

GENDER ACTION PLAN

GENDER EQUITY AND SOCIAL INCLUSION ACTION PLAN (GESIAP)

Activities	Indicators and Targets	Responsibility	Time
Outcome: Improved Access to Sustainable Urban Services			
Public health condition improved	Incidence of water-borne and vector-borne diseases (malaria, diarrhea, tuberculosis, dysentery, and hepatitis) in the project townships reduced by 30% from 2.76 per 1,000 persons to 1.94 per 1,000 persons	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Project completion
Women's "time poverty" reduced	Qualitative and quantitative analysis conducted through focus group discussions on reduced time poverty i.e., release from the drudgery of managing water and flooding		
Output 1: Improved Water Supply Systems			
1.1 Include women, poor and vulnerable ^a in the orientation and consultation sessions including: potential implementation and resettlement issues, connection charges, tariffs, subsidies for poor households, employment opportunities and benefits (including skill training), and livelihood enhancement	<ul style="list-style-type: none"> Women and vulnerable [Target: 30% of total for women and 20% of total for vulnerable] participate in project orientation and consultations in each ward and focused group discussions [Target: one per township] Women-only project orientation seminars conducted [Target: one per town, with participation of 50 women from all walks session] 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 1–2
1.2 Conduct public awareness campaigns on water, sanitation, and hygiene; environmental management; gender and social inclusion issues; and women's empowerment including livelihood enhancement (on small enterprise, micro financing, etc.) and leadership	<ul style="list-style-type: none"> At least 600 beneficiary households of new water supply connections covered under public awareness campaigns [Target: at least 80% poor, female-headed, and vulnerable households] Livelihood enhancement and leadership training provided to 300 targeted households [Target: at least 50% of the participants are women] Campaigns designed and implemented through TV, radio, mobile phone applications Awareness education developed and implemented in partnership with Women's Federation 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 3–5
1.3 Provide subsidized piped water connections for poor, female-headed households, and vulnerable households	<ul style="list-style-type: none"> Subsidized water connection charge introduced for poor, female-headed, and vulnerable households Lifeline water tariff introduced for poor, female-headed, and vulnerable households 	<ul style="list-style-type: none"> MCDC and MRG PMO supported by project implementation support consultant 	Years 3–7
1.4 Ensure contractors to employ poor women, vulnerable, and affected persons for skilled and unskilled work; and enforce core labor standards including equal pay for work of equal value and ensuring occupational health and safety, water supply, segregated shelter, and sanitation facilities for all workers	<ul style="list-style-type: none"> Orientation conducted to all contractors including laborers on labor standards, gender equality in wages, safety and hygiene such as to toilet and safe drinking water in work site, and disaggregated record of labor Sex disaggregated record of labor and wages received, maintained by contractors, and verified by PMO At least 30% of total workers are women employed by contractors in total Relevant clauses on employing women labor and core labor standards including disincentives for non-achievement are included in contracts, and enforcement of these clauses included in the terms of reference of PMO 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant Contractors 	Years 2–7
Output 2: Improved Wastewater and Drainage Management			
2.1 Ensure contractors to employ poor women, vulnerable, and affected persons for skilled and unskilled work; and enforce core labor standards including equal pay for work of equal value and ensuring occupational health and safety, water	<ul style="list-style-type: none"> Orientation conducted to all contractors including laborers on labor standards, gender equality in wages, safety and hygiene such as to toilet and safe drinking water in work site, and disaggregated record of labor Sex disaggregated record of labor and wages received, maintained by contractors, and verified by PMO 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 2–7

Output 2: Improved Wastewater and Drainage Management			
supply, segregated shelter, and sanitation facilities for all workers	<ul style="list-style-type: none"> At least 30% of total workers are women employed by contractors in total Relevant clauses on employing women labor and core labor standards including disincentives for non-achievement are included in contracts, and enforcement of these clauses included in the terms of reference of PMO 	<ul style="list-style-type: none"> Contractors 	
Output 3: Strengthened Institutional Capacity			
3.1 Conduct GESIAP training of trainers for selected CBO members, leadership training for all female Women Federation executive committee members, and GESIAP training for all PMO staff, project implementation support consultant, and project contractors	<ul style="list-style-type: none"> Master trainers (two in each township) on GESIAP selected from Women Federation, trained, and mobilized All female executives of Women Federation trained in leadership, livelihood enhancement, and utility management PMO and contractors oriented on GESIAP [Target: all towns (at least 10 events)] MCDC staff oriented on gender equity and social inclusion [Target: at least 80% of staff in all concerned offices of MCDC] 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant Contractors 	Years 1–3
3.2 Monitor and report progress on GESIAP implementation during project implementation	<ul style="list-style-type: none"> Project information format developed, with GESIAP items covering resettlement, compensation, core labor standards, women's participation and benefits, as part of regular project reporting PPMS developed with GESIAP indicators and regularly updated with sex-disaggregated data 	<ul style="list-style-type: none"> MCDC PMO supported by project implementation support consultant 	Years 2–7
3.3 Community mobilization unit at PMO oversees implementation, enforcement, and monitoring of GESIAP implementation	<ul style="list-style-type: none"> GESIAP Guidelines approved GESIAP analytical reports and policy briefs prepared and published annually Community mobilization unit engaged in GESIAP monitoring in review missions Fact sheets on women and vulnerable produced, and updated yearly with indicators on representation and participation by women and vulnerable 	<ul style="list-style-type: none"> MCDC PMO supported by project implementation support consultant 	Years 1–7
3.4 Develop, test, and implement comprehensive and participatory social audit guidelines	<ul style="list-style-type: none"> Participatory annual social audits conducted in project towns [Target: 30% participation of women and vulnerable groups], using social audit guidelines 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 2–7
3.5 Train MRG and MCDC staff on municipal financing, non-revenue water reduction, cost recovery, and corporatization of water and wastewater operations	<ul style="list-style-type: none"> At least 30% of participants are women 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 2–7
3.6 Design and implement pilot community-based solid waste management	<ul style="list-style-type: none"> Training on pilot project implementation participated by women and men equally 	<ul style="list-style-type: none"> PMO supported by project implementation support consultant 	Years 1–5

^a Includes underemployed, unemployed, and people without skills.

CBO = community based organization, GESIAP = gender equity and social inclusion action plan, MCDC = Mandalay City Development Committee, MRG= Mandalay Regional Government, PMO= project management office, PPMS=project performance monitoring system.

Source: Asian Development Bank.