

### Gender Action Plan

Activity	Performance Targets/ Indicators	Responsibility	Time Frame
<b>Output 1. Disaster risk management (DRM) mainstreamed in government institutions</b>			
1.1. Incorporate gender concerns in all Committee of Emergency Situations and Civil Defense (CESCD) DRM-related plans	1.1.1 Approved institutional plan contains provisions to strengthen the capacity of CESCD to consider gender issues in their ex ante and ex post disaster risk management programs and actions	CESCD, Project Implementation Gender Consultant	December 2020
1.2. Ensure that disaster risk management sector strategies of key departments and ministries are social and gender-inclusive (Baseline 2018 = No)	1.1.2 CESCD 5-years business/operational plan includes gender-related actions, such as those that improve women's participation in DRM	CESCD, Project Implementation Gender Consultant	December 2021
	1.2.1 At least 3 of the 7 core sector strategies (education, health, and water) with mainstreamed DRM provisions, have also integrated actions that address specific needs of women, children, elderly, and people with disabilities.	CESCD, Project Implementation Gender Consultant	June 2021
<b>Output 2. Capacity to manage natural hazards and minimize losses strengthened</b>			
2.1. Assess the impact of specific social factors in national risk profiles and multi-hazard vulnerability and risk assessments	2.1.1 National risk profile and results of the multi-hazard vulnerability and risk assessments include an analysis of how the social factors of sex, age, ability, and income/poverty level exacerbate vulnerability of the population at risk.	CESCD, Project Implementation Gender Consultant	December 2020
2.2 Incorporate social and gender indicators in the national disaster management information system	2.2.1 National disaster management information system includes gender and other social indicators and regularly populated with data disaggregated by sex, age, ability, and poverty level	CESCD, Project Implementation M&E and Gender Consultants	December 2021
2.3 Include specific provisions to address the specific needs of women, children, and persons with disability in DRM plans.	2.3.1 National, regional, district and sectoral DRM and emergency response plans have provisions to address the specific needs of women, children and people with disabilities	CESCD, Project Implementation Consultants	December 2021
2.4 Ensure women's participation in community-based disaster risk management and DRM	2.4.1 Of the total participants in all community-based DRM-related seminars and trainings, at least 40% are women.	CESCD, Project Implementation Gender	June 2023

awareness seminars and trainings in high risk districts and cities.		Consultant, Ministry of Education and Science, NGO	
2.5 Ensure representation of female staff of CESC <sup>1</sup> and other sector departments and ministries in development trainings.	2.5.1 All women staff participate in trainings relevant to their line of work	CESC <sup>1</sup> , Project Implementation Gender Consultant, NGO	December 2023
<b>Efficient and effective project management system</b>			
• Engage women in PIG technical positions	• At least 20% of PIG staff are women	CESC <sup>1</sup> , Project Director	Q1 - 2019
• Gender expertise available to the project and PIG	• Gender & Development consultant recruited for project, plus PIG staff member named as gender focal point	CESC <sup>1</sup> , Project Implementation Consultants	Q1 - 2019
• Include gender indicators in the project monitoring system	• Project's MIS includes gender indicators and regularly populated with sex-disaggregated data.	CESC <sup>1</sup> /PIG Staff	Q1 – Q3 2019
• Ensure reporting of gender equality results	• Quarterly progress reports and annual reports, as well as completion reports include progress of GAP implementation	Gender & Development consultants of PIG/PIC	Q2 2019 - Q4 2023

<sup>1</sup> Currently, there are 137 female staff out of a total of 1,456 CESC<sup>1</sup> staff (9%). No new staff will be hired by CESC<sup>1</sup> for this project.