

GENDER ACTION PLAN

GENDER EQUITY AND SOCIAL INCLUSION ACTION PLAN (GESIAP)

Activities	Indicators and Targets	Responsibility
Output 1: Urban Planning and Management Improved		
1.1 Women business owners participate in project-related business consultations and other business support measures.	<ul style="list-style-type: none"> • 20% of participants at all project-related business consultations, including heritage building information sessions, should include women who own/operate businesses in the project towns. • Social risks, such as poverty, social and gender issue, recognized and mitigation measures put in place. • Ensure separate male and female toilets be installed in the upgraded General Administration Department building in Mawlamyine. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
Output 2: Basic Social Infrastructure Improved		
2.1 Include women, poor and vulnerable ¹ in the orientation and consultation sessions on water system and solid waste management including project design, implementation plan, resettlement issues, connection charges, service fee, tariffs, subsidy measures and operation and maintenance plan.	<ul style="list-style-type: none"> • Women, poor and vulnerable participate in project public orientation and consultations in each ward and focused group public discussions [Target: 30% of total for women and 20% of total for poor and vulnerable]. • Ensure project design include discussion with women group. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
2.2 Support women, poor and vulnerable who are affected by the project with employment opportunities and livelihood enhancement training.	<ul style="list-style-type: none"> • 100% of informal waste pickers near existing dumpsites ensured if desired with continued access to the landfill [Target: at least 75% of waste pickers on new dumpsites are female]. • At least 75% of participants in alternative livelihood skill training activities are women and provided with small start-up investment. • Ensure contractors to employ at least 30% of total workers are poor, women and vulnerable who are affected by the project for skilled and unskilled work. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
2.3 Provide affordable measure for water connection for women-headed, poor and vulnerable households.	<ul style="list-style-type: none"> • Ensure affordable measure for water connection in consultation with women-headed, poor and vulnerable households. 	<ul style="list-style-type: none"> • MSG and KSG • PMOs and PIU supported by project implementation consultant

¹ Include underemployed, unemployed, and people without skills.

<p>2.4 Enforcement of the core labor standards (equal pay for equal work for men and women, no child labor, etc.) and promote occupational safety and hygiene for the contractors.</p>	<ul style="list-style-type: none"> • 100% of project contractors oriented on core labor standards (including equal pay for equal work) and maintaining safety and hygiene in work site. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
<p>Output 3: Urban Management Capacity Strengthened</p>		
<p>3.1 Institutional strengthening for gender equity and social inclusion.</p>	<ul style="list-style-type: none"> • PMOs include at least one woman at the management level • Social and gender development consultant to be timely hired at the project inception. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
<p>3.2 Build institutional capacity for government staff of Kayin and Mon States in operation and maintenance of the project facilities, and municipal financial management that are gender sensitive.</p>	<ul style="list-style-type: none"> • Institutional capacity building activities, including public consultation approaches, community engagement techniques, leadership training and gender awareness, are conducted with at least 30% of all participants are women. • All PMO and PIU staff trained in gender awareness and GESIAP implementation. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
<p>3.3 Conduct public awareness campaigns on water, sanitation, and hygiene; environmental management; gender and social inclusion issues.</p>	<ul style="list-style-type: none"> • 100% of public awareness raising campaigns and public health information programs are gender-sensitive. • The project supports women self-help groups to become the promoter for public awareness campaign on water, sanitation and hygiene. 	<ul style="list-style-type: none"> • PMOs and PIU supported by project implementation consultant
<p>3.4 Monitor and report progress on GESIAP implementation during project implementation.</p>	<ul style="list-style-type: none"> • Project information system developed to regularly monitor GESIAP indicators that are sex-disaggregated data including items covering resettlement, compensation, core labor standards, women's participation and benefits. 	<ul style="list-style-type: none"> • MSG and KSG • PMOs and PIU supported by project implementation consultant

GESIAP = gender equity and social inclusion action plan, KSG = Kayin State Government, MSG = Mon State Government, PIU = project implementation unit, PMO = project management office.