



BANGLADESH CLIMATE CHANGE AND GENDER ACTION PLAN





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(ccGAP)

MARCH 2024



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and UN Women Bangladesh

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Ministry of Environment, Forest
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Secretary

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Foreword



As the seventh most climate vulnerable country Bangladesh has been actively engaged in climate action and environmental protection. Since the adoption of the Bangladesh Climate Change Strategy and Action Plan (BCCSAP) which provides a comprehensive approach to addressing climate change challenges, the country has developed a series of policies and strategies, such as the Mujib Climate Prosperity plan 2022-2041, National Adaptation Plan, National Plan for Disaster Management, National Bio-diversity Strategy and Action Plan, etc.

Addressing the gender dimensions of climate change and acknowledging that gender equality is not just an aspiration but a key driver of climate resilience and sustainable development, Ministry of Environment, Forest and Climate Change (MoEFCC) took initiative to release. The first Climate Change and Gender Action Plan (ccGAP) in 2013 it had set out a strategic framework to integrate gender considerations into the country's climate change actions providing guidelines for some key sectors including agriculture, water resources, energy, health, and livelihoods.

Since then, there have been significant developments at the national and international level with regard to climate change actions: National Adaptation Plan (NAP) developed, Mujib Climate Prosperity plan was adopted with considerable attention provided to gender equity, Paris agreement was adopted giving importance to gender aspects, SDGs have been adopted. All these necessitated revisions of the Climate Change and Gender Action Plan (ccGAP) to make it more relevant and aligned it to emerging priorities.

The updated Climate Change and Gender Action Plan (ccGAP) provides concrete action plans, measurable progress indicators, potential stakeholders and sets a path for the sustainable inclusion of gender in climate actions in Bangladesh. Six key priorities have been identified: Natural resources; Livelihood; Infrastructure and settlements; Women's leadership and participation; Gender responsive means of implementation; Capacity-building, knowledge management and communication. I would like to extend my sincere gratitude and appreciation to UN women for their all out support in the process of updating ccGAP, in association with the International Union for Conservation of Nature (IUCN) along with Centre for Climate Change and Resilience and Bangladesh Centre for Advance Studies.

I sincerely hope that the ccGAP 2024 will become an effective tool for the Government of Bangladesh in its aspiration and commitment to make all climate actions in the country gender responsive, building the resilience of men, women, children, and gender diverse groups equally.

Dr. Farhina Ahmed
Secretary

Ministry of Environment, Forest and Climate Change

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Foreword



Bangladesh is among the most vulnerable countries to climate change, with a record 185 extreme weather events experienced between 2009 and 2019. Climate change is a threat multiplier, with a differential impact on the lives of women, girls, and the most excluded groups. Gender inequalities, along with other social and economic inequalities, intensify vulnerability to climate change impacts. In the aftermath of climate-related disasters, gender-based violence increases, and so does the burden of unpaid care work on women. It becomes imperative thus to recognize and address the intersecting gender-specific risks and vulnerabilities.


Gender mainstreaming in climate policies and initiatives enables us to recognize the disproportionate impacts of climate change on women and the critical role they play as agents of change.

In this context, the **Climate Change Gender Action Plan (ccGAP)**, formulated by the Ministry of Environment, Forest, and Climate Change (MoEFCC) in 2013, has been updated with technical support from UN Women.

This updated ccGAP is a pivotal step forward in Bangladesh's efforts to build a more inclusive and sustainable future. It identifies **six priority areas: natural resources; livelihood; infrastructure & settlements; women's leadership and participation; genderresponsive means of implementation; capacity-building, knowledge management and communication**. The first three align with the thematic sectors of the National Adaptation Plan 2022, and the latter are cross-cutting priorities. The ccGAP includes concrete steps with measurable progress indicators, to advance the inclusion of gender equality considerations in climate actions in Bangladesh.

I hope that under the leadership of the Ministry of Environment, Forest, and Climate Change, and with support from key ministries, the ccGAP becomes a springboard for catalytic actions on gender responsive climate change.

My sincere appreciation to everyone who has contributed to this process of updating the ccGAP. I take this opportunity to thank the International Union for Conservation of Nature, the Bangladesh Centre for Advanced Studies, and the Centre for Climate Change and Environmental Research for coordinating the effort and acknowledge the unwavering leadership and guidance of the Bangladesh Climate Change Trust.



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Acronyms and Abbreviation

AF	Adaptation Fund
BARI	Bangladesh Agricultural Research Institute
BBS	Bangladesh Bureau of Statistics
BCAS	Bangladesh Centre for Advanced Studies
BCCSAP	Bangladesh Climate Change Strategy and Action Plan
BCCT	Bangladesh Climate Change Trust
BCCTF	Bangladesh Climate Change Trust Fund
BDP	Bangladesh Delta Plan
BFD	Bangladesh Forest Department
BMD	Bangladesh Meteorological Department
BRRI	Bangladesh Rice Research Institute
BWDB	Bangladesh Water Development Board
C3ER	Centre for Climate Change and Environmental Research
CBO	Community-based Organisations
CC	Climate Change
ccGAP	Climate Change and Gender Action Plan
COP	Conference of the Parties
CSA	Climate Smart Agriculture
CSO	Civil Society Organisations
DAE	Department of Agricultural Extension
DBHWD	Department of Bangladesh Haor and Wetlands Development
DDM	Department of Disaster Management
DLS	Department of Livestock Services
DoA	Department of Agriculture
DoArc	Department of Architecture
DoE	Department of Environment
DoF	Department of Fisheries
DPHE	Department of Public Health Engineering
DWA	Department of Women Affairs
DWASA	Dhaka Water Supply and Sewerage Authority
EIA	Environmental Impact Assessment

FFWC	Flood Forecasting and Warning Centre
GB	Gender Budget
GBV	Gender based Violence
GCF	Green Climate Fund
GDP	Gross Domestic Product
GED	General Economic Division
GOB	Government of Bangladesh
HDI	Human Development Index
ILO	International Labour Organization
INGO	International non-governmental organizations
IUCN	International Union for Conservation of Nature
IWM	Institute of Water Modelling
IWRM	Institute of Water and Flood Management
LFPR	Labour Force Participation Rate
LGD	Ministry of Local Government, Rural Development and Cooperatives
MCPP	Mujib Climate Prosperity Plan
M&E	Monitoring and Evaluation
MEPMR	Ministry of Power, Energy and Mineral Resources
MFI	Micro Finance Institutions
MoA	Ministry of Agriculture
MoDMR	Ministry of Disaster Management and Relief
MoEdu	Ministry of Education
MoEFCC	Ministry of Environment, Forests and Climate Change
MoFL	Ministry of Fisheries and Livestock
MoHFW	Ministry of Health and Family Welfare
MoIB	Ministry of Information and Broadcasting
MoICT	Ministry of Information and Communication Technology
MoL	Ministry of Land
MoLE	Ministry of Labour and Employment
MoLGRD	Ministry of Local Government, Rural Development and Co-operatives
MoLJPA	Ministry of Law, Justice and Parliamentary Affairs
MoPA	Ministry of Public Administration
MoPME	Ministry of Primary and Mass Education

MoST	Ministry of Science and Technology
MoSW	Ministry of Social Welfare
MoWCA	Ministry of Women and Children Affairs
MoWR	Ministry of Water Resources
MW	Mega Watt
NAP	National Adaptation Plan
NAPA	National Adaptation Programme of Action
NDC	Nationally Determined Contributions
NGO	Non-governmental organizations
NPDM	National Plan for Disaster Management
NSDA	National Skill Development Agency
NTFP	Non Timber Forest Products
PwD	Persons with Disabilities
PWD	Public Works Department
RAJUK	Rajdhani Unnayan Kartripakkha
RMG	Ready-Made Garment
RTHD	Road Transport and Highways Division
SME	Small and Medium-sized Enterprises
SPARRSO	Bangladesh Space Research and Remote Sensing Organization
SREDA	Sustainable and Renewable Energy Development Authority
TLCC	Town-Level Coordination Committees
UDD	Urban Development Directorate
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence Against Women
WARPO	Water Resources Planning Organisation
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization

PART A

Introduction: Preparation of Climate Change and Gender Action Plan (ccGAP)



01

BANGLADESH CLIMATE CHANGE AND GENDER ACTION PLAN

Bangladesh Climate Change and Gender Action Plan

The Climate Change Gender and Action Plan (ccGAP)

The Government of Bangladesh, from the inception of the country, has guaranteed equality for all citizens through the Constitution of 1972. It has followed through with the commitment, especially to gender equality, in all the major development policy frameworks, visions, and plans such as all five-year development plans, Perspective Plan, 2021-2041, and Bangladesh Delta Plan, 2100. Over time, the country adopted international commitments to shape its position on gender equality through the Convention on the Elimination of All forms of Discrimination Against Women, 1979; Beijing Declaration and Platform for Action, 1995; etc. Similarly, the national policies aimed at eliminating violence against women, ensuring their political participation, providing equal rights to work, and restraining child marriage.

Climate change is posing a major threat to the country's development, including achieving gender parity. Bangladesh was ranked the 7th most vulnerable country to climate change in 2021 (Eckstein et al., 2021). The impacts of changing climate and increased frequency of disasters, thus, encouraged the country to align gender with global conventions of UNFCCC and agree on a five year Enhanced Lima Work Programme on Gender for recognising gender equality and women's empowerment as guiding principles for climate action. The most recent strategy document - Mujib Climate Prosperity Plan, Decade - 2030 a key document adopted by the Honourable Prime Minister, shifts the country's trajectory from one of vulnerability to resilience to prosperity.

The first Climate Change Gender and Action Plan (ccGAP) demonstrated the government's commitment to sustainable development in tackling the effects of climate change. It was prepared in 2013 to ensure gender equality and inclusion in climate change related policies, strategies, and interventions as a follow-up of the Bangladesh Climate Change Strategy and Action Plan (BCCSAP). The Ministry of Environment and Forests, with financial support from the Government of Finland and technical support from the International Union for Conservation of Nature (IUCN), prepared the first ccGAP. The recent initiative of revising and updating the BCCSAP, 2009 and preparation of the National Adaptation Plan of Bangladesh (NAP), 2022 necessitated revising and updating the ccGAP as well.

In this context, UN Women in partnership with Bangladesh Climate Change Trust (BCCT) initiated revision and updating the ccGAP, 2013. IUCN provided technical support in the process keeping in focus the approaches of the Mujib Climate Prosperity Plan, Decade - 2030 while aligning with the NAP 2022, and the updated Bangladesh Climate Change Strategy and Action Plan.

Methodology

Preparation of the ccGAP took a participatory approach to learn from representative communities from eight divisions covering nine districts and nine upazilas of the country. BCCT took the lead in engaging C3ER and BCAS to conduct district consultation workshops, community consultation workshops, focus group discussions, and key informant interviews in these locations. The participatory session forming of all female, all male, mixed groups used different tools with gender markers integrated within the tools such as hazard calendar, hazard vulnerability matrix, overall sectoral impact, sectoral impact matrix, livelihood calendar, impact on assets, access matrix, and disaster risk reduction matrix. Different focus group discussions were conducted to identify hazards and risks and the effects including those associated with climate change; identify women's specific climate vulnerabilities; their engagement in livelihoods; access to and ownership of different assets, and the benefits of gender-sensitive services, capacity building activities by the government and non-government organizations. The discussions also tried to record adaptation practices, the existing gaps, and problems with possible suggestions for ccGAP in different sectors, including water, agriculture, forestry, fisheries, renewable energy, and infrastructure.

Officials from local administration and local government institution representatives, social welfare workers, local NGO partners, etc. were interviewed to gather information on income-generating activities/livelihoods, socio-economic background, and climate change risk and vulnerabilities. The workshops and interviews were managed via open-ended questionnaires. The questions prioritized five types of assets- natural, physical human, financial, and social, gender roles, decision-making process, frequent hazards, gendered needs, adaptive practices, and type/nature of vulnerabilities of both females and males in different hazards.

Simultaneously, IUCN, UN Women, and the UN Environment Programme (UNEP) with financial support from the Swedish International Development Cooperation Agency (Sida) conducted a thorough context and situation analysis to strengthen country-driven processes with evidence on linkages between gender equality and climate change. The findings were published as the State of Gender Equality and Climate Change report in 2022 and created the baseline for the action plans proposed in this updated ccGAP. Thus, these two documents are expected to complement each other. The findings from the community consultations, in most instances, supplemented the situation analysis and helped in triangulating to make the action plans context-specific. A draft ccGAP was developed from all of these contexts, situation analysis, consideration of national and international policy frameworks, guidelines, and plans and organized under different themes and priority areas.

Later, the draft ccGAP has been shared with concerned ministries, agencies, UN agencies, development partners and NGOs; many of them sent their valuable comments and

observations. A national consultation workshop created opportunities to discuss in person the action plans and identify the actors. The final version incorporated those feedbacks.

Importance of ccGAP for Bangladesh

Between 2000 and 2019, 185 extreme weather events occurred in Bangladesh causing an annual average of 0.38 fatalities per 100,000 inhabitants and 0.41 per cent losses per unit GDP (Eckstein et al., 2021). Climate change - manifested by both slow on-setting changes and climate-induced extreme conditions and disasters – poses increasing challenges for to the country's hard-earned development gains. It is predicted that by 2050, a third of the agricultural GDP will be lost, over 13 million people could become internal migrants and an average tropical cyclone can cost about USD one billion per annum (World Bank, 2022). The impacts of climate change are not uniform throughout the country; they vary based on geographic locations. The ability to respond to such impacts also varies based on socio-economic inequalities among the population especially based on gender in the form of attitudinal discrimination, sexual harassment, domestic violence, and challenges in ensuring citizens' rights (Kabeer, 2000).

The National Adaptation Plan of Bangladesh (2022) reported the observed climate change and the trends and stresses from various sources. It reports that the country has a rising trend (0.0056°C/year) in temperature while the average annual temperature has been continuously higher in recent decades. On the other hand, winters are warmer with an increase of minimum temperature by 0.45°C and summers are hotter by 0.52°C during the pre-monsoon and monsoon months (ibid). The rainfall variability is relative to locations; however, there is an increasing trend of annual mean rainfall of 8.4mm/year for parts of the country (ibid). According to the DoE (2020), the tidal variation between 1993 to 2010 indicates a rise of 2.8±0.8mm/year.

However, apart from these changes that cause extreme conditions and disasters such as flash floods, and heat waves, much less dramatic, slow, incremental, and often unnoticed, increasing climate variability, for example, urban heat islands, recurrent flooding, and waterlogging in Bangladesh is equally important to consider in terms of their cumulative impact on human wellbeing (Moser et al, 2010). Adaptation to climate change is often aimed at adjusting to 'climate change' - a long-term view that can alter the resources base rather than 'climate variability'- a short-term phenomenon that affects the range and frequency of shocks that society absorbs (Parry & Carter, 1985). Nevertheless, some short-term severe conditions impacted by incremental shifts in weather patterns or experienced as extreme events are not recorded as disasters; thus, are not considered in vulnerability assessments in the country.

Six groups of gender factors affect the climate vulnerabilities of women and men (Jabeen,

2014). These include a) gender roles and cultural patterns represented by economic, social and cultural contexts of the country affecting access to education and mobility; b) physical differences and reproductive function of women that increase their climate vulnerabilities from safety and physical capacity, for example, learning to swim; c) gender division of labour represented by livelihood systems and multiple tasks, including production and provision of food, guarding family health, caregiving, etc. affecting both women and men's choices of livelihood, location, and living conditions; d) gender differences in income and assets represented by gender gap affecting access to and management of capital assets; e) gender bias in power and decision-making influencing their agency to take anticipatory and reactive actions; and f) lack of gender-specific data and indicators that affects the institutional capacity to design gender-responsive adaptation policies and strategies.

These factors can explain the differential vulnerability of women and girls in Bangladesh. For example, women and girls in the coastal belt of the country pose limited access to early warning information during cyclones storm surges, inadequate shelter increases risks of gender-based violence, and intra-household food insecurity and lack of sanitation facilities caused by disasters, affect women more than men (DoE, 2009). Similarly, flooding mostly in river island areas and water-logging in southwest, south-central coastal belt, and urban areas disproportionately impact women responsible for collecting drinking water and fuel due to time poverty and increased chances of gender-based violence moving away from home and wading through unsafe waters. Maintaining menstrual hygiene becomes more challenging in a water-logged situation. Long-term water-logging reduces accessibility to schools increasing the possibility of dropping out, especially for girls, affecting their future well-being (ibid). On the other hand, increased heat, predominant in the western and north-western of the country, creates fatigue and water scarcity disproportionately making women and girls more vulnerable.

The intersectionality of ethnicity, gender identity, disability, class, and other forms of inequality reinforces vulnerability. On the other hand, conceptualizing gender only in terms of the vulnerability of women can mean overlooking the complex and intersecting power relations that marginalize women and men differently. Many policy-level initiatives mention gender as one of the most important criteria for prioritizing adaptation needs and activities but fail to address the complexity of the intersecting power relations that marginalize women and men differently (Arora-Jonsson, 2011). The actions and indicators suggested in the updated ccGAP took into consideration the intersectionality and power relations between female and male.

Structure of the updated ccGAP

The updated ccGAP is divided into six priority areas (Figure 1 summarizes those areas):

A. Natural resources

- B. Livelihoods
- C. Infrastructure and settlement
- D. Women’s leadership and participation
- E. Gender responsive means of implementation
- F. Capacity-building, knowledge management, and communication

The first three areas align with three of the thematic sectors suggested by NAP, 2022 which are agriculture and livelihood security (including crop, fisheries, livestock, and agriculture-based livelihoods); water resources (including water resources, infrastructure, and management); and urban area (including infrastructure, WASH, landscape and livelihood, urban wetland). The ccGAP group them under three categories of priority areas: a) Natural resources (including land, water, forestry, and biodiversity conservation); b) Livelihood (both agriculture and non-agriculture-based); c) Infrastructure and settlement including installation of infrastructure, operation, and maintenance, and protective infrastructure). The actions under these first three sector-specific priority areas are proposed to promote gender balance and increase women’s participation and leadership.

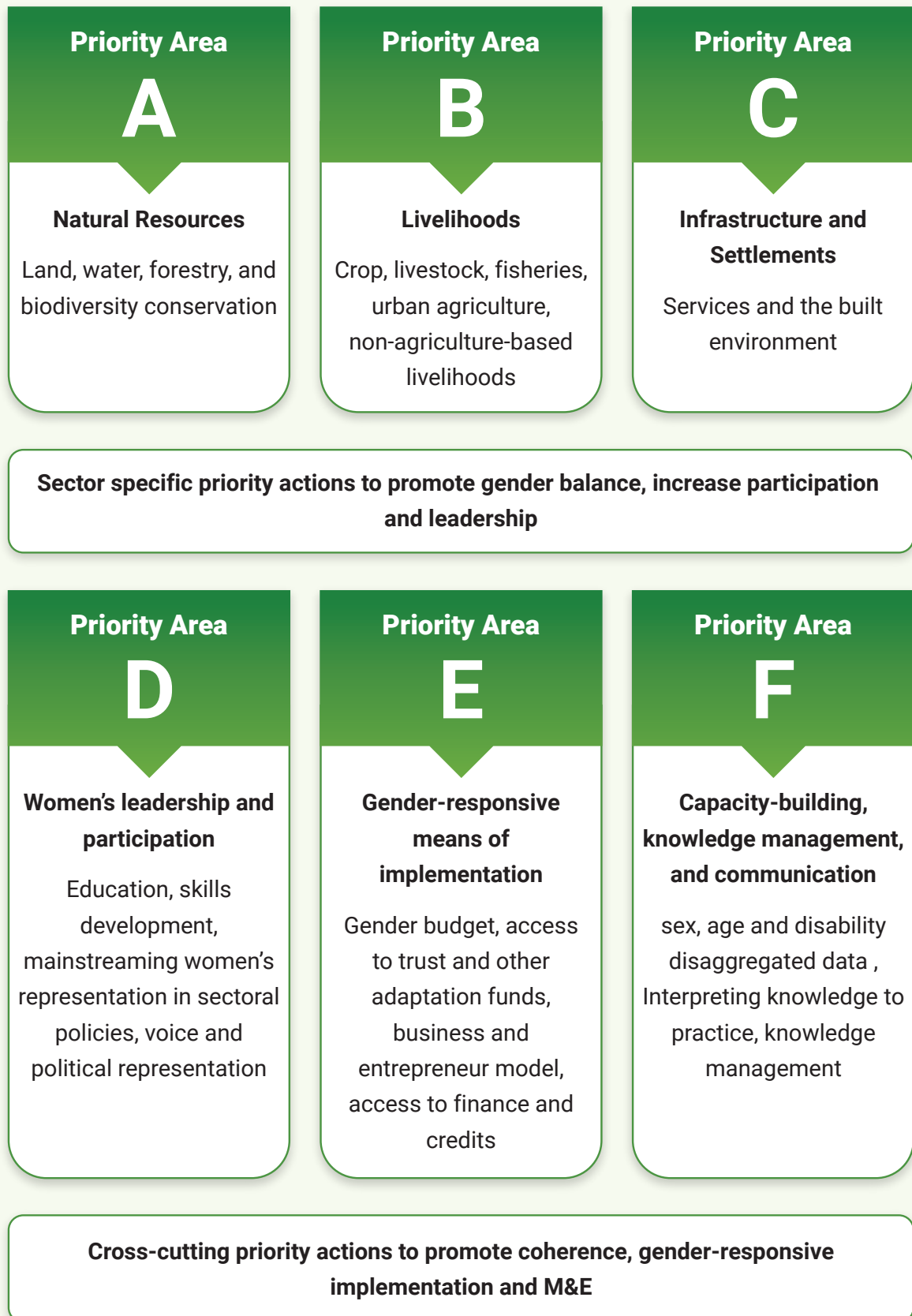
Furthermore, NAP endorses establishing a friendly environment for gender-responsive and socially inclusive adaptation processes. The plan suggests to create that through ensuring equitable access to resources; designing, planning, and building capacity for climate-resilient alternative livelihoods; promoting and easing engagement in agriculture, fisheries, livestock, or other SMEs programs; designing and implementing training or awareness-raising programs. This approach aligns with the five priority areas of the Enhanced Lima Work Programme on Gender agreed in COP 25, which are, Capacity-building, knowledge management, and communication; Gender balance, participation, and women’s leadership; Coherence; Gender-responsive implementation and means of implementation; and Monitoring and reporting.

The **second group of three priority areas** of the ccGAP, thus, are grouped as cross-cutting priority actions to promote coherence, gender-responsive implementation, and M&E. These three priorities include d) promoting women’s leadership and participation through education and access to information; e) gender-responsive means of implementation through financing; and f) capacity- building, knowledge management, and communication with data, M&E and reporting.

As mentioned earlier, the proposed action plans of these six priority areas intend to transcend from vulnerability to resilience to prosperity following the Mujib Climate Prosperity Plan Decade 2030.

Each section begins with a summary of the state related to the discussed issues summarized from the State of Gender Equality and Climate Change in Bangladesh (IUCN and UN Women, 2022) report followed by specific action plans, indicators to measure progress, and possible actors.

Figure 1: Six groups of priority areas of ccGAP



PART B

Climate Change and Gender Action Plan (ccGAP)

1. Natural Resources

Most people in Bangladesh depend on natural resources for their living and livelihood. Access to and management of natural resources such as land, water, and forestry defines an individual's ability to take anticipatory and reactive actions to build resilience to the impacts of climate change. The following table summarizes the issues that are either defined by gender dynamics the society and result in the differential ability of women to act on natural resources.

Situation Analysis

Priority Sectors	Situation
Land	<p>Limited access and ownership of land. Women and girls have limited ownership of land.</p>
	<p>Lack of knowledge & information regarding laws, rules & regulations of natural resource usage and ownership. There is lack of knowledge and information for both female and male members of the society regarding the government laws, rules, and regulations that deny them to take advantage of owning and using natural resources for productive and financial benefits.</p>
Water Resource Management	<p>Lack of access and ownership of water bodies. The water sector trails behind significantly compared to other sectors in exploring and analysing interrelations between climate change and gender equality.</p>
	<p>Limited participation and leadership in water resources management. Even if women are members of the water resources management committees, their voices are not often heard.</p>
	<p>Gendered vulnerability to water. Women experience differential vulnerabilities during waterlogging, flooding, drought, and increased salinity and usually are more vulnerable for their gender roles, division of labour, and physical differences.</p>
	<p>Higher risks of gender-based violence. Women and girls, mostly responsible for collecting water must travel away from home and experience time poverty and exposes them to higher risks of GBV.</p>

Priority Sectors	Situation
Forestry	<p>Limited ability to influence forest conservation and management. Women’s lack of land ownership limits their participation in the conservation and management of forestry and biodiversity.</p>
	<p>Higher dependency on forest products. Women of forest-dependent communities have higher dependency on non-timber forest products; thus, degradation and deforestation affect them more than men.</p>
	<p>Lack of voice and leadership in decision-making. Socio-cultural barriers challenge women’s voices to be heard as decision-makers in the committees and deny them leadership opportunities in forestry sector as well.</p>
	<p>Higher risks of gender-based violence. Women and girls, mostly responsible for collecting fuel wood must walk further away from home with deforestation, which exposes them to higher risks of GBV and insecurity.</p>
	<p>Limited participation of women in agroforestry. Lack of land ownership prevents women from participating directly in the agro forestry and woodlot plantation programs.</p>
	<p>Underutilisation of women’s knowledge on species-wise use of trees. Monoculture of the social forest programme does not take advantage of women’s and indigenous communities’ knowledge on of species-wise use of trees, limiting the availabilities of species and weakening the diversity of ecosystems. On the other hand, forest preservation committees do not allow women to learn more about new varieties of trees and the use of various plants in the forest.</p>

Source: Adopted from International Union for Conservation of Nature, United Nations Environment Programme and United Nations Entity for Gender Equality and the Empowerment of Women. 2022.

Action Plan: Natural Resources

Outcome: Increased resilience of Bangladeshi females and males through promoting gender balance, and participation in ownership, preservation, and management of natural resources, such as land, water, forestry, and bio-diversity conservation.

Actions	Indicators	Actors
1. Objective: Build stakeholders' capacity on establishing linkages of gender equality with ownership, protection, and management of natural resources, e.g., land, water, forestry.		
1.1. Build the capacity of national and local institutions linking gender, climate change and natural resource management to strengthen understanding of the differential impacts of climate change on women engaged in natural resource use.	<p>Amount of funds and investment available for research and development to mainstream gender-sensitive action in national and local policy and actions in establishing linkages with ownership, protection and management of natural resources.</p> <p>No. of rigorous research conducted to identify gender gaps at the individual, household, and national levels and by variation of locations.</p> <p>No. of knowledge products developed.</p> <p>No. of people participating in capacity building activities captured as sex, age and disability disaggregated data.</p>	MoEFCC, DoE, BFD, MoL, MoWR, BWDB, MoWCA, DWA, LGD, Local government, Divisional/Upazila Women Affairs Office
1.2. Review policy gaps to protect the women's access to natural resources including agricultural land and wetland in different regions of the country	<p>No. of rigorous research conducted on location-specific women's access to natural resource.</p> <p>No. of national and local-level knowledge products developed and published.</p>	MoWCA, MoL, DoE, BFD, BWDB, DBHWD, DoA, DAE, Researchers, Policy Experts

Actions	Indicators	Actors
and identify context-specific barriers to ownership.		
1.3. Ensure the right to information on ownership, protection, and management of natural resources.	Information collected and made publicly available.	DoE, BFD, BWDB, Divisional/Upazila Women Affairs Office, Land authority, Local government, Researchers, Academicians, Media
1.4. Develop communication strategy to inform and sensitise the stakeholder, especially women, on gender differences in access to and use of natural resources such as land, particularly in communities most vulnerable to climate change impacts.	<p>No. of campaigns launched.</p> <p>No. of people with sensitisation activities captured as sex, age, and disability disaggregated data.</p> <p>No. of men and community leaders, especially religious leaders engaged along with women for awareness campaign to increase awareness about making legal certificates for securing the ownership of land and cultivable land.</p> <p>No. of agencies using standard gender-responsive monitoring evaluation, and reporting framework to capture sex, age, and disability disaggregated data.</p>	DoE, BFD, DWA, NGOs, Research Institutions, Divisional/ Upazila Women Affairs Office, Local leaders
1.5. Sensitization of the local government authorities to	No. of meetings held with local government authorities.	MoWCA, MoL, NGOs, LGD, Local

Actions	Indicators	Actors
create enabling environment in favour of women's property rights and land ownership.		authorities, Divisional/Upazila Women Affairs Office
1.6. Recommend areas of policy reform to ensure legal arrangement and customary law related to women's property rights and land ownership, and lobby to ensure that rights are equitable.	Legal review conducted with reform proposals identified. Increased no. of meetings held with lawmakers.	MoWCA, MoWR, MoL, DoE, BFD, Researchers, Policy Experts
1.7. Promote joint land-ownership by incentivising registration of land under both the names of husband and wife.	Increase in joint land registration. No. of women owning agricultural land and access to wetland.	MoWCA, MoL, Land registration authority, DAE, BWDB, Divisional/ Upazila Women Affairs Office
2. Objective: Increase awareness and capacity of women and other vulnerable groups to reduce impacts of water logging, water scarcity, and increased salinity.		
2.1. Empower women to participate in community and local level water use and management bodies, including but not limited to water user groups.	No. of gender-responsive stakeholder consultations organised. No. of women involved in water use and management bodies (i.e., leadership position).	MoWR, MoL, BMD, BWDB, NGOs, Local water management committee/groups, Divisional/Upazila Women Affairs Office
2.2. Carry out community outreach programmes to sensitise both women and men toward sustainable	No. of communities engaged. No. of people participating in outreach programmes captured as sex, age and disability data.	MoWR, BWDB, NGOs, Local water management committee/groups,

Actions	Indicators	Actors
management of water sources.		Local Media
2.3. Provide technical and programme-based training to both women's and men's groups on sustainable water-management including equitable access to and protection of watersheds.	No. of trainings conducted.	MoWR, DBHWD, BWDB, IWRM, IWM, NGOs, Local water management committee/groups
2.4. Develop inventory of safe and saline-free water sources, identify priority actions to protect and maintain them and validated through public participation.	No. of water sources identified. No. of water sources protected. No. of water sources maintained on time. No. of consultation included participation of local people captured as sex, age and disability disaggregated data.	MoWR, WARPO, DWASA, IWRM, IWM, BWDB, NGOs, Local people
2.5. Strengthen fiscal and technical capacity of local authorities to introduce resilience measures to protect water sources during disasters and repair after the disaster.	Amount of financial resources allocated. No. of water sources integrating resilience measures. No. of safe water sources protected during disaster.	MoF, MoWR, BWDB, MoDMR, DDM
2.6. Develop partnership with local media to promote, e.g., through information kiosks, the protection and management of water sources and risks of unsafe water.	No. of media members trained. No. of, and type of materials created in local languages. No. of information kiosks established. No. of public awareness campaigns launched.	MoWR, MoIB, Local media, NGO

Actions	Indicators	Actors
2.7. Promote the use of alternative water systems, e.g., rainwater harvesting, sprinkler irrigation, wastewater collection ponds, drip irrigation, etc.	<p>No. of farmers, especially women farmers trained.</p> <p>No. of alternative systems installed, operational plan developed and maintained.</p> <p>No. of farms converting to new systems.</p> <p>No. of households accessing clean water in salinity-prone areas.</p>	MoWR, BWDB, DoA, DAE, DPHE, Land authority, NGO
2.8. Sensitization and capacity building of relevant stakeholders and government agencies on functioning participatory water management plans, involving women's participation in different tiers of management committees.	<p>No. of capacity building activities on gender-responsive water-management plans.</p> <p>No. of revised or new gender-guidelines.</p>	MoWR, MoWCA, BWDB, Divisional/ Upazila Women Affairs Office, NGO, Water Management Experts, Gender Experts
3. Objective: Ensure women's meaningful participation in policy, planning and decision-making for protection and management of forestry.		
3.1. Undertake a participatory review of the integration of gender in the ongoing initiatives on the forests and biodiversity conservation.	<p>No. of consultative meetings held.</p> <p>No. of rural women and men engaged in the participatory review in and around forest areas.</p> <p>No. of reviews including participation of local people captured as sex, age and disability disaggregated data.</p> <p>No. of gender assessment published.</p>	MoEFCC, MoWCA, DoE, BFD, Rural women/men, Media.

Actions	Indicators	Actors
3.2. Review and establish gender-responsive and inclusive governance structure on forest management, biodiversity conservation and management.	No. of women engaged in decision-making and implementation activities.	MoEFCC, MoWCA, DoE, BFD
3.3. Undertake policy reform to amend laws to ensure participation of women in decision-making and implementation.	No. of laws amended reflecting provisions for strong women's participation and leadership.	MoEFCC, MoWCA, MoLJPA
3.4. Establish minimum requirements and guidelines for inclusion of women in all forest and biodiversity policy making and planning bodies at the national and local level.	<p>Increased number of women included in forest and biodiversity policy and decision-making process.</p> <p>No. of women employees at forest departments.</p> <p>No. of forest officials trained on the guidelines.</p> <p>No. of guidelines adopted by forest management bodies.</p>	MoEFCC, DoE, BFD, Divisional/ District/Upazila Forest office
3.5. Provide technical and financial support to women's organisations and CBOs to engage in legal processes related to forestry and biodiversity conservation.	<p>No. of Women's organisations participating in legal processes</p> <p>No. of CBOs participating in legal processes</p> <p>No. of organisations/ CBO members participating in capacity development initiatives.</p>	MoF, MoWCA, BFD, Divisional/ Upazila Women Affairs Office, NGOs, Legal Department, Local women organisations, CBOs
3.6. Set up a task force to advocate for and monitor	No. of women who are members of national and set up oversight	MoEFCC, MoWCA, DoE,

Actions	Indicators	Actors
<p>women’s participation in forest and biodiversity policy, management and decision-making, with additional task forces at the district level which include women’s associations.</p>	<p>mechanism.</p> <p>No. of women engaged in forest and biodiversity management network/association.</p>	<p>BFD, Divisional/Upazila Women Affairs Office, Divisional/District/Upazila Forest Office, Local women’s association/committee</p>
<p>4. Objective: Ensure gender equity and inclusiveness for both women and men in community forest management.</p>		
<p>4.1. Develop needs-based community forest management program and capacity building program to promote gender-responsive resilient forestry and natural resource use.</p>	<p>No. of women and men identified to participate.</p> <p>No. of individuals trained captured as sex, age and disability disaggregated data.</p> <p>No. of gender-responsive community forest management programmes established.</p> <p>No. of women benefitting from gender-responsive resilient forestry and natural resource use.</p>	<p>MoEFCC, DoE, BFD, MoWCA, Divisional/District/Upazila Forest office, Researchers, I/NGOs</p>
<p>4.2. Train women in community level forest and resource management, particularly as forest rangers and wildlife protection officers.</p>	<p>No. of women trained.</p> <p>No. of women recruited as forest rangers and wildlife protection officers.</p>	<p>BFD, Local Forest offices</p>
<p>4.3. Establish women’s groups and knowledge sharing networks within forest management groups, across groups, etc.</p>	<p>No. of women’s groups established.</p> <p>No. of networks established.</p>	<p>BFD, Local Forest officers, Local Forest Management Groups</p>

Actions	Indicators	Actors
<p>4.4. Develop gender-responsive climate-resilient business and start-up business opportunities for women in forestry, non-timber forest products (NTFP) and natural resource use by providing technical and financial support, e.g., nurseries, vermicomposting, beekeeping cooperatives.</p>	<p>No. of women trained on gender-responsive climate-resilient businesses.</p> <p>No. of gender-responsive climate-smart businesses and start-ups launched.</p> <p>No. of women benefitting economically from gender-responsive climate resilient livelihood activities.</p>	<p>Private Sector, Financial Institutions, Start-ups, DAE, DoA, BFD</p>
<p>4.5. Advocate for development and expansion of existing climate change pilot projects targeting women's economic empowerment in relation to NTFP.</p>	<p>No. of projects funded with focus on women economic empowerment.</p>	<p>BFD, I/NGOs, Local organisations working on climate change and gender issues</p>
<p>4.6. Develop community forest management guidelines to include roles, responsibilities, benefits, needs, etc. of both women and men.</p>	<p>No. of guidelines developed.</p>	<p>MoEFCC, MoWCA, BFD, Researchers, Forest experts, Gender experts</p>
<p>4.7 Establish oversight mechanism and system of accountability for restoring and protecting the forest with community participation.</p>	<p>A reporting structure is established and maintained.</p> <p>No. of reports publicly communicated.</p>	<p>MoEFCC, BFD, Local Forest offices, Media</p>

2. Livelihoods

Climate resilient livelihoods not only support coping with and recovering from present stresses and shocks but also maintain and enhance capabilities and assets both now and in the future. The following table summarises the key issues related to both agriculture-based and non-agriculture-based livelihood in rural and urban areas and how they impact women and men differently.

Situation Analysis

Priority Sectors	Situation
Crop Production	<p>Limited analysis on differential impacts in agricultural policies. Agricultural policies and strategies lack the analysis of differential impacts of climate change on women and men.</p>
	<p>Lack of recognition in economic contribution. Many women assist in post-harvesting crop processing or livestock and poultry raising that are recognized as an extension of their reproductive roles and not reported as economic contribution within the household.</p>
	<p>Women are replacing low-waged manual labour job. In recent years, the overall poverty reduction, women's empowerment, and male members aspirations to be employed in non-farm economic activities have led to women replacing low-waged manual labour jobs in the agriculture sector.</p>
	<p>Wage inequality exist between males and females. Agricultural workers have one of the lowest monthly average incomes of all professions; among them women's wages are minimal.</p>
	<p>Women are more dependent on home-based agricultural production. Homestead gardens have emerged as an effective intervention to support women in subsistence agriculture.</p>
	<p>Women own few productive resources. Lack of ownership of productive resources, such as land, seed, fertilizer, and equipment, is a key barrier to women's recognition in agriculture-based livelihood.</p>

Priority Sectors	Situation
	<p>Women also have unequal access to knowledge and training including climate-smart agriculture (CSA).</p> <p>Women have less access to technology and technical knowledge due to lack of training, exposure and investment opportunities.</p> <p>Social norms limit mobility, thus, access to market for many women.</p> <p>Restricted mobility and GBV against women due to gender discriminatory norms make many women's accesses to market challenging.</p>
Livestock	<p>Women are more engaged in livestock rearing without profit-sharing.</p> <p>Although women are more engaged in livestock rearing but they have limited access to the market, decision-making, and the profit from rearing livestock.</p>
Fisheries	<p>Women's engagement in aquaculture is limited.</p> <p>Their participation in core areas of aquaculture at the production level, such as tending ponds, harvesting, buying and selling fish in market, is very low.</p>
Urban Agriculture	<p>Urban agriculture has the potential to increase food security, nutrition and economic opportunities for women.</p> <p>Despite these potentials, in large urban areas the limitation of land may need some innovative ideas, such as incentives for roof garden, communal gardens.</p>
Non-agriculture-based livelihoods	<p>The female labour force participation rate (LFPR) has increased.</p> <p>Employment in the ready-made garment and starting smaller enterprises are contributing to the increased LFPR.</p> <p>Women are more engaged in the informal sector.</p> <p>Lack of human and financial capital is forcing women to engage in the informal sector of the economy, where livelihoods are more vulnerable.</p>

Source: Adopted from International Union for Conservation of Nature, United Nations Environment Programme and United Nations Entity for Gender Equality and the Empowerment of Women. 2022.

Action Plan: Livelihoods

Outcome: Strengthened livelihood through upskilling the existing and creating new, gender-responsive, climate-resilient, resources-efficient and low-carbon livelihood both in agriculture-based, such as crop, livestock, and fisheries and non-agriculture-based sectors.

Actions	Indicators	Actors
1. Objective: Ensure the inclusion of women, particularly those from vulnerable communities, in livelihood related policies, planning, decision-making and implementation.		
1.1. Identify policy actions and establish the inclusion of women in different livelihood policy making and planning bodies at the national levels.	No. of women employed in relevant ministries and departments.	MoWCA, MoPA, MoLE, MoA, DoA, DoF, DLS
1.2. Develop strategic alliances business groups and business policymakers to ensure women's voices are heard in all relevant policies and decision-making spaces.	Lobby groups established. Women's concerns incorporated into livelihood related policies.	MoWCA, MoLGRD, MoPA, MoLE, Private sector, Gender experts
1.3. Strengthen women leadership and decision-making capacity.	No. of training programs implemented on women's leadership. No. of female working in top-level business groups and trade organizations.	MoWCA, Private sector, Trade organisations, MoA, Training Institutions, Experts
2. Objective: Improve awareness about women's share of employment and wage inequality.		
2.1. Review and analyse the changing employment opportunities and challenges for women in the context of climate change in Bangladesh.	No. of studies conducted and published.	MoWCA, MoEFCC, MoA, DoA, Research Institutions, NGO, Local women

Actions	Indicators	Actors
		groups
2.2. Organise policy round-tables ways to reduce occupational sex segregation.	No. of national and local level dialogues hold.	MoWCA, MoLE, MoLGRD, Local authorities, NGO
2.3. Incorporate strategies to make diversified livelihood opportunities available for women.	No. of new actions and strategies incorporate in the Five-Year-Plans and programmes.	MoWCA, MoLE, MoLGRD, NGO
3. Objective: Promote gender-responsive, climate-smart agricultural technologies, particularly for women farmers for crop production.		
3.1. Invest in gender-responsive agriculture development programmes that cater to the specific requirements of women.	<p>No. of gender-responsive agricultural extension programmes launched.</p> <p>No. of gender-responsive agricultural extension programmes launched.</p> <p>Amount invested in women-led CSOs/ CBOs to implement gender-responsive agriculture programmes.</p> <p>No. of service provider trained on gender-responsive service provisions.</p> <p>No. of service providers using self-assessment tools related to gender-responsive agricultural extension services.</p>	MoWCA, MoSW, MoA, MoFL, DAE, Women-led CSO/ CBOs, MoF
3.2. Ensure women's access to productive resources (land, seed, fertilizer, credit, equipment) and training at	<p>Amount of financial resources allocated for increasing support.</p> <p>No. of women getting access to</p>	MoWCA, MoA, MoL, MoF, MoSW, Private sectors, Divisional/

Actions	Indicators	Actors
the local (village, union, and Upazila) level.	allocated financial resources.	Upazila Women Affairs Office
3.3. Develop inventory of appropriate gender-friendly equipment, tools and techniques for climate adaptation and mitigation for improved agricultural production and develop capacity of women for improved agricultural production, e.g., high-yield, salinity-tolerant crop varieties.	Technologies identified. No. of training programmes developed. No. of women trained. No. of adaptation tools and techniques introduced at the community level. No. of women and women groups adopting climate-smart technologies.	MoEFCC, MoA, MoWCA, MoST, DAE, Research institutions (BARI, BIRRI)
3.4. Develop communication strategy for wider dissemination of information about technologies identified, especially among women and women's organisations.	No. of communication materials developed. No. of demonstration session organized.	MoWCA, MoEFCC, MoDMR, NGO, Media, Women-led organisations
3.5. Establish community climate information centres to enable both urban and rural women farmers to access climate information.	No. of community climate information centres created. No. of individuals accessing climate information, disaggregated by gender, type of livelihoods, locations.	MoEFCC, MoDMR, MoICT, Local media, DAE, DoA, Local women farmers
3.6. Empower existing agriculture extension officers, especially women with digital communication tools, e.g., phone with weather apps.	No. of extensions officers with improved digital communication tools, disaggregated by gender, location. No. or proportion of increased female agricultural extension workers.	MoWCA, MoA, MoIB, DoA, DAE

Actions	Indicators	Actors
3.7. Enhance tech-based skills of women to use and apply climate-smart technology, including bioengineering techniques, improved irrigation techniques, etc.	<p>No. of individuals trained in the use of climate-smart technologies, disaggregated by gender.</p> <p>No. of women using climate-smart technology.</p>	MoWCA, MoEFCC, NSDA, MoA, MoST, DAE, I/NGO
3.8. Improve access of women to seed banks with climate resilient seed varieties.	<p>No. of seed banks set up through women-led organisations and CBOs.</p> <p>No. of women farmers planting climate-resilient crop varieties.</p>	MoA, DAE, NGO, Women-led organisations, Local Seed Banks
3.9. Promote traditional crop varieties that are suitable to the changing local circumstances, provide higher yields, nutrition and require less water and pesticide.	<p>Suitable crop/varieties identified.</p> <p>No. of training provided to both women and men.</p> <p>No. of women farmers making decisions to use those varieties.</p>	MoA, DAE, Research Institutions (BARI, BRRI), NGO
4. Objective: Ensure women's participation and contribution in the fisheries sector.		
4.1. Identify the reform needs, such as legislations governing fisheries that includes provisions to allow for women to register as fisher.	No. of laws amended to recognize women's participation in and contribution to the fisheries.	MoWCA, MoA, MoFL, MoSW, MoLGRD
4.2. Develop community-based management action plan for restoring and protecting the natural water bodies with	<p>No. of community engaged in restoring.</p> <p>No. of community-based water resource management action plan include women's concerns.</p>	MoWR, MoFL, BWDB, Community-based water resource

Actions	Indicators	Actors
community participation and set up oversight mechanisms as well as grievance redress mechanism.	A reporting structure is established, maintained. No. of reports publicly communicated.	management committee
4.3. Create livelihood opportunities and develop capacity of women in fisheries on climate-responsive, women inclusive and women-led waterbody management and fisheries.	No. of women identified to participate. No. of women and men trained. No. of community level fisheries/ waterbody management group include women in leadership roles. No. of trained women and men participating in these groups.	MoWCA, MoWR, BWDB, MoFL, DoF, NGOs, Community level fisheries/ waterbody groups.
4.4. Create access to market for women's groups to sell the products, especially from the remote areas.	Marketing network established. No. of women using the network to sell their products.	MoWCA, MoSW, DoA, Private sector
4.5. Create provision for social safety net support for times of disaster and shock.	No. of women reached by programmes implemented for alternative livelihoods. No. of women getting access to financial allocation. No. of users receiving financial allocation through digital facilities.	MoWCA, MoDMR, MoSW, MoF, ICT Division
5. Objective: Promote climate-smart and gender-responsive livestock rearing.		
5.1. Conduct research on the impact of climate change on the entire value chain of livestock rearing including	No. of rigorous research conducted to identify gender gaps at the individual and household level and by location like rural and urban.	MoEFCC, MoWCA, MoFL, DLS, Research Institutions,

Actions	Indicators	Actors
feed management, animal health, rearing, milk and egg sales, processing, and marketing.	Information collected and made publicly available.	Media
5.2. Support skills development for women and men in adoption of climate-smart technologies, e.g., biodigesters, climate-smart feed management, high value processed safe milk products, etc.	No. of farmers receiving training on climate-smart technologies. No. of farmers using climate-smart technologies, disaggregated by gender and location.	MoEFCC, NSDA, MoST, MoA, MoL, MoFL, DLS, DAE
5.3. Develop women farmers capacity to deal with shocks.	No. of men and women using techniques to protect livestock and poultry during extreme conditions and disaster.	MoEFCC, MoDMR, MoFL, DLS, BMD
6. Objective: Promote urban agriculture among women at the household, community and enterprise levels.		
6.1. Provide support for promotion of agriculture in urban and peri-urban communities focusing on vulnerable women.	No. of knowledge materials produced. No. of campaign launched. No. of trainings conducted. No. of persons reached through campaign and trainings captured as sex, age and disability disaggregated data. Amount of fund available to finance to support initiatives.	MoWCA, MoA, MoHPW, UDD, DoA, DAE, MoIB

Actions	Indicators	Actors
6.2. Establish information centre to the decisions and practices of women producers that result in the promotion of better nutrition and organic produce.	Support centre established. Farming practices by women altered towards cultivating environmentally friendly varieties with better nutrition.	MoWCA, MoA, MoFL, Private Sector, MoHPW, UDD.
6.3. Support the market linkage to urban areas.	Farmers market established in urban areas. Increase in the income generated by women and men through selling urban agriculture produce.	MoHPW, Private Sector, Start-ups, MoF
7. Objective: Increase skills for alternative and non-agriculture-based livelihood.		
7.1. Incentivise livelihood diversification for women and provide skills training to women in non-agriculture-based sectors, e.g., renewable energy, SME businesses, by providing scholarships and other support to acquire the necessary qualifications and skills.	No. of scholarships awarded to women. No. of women pursuing higher education in diversified non-agriculture-based subjects and service sector.	MoF, MoWCA, MoPEMR, SREDA, NSDA, MoST, MoEdu, BTEB
7.2. Conduct communication campaign on alternative climate-resilient livelihood options to disseminate knowledge materials using media and social network platforms.	No. of communication materials developed and disseminated.	Media, NGO, MoEFCC

Actions	Indicators	Actors
<p>7.3. Promote women to adopt alternative livelihood plans affected due to changes in nature of jobs due to structural economic changes and green transition.</p>	<p>No. of training provided for skills transfer.</p> <p>No. of women connected to explore emerging job opportunities.</p> <p>Increased private sector engagement towards skills and recruitment of women.</p> <p>Social protection for women affected due to changes in nature of jobs due to structural economic changes due to the green transition.</p>	<p>MoWCA, MoEFCC, MoDMR, BMD, NGOs, Private sector, MoSW, SREDA</p>

3. Infrastructure and Settlement

Infrastructure - transportation, electricity, and telecommunications - increases the mobility of people, goods, and services; links markets with producers and consumers; and encourages urban-rural linkages. During and extreme climate event or disaster loss of infrastructure such as damage or destruction of the market, shops, streets, and open spaces where people run their businesses disrupt economic activities, supply chain and causes price hike; mobility of both people and goods becomes limited with damage to roads and river-ports; drainage system failure causes temporary water-logging resulting in loss of goods and disrupting mobility especially for women. The risks on livelihood from climate change impacts and environmental degradation can be reduced with resilient infrastructure. The following table summarizes the key issues influencing gendered access to infrastructure and settlement in Bangladesh.

Situation Analysis

Priority Sectors	Situation
Housing	<p>Women have limited ownership of house.</p> <p>Ownership of houses is very much male-dominated in the country making the women vulnerable during any dispute. Also, lack of ownership limit benefiting from using house as collateral for developing business.</p>
	<p>Women play limited part in decision-making regarding housing.</p> <p>Women have limited decision-making ability regarding building design, space planning, choosing building materials, and technology.</p>
Physical planning of infrastructure	<p>Women’s participation in infrastructure and settlement planning remains as a form of tokenism.</p> <p>Despite being members of rural and town-level coordination committees, most female councillor’s voices are seldom heard.</p>
	<p>Gender assessment is not a mandatory prerequisite for project planning.</p> <p>A gender assessment for planning any project is either taken as an add-on or done towards the end, which often fails to identify the power dynamics that influences negotiation and decision-making ability to make the infrastructure gender-responsive.</p>

Priority Sectors	Situation
	<p>Limited officials are trained with gender-responsive physical planning knowledge.</p> <p>The number of female and male officials in leadership positions with training and knowledge about climate-resilient and gender-responsive infrastructure planning is very limited.</p>
<p>Climate-resilient and gender-responsive infrastructure construction</p>	<p>Limited research on climate-resilient infrastructure.</p> <p>Very limited research is conducted on climate-resilient infrastructure considering the local context such as limitation of land, operation and maintenance cost, technical knowledge and construction materials and techniques.</p>
<p>Protective infrastructure</p>	<p>Most emergency shelters are not gender-responsive.</p> <p>Emergency shelters often fail to respond to the needs of women, children and persons with disabilities (PWD). Thus, households remain reluctant to use the shelters considering the safety of women and girls.</p> <p>Access to emergency shelters is challenging.</p> <p>Roads to emergency shelters are not always accessible, especially for disabled, elderly, and pregnant women. In most locations, transport facilities are not available to move to these shelters before any disasters.</p> <p>Embankments without comprehensive planning increasing risks.</p> <p>Embankments obstructing the natural flow of water, causes water-logging, and are not higher enough to protect from changing climate scenarios. Often there are not adequate resources to use for regular operation and maintenance of these embankments as well.</p>
<p>Access to early warning and data</p>	<p>The early warning system is difficult to interpret.</p> <p>Women do not have access to the early warning due to limited access to personal devices such as TV, mobile phones. Both women and men face difficulties in interpreting them and taking required actions accordingly on-time.</p>

Priority Sectors	Situation
	<p>Lack of access to meteorological data.</p> <p>Lack of access to personal devices by women also limit access to meteorological data to prepare for shocks such as needed for agriculture-based livelihoods and livestock rearing.</p>
<p>Power and energy</p>	<p>Energy policies do not focus on the role of women in the consumption and management.</p> <p>Although demand for energy changes depending on the gender roles, division of labour, and location of working and living, most energy policies do not reflect those.</p>
	<p>Women are more equipped to change energy usage behaviour.</p> <p>Women tend to have more sustainable consumption choices, have a bigger say in household energy decisions, and are socially equipped with an understanding of the cultural and community context-making them useful for behavioural change regarding energy usage.</p>
	<p>Energy projects exclude women's engagement.</p> <p>Occupational sex segregation limits women's engagement in the power sector as energy projects are primarily focused on technology and their feasibility as well as economic performance and production.</p>
	<p>Rural women are disproportionately exposed to energy poverty and energy-related challenges.</p> <p>Climate-induced disasters impact the availability of biomass fuel, adding to the time poverty of rural women.</p>
	<p>Women are exposed to higher risks of indoor air pollution.</p> <p>Women are more exposed to high levels of black carbon emission from inefficient burning of biomass and increased heat indoors.</p>
<p>Water supply</p>	<p>Access to piped water-supply reduces the workload of women and promotes safely managed water services.</p> <p>Collecting water from outside of the home is physically laborious and time-consuming. Access to piped water reduces the time poverty of women and also decreases the incidence of violence.</p>

Priority Sectors	Situation
	<p>Lack of clean water in rural area and climate prone areas also increases pregnancy related problems for women.</p> <p>The water-supply system in urban areas is comparatively better than rural.</p> <p>Most rural areas do not have piped water supply system. Although supply system is available in urban areas; however, most urban centres do not have 100 percent piped-water coverage and the supply are also intermittent.</p> <p>Lack of clean water in rural and climate vulnerable areas increase pregnancy related problems for women.</p> <p>Walking long distances, carrying water, and increased salinity is causing increased pregnancy related problems.</p>
<p>WASH facilities</p>	<p>Women's participation in WASH facility planning is limited.</p> <p>Women make up only 20 percent of delegates in water management groups in southwest Bangladesh, with none in positions such as president or treasurer.</p> <p>Public buildings do not have adequate gender-segregated WASH facilities.</p> <p>Women's access to sanitation services is hampered by the absence of secure gender-segregated bathrooms in schools, health care institutions, markets, and workplaces.</p> <p>Lack of secure safely managed WASH facilities exposes women to higher risks of violence.</p> <p>Women and people with disability face a higher risk of VAW when using common and inadequate facilities, especially at night.</p>
<p>Emergency health services</p>	<p>Access to health services during disasters is challenging for women.</p> <p>Access to primary health care becomes difficult during any disasters; moreover, secondary and tertiary health care are expensive, thus, often are not available for women.</p>

Priority Sectors	Situation
	<p>Menstrual hygiene is almost a taboo in the country.</p> <p>The social misunderstanding has made it very difficult for adolescent girls and women to access menstrual healthcare and hygiene education and practices. The management become difficult during scarcity of water, water-logging and floods.</p>
Urban services	<p>Urban areas lack female-focused services.</p> <p>Female public toilets, skills development centres, day-care centres for children of working mothers, health-care and well-being centres for women, 'safe-place for adolescent girls, clubs and community spaces for entertainment and leisure are absent in most urban areas in the country.</p>
	<p>Women's access to mobility in public spaces is hindered by a sense of insecurity.</p> <p>Women's access to and mobility in public open spaces are influenced by a range of pragmatic, ideological, and socio-cultural factors underpinned by prevailing gender inequalities and asymmetries that contribute to both social and economic inequities in the city.</p>
	<p>Transportation is expensive in urban areas.</p> <p>Poor women suffer from the expensive transportation system in the urban areas, affecting their mobility and access to diversified livelihood.</p>
	<p>Urban designs are not gender sensitive.</p> <p>Most of the roads, streets, and sidewalks lack urban design features that reduce crime and anti-social behaviour, for example, better lighting, visual linkages, clear sightlines and surveillance, help-seeking points, mixes of land use, and activities.</p>

Source: Adopted from International Union for Conservation of Nature, United Nations Environment Programme and United Nations Entity for Gender Equality and the Empowerment of Women. 2022.

Action Plan: Infrastructure and Settlement

Outcome: Reduced risks and promoted well-being with sustainable early-warning system and protective infrastructure; and access to services such as power and energy, water supply, sanitation, housing, public spaces, and mobility.

Actions	Indicators	Actors
1. Objective: Increase women's participation in planning, design, implementation, monitoring and evaluation of infrastructure development.		
1.1. Identify gender gap in key decision-making processes and bodies for infrastructure development.	No. of rigorous research conducted to identify gender gaps at the institutional level and by type of agencies/organizations. Information collected and made publicly available.	MoWCA, Infrastructure development authorities, Research Institutions, MoIB
1.2. Ensure women's participation in decision-making processes/planning bodies.	No. of women integrated in planning boards. No. of women employed in relevant ministries and departments. No. of women member in planning committees.	MoWCA, MoP, MoHPW, MoLGRD, PWD, City and Municipal Corporation
1.3. Develop capacity of men and women on gender, climate change, infrastructure linkages and decision-making processes.	No. of training program designed. No. of women and men trained. No. of women participating in decision-making bodies.	MoWCA, MoEFCC, MoLGRD, PWD, Department of Architecture, MoHPW, UDD, RAJUK, LGD, City and Municipal Corporation.

Actions	Indicators	Actors
2. Objective: Promote gender-responsive and climate-resilient construction principles for infrastructure development.		
2.1. Establish task force/working group to elaborate gender-responsive Environmental Impact Assessment (EIA) processes and create targeted recommendations for amending the laws and regulation.	<p>No. of taskforce/working groups established.</p> <p>No. of laws and regulation assessed and amended as needed.</p> <p>No. of projects with conducted gender-responsive EIA.</p>	MoWCA, MoDMR, MoEFCC, DoE, MoLJPA
2.2. Support research and design for gender-responsive and climate-resilient building materials and construction techniques.	<p>No. of rigorous research conducted to identify gender gaps at the institutional level and by type of agencies/ organizations.</p> <p>Information collected and made publicly available.</p> <p>A knowledge repository of affordable and eco-friendly building materials, construction techniques learning from similar context developed.</p> <p>No. of knowledge exchange activities conducted on best practices especially for women.</p>	MoWCA, MoEFCC, MEPMR, MoHPW, MoST, PWD, MoLGRD, UDD, RAJUK, Research Institutions, MoIB, Infrastructure development authority, City Corporation
2.3. Promote innovation and scaling up of good practices from rural to urban to national levels.	<p>No. of training tools and materials developed.</p> <p>No. of training organizations targeted.</p>	MoST, MoE, NSDA, Research Institutions, Universities
2.4. Support skills development of women and women's	<p>No. of women and men trained.</p> <p>No. of women employed in</p>	MoWCA, NSDA, MoEFCC, MoE,

Actions	Indicators	Actors
organisations for climate-responsive construction techniques.	climate-responsive infrastructure development.	Infrastructure development authority
2.5. Carry out awareness campaigns against using harmful construction techniques with high carbon footprints and building waste management that are harmful to the environment.	No. of campaign materials produced. No. of campaign launched. No. of agencies using standard gender-responsive and climate-responsive monitoring evaluation, and reporting framework.	MoEFCC, MoWCA, City Corporations, MoIB, Media, Development partners, NGOs
3. Objective: Review policies related to providing urban services within the framework of gender and climate change.		
3.1. Mainstream climate-resilient and gender-responsive guidelines in urban development and planning, e.g., building code, urban design, urban planning.	No. of climate change and gender-responsive planning guidelines developed. No. of Urban Local Government Institutes adopting climate-resilient and gender-responsive urban development plans. No. of gender-responsive green building projects incentive packages for green building project in place.	MoEFCC, MoWCA, MoHPW, UDD, RAJUK, LGD, MoF, Private Sectors
3.2. Set up a helpline for female public transport users and compile gender disaggregated information on the types of complaints received.	Helpline established. Gender disaggregated information compiled and made available.	MoWCA, MoST, RTHD, MoIB
3.3. Develop financial instruments;	Types of technologies available	MoF, MoWCA,

Actions	Indicators	Actors
e.g., access to credit, energy funds for women to assist in availing climate-responsive household appliances and technologies.	to women. No. of women accessing funds. Increased financial resources to the community and women to purchase alternative technology.	MoHPW, UDD, RAJUK, MoEFCC, MoST, MPEMR, SREDA, Banks, MFIs
3.4. Provide subsidies for female entrepreneurs involved in providing urban services.	No. of women entrepreneurs benefitting from subsidies.	MoF, MoWCA, Banks, Private Sector, UDD, City Corporations
4. Objective: Development of sustainable and inclusive protective infrastructure.		
4.1. Building capacity for meaningful participation for women in decision-making, especially in leadership roles, for planning, construction, and management of protective embankments for water bodies and sluice gates.	No. of capacity building activities conducted. No. of women receiving leadership trainings. No. of women in leadership position.	MoWCA, MoWR, BWDB, DBHWD, MoLGRD, MoF, LGD, City Corporation, Union Council
4.2. Review design criteria for inclusive emergency shelters to be used by women, children, elderly and PwD with possibility of allocating safe zone for livestock and alternative usage during non-disaster periods.	No. of assessment conducted of the existing emergency shelters. No. of emergency shelter retrofitted to make them inclusive. No. of emergency shelter used for alternative usage all the year round.	MoEFCC, MoDMR, MoWCA, PWD, DWA, DLS
4.3. Create provision for housing finance for vulnerable	Amount of financial resources allocated for housing finance.	MoF, MoHPW, MoWCA, Banks,

Actions	Indicators	Actors
population to construct climate-resilient houses with self-finance from savings or access to credits.	No. of training provided. No. of climate-resilient houses built. No. of houses with joint ownership of males and females.	MRA, MFIs
4.4. Capacity development of community to promote inclusive protective infrastructure and climate-resilient houses.	No. of training on technical knowledge. No. of women and men trained.	MoEFCC, MoHPW, PWD, MoWC, DoArc
4.5. Invest in emergency shelters to introduce transport facilities for PwD, elderly and pregnant women before disasters.	No. of emergency shelters with better access roads.	MoDMR, MoF, MoWCA, RTHD, LGD, DoArc
4.6. Promote women's leadership in operation and maintenance (O&M) of protective embankments and shelters.	No. of women and men trained in O&M. No. of women participating in operation and maintenance of protective infrastructure. Amount of financial resources allocated for O&M, especially after disasters. No. of protective infrastructure with effective O&M plan.	MoWCA, DWA, BWDB, MoDMR, DDM, LGD, MoEFCC, MoF, UDD, City Corporation
5. Objective: Enhance early-warning, meteorological information collection and dissemination, especially empowering women and women's organisations.		
5.1. Develop gender-responsive early-warning systems.	No. of women acting as early-warning team members.	MoWCA, MoEFCC, MoDMR, BMD

Actions	Indicators	Actors
5.2. Develop capacity of women and men to access information of meteorological information with secure and distribute technology.	No. of women with access to distributed technologies and personal devices (e.g., mobile phones). No. of women with training on collecting data.	MoWCA, BMD, MoDMR, DWA, FFWC, MoST, MoIB, Telecommunication sector, SPARRSO
5.3. Develop sector wise early warning advisory for protecting livelihoods and supporting anticipatory actions.	No of departments/agencies activates early warning based advisory.	MoDMR, MoEFCC, FFWC, SPARRSO, BMD, Development partners, I/NGOs
6. Objective: Strengthen women's access to and use of sustainable and alternative sources of energy and involve them in renewable energy production.		
6.1. Conduct an assessment on current practices of renewable energy generation, distribution and usage from gender perspective.	No. of rigorous research conducted on gender equality, energy, and climate change to identify gender gaps. No. of knowledge products prepared and made publicly available.	MoWCA, DWA, MoEFCC, MPEMR, SREDA, MoIB, Media, Research Institutions
6.2. Enhance capacities of energy specialists to integrate gender aspects in energy related interventions.	No. of persons trained recorded as sex, age and disability disaggregated data.	SREDA, MPEMR
6.3. Conduct communication campaigns on energy transition and the impact of climate change.	No. of communication materials. No. of awareness raising event organized. No. of individuals trained captured as sex, age and disability disaggregated data.	MPEMR, MoEFCC, SREDA, MoIB, MoWCA

Actions	Indicators	Actors
6.4. Carry out awareness campaigns on recognising women's groups as key actors for using renewable and alternative energy, e.g., solar power, improved charcoal and cookstoves, biogas.	<p>No. of awareness campaigns conducted.</p> <p>No. of women trained on usage of renewable and alternative energy.</p> <p>No. of women making use of alternative sources of energy.</p>	MoWCA, DWA, MPEMR, SREDA, IDCOL, MoIB
6.5. Develop women leadership in renewable energy market.	No. of women and men engaged.	MoWCA, DWA, MpEMR, SREDA, MoST, Research Institutions.
<p>7. Objective: Improve existing and develop resilient infrastructure for water-supply in rural, peri-urban, and urban communities addressing the practical needs of women.</p>		
7.1. Improve access to safely managed water and promote innovative water sources and technologies, e.g., rainwater harvesting and managed aquifer recharge, household water collection, recycling, etc.	<p>No. of women having access to safely managed water sources at the household level or close proximity.</p> <p>No. of women having basic level water sources within 30 minutes of proximity.</p> <p>No. of women having access to safely managed water sources.</p>	MoWR, MoLGRD, DPHE, MoWCA, DWA, City Corporation, Municipal authorities, Union Council
7.2. Develop piped-water supply system for access to water at the household level.	<p>No. of households with piped water-supply.</p> <p>No. of hours of supply of water.</p> <p>Amount of daily supply of water for households.</p>	MoWR, DPHE, City Corporation and Municipal Authorities, MoLGRD, Union council
7.3. Raise awareness and	No. of test kits deployed.	MoWCA, DWA,

Actions	Indicators	Actors
develop women's capacity to monitor and control the quality of water.	Reduction of waterborne diseases.	MoWR, MoHFW, DPHE, City corporation and Municipal Corporation.
7.4. Provide technical skills training to women on water related infrastructure maintenance aspects e.g., plumbing, service providers, supervisors, machinery work.	No. of women as technicians, plumbers, and service providers. Increased women's income from maintenance work on water infrastructure.	MoWCA, NSDA, MoWR, Municipal authority and city corporation
7.5. Create access to job for female technicians.	No. of new opportunities for female technicians. No. of women working as service providers.	NSDA, MoWCA, DWA, MoSW
8. Objective: Provide better access to sanitation facilities and hygiene information in both urban and rural workplaces especially for women and people with disability.		
8.1. Ensure equitable access for women and PwD to use public amenities and employ female service providers for female only facilities.	No. of female toilets built or allocated in offices, factories, places of work and public buildings. No. of women engaged in the management of female toilets according to national standard (1 toilet for 50 students ¹).	MoWCA, Municipal authorities, City corporation, MoLGRD, MoWR, DPHE
8.2. Ensure that toilets for women and girls are operational in all educational institutions.	No. of educational institutions with functioning female toilets. No. of toilets with sanitary napkin supplies and disposal	DPHE, Educational Institutions, DWA, City corporation

Actions	Indicators	Actors
	system for menstruation management.	and municipal authorities, LGD, MoWR.
8.3. Include sanitation and hygiene in school curriculum.	No. of training modules developed for students. No. of awareness raising events organized.	DPHE, MoLGRD, Municipal authorities, City Corporation, MoWR, Educational Institutions, union council
9. Objective: Strengthen health services mainstreaming gender and climate change into government and non-government partners' health policies, strategies and plans.		
9.1. Improve access to networks of health service providers at national, district and community levels.	No. of health networks identified. No. of health workers identified.	DPHE, MoHFW, City corporation, Municipal authority, MoWCA
9.2. Conduct awareness raising and technical skills training campaigns to educate health policy-makers, health networks, and health workers on gender and climate risks and concerns.	Training materials developed. No. of training sessions conducted. No. of health policy-makers trained. No. of health workers trained.	NSDA, MoHFW, MoWCA, MoEFCC, MoDMR, DPHE, City corporation, municipal authority
9.3. Improve access to affordable community health centres within affordable range with resources to combat climate change	No. of additional health centres constructed or planned. Reduced travel time for availing health services.	DPHE, MoEFCC, City corporation, MoWCA, MoHFW, Municipal authority

Actions	Indicators	Actors
9.4. Establish emergency information and healthcare service network with transportation services during disasters.	<p>Established community-based health network.</p> <p>No. of women and men informed and using network.</p> <p>Reduced child mortality rate due to the lack of emergency health services.</p>	<p>DPHE, MoHFW, MoWCA, MoDMR, DDM, City corporation and municipal authorities</p>

¹ National standards of water, sanitation and hygiene for schools in Bangladesh. GoB/ Unicef

4. Women’s Leadership and Participation

Bangladesh has a higher degree of inequality between women and men in terms of leadership in different sectors and political participation. Trend analysis of education and livelihood reveals the fact that efforts to promote gender parity in education are not converted into women’s participation in decent jobs or formal employment and leadership. Nevertheless, access to education can increase the resilience of women by increasing their incomes and assets as well as decision-making and bargaining power. Women’s voices can be better heard with increased participation with leadership roles.

Situation Analysis

Priority Sectors	Situation
Educational attainment	<p>Bangladesh made significant progress in creating access to education, especially for girls.</p> <p>Increased supply of education services responded to the higher demands from the households for girls’ education with expectation of employment.</p>
	<p>Higher gender parity is evident in the primary level of education; however, a significant portion of the enrolled girls drop out between grades III and IV.</p> <p>One-third of the girls drop out for financial hardship while one-fourth leave because of their lack of interest to continue.</p>
	<p>Most of the girls are unable to complete post-primary education.</p> <p>Time poverty for completing household chores and financial hardships is cited as the most dominant reasons for discontinuing studies for girls.</p>
	<p>Child marriage and early motherhood are the two most dominant socio-economic and cultural barriers that restrain girls from enrolling and completing tertiary level education.</p> <p>Highest marital fertility rate among the age group 15-19 irrespective of rural or urban areas in the country implies that by the time girls are supposed to complete tertiary education need to prioritise child bearing and raising them.</p>

Priority Sectors	Situation
	<p>Non-formal education programs have been a long-standing approach to educating marginalized children, especially girls in Bangladesh.</p> <p>Majority of the non-formal primary school's students are girls and their academic achievement are on par with boys.</p> <p>Girls do have access to vocational education and training institutions; However, the lack of linkage between the institutions and industry leads to a low employment rate for their graduates.</p>
<p>Girls' age of marriage</p>	<p>Age of marriage is a major hurdle against developing leadership and ensuring participation in livelihood and politics.</p> <p>Studies indicate that 62.8 per cent of girls get married before 18 years, 23.8 per cent of girls get married before 15 in Bangladesh.</p> <p>Lack of economic and mental support at the in-laws' house demotivates continuing studies after marriage.</p> <p>A child bride usually become dependent on the husbands and/or in-laws for paying for her education and the socio-cultural norms demand more time for household chores leaving little time for studies.</p> <p>Girls married at an earlier age demonstrated less decision-making ability.</p> <p>Evidence suggests that girls who marry at young ages are more likely to marry older men which puts power imbalance in decision-making process in the household.</p> <p>Time poverty due to managing reproductive and productive roles influence livelihood choices.</p> <p>The socio-cultural norms shaped by patriarchal society entrust most reproductive roles to be carried out by women; thus, they prefer economic opportunities that demand less time and travel.</p>
<p>Skills development</p>	<p>Sex-segregated occupation defined by socio-cultural norms confines girls and women to a limited range of vocational skills and economic opportunities.</p> <p>Girls often fall behind without entrepreneurship skills and information</p>

Priority Sectors	Situation
	<p>of diversified livelihood opportunities.</p> <p>Access to skills development is limited and unequal for different groups.</p> <p>Women and men from lower-income households and rural areas have limited access to trainings and market linkages for diversifying livelihoods.</p>
<p>Gender-based violence and violence against women</p>	<p>Gender-based discrimination and particularly violence against women is a major obstacle for attaining education and engaging in earning a livelihood.</p> <p>Alarming significant proportion of women in Bangladesh experience violence from intimate partner and outsiders.</p> <p>Higher education helps to reduce violence against women, especially in intimate partner relationship.</p> <p>Women with tertiary degree and above level education experience a progressive decrease in other forms of violence.</p>
<p>Mainstreaming women's representation in sectoral policies</p>	<p>Women's poor representation in higher education leads to their poor representation in higher-level technical and managerial positions.</p> <p>They are mostly engaged in crafts and then in agriculture, forestry and fisheries sectors.</p> <p>Women at all age levels have the highest rate of unemployment.</p> <p>Lack of access to financial assets – livelihood, income from other sources, savings, credit, and insurance – increase vulnerability of women.</p> <p>The involvement of women in agriculture and forestry remains systematically unrecognized and under-reported, resulting in lower wages and limited access to credit, agricultural extension services, technologies, and markets.</p> <p>Limited land ownership and rights of women and girls contribute to low decision-making power compounding the negative impacts of climate change.</p>

Priority Sectors	Situation
	<p>Sectors like renewable energy, climate-smart agriculture, infrastructure and services offer benefits that can be leveraged to improve women’s livelihoods, employment opportunities, and lives.</p> <p>The leadership and voice of women in natural resource management and energy committees can improve their conditions.</p>
Voice and political representation	<p>Women face diverse forms of social barriers resulting in systematic exclusion and self-exclusion in leadership positions.</p> <p>Lack of education and social norms limit girls’ ability to take on leadership roles.</p>
	<p>Decision-making in public spaces, especially policy spaces, is generally male dominated in the country.</p> <p>Evidence shows that women have not fallen behind men in casting votes but they have fallen behind men in participating in the election as individuals as well as being elected as a member of the parliament.</p>

Source: Adopted from BBS and UNICEF Bangladesh 2019, BBS 2019

Action Plan: Women’s Leadership and Participation

Outcome: Ensured participation and representation of women at all levels of climate policy, planning, and decision-making across sectors.

Actions	Indicators	Actors
<p>1. Objective: Enhance primary, secondary and tertiary education curricula preparing students to adopt gender-responsive and climate-smart development.</p>		
<p>1.1. Establish a working group on gender, climate change and education to develop gender-responsive climate change</p>	<p>Working group formed.</p> <p>Gender-responsive climate change curriculum developed.</p>	<p>MoWCA, MoEFCC, MoE, MoPME</p>

Actions	Indicators	Actors
curriculum, including women's rights, climate change, and related national policies and plans.		
1.2. Promote and disseminate curriculum to be used in schools; e.g., curriculum, campaign, materials, etc.	No. of schools to integrate curriculum.	Teachers Training College, MoPME, MoWCA, MoEFCC, Experts, Teachers
1.3. Develop capacity of teachers on gender and climate change, including science teachers on gender-responsive climate-resilient, and green infrastructure.	No. of teachers trained.	Teachers Training College, MoPME, MoWCA, MoEFCC, Experts, Teachers
2. Objective: Ensure the participation and representation of women at all levels of climate policy, planning, and decision-making across sectors.		
2.1. Develop an inventory of key stakeholders and experts to consult during the design and implementation of climate policy, program and projects.	Roster of key stakeholders prepared.	MoPME, MoE, MoEFCC, Research Institutions
2.2. Form advisory body/ technical groups of gender and climate experts to provide technical lead in addressing women's participation and leadership role through policy, planning and decision-making across sector.	No. of advisory body/technical groups formed.	MoPME, MoE, MoEFCC, Research Institutions

Actions	Indicators	Actors
2.3. Consult with stakeholders when designing policies and programmes, including raising awareness and socializing this ccGAP.	No. of consultations held.	MoPME, MoEFCC, MoE, NGOs, Education Institutions, Development partners
2.4. Form local level women-led platform/network to raise local women's voices over climate change planning and decisions.	No. of women-led platform/network formed and active.	
3. Objective: Promote women's leadership and building capacity of government stakeholders.		
3.1. Build capacity of government officials on gender-responsive climate action including local government.	No. of official trained. No. of coordination activities among different ministries, departments and agencies.	MoWCA, MoEFCC, other relevant ministries and government officials
3.2. Integrate gender-responsive climate budgeting, activities, and data in the current manual for 'development project proforma'.	No. of revised 'development project proforma'. Requirement of gender disaggregated data included indicating both number and roles.	MoF, MoLGRD, Local government authorities, MoWCA
3.3. Increase qualified gender advisers in national government departments and local government units.	No. of women professionals and leaders, including youth representatives able to represent in policies and practices.	MoWCA, MoLGRD, MoSW, Gender experts, Youth representatives
3.4. Engage gender-experts and public representatives in	No. of collaborative activities among gender experts,	MoWCA, MoEFCC, DWA, MoLGRD,

Actions	Indicators	Actors
designing any policy and action plan.	<p>climate change experts, and women’s rights organizations and climate change organizations.</p> <p>No. of parliamentarians sensitized on climate change and gender equality in policy-making, participation, and communication.</p>	Gender experts, climate change experts, parliamentarians.
3.5. Identify male champions in communities to serve as advocate of change for gender equity.	No. of male champions identified working on gender equity and climate change.	

5. Gender-Responsive Means of Implementation

Government of Bangladesh has introduced gender-responsive budgeting, allocating around 30 per cent share of expenditure on women development to mainstream gender in all policy and decision-making processes. However, the advantage of that is yet to be translated into practice to increase resilience. Similar to budget, other financial means, such as, access to funds and credits can be useful for implementation of the gender-responsive activities in the sectors with potential to move from vulnerability to resilience to prosperity. The following table summarizes the situations in these sectors.

Situation Analysis

Priority Sectors	Situation
Gender budget	<p>The government allocates a specific amount of the national budget in each ministry for gender budgeting.</p> <p>The gender budget targets three specific sectors- women empowerment, improvement of productivity with higher participation in the labour force and access to public goods and activities.</p>
	<p>Allocation of budget varies between government departments.</p> <p>Different agencies or departments of the government allocate the budget amount by providing information on poverty and gender impacts while rating the expenditures for women's development.</p>
Access to trust and other adaptation funds	<p>Gender-responsiveness remained only as number of women as beneficiaries in the projects funded under the Bangladesh Climate Change Trust Fund.</p> <p>BCCT is revising project planning and implementation proposal with a gender guideline to encourage gender-responsive climate projects.</p>
	<p>Bangladesh also receives funds from bilateral donors, multilateral climate funds and development bank projects.</p> <p>These funding often demand conducting gender assessment; however, the focus often remain on addressing women's practical needs, and very few transcends into addressing strategic needs to allocate resources for women to start as farmers and entrepreneurs.</p>
Business and	Entrepreneurship in Bangladesh is one of the most prominent

Priority Sectors	Situation
entrepreneur model	<p>sectors for employment.</p> <p>Women are challenged to access credit failing to provide collateral as a prerequisite for taking a loan.</p>
Access to finance and credits	<p>The financial sector in Bangladesh is largely dominated by the banking sector and women and low-income households benefit very little from them.</p> <p>Access to credit from the banks requires security of tenure, collateral, and loan repayment within a short time period following the conventional regulatory frameworks which they are unable to give.</p>
	<p>Access to micro-finance is a success story in Bangladesh.</p> <p>Women of low-income households benefit from these through saving and credits schemes.</p>
	<p>Working women tend to exhibit greater measures of empowerment.</p> <p>Female household members who are employed or who run home-based enterprises - access to livelihood opportunities give them more power to make decisions about purchases such as food, clothing, education, furniture, and durables.</p>

Source: IUCN and UN Women, 2022

Action Plan: Gender-Responsive Means of Implementation

Outcome: Improved access to finance for the implementation of gender-responsive climate adaptation.

Actions	Indicators	Actors
<p>1. Objective: Ensure adequate allocation and utilization of gender budget for climate-responsive projects and programmes.</p>		
1.1. Operationalize gender-responsive budgeting	Local government practicing gender-responsive budgeting.	MoWCA, MoF, MoP, MoPA, MoLGRD

Actions	Indicators	Actors
mechanism.		
1.2. Develop capacity for gender focal persons in different ministries, departments, and organization on gender-responsive budgeting from a climate perspective.	No. of programmes undertaken on climate change.	MoWCA, Gender focal persons in different ministries and departments, MoF, MoEFCC
2. Objective: Building on the existing women's economic empowerment fund giving increased access to women farmers/entrepreneurs to be climate-resilient.		
2.1. Create an inventory of existing funds that can be used for gender-responsive climate-resilient activities.	Identified funds used for women's economic empowerment. No. of women accessing funds. No. of climate-resilient projects funded. No. of projects with gender-responsiveness indicators.	MoWCA, MoF, MoEFCC
2.2. Establish revolving fund for user-friendly climate-resilience for women farmers/entrepreneurs.	New fund allocated for use. No. of women accessing funds. No. of climate-resilient projects funded. No of projects with gender-responsiveness indicators.	MoEFCC, MoWCA, MoF, MoA, DoA, Banks, MFIs, Financial Institutions
2.3. Disseminate information regarding existing/new funds.	No. of communication materials.	MoIB, Media, MoF
2.4. Increase budget allocated	Amount of funds allocated.	MoF, MoEFCC,

Actions	Indicators	Actors
for natural resources management, agriculture- and non-agriculture-based livelihood activities.		DoE, MFD, MoA and other relevant entities
2.5. Capitalise on climate adaptation finance funds and opportunities under GCF to promote gender-responsive energy and transport projects.	No. of donor programmes accessed. No. of projects implemented.	MoEFCC, MoWCA, SREDA, RTHD, IDCOL, Development partners, I/NGOs
2.6. Promote the use of Bangladesh Climate Change Trust (BCCT) Funds using the new gender guidelines to assess, design, implement, monitor and evaluate gender-responsive projects in different sectors.	No. of project using BCCT's gender guidelines.	BCCT, MoWCA, MoEFCC, I/NGOs, Development partners
2.7. Create job opportunities for young workforce through transition and modernization of the labour force.	No. of vocational education and training curricula updated to train them towards automated industries.	MoWCA, MoSW, MoF, MoLE, NSDA, BTEB, MoE, DYD
2.8. Drive growth in the SME sector.	No. of measures introduced for needs-responsive financial protection of micro-, small-, and medium-sized enterprises. Increase in productivity through innovative and alternative financing platforms.	MoF, MoSW, Financial institutions, MoST, Research Institutions

Actions	Indicators	Actors
3. Objective: Promote gender-responsive and climate-resilient business model and entrepreneurship.		
3.1. Foster women’s participation in all areas of the economic sphere relating to green transition and low-carbon development.	No. of targeted skills development training provided based on women’s needs. No. of fiscal stimulus packages and social protection programs introduced.	MoF, MoWCA, Financial Institutions, MFIs
3.2. Improve access to finance for women farmers/ entrepreneurs and facilitate credit for women seeking to pursue or expand climate-smart businesses.	No. of finance schemes developed for women. No. of women able to access financial services. Amount of financing provided.	MoF, MoWCA, MoA, DoA, Banks, MFIs, Financial Institutions, MoEFCC
3.3. Promote women entrepreneurship in agricultural food production by removing bottlenecks and providing financial and other incentives, such as tax breaks, business incubation and mentoring programmes.	No. of women setting up new businesses in agriculture and food production.	MoWCA, MoA, DoA, DAE, MoF, Financial Institutions, MFIs, Banks, I/NGOs, MoLGRD
3.4. Institutionalize, such as MFI, alternative provisions to accommodate women, women’s groups and cooperatives that are unable to provide the collateral needed for accessing credit.	No. of new alternative collateral options made available to women, women’s groups and cooperatives by banks other than land/housing/salary.	MRA, MoWCA, MFIs, MoF, Banks, Financial Institutions
3.5. Diversify livelihood opportunities for women in	No. of women engaged across the fisheries business supply	MoWCA, MoLGRD, MoEFCC, MoDMR,

Actions	Indicators	Actors
vulnerable regions, e.g., coastal areas.	chain.	MoSW, NGO
3.6. Create linkage with professionals, academia and women entrepreneurship to develop their capacity.	No. of project concepts developed.	Experts, Academicians, Researchers, NGO, MoWCA
3.7. Promote skill-based training and orientation for women in agriculture and non-agriculture-based livelihood.	No. of trainings in an alternative form of livelihoods.	NSDA, NGOs, MoWCA, MOA, DOA, MoEFCC, MoSW, Training Institutions.
3.8. Strengthen access to markets, both in-person and online, accessible to women farmers/ entrepreneurs.	No. of market created. No. of women as member of the markets.	MoWCA, MoA, DAE, MoST, MoIB, Local government authority, Market development authorities, City Corporation, Union Parishad
4. Objective: Increase women's participation in tendering committee, bidders in tenders, and awardee of contracts in different, e.g., fisheries, forestry, energy, infrastructure.		
4.1. Establish monitoring mechanism through the focal persons in different ministries, departments, and organisations to ensure women's representation in tendering committees.	No. of women in tendering committee.	Gender focal person in different ministries/ departments, MoWCA, MoPA

Actions	Indicators	Actors
4.2. Provide training on tendering and negotiation skills in-line with climate change and gender related projects.	No. of capacity building materials developed. No. of training conducted.	MoEFCC, MoWCA, Climate Change and Gender negotiation experts, I/NGOs, Development partners
4.3. Gender focal points from various ministries collaborate to amplify women's role in tenders as they relate to climate change and infrastructure.	No. of tenders to consider gender and climate concerns.	Gender focal from ministries/departments, MoWCA, MoEFCC, I/NGOs, Development partners

6. Capacity Building, Knowledge Management and Communication

Capacity building and strengthening knowledge on adaptation, based on identified gaps that indicate where adaptation decisions need to change in order to increase resilience and reduce potential climate risks, is a useful approach to address the science-policy interface. Knowledge management can be used as a tool to create adequate knowledge for the most vulnerable communities and a base for the policy process. Learning from implementation that are documented save resources for replicating the same initiative somewhere else. The initiating point can be generating sex, age and disability disaggregated data and establish communication mechanism with capacity building activities to build resilience. The following table identifies the key areas where knowledge management will be essential to build resilience of women and girls in Bangladesh. The following table summarizes the situations in these sectors.

Situation Analysis

Priority Sectors	Situation
Sex, age and disability disaggregated data (SADDD)	<p>Absence of disaggregated data to understand vulnerability and gender-responsiveness.</p> <p>Collected data often only indicate the number of women engaged but do not capture information on the distribution of roles, division of work, needs, and priorities to identify both vulnerabilities and resilience.</p>
	<p>Livelihood data do not capture the working condition.</p> <p>Official data on livelihood often fails to capture the different contributions to household members, including those working in other locations and those who are unpaid, with very little or nothing about working conditions, working hours work, work-related illnesses and injuries, and whether they are work-linked benefits such as access to subsidized healthcare, paid holidays, and sick pay, etc.</p>
	<p>Monitoring and Evaluation data often only record number of women/men.</p> <p>They fail to capture the roles as decision-makers, beneficiaries or participants.</p>

Priority Sectors	Situation
<p>Comprehensible metro-logical and early warning data</p>	<p>Community members, especially women, do not know the meaning of official data.</p> <p>Early warning data are not circulated in a language comprehensible to general people. People without access to personal devices are left out from receiving those warning to act on-time.</p>
<p>Interpreting knowledge to practice</p>	<p>Government of Bangladesh has been prioritizing gender equality through long-term planning.</p> <p>Most of the long-term planning consider gender as a cross cutting theme.</p> <hr/> <p>Development of gender websites, bulletins, webinars, campaigns, events, virtual spaces, news and working groups enhances communication with all.</p> <p>However, it is important to keep in mind that communication between men and women differs due to comfortability issues as women prefer to communicate with similar environments and maintain social norms.</p>
<p>Knowledge management</p>	<p>Men are more vocal compared to women in face-to-face discussions whereas women are active on online platforms.</p> <p>Female learners exhibit greater social interdependence than male learners in online dialogues which results in higher levels of reported deep learning.</p> <hr/> <p>Social media platform Facebook has become a business hub (mostly SME) for entrepreneurs.</p> <p>Social media has provided easy and reliable sources of employment and economic power to women through e-commerce where the leaders are women.</p> <hr/> <p>Girls' education and gender equality can be encouraged using innovative communication through the mass media.</p> <p>There are examples of success stories using cartoons, radio, TV, and social media.</p>

Source: Adopted from International Union for Conservation of Nature, United Nations Environment Programme and United Nations Entity for Gender Equality and the Empowerment of Women. 2022.

Action Plan: Capacity Building, Knowledge Management and Communication

Outcome: Increased capacity to generate and better manage knowledge on gender-responsiveness through data, monitoring, evaluation, and reporting.

Actions	Indicators	Actors
1. Objective: Collect sex, age and disability disaggregated data (SADDD) from different sectors and make them accessible to identify women's practical and strategic gender needs, and priorities.		
1.1. Introduce gender-responsiveness tracking system in any project and program with provision for collecting SADDD.	Gender assessment identify women's specific and practical needs and roles. Baseline data collected.	MoWCA, all relevant ministries/ departments
1.2. Mainstream SADDD in design and implementation of data with indication of roles, e.g., participant, beneficiary, decision-maker throughout different phases of the implementation as part of the monitoring and evaluation.	SADDD are collected during the implementation phases. SADDD indicate the specific roles of the people involved. SADDD captured in the M&E system.	All relevant ministries, departments, development partners, I/NGOs
1.3. Establish a data sharing platform.	An accessible database is created.	MoEFCC
1.4. Review to ensure all policies and programmes use SADDD with indication of roles to consider gender needs, roles and opportunity to practice agency.	No. of policies reviewed. No. of amendments proposed. No. of policies amended.	Government ministries, departments, Research Institutions

Actions	Indicators	Actors
2. Objective: Make metrological data understandable and accessible to make an early-warning system effective.		
2.1. Make metrological data more accessible for general people.	System developed to interpret metrological data in local language. Early-warning data is made understandable for all.	BMD, FFWC, SPARRSO, Research Institutes, NGOs, MoIB, MoDMR, MoEFCC
2.2. Create awareness among the communities on tools and signage indicating changes in temperature, rainfall, and storms as early-warning system.	No. of household reached through community level disseminating system. Both on-setting changes in climate variables and disasters are included in the early-warning system.	MoDMR, MoIB, Telecommunication sector, NGOs/local organisations, Media
2.3. Conduct gender needs assessment for pre-, during, and post-disaster situations.	Gendered specific tasks are identified. Instructions are categorized as before, during, and after the disaster activities.	MoWCA, MoDMR, DDM, Research Institute
2.4. Build capacity of women on early-warning data and projections at the neighbourhood level.	No. of women trained as early-warning team members.	MoWCA, BMD, FFWC, SPARRSO, MoDMR, DDM, Local disaster management committee
2.5. Establish women's network with involvement of local female government members.	No. of women's groups are included in the network. No. of female local government members are included in the network in leadership role.	MoLGRD, MoWCA, Local women networks, Local women government representatives

Actions	Indicators	Actors
3. Objective: Translate context specific research/assessment findings and inform policy and programme design.		
3.1. Build capacity of academia and women professionals on the links between gender, climate change and specific sectors to strengthen understanding of differential impacts of climate change, vulnerability and resilience of women in those sectors.	<p>No. of gender and climate change focused research/assessments.</p> <p>No. of female researchers involved.</p> <p>No. of communities participated in the research/assessment.</p>	Academicians, Women Professionals and Researchers, MoEFCC, MoWCA, Research Organisations, Experts/Think Tanks
3.2. Launch education campaigns and conduct knowledge building programmes for communities, focusing on climate change impacts on different sectors, the specific impacts on women and the importance of adaptation to address future challenges.	No. of media campaigns and education programmes, workshops conducted.	MoEFCC, MoWCA, DWA, MoIB, Media, I/NGOs, Local government
3.3. Promote evidence-based policy making.	<p>No. of sector-specific policy-brief/recommendation produced.</p> <p>No. of findings translated to local language.</p>	Research Institutes, Experts
3.4. Provide gender training to project managers/officials in all line ministries and regional level departments to strengthen gender and climate components in their project proposals.	<p>No. of male managers/officials trained.</p> <p>No. of new projects with strong gender and climate components included.</p>	MoWCA, relevant ministries/ departments, MoEFCC, Climate Change experts, Gender experts

Actions	Indicators	Actors
3.5. Organise policy dialogues with members of the parliament on gender equity in the context of climate change challenges.	No. of policy dialogues held.	MoWCA, MoEFCC, MoDMR, DDM, Parliamentarians, Climate Change and Gender Experts, Think Tank, Media
4. Objective: Develop a framework to monitor progress of ccGAP implementation.		
4.1. Develop a ccGAP monitoring and evaluation framework in consultation with the concerned ministries, different stakeholders and experts.	Different stakeholders are consulted. M&E system developed to capture the progress.	Relevant Ministries (MoWCA, MoEFCC, MoDMR, DDM, DoA, MoA, DAE, DoE, BFD, MoF, DLS, MoFL etc.), Research Institutions, Climate Change Experts, Gender Experts, other relevant stakeholders
4.2. Design a coordination mechanism and reporting between departments at the local government levels.	Coordination mechanism established. Data are collected and reported.	MoEFCC, MoWCA, Research Institutes
4.3. Conduct periodic review of action plans related to natural resources, livelihood, infrastructure, and settlement.	No. of events organized to review the actions and progress of indicators.	Research Institutes, External Consultancy Firms, MoEFCC, MoWCA, MoHPW, MoA, MoFL and other relevant ministries/ departments
4.4. Ensure periodic reporting of	Results are periodically	MoEFCC, MoWCA,

Actions	Indicators	Actors
results from monitoring to inform policy and programming, and to revise, if necessary.	reported.	MoDMR, MoF, MoP
4.5. Make gender assessment findings mandatory in ensure integrated environmental impact assessments (EIAs).	No. of project and programme proposal containing EIA and gender assessment components.	MoWCA, MoEFCC, relevant ministries, Development partners, I/NGOs
4.6. Establish benchmarks and indicators to monitor progress on implementation of gender-sensitive actions in different sectors.	Baseline data collected. Monitoring framework developed. Endline data are made accessible to all.	MoEFCC, MoWCA, MoIB, Research Institutions, M&E Experts, Gender experts

Linking ccGAP with NAP

National Adaptation Plan 2022 has set the following six goals:

Goal 1: Ensure protection against climate change variability and induced natural disasters.

Goal 2: Develop climate-resilient agriculture for food, nutrition, and livelihood security.

Goal 3: Develop climate-resilient infrastructures and smart cities.

Goal 4: Promotion of nature-based solutions for the well-being of communities and conservation of biodiversity.

Goal 5: Integration of CCA into the planning process for good governance.

Goal 6: Ensure transformative capacity building for adaptation.

The following table illustrate possible alignment of objective set in ccGAP and their alignment with these goals.

Sectors	Objectives	Alignment with NAP
A. Natural resources	1. Build stakeholders' capacity on establishing linkages of gender equality with ownership, protection, and management of natural resources, e.g., land, water, forestry.	Goal 1, Goal 2, Goal 4
	2. Increase awareness and capacity of women and other vulnerable groups to reduce impacts of water-logging, water-scarcity, and increased salinity.	Goal 1, Goal 2
	3. Ensure women's meaningful participation in policy, planning and decision-making for protection and management of forestry.	Goal 2, Goal 4, Goal 5
	4. Ensure gender equity and inclusiveness for both women and men in community forest management.	Goal 2, Goal 4
B. Livelihoods	1. Ensure the inclusion of women, particularly those from vulnerable communities, in livelihood related policies, planning, decision-making and implementation.	Goal 2, Goal 4, Goal 5
	2. Improve awareness about women's share of employment and wage inequality.	Goal 2

Sectors	Objectives	Alignment with NAP
	3. Promote gender-responsive, climate-smart agricultural technologies, particularly for women farmers for crop production.	Goal 2, Goal 6
	4. Ensure women's participation and contribution in the fisheries sector.	Goal 2
	5. Promote climate-smart and gender-responsive livestock rearing.	Goal 2
	6. Promote urban agriculture among women at the household, community and enterprise levels.	Goal 2
	7. Increase skills for alternative and non-agriculture-based livelihood.	Goal 2, Goal 6
C. Infrastructure and settlements	1. Increase women's participation in planning, design, implementation, monitoring and evaluation of infrastructure development.	Goal 3, Goal 5
	2. Promote gender-responsive and climate-resilient construction principles for infrastructure development.	Goal 3, Goal 6
	3. Review policies related to providing urban services within the framework of gender and climate change.	Goal 1, Goal 3
	4. Development of sustainable and inclusive protective infrastructure.	Goal 1, Goal 3
	5. Enhance early-warning, meteorological information collection and dissemination, especially empowering women and women's organisations.	Goal 1, Goal 3, Goal 5
	6. Strengthen women's access to and use of sustainable and alternative sources of energy and involve them in renewable energy production.	Goal 3, Goal 5, Goal 6
	7. Improve existing and develop resilient infrastructure for water supply in rural, peri-urban, and urban	Goal 1, Goal 3

Sectors	Objectives	Alignment with NAP
	communities addressing the practical needs of women.	
	8. Provide better access to sanitation facilities and hygiene information in both urban and rural workplaces.	Goal 3
	9. Strengthen health services mainstreaming gender and climate change into government and non-government partners' health policies, strategies and plans.	Goal 1, Goal 3
D. Women's leadership and participation	1. Enhance primary, secondary and tertiary education curricula preparing students to adopt gender-responsive and climate-smart development.	Goal 6
	2. Ensure the participation and representation of women at all levels of climate policy, planning, and decision-making across sectors.	Goal 5, Goal 6
	3. Promote women's leadership and building capacity of government stakeholders.	Goal 5, Goal 6
E. Gender-responsive means of implementation	1. Ensure adequate allocation and utilization of gender budget for climate-responsive projects and programmes.	Goal 3, Goal 5
	2. Building on the existing women's economic empowerment fund giving increased access to women farmers/entrepreneurs to be climate-resilient.	Goal 1
	3. Promote gender-responsive and climate-resilient business model and entrepreneurship.	Goal 2, Goal 6
	4. Increase women's participation in tendering committee, bidders in tenders, and awardee	Goal 2, Goal 4,

Sectors	Objectives	Alignment with NAP
	of contracts in different, e.g., fisheries, forestry, energy, infrastructure.	Goal 5
F. Capacity building, knowledge management and communication	1. Collect sex, age and disability disaggregated data (SADDD) from different sectors and make them accessible to identify women's practical and strategic gender needs, and priorities.	Goal 1
	2. Make metrological data understandable and accessible to make an early-warning system effective.	Goal 6
	3. Translate context specific research/assessment findings and inform policy and programme design.	Goal 6
	4. Develop a framework to monitor progress of ccGAP implementation.	

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