

GENDER ACTION PLAN

PROJECT OUTPUTS	GENDER ACTIONS
<p><u>Output 1:</u> Institutional capacities for managing pro-poor urban development strengthened</p>	<ul style="list-style-type: none"> • Ensure that training needs assessment for local government staff includes an assessment of their understanding of gender issues (i.e., women and men's differential needs, preferences, access and control of facilities) in pro-poor urban spatial and shelter planning and design. • Review/adapt the practical guideline to mainstream gender in slums/ poor neighborhoods upgrading projects developed under the previous NUSSP (Loan 2072/2073-INO) to ensure alignment with needs assessment and integrate into training programs for all government and community implementers. • At least 30% of local government staff trained to improve their capacity on spatial planning as identified in needs assessments are women. • Ensure terms of references (TORs) of city coordinators and community advisors include gender mainstreaming responsibilities. • Ensure women represent about 40% of all community advisors. • Ensure that sex disaggregated data collected to develop the demographic profile of the city is used to identify and map the different needs of poor men and women related to public facilities in their neighborhoods. • Ensure that above analysis is used to develop the City Wide Slum Improvement Action Plans (CWSIAP) • Ensure dissemination of information on key responsibilities and activities of the network and importance of women's involvement in the network. • At least 40% of community implementation organization (CIOs) members in all project neighborhoods are women. • At least 20% women in leadership roles in the CIOs • Ensure that women CIO leaders are provided appropriate leadership and management training. • Ensure an analysis of needs & benefits of women and men in the criteria for prioritizing projects to be included in City-wide slum improvement action plan (CWSIAP). • Women represent at least 30% of user group members in all project locations.
<p><u>Output 2</u> Infrastructure in slum neighborhoods upgraded</p>	<ul style="list-style-type: none"> • Information on the practical and direct benefits of the project are disseminated to women in each project site, and mobilize women to participate in all project stages including decision-making meetings. • At least 40% of participants during all consultation and decision-making meetings at the community level are women. • Ensure all project meetings, consultations and activities take place at convenient times and in culturally acceptable settings to facilitate women's participation. • In case of under-representation or where needed, organize separate meetings with women to discuss needs and project proposals. • Ensure gender audits of all community investment plans are conducted prior to the release of funds. • Disseminate information on the various types of possible jobs in construction and O&M and those which may be performed by women. • Ensure 20% of the paid works created by the project are provided to women. Ensure equal pay for work of equal value. • Ensure 30% women trainees in all community based capacity

	development activities generated through the project (implementation, M&E, financial management, relevant civil works, O&M and other jobs).
Output 3 New settlements for poor families established	<ul style="list-style-type: none"> • In the case when NGOs are engaged: ensure 50% of NGO facilitators undertaking socialization campaign on the PPP approach are women. • Consult beneficiary women and men in determining the number, location and types of urban facilities and services in the new settlements and in preparing housing designs and locations. • Ensure housing locations for female-headed households (FHHs) provide better access to water, hygiene facilities, transport and security. • Selection criteria for the potential beneficiaries to access credit for affordable housing prioritize female headed households. • Ensure housing deeds are provided in the name of husband and wife, and in the name of the women in case of FHH. • Information on loan application procedures and requirements are provided to women and low income households.
Project Management	<ul style="list-style-type: none"> • Ensure full-time specialist (at the National Consultant Team) with appropriate expertise and experience in Gender and Urban Development/ Housing is hired by the Executing Agency (project management unit, PMU) to guide the implementation of the Project Gender Action Plan (GAP) • Ensure gender equality training provided to all consultants and community advisors within the first three months of their mobilization. • Assign one person in the PMU and each Local Coordinating Office (LCO) as Gender Focal Point, to be responsible for mainstreaming gender activities in the project • Gender-related activities (identified in the Project GAP) will be reflected in annual project work plans • Ensure briefing on gender is provided to all PMU and LCOs staff. • Regularly monitor, evaluate and report the performance of district and community advisors in executing the gender related tasks outlined in their TOR (i.e. in quarterly gender monitoring report) • Ensure that a GAP Monitoring Report on the performance and achievement of city/ district coordinators and community advisors are regularly (i.e. quarterly) produced by LCOs and approved by the PMU. • Gender sensitive indicators will be integrated in the PPMS • Sex disaggregated data on stake holders' participation in community activities (planning, implementation and O&M) collected in baseline survey and completion surveys • Ensure data is analyzed and included in regular project progress reports.