

GENDER ACTION PLAN

Activities	Target	Responsibility	Time (Months)
Output 1: Heavily damaged school infrastructure reconstructed and facilities improved			
1. Construct sufficient sex-segregated toilets which are accessible by all students and teachers and improve menstruation hygiene facilities for female students/teachers	(i) At least 4 sex-segregated toilets ¹ (2 for girls and 2 for boys) and 1 special needs toilet with adequate space and WASH facility, a changing room with a tap in girl's toilet, accessible by all students and teachers built in each target school	CLPIU, DSC	1-36
	(ii) Installation of incinerators in 82 reconstructed schools for disposal of sanitary pads and training provided on its operation and maintenance	CLPIU, DSC	1-36
	(iii) At least two female teacher trained on menstrual health and hygiene in each target school to provide support to adolescent girl students in need	DRM consultant, DSC	12-36
	(iv) At least 50% girl students from 6-12 grades in each target school received tailored educational sessions on menstrual health and hygiene	DRM consultant, DSC	12-36
Output 2: Unsafe schools retrofitted and disaster risk reduced			
2. Ensure safety of girl- and boy-students of different ages and abilities or disabilities from disaster exposure when retrofitting schools	<ul style="list-style-type: none"> School safety instructions and standards established (e.g. playground levelling, fence, lights in proper places, stairs, ramps etc.) in each target school, taking into account the needs of girls, boys, and students with special needs 	CLPIU, DSC	1-36
3. Raise awareness and build capacity of students, teachers and communities on disaster risks and preparedness	<ul style="list-style-type: none"> School centered community based DRM awareness group sessions provided to communities and students from all target districts (Target: 40% women/girls) 	DRM consultant, DLPIU, DSC	12-36
4. Prepare and approve DRM action plans in reconstructed and retrofitted schools	<ul style="list-style-type: none"> DRM action plans of reconstructed and retrofitted schools made GESI responsive by including specific measures that address different needs of girls and boys including physically challenged. 	DRM consultant, DLPIU, DSC	12-36
Output 3: Institutional capacity for disaster resilience and management strengthened			
5. Strengthen SMCs' capacity to respond to school's needs as well as needs of all students and teachers, during and post disaster	(i) GESI responsive DRM training provided to at least 2 female and 2 male SMC members from select schools in each target district.	DRM consultant, DLPIU, DSC	12-36
	(ii) 30% ward and municipality level women representatives participated in GESI responsive DRM training		

¹ 40:1 ratio of student and number of toilet will apply as per government guideline. The number of toilets hence will be determined based on the number of students in each school.

Activities	Target	Responsibility	Time (Months)
6. Provide O&M training to SMCs for school infrastructure and gender friendly facilities	<ul style="list-style-type: none"> At least 2 women SMC members from each school -both reconstructed and retrofitted- participated in O&M training. 	DRM consultant, DLPIU, DSC	12-36
7. Provide training on disaster resilient construction to the local communities	<ul style="list-style-type: none"> Mason training provided to local communities in project districts (target: 30% of participants are poor women). 	DRM consultant, DLPIU, DSC	1-12

CLPIU = central level project implementation unit, DLPIU = district level project implementation unit, DRM = disaster risk management, DSC = design and supervision consultant, GESI = Gender Equality and Social Inclusion, O&M = operation and maintenance, SMC = school management committee, WASH = Water, Sanitation and Hygiene.