



People's Republic of Bangladesh
Local Government Engineering Department (LGED)



Gender Equality Strategy of the LGED

January 2014

The National Women Development Policy is the basic foundation of LGED's Gender Equality Strategy. The principal objective of this Strategy is to develop women and to create women-friendly ambience at all levels of LGED activities in consonance with the incorporation of the National Women Development Policy 2011. LGED, in accordance with this Gender Equality Strategy, ensures that all of its infrastructures are made women-friendly, creates employment opportunities for the women in its different activities increasingly establishes a process of decision making in each and every work through participation of both men and women. The deprived women would as such be empowered gradually through this process. LGED's Gender Equality Strategy has been formulated primarily to attain the very objective of transforming LGED into an example among the public sector organizations towards promoting gender values.

Strategic Issues

Policy Adoption

The Gender Equality Strategy of LGED shall be devised and updated in conformity with the National Women Development Policy. On the basis of this Strategy, LGED's different sectors, units and projects shall prepare their individual "Gender Action Plan (GAP)" and "Implementation Guidelines", which shall be reviewed by the **Gender and Development Forum** and any refinements/amendments may subsequently come thereof.

Institutional Arrangement

The **Gender and Development Forum** is the main executive body for implementation of the Gender Equality Strategy, which shall be institutionalized in due course. As a matter of good governance, the **Gender and Development Forum** shall have a written Constitution and an Operational Manual.

Every unit and project of LGED shall prepare its own Action Plan wherein necessary advices and guidance of the **Gender and Development Forum** are contained, shall review and coordinate all gender related issues and activities and shall make necessary communications as well.



Data/Information Collection, Monitoring and Evaluation

Collection of data/information, irrespective of their sources shall be gender disaggregated in all spheres and activities. In this case, formats prescribed by the **Gender and Development Forum** containing key indicators shall be used. To meet the project requirements, any other formats with different indicators can also be used. Collected data/information shall be sent to the **Gender and Development Forum** bi-annually and the Forum in turn shall develop a Database, which shall be used in monitoring and evaluation of all gender related matters. The annual or any other reports shall be prepared and published and relevant action plans shall also be simultaneously developed by utilizing the available data. Special attention has to be paid for optimal use of the Information Technology.

Infrastructure Development

Infrastructures to be built by LGED shall be made women-friendly. In this end, provisions for essential facilities exclusives for women are to be kept in the plans, designs and drawings for all infrastructures to be prepared and their proper implementation is to be ensured. The Planning and Design Unit of LGED shall take all necessary measures in this regard.

Employment and Working Environment

a) Employment

An Action Plan shall be prepared for future manpower engagement in LGED with a view to remedy its prevailing gender discrimination at the work place. To meet this end, positions most suitable for the women are to be kept reserved for them by LGED at a higher ratio. Similar approaches may also be followed in the case of employment opportunities to be created under the development programs. At the same time increased need-based training and other allied supports shall be extended to the women that can enable them to acquire requisite skills within the shortest possible time in their respective fields including self-employment. Women participation in all development activities is to be enhanced and necessary measures have to be taken for fixing up equal wages and paying the women for similar works.

b) Working Environment

Measures have to be taken to improve working environment for women in the LGED in the related areas, on ascertaining the actual success gained towards achieving the set targets in this respect.

One "Internal Review and Resolving Committee (IRRC)", under the supervision of the **Gender and Development Forum**, shall closely monitor the issues involving corporal punishment, mental and sexual harassment of personnel and the beneficiary women at their work places. Any such occurrences shall be reviewed and analyzed by the Committee on the basis of the complaint of the aggrieved person and the Committee shall extend all possible cooperation to her/him in receiving proper legal supports under the laws of the land.

Training

Work extension areas for the women are to be explored and identified and the women shall be provided with appropriate trainings. Gender sensitive training needs shall be assessed in conformity with the LGED activities and highly skilled human resources will be developed by imparting trainings by expert trainers on gender including management and capacity building.



Participation

Active participation of women shall be ensured in all fields. **Gender and Development Forum** shall play the lead role in ensuring women's increased active participation by establishing a congenial working atmosphere and providing strategic guidance.

Empowerment

Areas for women empowerment at all levels of LGED (e.g. training, information and technology, income, inheritance, loan, right of full control on acquired assets) shall be identified and measures shall be taken to ascertain their ratio of inclusion based upon proper analysis and competency. At the same time, priority shall be given to the nomination/posting of women at a considerate rate towards ensuring active and effective representation in decision making process at all levels in any organizations/committees/groups in particular. Such incorporations may be clearly made in the project documents, if applicable. Matters related to provide necessary support facilities, scope creation, provisions for equal wages, security et cetera shall be taken into consideration and be ensured by using appropriate criteria and necessary criteria shall be used in the applicable cases in order to all project contract agreements or tender documents.

Financing

The Planning and Administration Unit of LGED shall take all steps to ensure regular fund transfer flow from the Government and the Development Partners to preparing a gender sensitive budget and its implementation, identify fund allocations/areas, fund for implementation and institutionalization of the Gender Equality Strategy.

For development of gender sensitive human resources in all activities of LGED, budgets in the Annual Development Program (ADP) from the allocated funds shall be distributed proportionately for gender related trainings through the LGED Training Unit.

While formulating a project, necessary budget provisions shall be earmarked for undertaking gender related activities. Projects shall have to be developed with the cooperation of the Government and the Development Partners keeping budget provisions in favor of the **Gender and Development Forum** and for conducting studies/evaluations as well.