

GENDER ACTION PLAN

Project Outputs	Gender Actions
<p>1. CDD subprojects selected, implemented, and completed</p> <p><i>(Enhanced gender-responsiveness of activities in the CEAC processes)</i></p>	<p>Social Preparation and Subproject Identification</p> <ol style="list-style-type: none"> 1. Participatory selection of subprojects in the barangay and inter-barangay level assemblies includes an analysis of the needs and benefits of men and women in the criteria for prioritizing community infrastructure to be rehabilitated or developed. 2. At least 50% women’s participation in all meetings on infrastructure prioritization, and design. 3. In case of under-representation or where needed, organize separate meetings with marginalized households, including women to discuss subproject proposals prior to the barangay assembly (BA) 2. 4. Ensure that location and timing of meetings are convenient for women. <p>Enhanced Gender Integration in the KC-NCDDP Guidelines and Materials</p> <ol style="list-style-type: none"> 5. Ensure preparation of simplified and harmonized technical guidance notes on mainstreaming gender in the KC-National Community-Driven Development Program (KC-NCDDP) processes. 6. In the above process, ensure the review of all existing gender mainstreaming tools and documents and identify potential gaps and areas for enhancements. Specific areas to be sustained and enhanced include, among others, the following: <ol style="list-style-type: none"> (a) Sustaining the collection of sex-disaggregated data to identify the needs and priorities of men and women related to local infrastructure and the use of this data by communities to identify subprojects. (b) Ensuring engagement with local women’s groups in key project activities. <p>Subproject Implementation and Operation and Maintenance (O&M)</p> <ol style="list-style-type: none"> 7. Disseminate information through site visits and BAs on the different types of jobs that would be available during construction and those which may be performed by women. 8. Ensure linkage with existing/ functioning child friendly spaces (CFSs)/ or other protective spaces or establish community crèches for child care so that women can take advantage of employment and training opportunities. 9. Ensure 20% to 30% of the paid jobs created by the project go to women (by the end of the project). 10. Ensure equal pay for work of equal value accomplished for both male and female workers. 11. Ensure that the O&M plan provides 20% to 30% of paid jobs to women. <p>Capacity Development</p> <ol style="list-style-type: none"> 12. Establish balanced (50%) women’s participation in all community capacity development activities generated through the project. <p>Grievance Redress System (GRS)</p> <ol style="list-style-type: none"> 13. Disseminate information on the GRS, its reporting channels and sanction measures to community members.
<p>2. Institutional and organizational capacity strengthened</p> <p><i>(Strengthened recruitment, staffing,</i></p>	<p>Staffing and tasks of Area Coordination Teams (ACTs) &Community Facilitators (CFs) and training</p> <ol style="list-style-type: none"> 14. Continue to ensure balanced recruitment of male and female ACs and CFs in the expanded sites. 15. Enhance the terms of reference (TOR) for the ACTs to include their gender mainstreaming responsibilities. 16. Review capacity building programs for ACTs and CFs and ensure provision

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<i>tasking, and training)</i>	<p>of appropriate gender training and refreshers – including an understanding of gender differentiated issues and vulnerabilities to natural hazards, disaster impacts, and post-disaster emergency and recovery needs – to improve understanding of gender perspectives and capacity to support and ensure tangible benefits for women in the CEAC process.</p> <p>17. Ensure balanced representation of women and men in the selection of community volunteers (encourage increased male involvement in community responsibilities and volunteer roles).</p> <p>18. Ensure progress towards 50% women’s representation in leadership positions in the various volunteer committees including the Barangay Representation Teams (by the end of the project).</p> <p>19. Explore how to reduce constraints to women and men volunteers’ participation (e.g. meeting time, locations, and cost of transport).</p> <p>Enhanced competence of the Community Volunteers (CVs)</p> <p>20. Ensure that training for all CVs integrates gender module.</p> <p>21. Ensure that 50% of participants of leadership training programs under the project are women.</p> <p>22. Ensure that female CVs are provided opportunities to be included in the expanded barangay and municipal development councils (as a strategy to utilize and sustain CV skills and enthusiasm learnt through participation in KC-NCDDP) by the end of project.</p> <p>Capacity Development</p> <p>23. Ensure that all program staff members undergo Basic Gender Training/Orientation – this to include a section on gender and disasters.</p> <p>24. Ensure gender orientation and training (basic to advance) is incorporated in the overall KC-NCDDP capacity development programs for partner agencies e.g. Barangay and Municipal LGU officials, Municipal Inter-Agency Committee (MIAC), and Municipal GAD focals.</p> <p>25. Incorporate orientation on prevention of sexual exploitation, abuse and harassment and on reporting mechanisms within the basic orientation to program staff, ACTs and MIAC.</p>
<p>3. Program management and M&E systems enhanced</p> <p><i>(Sustained gender-sensitive Project Management and M&E)</i></p>	<p>Staffing</p> <p>26. Incorporate gender mainstreaming responsibilities in the TORs and Performance Targets of PMOs.</p> <p>Monitoring and Evaluation</p> <p>27. Review the existing KALAHI–CIDSS results framework, identify gaps, and provide recommendations to ensure that gender indicators will form part of the overall KC-NCDDP M&E framework;</p> <p>28. Review existing M&E tools used in regular assessments and M&E reporting system and provide recommendations to guide in enhancing the implementation of the KC-NCDDP Gender Action Plan (GAP).</p> <p>29. Ensure that periodic KC-NCDDP process evaluations incorporate a review of gender dimensions and recommendations.</p>

1. **Implementation Arrangements:** The implementation of the gender action plan (GAP) is the primary responsibility of the National Project Manager with the support of the management team, with technical guidance and oversight to be provided by KC-NCDDP gender specialist. At the regional, subregional and municipal levels, the responsibility for effective implementation of the GAP rests with the Assistant Regional Director/Regional Project Manager, the Head of the Sub-Regional Project Management Team, and the Area Coordinators, respectively. Regular KC-NCDDP reporting to ADB will include progress update on GAP implementation.