2006), which also supports equality of opportunity in work. Although the majority of Bangladeshi women are employed in the informal sector, this protection does not apply to them. In instance, occupational segregation, a sizable gender wage disparity, and the exploitation of girls are all persistent forms of discrimination against women in the workplace.

Regarding SDG-5 (Gender Equality), it is important to note that the total fertility rate (TFR) has decreased from 7 live births in the middle of 1970s to 2.01 births per woman in 2019, while the prevalence rate of contraception has increased from roughly 8% in the early 1970s to 40% in early 1990s to 62.7% in 2019. The increase in female employment and the education of girls are also attributed with lowering the birth rate. Women's life expectancy has increased from 46.7 years in 1960 to 74.89 years in 2020, which is a favourable development. Over the past ten years, the overall death rate for women who are of reproductive age has steadily decreased. In public exams at these levels, girls are also performing equally well. However, only 39% of students in the postsecondary level are female, partly because of social factors such the early marriage of girls. Overall, girls receive less education in science. According to the World Development Report 2012: Gender Equality and Development, Bangladesh has one of the lowest earnings for women in the world compared to other nations, with women earning only 12 cents for every \$1 that a male makes. Due to government affirmative action programs and job possibilities in the Ready Made Garments (RMG) industries, which employ primarily women, significant progress has been made in the areas of education and employment for girls. Despite the fact that this sector's entry-level wages are substantially lower than those in other industries with comparable (or lower) skill requirements Inadequate working conditions

and excessive levels of harassment also lessen the contribution to gender equality and women's empowerment.

7 Gender Considerations for the Proposed Project

Gender mainstreaming in project activities is something that the project is well conscious of. Since there are gendered differences in resource access, the capacity to pursue adaptive livelihoods, institutional support, and capacity building, the proposed project has adopted a gender responsive and transformative approach to climate change vulnerability, and this has fundamentally shaped all of the project's activities and outputs. Figure 1 illustrates how the suggested activities will have an impact. The proposed project acknowledges women's crucial leadership and change-agent roles in the face of resource limitations and shifting environmental conditions. For the purpose of transmitting knowledge and the adaption technologies suggested by this project, 215,000 direct beneficiaries will be chosen. Approximately half of all direct beneficiaries.

The project will create 600 CCAGs to provide support and raise community awareness, as was already indicated. Due to the gender-sensitive nature of the proposed project, 50% of the CCAG members will be female recipients (whereas 90% of PKSf recipients are female). Because they typically educate their children at home, the project will choose primarily women. They will impart to their kids what they learn in training and meetings on climate change challenges. As a result, the following generation would be exposed to thoughts and behaviors related to climate change, which would have long-term effects on how this country deals with the issue. Additionally, the appropriate field-level female staff will be provided so that female participants can freely express their thoughts and actively participate in project activities. In order to reach the greatest number of women, the proposal suggests adding more water facilities. The predicted US\$6.38 million allocated budget for female recipients is likewise very high.

CCCCP experiences demonstrated that women benefited from their involvement with CCAG in both an economic and social sense. Women typically don't want to travel too far from their homes to collect water in drought-prone areas. They choose to gather water from nearby parts of their home so that they can spend their time working productively. The most crucial lesson was that they could discuss weather and natural disasters in their area. They felt more in control because they used the time they saved by not having to collect water to help support their families financially by raising goats, growing vegetables, and other things. Similar results are what we anticipate from the planned initiative. The CCCCf faced some challenges to engage the CCAG with the women members of the families. Initially, the women in the vulnerable areas were not much supportive due to shyness and hesitation. Besides, climate change was new issue to them. However, motivation through disseminating proper information helped to overcome this challenge.

The ECCCCP-drought initiative takes into account not only the advantages for women, but also the cross-sectional vulnerability to changing circumstances of those beneficiaries facing more marginalization owing to poverty and social exclusion. By supporting climate-resilient cropping patterns, adaptable water infrastructure, and knowledge transformation, the project design

addresses the need to increase adaptive capability in relation to changing climatic circumstances.

The GoB's policies and strategies on women's resilience, their crucial role in disaster preparedness and recovery, and the necessity of shifting livelihoods towards adaptive options will be accommodated by the ECCCCP-drought, but efforts are still insufficient in comparison to the real and urgent needs of women. The Gender Assessment builds on the data presented in the proposal by providing more details on the national and local gender context, particularly with regard to women's access to resources, their participation in decision-making, and the gendered aspects of local livelihoods. It also serves as the foundation and source of lessons for the Gender Action Plan, which is based on the overall project design. The activities of the proposed project have been selected considering that women can easily implement to enhance their capacity and increase their resilience to climate change. We will confer with both the male and other guardians in addition to the female members of a family to promote women's empowerment through the project interventions. This will assist in reducing uncertainty and timidity. Additionally, by providing the vulnerable community with pertinent information, IEs will develop positive relationships.

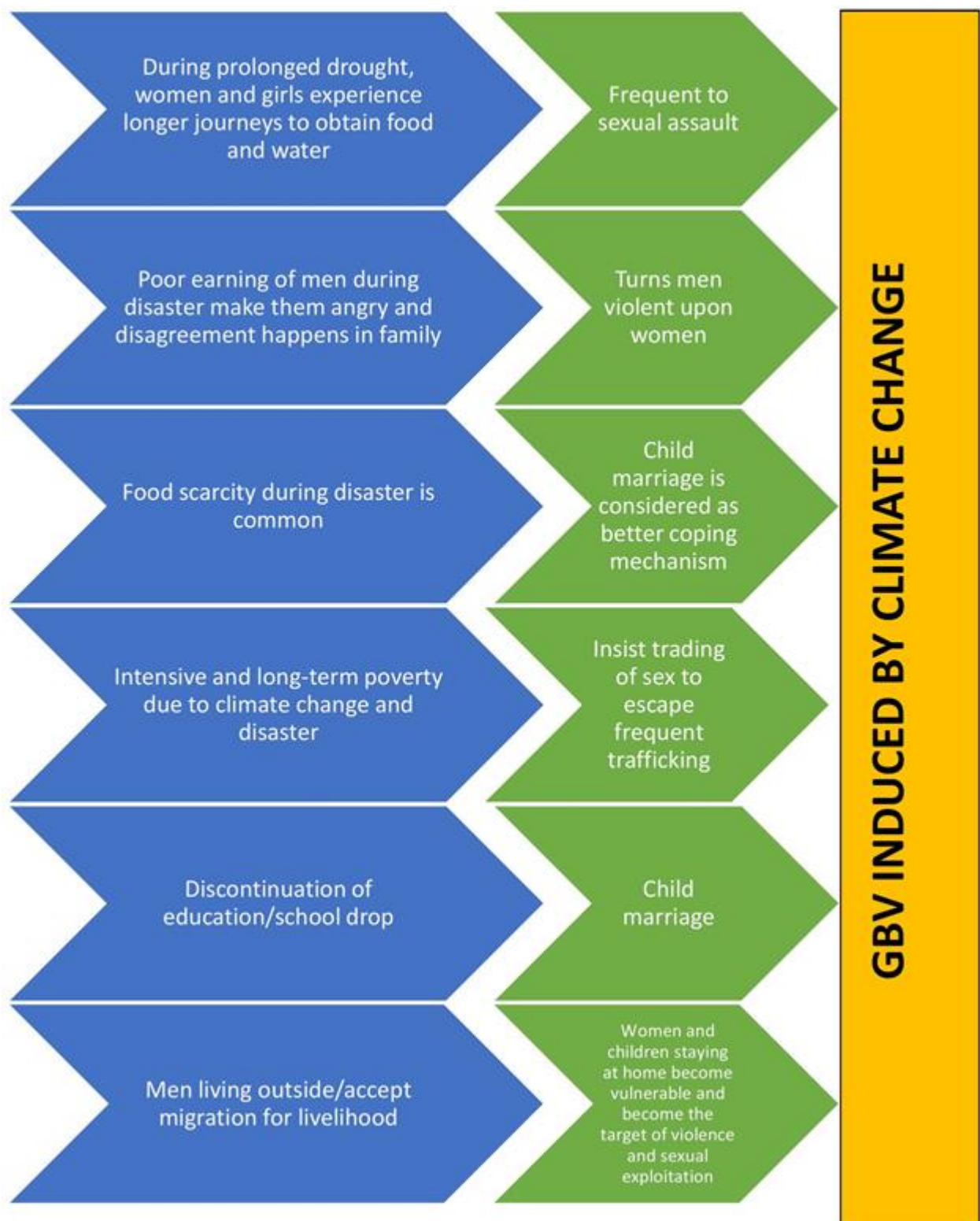


Figure 1: The impact of the proposed activities

8 Proposed Gender Action Plan

The purpose of a Gender Action Plan is to operationalize the constraints and opportunities for women and men that were identified during the gender analysis, towards fully integrating them into the project design, providing the framework for a gender-responsive and socially inclusive project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level, which can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure that the degree of gender-responsiveness and transformation (including collection of sex and age disaggregated data) continues to be measured throughout implementation. Furthermore, it is recommended that the project take into consideration gender and social inclusion measures outlined above and these measures are tailored specifically for a Bangladeshi context.

8.1 Addressing GBV and SEAH risks under the project

The PKSf has adopted gender policy and policy on protection of GBV and SEAH risks and procedures which are aligned with the policy on Sexual Harassment Free Educational and Working Environment. The project will follow these guidelines to protect GBV and SEAH related risks. In addition, the training manuals to be developed under this project will include sessions related so that relevant stakeholders are aware about the gender issues and meet the compliances of gender policies of PKSf. PKSf will also introduce grievance mechanism for receiving and resolving the complaints related to GBV and SEAH.

In addition, national rules and regulations will be applicable in case of severe violence. The Penal Code of 1860 – Bangladesh’s key penal statute, inherited from the colonial period – contains provisions on protecting women from various forms of physical and sexual violence. In 1992, the Committee on the Elimination of All Forms of Discrimination Against Women issued its General Recommendation No. 19. It affirmed that sexual harassment is a form of gender-based violence and, therefore, a form of discrimination within the meaning of article 1 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).¹⁶ The Government of Bangladesh ratified the CEDAW on 6 November 1984. Article 11 commits Member States to eliminate discrimination against women in the field of employment, and to ensure the equality of women and men. As discussed above, the CEDAW Committee’s General Recommendation No. 19 (1992), entitled “Violence against women”, affirms that gender-based violence, including sexual harassment, is a form of discrimination. Commenting on article 11 of CEDAW, which relates to discrimination against women in employment, the CEDAW Committee emphasized that equality in employment can be seriously impaired when women are subjected to gender-specific violence, such as sexual harassment in the workplace. In addition the government has ratified the UN Declaration on the Elimination of Violence against Women, 1993 and the Beijing Declaration and Platform for Action, 1995.

The government has enacted the Repression against Women and Children (Special Provision) Act, 1995, prescribing the death penalty as the punishment for killing a woman or child by committing rape. Five years later, the Act was repealed and replaced with the Women and Children Repression Prevention Act, 2000 (WCRPA).¹⁷

Honorable High Court adopted a policy on Sexual Harassment Free Educational and Working Environment and ruled to implement this policy at all types of organizations in the country. As per the policy, each organization will form a committee to receive, investigate and remedial

¹⁶ CEDAW, adopted in 1979 by the United Nations General Assembly is regarded as the ‘international bill of rights for women’. More information is available on the UN’s website, <http://www.un.org/womenwatch/daw/cedaw>

¹⁷ ILO (2020). Overview of laws, policies and practices on gender-based violence and harassment in the world of work in Bangladesh, International Labour Office, CH-1211 Geneva 22, Switzerland,

measure against complains on sexual exploitation, abuse and harassment. PKSf strictly follow this policy. An action plan matrix is presented below:

Action plan matrix for protection of GVB and SEAH

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

		<p>awareness</p> <ul style="list-style-type: none"> • Accommodation of female staffs will be arranged separately considering individual requirement of female staffs 		
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For ensuring equality and empowering women, the project has developed a project level log-frame (the table below).

Objective	Actions	Target and Indicators	Responsible institutions	Allocated budget (USD)
Result 1.1: Enhanced capacities of government institutions to implement and monitor water resources management and climate change (CC) adaption projects				
Activity 1.1.1: Establishment of climate Change unit at the Barind Multipurpose Development Authority (BMDA)	Meeting with Ministry of Agriculture, Ministry of Water Resources, assign staffs in CC unit of BMDA and MAR center	Baseline=0 Target= 50% women Indicators: • 3 female staffs in BMDA and MAR center	IEs staffs and PMU	\$68,125
Activity 1.1.2: Establishment of an MAR centre	Provide logistics and technical supports	Baseline=0 Target= 50% female staffs Indicators: • 3 female staffs selected	Ministry of Water Resources and PMU	\$72,625
Result 1.2: Knowledge and technical capacities of climate change adaption interventions improved				
1.2.1 Real time evaluation study	Procurement of consultants, baseline study, periodical effectiveness study, report produce including lessons learnt	Baseline=0 Target= 50% female Indicators: 50% of the study teams, community representatives as interviewees and workshops ensured	PMU, consultants, community people, national and local government representatives, implementing entities	\$73,200
1.2.2: Analyze results and develop a database on intervention impacts	Develop data management system, store data and information, outreach	Baseline=0 Target= 50% female Indicators: 50% of the study teams, community representatives as interviewees and workshops ensured	NDA and other government representatives, PMU, implementing entities	\$18,000
1.2.3: Training to NGOs on climate change	Select NGOs, prepare training plans, send invitations and ensure attendance, logistics support	Baseline=0 Target= 50% female Indicators: 50% of the study teams, community representatives as interviewees and workshops ensured	NDA representatives, PMU, selected NGO staff	\$21,960

1.2.4: Trainings on CC issues and project management	Prepare training plan, organize training	Baseline=0 Target= 50% female Indicators: 50% of the study teams, community representatives as interviewees and workshops ensured	PMU and IEs' staff	\$27,795
1.2.5: Organize knowledge sharing workshops and seminars	Prepare workshop material including presentation, guest list, invite guests, conduct workshops, prepare workshop reports etc.	Baseline=0 Target= 50% female Indicators: 50% of the study teams, community representatives as interviewees and workshops ensured	NDA and other government representatives, PMU, implementing entities	\$6,300
Output 1.3. Communities are organized and aware of CC issues and potential responses				
1.3.1: Beneficiary selection, group formation and mobilization	Consultation meetings at community level, union parishad (the lowest administrative unit in Bangladesh) etc.	Baseline=0 Target= 50% women beneficiaries Indicators: 50% women beneficiaries selected	IEs staffs and PMU	\$142,300
1.3.2: Develop beneficiary socio-economic profiles	Prepare formats, training to IEs staffs, data entry, analysis, data management etc.	Baseline=0 Target= 50% women beneficiaries Indicators: 50% women beneficiaries socio-economic profile completed	IE staffs, beneficiaries and PMU	\$61,300
1.3.3 Arrange monthly group meetings on climate change issues of CCAG	Organize CCAGs, conduct meetings, document meeting notes etc.	Baseline=0 Target= 50% women beneficiaries Indicators: 50% women beneficiaries socio-economic profile completed	IE staffs, beneficiaries and PMU	\$120,000
1.3.4: Trainings of beneficiary groups	Select trainees from CCAG members, prepare training plan, deliver training etc.	Baseline=0 Target= 50% women beneficiaries	IEs staffs and PMU	\$102,600
1.3.5 Organize exchange visit for CCAG members and IE's staff	Select spots to visit, select the beneficiaries and IE's staff, communicate with host organizations, vehicle and venue for night stay	Baseline=0 Target= 50% female staffs Indicators= 50% female staffs of IEs participated	IEs and PMU	\$72,000

Result/Output 2.1: Improved storage of surface water				
Activity 2.1.1: Ponds re-excavation	Organize CCAG members for selection of pond, measure requirement of soil, receive approval from PMU, contact labour contact society (LCS) and re-excavate ponds.	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	Communities, IEs, PMU	\$ 2,700,000
Activity 2.1.2: Canals re-excavation	Conduct procurement, re-excavate canals, tree plantation along canal side	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	Communities, contractors, IEs and PMU	\$ 5,512,000
Result/Output 2.2: Improved recharge of aquifers				
Activity 2.2.1: Installation of rooftop managed aquifer recharge systems	Design MAR, conduct procurement, construction etc.	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	BMDA, PMU, IEs, Consultants, communities	\$2,358,000
2.2.2 Installation of recharge well in ponds for ground water recharge	Design MAR, conduct procurement, re-excavate ponds, installation of recharge well.	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	BMDA, PMU, IEs, Consultants, communities	\$608,000
Result/Output 3.1: Dissemination of drought resilient crops and horticulture and increase agricultural productivity				
Activity 3.1.1: Promotion of drought adapted cropping patterns, crop varieties and fruit trees	Selection of farmer from CCAG members, meetings, crop cultivation	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	IEs and PMU, monitoring report, midterm and final evaluation report	\$ 1,233,000
Activity 3.1.2: Promotion of drought-adaptive fruit	Selection of farmer from CCAG members, meetings, crop cultivation	Baseline=0 Target= 50% women beneficiaries Indicator: 50% women beneficiaries selected.	IEs and PMU, monitoring report, midterm and final evaluation report	\$ 1,233,000
			Total	\$14,430,205

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