

**GENDER ACTION PLAN**

<b>Gender Objectives</b>	<b>Activities / Indicators / Targets</b>	<b>Responsibilities</b>	<b>Year</b>
<b>Output 1: Sanitation services improved, expanded, and made climate resilient</b>			
1.1 Infrastructure and services developed respond to the needs of targeted population.	1.1.1 Consultations are organized in each city on the project, including gender-responsive measures, hygiene and sanitation education, promotion, planning, and participatory monitoring. <sup>a</sup>	CPMU/ NPMC/PISC	2024– 2029
	1.1.2 Women make up at least 30% of participants in project consultations. <sup>b</sup>	CPMU/ NPMC/PISC	2024– 2029
1.2 Contractors and consultants employ local people, including women, in project activities.	1.2.1. Contractors hired at least 25% local people, including local women, in skilled and non-skilled work. <sup>c</sup>	CPMU/ NPMC/PISC	2024– 2029
	1.2.2 At least 20% of the skilled and non-skilled workers under the project are women. <sup>d</sup>	CPMU/ NPMC/PISC	2024– 2029
1.3 Ensure gender-responsive social protection for the labor force during project implementation and maintenance.	1.3.1 Awareness and prevention of HIV/AIDS and GBV-SEAH are incorporated in workers' induction sessions. <sup>e</sup>	CPMU/ NPMC/PISC	2024– 2029
	1.3.2 Information on risks of HIV/AIDS and GBV-SEAH relayed through posters, leaflets, and messaging applications (such as WhatsApp).	CPMU/ NPMC/PISC	2024– 2029
<b>Output 2: Regulatory environment strengthened</b>			
2.1 Sector regulatory environment is gender-responsive and inclusive.	2.1.1 Gender and socio-economic analysis are included in financial planning, tariff setting and reporting.	CPMU/ NPMC/PISC	2028
	2.1.2 Poor and vulnerable households, including female-headed households, are to be prioritized in accessing subsidized monthly tariffs through a transparent eligibility mechanism. <sup>f</sup>	CPMU/ NPMC/PISC	2028
	2.1.3 Sanitation operation and maintenance guidelines with consideration of climate-resilient and gender-responsive measures developed and adopted (2023 baseline: not applicable) (DMF 2a)	CPMU/ NPMC/PISC	2028
<b>Output 3: Institutional effectiveness improved</b>			
3.1 Gender-inclusive community-centered awareness on sanitation, hygiene, and health improved	3.1.1 At least 50% participants of sanitation awareness trainings are women and report increased awareness of safely managed sanitation, hygiene, and health (2023 baseline: not applicable) (DMF 3b)	CPMU/ LPMU/PISC	2029
3.2 Local wastewater operator is a gender-	3.2.1 At least 80% of project managers and staff at the local wastewater operator	CPMU/ NPMC/PISC	2029

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responsive and inclusive institution.	organization have increased awareness on sanitation and gender and social inclusion issues.		
	3.2.2. At least 20% of wastewater operator staff who reported to have increased knowledge from trainings delivered by the project are women (2023 baseline: not applicable) (DMF 3c) <sup>g</sup>	CPMU/ NPMC/PISC	2029
<b>Project Management Activities:</b>			
<p>4.1 A Gender and Social Development Specialist is engaged in the consulting team and involved in the implementation and management of the project.</p> <p>4.2 Gender Focal Point appointed at the responsible entities at the national and sub-national levels for implementation and monitoring of GAP.</p> <p>4.3 Training on GAP implementation and monitoring will be delivered to CPMU, NPMC, and other key implementing partners.</p> <p>4.4 Sex-disaggregated data will be regularly collected and integrated into the quarterly progress report (QPR) and project performance monitoring system for the fulfillment of DMF and GAP reporting requirements.</p>			

CPMU = Central Project Management Unit, DMF = Design Monitoring Framework, GAP = Gender Action Plan, GBV/SEAH = Gender Based Violence/Sexual Exploitation, Abuse and Harassment, LPMU = Local Project Management Units, NPMC = National Project Management Consultant, OP = Operational Priority, PISC = Project Implementation Support Consultant.

<sup>a</sup> Include representatives from people with disabilities. Separate consultations for female participants with considerations to gender-sensitive measures, such as time, venue, safe and enabling environment, and other affirmative actions, may be conducted if necessary.

<sup>b</sup> Reference point in Musrenbang (Development Planning), women's participation is below 20%. In reference to Metropolitan Sanitation Management Investment Project (MSMIP), the target is 30%. Based on prior consultations, women's participation can be supported through civil society organizations and neighborhood associations engagements.

<sup>c</sup> Based on consultations with residents and local communities. To ensure public engagement, co-ownership, and awareness.

<sup>d</sup> Include skilled and non-skilled, reported separately.

<sup>e</sup> Human immunodeficiency virus infection and acquired immunodeficiency syndrome (HIV/AIDS). Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Sexual Harassment (SEAH).

<sup>f</sup> Transparent and eligible mechanism means that the identification and verification of poor households including female-headed households will refer to government regulations at national and local level. Classification of water utilities customer groups is publicly available.

<sup>g</sup> Reference points on the number of local utility staff (per 31 December 2021): PDAM Tirta Moedal Semarang = male (71,9%); female (28,1%); male staff in technical positions (83%); female staff in technical positions (17%). PDAM Tirta Khatulistiwa Pontianak = male (80,3%); female (19,7%); male staff in technical positions (91,5%); female staff in technical positions (8,8%). Mataram = not available.