

GENDER ACTION PLAN

Activities	Targets and Indicators	Responsibility	Time Frame
Output 1: Feasibility studies and detailed designs of urban subprojects completed			
1. Feasibility studies and detailed designs for urban infrastructure prepared for at least 15 of 29 cities incorporating gender friendly features, where applicable	a. Community consultations for project preparations involve at least 30% women (2018 baseline: n/a) (Target: At least one community consultation with relevant local stakeholders in project area of each city with participation of at least 30% women) b. Urban projects prepared in at least 15 of 29 cities incorporate gender inclusive approaches ^a (2017 baseline: 0) (Target: at least 30% of infrastructure designs of urban subprojects prepared in at least 15 of 29 cities consider gender inclusive features) c. Sex-disaggregated baseline data collected ^b (2018 baseline: n/a) (Target: all population related baseline data should be sex disaggregated)	PMUs of MMWD and MPCLGS, social and gender consultants	2018-2019
Output 2: Advance implementation support for two ensuing projects provided			
2. Due diligence and design for ensuing subprojects incorporate GAP features	a. Gender action plans for two ensuing projects prepared and further reassessed and updated during the respective loan fact finding missions (2017 baseline: n/a) (Target: 100%)	PMUs of MMWD and MPCLGS, social and gender consultants	Throughout TA loan implementation
Output 3: Institutional capacity of project agencies strengthened			
3. Gender sensitization for staff	a. At least 100 officials (30% women) reporting increased knowledge or skills in areas of gender mainstreaming (in the workplace and in the design, implementation and O&M of urban projects) (2017 baseline: 0) (Target: 50 per executing agency)	PMUs of MMWD and MPCLGS, social and gender consultants	Year 1-2 of TA loan implementation
4. Preparation and dissemination of guidelines for mainstreaming gender in urban sector	a. Guidelines for mainstreaming gender equality in the design of urban projects and for enhanced participation of women in local governance prepared and disseminated to nine provincial councils and all local authorities (2017 baseline: 0)		By Q3 2020
5. Enhanced participation of women in city planning and administration	a. Design of urban governance improvement program for two ensuing projects includes gender inclusive delivery of infrastructure and services, including but not limited to enhanced participation of women in local governance (2017 baseline: 0) (Target: 100%)		By Q4 2020

GAP = gender action plan, MPCLGS = Ministry of Provincial Councils, Local Government, and Sports, MMWD = Ministry of Megapolis and Western Development, O&M = operation and maintenance, PMU = project management unit, Q = quarter, TA = technical assistance.

^a Like enhancing female participation in local-level planning committees, water users' associations and awareness building activities; incorporating safety considerations (street lights, cross walks), in infrastructure designs, designing mechanisms for free or subsidized services for vulnerable female headed households, etc.

^b Including baseline data on female headed households, prevalence of women's access to economic opportunities, female labor force participation rate, prevalence of waterborne diseases, current service quality of urban infrastructure, etc. Secondary data from latest census reports may be used with additional sample surveys undertaken to fill gaps in information.