

GENDER ACTION PLAN

ACTIVITY	INDICATOR & TARGETS	RESPONSIBILITY	TIMELINE (Year)
Output 1: Waste collection, transfer, and disposal systems improved and made climate and disaster resilient			
1.1 Involve and target women in community consultations on project supported designs	1. Communities in Greater Malé consulted on project supported designs (e.g., improved collection system, transfer stations, administration buildings). (10 consultations; 30 community members/consultation [Target: 50% women participation])	PMU	Year 1-3
1.2 Create customer database including poverty / gender data	2. Roster on customers in Greater Malé and outer islands (project area) including poor and poor FHHs (Target: 100%) developed and maintained by WAMCO or other designated agency	PMU	Year 2
1.3 Provide inclusive access to SWM collection services in project areas	3. 30,000 households (Target: 100% poor and poor FHHs) in project area report access to SWM services, verified through survey (2018 baseline: 0)	PMU, WAMCO	Year 3-5
Output 2: Community-based outer island waste management systems targeting poor and women enhanced.			
2.1 Conduct inclusive community consultations in outer islands during project design, targeting women	4. IWDCs and women Island Councils members (Target: 70% for both) in 15 outer islands involved in public consultations 5. Women's participation during site selection and design of IWMCs ensured through women-only or community consultations (30 participants/island x 15 islands = 450 persons [Target: 50% women and poor households' members participation (225)])	PMU, Island Councils, PACCB	Year 1-3
2.2 Build skills for community based solid waste management systems in outer islands, targeting women	6. 30 skill trainings (2 x 15 islands) integrate preferences of women trainees (in terms of timing and/or content) 7. 150 outer islands inhabitants (Target: 30% women), trained and reporting enhanced skills in community-based SWM, including IWMC operations and DRM (2018 baseline: 0)	PMU, Island Councils	Year 2-5
2.3 Raise awareness on sustainable SWM and 3R benefits targeting women in outer islands	8. 10,000 people in outer islands, (Target: 50% women) are targeted by public awareness campaigns on sustainable SWM, source segregation and 3R benefits 9. At least 500 people in outer islands (50% women) reported improved awareness on sustainable SWM and 3R benefits (2018 baseline: 0)		
Output 3: Institutional capacity and public awareness in sustainable waste management strengthened.			
3.1 Build institutional capacity of WAMCO and island councils	10. Training programs for eligible ¹ WAMCO staff conducted (6 training on SWM service delivery and DRM [Target: minimum 70% eligible female staff members]) 11. 100 eligible WAMCO staff (Target: minimum 70% eligible women staff), trained and reporting improved skills in sustainable SWM service delivery and DRM (2018 baseline: 0) 12. Island Councils (32) in Zone 3 report increased awareness on sustainable SWM, source segregation and 3R benefits [Target; 70% women members]. (2018 baseline: 0)	WAMCO, PMU, PACCB	Year 2-4

¹ Eligibility refers to the typology of training. For example, if a technical training for operational staff, only engineers will attend.

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3.2 Create women-friendly work environment at PMU/ consultants' and contractors' offices, facility locations, work sites and camps	13. Sex segregated toilets and changing facilities at PMU/consultants' and contractors' offices, work sites and camps, project facility locations (Target: 100% project sites) 14. Policy on zero tolerance for sexual harassment and other forms of gender-based discrimination in the workplace finalized 15. WAMCO's gender inclusive Strategic and DRM action plans adopted (Target: 2 plans) (2018 baseline: 0)	WAMCO, PMU, PACCB	Year 1-5
3.3 Raise awareness on sustainable SWM and 3R benefits targeting women in Greater Malé.	16. 10 persons in Greater Malé and 2 persons each in the 32 outer islands, trained as trainers in community mobilization/awareness on waste segregation, recycling and composting, and project benefits and opportunities. [10 people in Greater Malé and 64 people in outer islands from IWDC and community (Target: 50% women)] 17. 12 community level awareness events on sustainable SWM and 3R benefits conducted in Greater Malé (3 events per year) and 128 in the outer islands (1 event per year per island) covering at least 50 persons/event (Target: minimum 50% female) 18. 50,000 people in Greater Malé (Target: 50% women) are targeted by public awareness campaigns on sustainable SWM and 3R benefits 19. At least 1,000 people in Greater Malé (50% women) reported improved awareness on sustainable SWM and 3R benefits (2018 baseline: 0) 20. 3R public awareness and behaviour change campaigns (20 at least 1 x 20 educational institutions [Target: 500 students with equal representation of boys and girls]) conducted (2018 baseline: 0)	PMU, PACCB	Year 1-5
3.4 Conduct training programs on technical and managerial skills building of local people during project operation phase, targeting women	21. Skill trainings (44) consider preferences of women trainees (in terms of timing to be imparted and/or content) as well as entrepreneurship opportunities arising from project (e.g. in recycling)	PMU, PACCB	Year 5
3.5 Establish a PPMS to collect sex-disaggregated data	22. One training workshop per year (5) to WAMCO, Island Council and IWDC staff or members 23. WAMCO, Island Council and IWDC staff or members (including 100% of eligible female staff/members) report knowledge on (a) approaches in integrating gender equity considerations in SWM through community outreach, (b) GAP implementation, monitoring and reporting on gender equality results 24. One PMU staff selected as gender focal point and responsible for GAP implementation	PMU, WAMCO	Year 1-5

3R = reduce, reuse, recycle, DRM = disaster risk management, FHH = female headed households, GAP = gender action plan, IWDC = Island Women's Development Committees, O&M = operation and maintenance, PACCB = Public Awareness and Community Capacity Building Consultants, PIU = Project Implementation Unit, PMU = Project Management Unit, PPMS = project performance monitoring system, WAMCO = Waste Management Corporation Limited, SWM = solid waste management.