

**GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN**

Output/Activities	Indicators and targets	Responsibility	Time-frame
<b>Output 1: Municipal infrastructure for resilience improved</b>			
1. Community orientation on project intervention.	1. At least 55% women participated in the orientation on project intervention, benefits, employment available and wage rate, and other services. <sup>a</sup>	LGED, PMU/ PIU	2022–2029
2. EWCD-friendly cyclone shelters with enhanced safety features and spaces <sup>b</sup> constructed with an early warning system	2. 25 cyclone shelters constructed with a capacity for 5,000 women	LGED PMU/ PIU	2022–2029
3. Orientation on core labor standards, the requirement of women laborers, and equal pay conducted for LGED and all contractors' representatives	3. All bidding documents incorporated provisions for core labor standards and equal pay for equal work value 4. All relevant project staff, including 90% of women staff, and all contractors/contractor's representatives, reported awareness on core labor standards <sup>c</sup> and equal pay for equal work value 5. Awareness raising for construction workers on core labor standards, trafficking, sexually transmitted diseases incl. HIV/AIDS, and COVID-19	LGED PMU/ PIU	2022–2029
4. Ensure women's employment in the civil/ construction works	6. At least 20% women labor days were created for construction works as unskilled, semi-skilled, and skilled works (table note a). 7. Water and sanitation facilities, occupational health, and safety measures <sup>d</sup> will be available for women workers at all construction sites	LGED PMU/ PIU	2022–2029
5. EWCD-friendly sanitation facilities <sup>e</sup> including community latrines constructed serving poor households	8. 150 facilities constructed	LGED PMU/PIU	2022–2029
6. Slum improvement program implemented in each <i>pourashava</i> that has slums (2021 baseline: not implemented)	9. Slum improvement committees formed with at least 2/3 women 10. At least 80% slum improvement committees are chaired/co-chaired by women 11. At least 40% women participants in the consultation of toilet construction 12. At least one capacity building training on O&M for each committee (60% women)	LGED PMU/ PIU	2022–2029
7. Awareness raising on integrated waste management conducted in the relevant project area	13. At least 40% women participated	LGED PMU/ PIU	2022–2029
8. At least two gender-responsive and socially inclusive urban public spaces developed <sup>f</sup>	14. At least 30% women, poor, and other vulnerable people <sup>g</sup> participated in the site selection and design consultation	LGED PMU/ PIU	2022–2029
9. At least six local EWCD-friendly economic infrastructures <sup>h</sup> developed	15. At least 30% women consulted in site selection for the separate space in the markets, separate toilets, and lighting	LGED PMU/ PIU	2022–2029
<b>Output 2: Resilient livelihood improved</b>			
10. 60% of climate vulnerable households covered in the graduation program in six project <i>pourashavas</i>	16. At least 50% female beneficiaries covered	LGED PMU/ PIU	2022–2029
11. Livelihood improvement training provided the women including the persons with disabilities	17. Conduct post training survey 18. At least 50% women, including persons with disabilities, reported increased skills	LGED PMU/ PIU	2022–2029
<b>Output 3: Institutional capacity, governance, and climate awareness strengthened</b>			

Output/Activities	Indicators and targets	Responsibility	Time-frame
12. Conduct workshops on gender sensitization, GAP implementation, and reporting	19. All relevant PMU and PIU staff attended including 90% of women staff	LGED PMU/PIU	2022–2029
13. Risk-informed urban development plans, GAPs, and PRAPs submitted to <i>pourashavas</i> council	20. 22 towns submitted the plans including GAPs and PRAPs 21. At least 30% women participated in the formulation of the plans	LGED PMU/PIU	2022–2029
14. Capacity building on climate and disaster risk assessment to inform urban development plans	22. At least 225 staff of including 90% of eligible women staff of <i>pourashavas</i> and LGED reported knowledge on GESI-responsive climate and disaster risk assessment to inform urban development plan	LGED PMU/PIU	2022–2029
15. Capacity building training on nature-based solutions and green solutions	23. At least 225 staff including 90% of eligible women staff of <i>pourashavas</i> and LGED reported increased knowledge on nature-based solutions and green solutions	LGED PMU/PIU	2022–2029
16. Annual gender-responsive O&M plans approved, and annual budget allocated for implementation <sup>i</sup>	24. 22 project towns O&M plans approved with adequate budget allocation 25. At least 30% of women, reported increased knowledge on O&M	LGED PMU/PIU	2022–2029
17. Disaster management committee on disaster preparedness measures, cyclone shelter management committees, and standing committees on women and children affairs, poverty reduction, and slum improvement operationalized	26. 40% women participation in all committees 27. Women and Children Affairs Standing Committee headed by Woman Ward Councilor	LGED PMU/PIU	2022–2029
18. GESI-sensitive and socially inclusive urban space design guidelines incorporated in the design of urban open spaces.	28. The guideline incorporated in two <i>pourashavas</i> 29. 30% women participation in consultation of guideline development	LGED PMU/PIU	2022–2029

EWCD = elderly, children, women, and persons with disabilities, GAP = gender action plan, GESI = gender equality and social inclusion, LGED = Local Government Engineering Department, O&M = operation and maintenance, PIU = project implementation unit, PMU = project management unit, PRAP = poverty reduction action plan.

<sup>a</sup> Coastal Towns Environmental Improvement Project achieved (i) 52% women in community orientation which were done in different *pourashavas* than ones selected for the project; (ii) achieved 16% women in construction which was done in different *pourashavas* than ones selected for the project.

<sup>b</sup> Enhanced safety features for women and girls include separate space for women (including nursing mothers), adequate lighting, signages clearly displaying helpline numbers, space for livelihood activities during and after climate events, and mobilize female cyclone shelter volunteers to address women-specific needs. EWCD-friendly cyclone shelters will include ramps for easy access by the elderly (older persons) and persons with locomotor disability in the building/toilets, tactile flooring for stairs, and entrances for visually impaired person, separate amenities for women and men including toilets, points for safe drinking water.

<sup>c</sup> Occupational health and safety, water supply, sanitation, segregated shelter, and facilities.

<sup>d</sup> Gloves, mask, helmet, boot, safety jacket, first aid box, and safe and separate toilet for women workers with water facilities.

<sup>e</sup> EWCD refers to design features that include locations including specific features such as doors, windows, ventilation, and specific buckets for disposal of menstrual pads are selected considering the safety, security, and privacy for women and girls; water taps, knobs, and latches of toilet doors and windows at suitable heights and convenience for children of different ages; design features include ramps up to toilet, sufficient space for a wheelchair in the passage, hand railing in the passage and, within the toilet cubicles.

<sup>f</sup> Features that enhance women's safety and feelings of safety with special focus on lighting, visibility, pedestrianization, ease of access for women including those with babies and children, and signages with helpline numbers. Open space is land and/or water area with its surface open to the sky, consciously acquired or publicly regulated to serve conservation and urban shaping function in addition to providing recreational opportunities.

<sup>g</sup> Vulnerable people refer to children, elderly, women, differently-abled, and small ethnic minority and others.

<sup>h</sup> Includes: (i) allocated space for women sellers in markets; (ii) separate toilets for women with water facilities in markets, bus terminals, and boat landings; and (iii) adequate lighting for commercially important roads.

<sup>i</sup> O&M plans will include specific targets for women members in committees, provision for regular monitoring and maintenance of gender-responsive infrastructures, and specific targets for women employment in O&M.

Source: Asian Development Bank.