



**USAID**  
FROM THE AMERICAN PEOPLE

**BANGLADESH**

# **GATE/USAID COUNTRY ACTION PLAN FOR BANGLADESH**

**April 2005 - 2007**

March 23, 2005

This publication was produced for review by the United States Agency for International Development. It was prepared by Development and Training Services, Inc. (DTS).

# **GATE/USAID COUNTRY ACTION PLAN FOR BANGLADESH**

April 2005 - 2007

**DISCLAIMER**

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

**CONTENTS**

TASK 1. Strengthen Mission’s and Partners’ gender analysis in the Economic Growth/Trade sector. .... 5

TASK 2. Support development of the Information Communication and Technology Sector. .... 5

TASK 3. Integrate gender into Bangladesh’s trade capacity building (TCB) activities. .... 6

TASK 4. Assist the Mission Gender Advisor in analyzing gender and trade issues. Prepare and deliver material to strengthen the Mission’s gender analysis skills. .... 6

TASK 5. Management and Monitoring ..... 7

**Greater Access to Trade Expansion (GATE)  
USAID/Bangladesh  
Country Action Plan**

The purpose of the Country Action Plan (CAP) is to establish a set of mutually agreed upon activities to better integrate gender concerns into the Mission's economic growth and trade portfolio in order to improve the ability of the program to meet its objective. The CAP will be collaboratively developed by the Mission, the WID Office and GATE. The CAP has three elements: 1) an agreed upon set of activities and expected level of effort to carry them out; 2) the management and monitoring of these activities; and, 3) a representative budget from GATE to execute the work. The budget will provide detailed cost estimates for each Task, along with budget notes and a tentative implementation timeline for each Task and related Sub-Tasks. It should be understood that carrying out these activities is subject to the availability of funding for the GATE Project.

These support activities were developed during a GATE Team visit to USAID/Bangladesh from January 21, 2005 through February 10, 2005 and subsequent discussion with the Mission. Proposed Activities for GATE Country Action Plan in Bangladesh, contained our initial thoughts on CAP activities which the Mission reviewed and provided recommendations. Those recommendations are reflected in the revised CAP.

The background and rationale for these activities will not be repeated here, but are incorporated by reference. GATE's initial ideas have been further developed and refined in this CAP for Bangladesh which will be mutually approved by the WID Office and USAID/Bangladesh. The CAP lays out a set of tasks that GATE will undertake to support the Mission's Economic Growth and Trade objectives over a proposed two year period. GATE will be responsible for initiating all implementation actions in the CAP, coordinating these efforts with the Mission, as well as for monitoring and evaluating GATE activities. To maximize the benefits the Mission derives from GATE's assistance, the Mission may wish to appoint a member of its staff to liaise between the GATE program and the Mission.

The CAP has four basic Technical tasks and one Support/Administrative one. The technical focus of the activities is on strengthening the gender analysis in the Economic Growth and Trade sector; supporting development of the Information Communication and Technology (ICT) sector; incorporating gender into Trade Capacity Building (TCB) activities; and, working with the Mission Gender Advisor. On the Support/Administrative side, GATE has designated one of the core staff members, as its International Program Director for Bangladesh. GATE will set up an office, hire a local Country Manager to coordinate implementation between the Mission and the GATE home office, and monitor performance/results. These tasks are described in more detail below.

**TASK 1. Strengthen Mission's and Partners' gender analysis in the Economic Growth/Trade sector.**

This Task will be implemented through four Sub-Tasks.

**Sub-Tasks: 1.1 to 1.3.** Conduct three (3) gendered value-chain analyses and provide recommendations for each commodity that the Mission is or may become involved with. The exact selection will be worked out with the Mission and an agreed upon Scope of Work (SOW) prepared. The intent is to show how incorporating gender into such analysis will better inform the design/implementation process. This approach has not been apparent in past programs.

GATE expects to carry out this work with the combined talents of an outside expert linked with a Bangladeshi expert. GATE welcomes the participation of an USAID/Bangladesh staff member, where this would be seen as a professional development opportunity, and/or a staff member from an implementing agency, if the analysis could affect their work program.

Where possible, each Sub-Task team will work with the appropriate Strategic Objective Agreement with the Bangladesh Government (SOAG)/Project counterparts to develop recommendations/activities that move women up the value-chain in sectors where the agriculture business enterprises are engaged. Activities may include facilitating links with relevant NGOs and women entrepreneurs. GATE would expect the Sub-Tasks to be carried out sequentially over the life of the CAP.

**Sub-Task 1.4.** Conduct a study evaluating employment options for women in the service sector and advise the Mission and Partners about the findings and recommendations. Issues such as workforce development skills and training to move women into higher-paid service jobs such as child-care, retail, would be addressed. This study would be carried out by a local consultant.

## **TASK 2. Support development of the Information Communication and Technology Sector.**

**Sub-Task 2.1.** Prepare a desktop study of issues facing women in accessing ICT as well as develop policy and program recommendations for the Mission. Development of the ICT sector is part of the USAID/Bangladesh SOAG. To further support this work and to help address gender issues that might impede successful implementation, GATE would seek the services of an expert in ICT to examine gender constraints to access to and use of ICT.

**Sub-Task 2.2.** Work with a USAID-funded ICT provider to engender their project by providing advice and support to increase the number of women who participate in ICT activities. This might include providing advice on training in the use of the Trade Map software to women's NGOs and business associations; on establishing a placement cell at a location which women frequent; and/or on partnering with an NGO working in the garment sector, or another sector in which women are concentrated, to train women in ICT curriculum and to provide placement assistance to women in gaining jobs in the burgeoning ICT sector. This may involve an expert in ICT traveling to the field to engage the counterparts selected by GATE and USAID/Bangladesh.

## **TASK 3. Integrate gender into Bangladesh's trade capacity building (TCB) activities.**

**Sub-Task 3.1.** Work with SAFTA researchers to include gender in their analysis and/or conduct a separate gender analysis of SAFTA. Monitor the SAFTA research for inclusion of gender and poverty issues. In collaboration with the USAID SAFTA analysis team, GATE may pursue additional research on gender and distributional issues within SAFTA that may be outside the scope of the SAFTA team's research but would complement their efforts.

**Sub-Task 3.2.** Trade Impact Analysis (following methodology developed by Women's Edge). GATE will conduct research analyzing the economic and legal/regulatory impacts of past trade and investment liberalization on gender and poverty indicators within the country. Modeled on the Women's Edge Coalition's Trade Impact Review, the study will investigate the linkages between economic changes, legal and regulatory changes, and trade policies. The study will also include policy

recommendations to enhance the ability of poor women and men to gain from trade as well as recommendations to ameliorate any unintended negative consequences of trade liberalization.

**TASK 4. Assist the Mission Gender Advisor in analyzing gender and trade issues. Prepare and deliver material to strengthen the Mission's gender analysis skills.**

**Sub-Task 4.1.** Develop handbook on integrating gender concerns into trade and economic growth analysis, program planning, and indicators. Develop a training handbook on how to conduct gender analysis of trade policies and economic growth and trade-related projects. The handbook will include suggested project design options, indicators, and exercises. (This Sub-Task may also be viewed as part of the Trade Capacity Building activities.)

**Sub-Task 4.2.** Deliver training to USAID/Bangladesh staff and other partners as directed by the Mission. In addition to developing the handbook, above, GATE will conduct training for USAID/Bangladesh staff as well as implementing partners (if desired by the Mission). GATE envisions the training to be held in two segments: a) an intense, off-site workshop with a few staff/partners who will need to apply the training in their everyday work; and, b) a more general training session for other Mission staff and partners who need to understand the issues and potential impact such applications can have. Additional training will be provided for the Gender Advisor.

**Sub-Task 4.3.** Monitoring the Ready Made Garment Sector; for the impact of the ending of the Agreement on Textiles and Clothing December 31, 2004. The GATE Country Manager will prepare updates for the Mission and home office that distills current research and new developments reported in the press regarding the RMG sector. GATE will provide feasible policy and program advice for the Mission. GATE will contract one or two local NGOs to follow a group of garment workers to determine how they are coping with the changes in the industry. GATE staff will provide the Mission with timely updates and advice concerning developments in the RMG sector, particularly as it pertains to employment of female workers, which may have implications for the Mission's job-creation projects. Additional research might include studies on conditions, wages, livelihoods and well-being of home-based workers in comparison to RMG workers and/or an analysis of what a "sustainable wage" in Bangladesh might be.

**TASK 5. Management and Monitoring**

**Sub-Task 5.1.** Arrange GATE office space and administrative structure. DTS is setting up company policies and procedures for field offices. .

**Sub-Task 5.2.** Hire local manager/researcher and other staff as required. GATE will hire a local Country Manager to be responsible for implementing the Bangladesh CAP activities on the ground in-country. This position will report to a core GATE staff member in the home office.

**Sub-Task 5.3.** Establish a monitoring and evaluation plan. GATE will hire a specialist in this field to help develop a meaningful plan.

**Sub-Task 5.4.** GATE home office management and monitoring: A person has been designated to be the International Program Director for Bangladesh. He/She will be expected to devote about one quarter of his/her time on overseeing and implementing the Bangladesh CAP. The person will be delegated the necessary authority to make all of the decisions to achieve the CAP objectives.

