

## **GENDER ACTION PLAN**

### **A. Overall Objective and Strategy**

1. The project is categorized as *Effective Gender Mainstreaming* (EGM). The objective of the GAP is: to maximize positive gender equality impacts, promote women's participation in the project, and direct access to project benefits, and ensure measures are in place to mitigate possible negative impacts. The GAP has a three-pronged approach: 1) provide opportunities for and strengthen the role of women in local economic activities; 2) disseminate information about urban environmental sustainability and social risks to men and women; and 3) increase female representation in the sector and in decision-making positions. These strategies seek to address limited availability of sustainable livelihoods and gender inequity in livelihood opportunities; unequal impact from poor environmental sanitation due to female higher exposure and gender-defined responsibilities; risk of human trafficking as a major country of origin of trafficked women in general and with border towns in particular; and low female representation in sector government institutions and decision-making processes.

2. The GAP includes gender sensitive design elements in urban infrastructure provision; targets for female staff in PCU-PIUs with training in key management areas; gender sensitization training for all community leaders, government officers, and consultants involved in project implementation and delivery; promotion and monitoring of women's employment in all available project positions; and community information campaigns to enhance awareness of benefits from environmental sanitation improvements and dissemination of social risks of human trafficking. The GAP will be complemented by targeted skills development, supported by market and value chain studies, provided through the Capacity Development Plan to enhance local capture of employment opportunities resulting from project investments. Collection and monitoring of sex-disaggregated data with gender sensitive indicators will be established in the Project's Performance Monitoring and Information System (PPMIS).

### **B. Budget and Implementation Arrangements**

3. The GAP budget is \$150,000 for the two towns. Of this, \$125,000 is allocated for two Community Development Specialists (one international and one national) that are part of the Project Implementation Support and Capacity Building consultancy. The consultancy also includes additional specialists (social development and gender, and capacity building and training) who would support GAP implementation. The remaining budget is part of the incremental administration budget administered by government, and focuses on information campaigns and community outreach.

4. Ministry of Public Works and Transport, through DHUP (EA) and DPWT in Bokeo and Luang Namtha provinces (IA) will be responsible for GAP implementation, monitoring and reporting. LWU will be engaged to deliver community outreach, information campaigns and dissemination, and organize livelihood trainings as identified by PIC specialists.

5. Designated counterpart Social and Gender Staff/s in project management or implementation units (PCU/PIUs), supported by the PPMIS consultants will guide the overall GAP implementation, while project gender focal points at district, town, or village levels in the project area will assist with GAP implementation.

### Gender Action Plan

Action	Indicators and Targets	Responsible
<b>Output 1. Strategic Local Economic Development Strategies (SLEDPs)</b>		
Social and Gender specialist inputs to the development of SLEDPs.	The SLEDPs include consideration of poverty, social and gender issues with provision of specific strategic measures.	Steering Committees PCU
<b>Output 2. Priority urban infrastructure investments implemented</b>		
Riverbank flood protection in Houayxay enhanced.	Space is reserved on covered rest area platform for Female informal food stall/vendors to operate. Access to existing riverbank gardens ensured.	PCU/PIU
Solid waste management in both towns strengthened.	100% of informal waste pickers near existing dumpsites (2015 baseline: 30 people) ensured continued access to rehabilitated landfill sites.	PCU/PIU UDAA
River transport and operational capacity in Houayxay improved  Roads and bridge improved in Luang Namtha and roads in Houayxay	Public toilets separate for women and men provided in port area and seating for waiting passengers; safe access road with signage, lighting and pedestrian walkways; parking space, including for loading trucks provided; space and facilities for restaurant(s) provided. Road safety measures include signage, lighting and pedestrian walkways as applicable.	PCU/PIU
Urban recreation opportunities in both towns enhanced.	Good lighting, security and space for retail stalls/food outlets in designated areas provided. Access for those with mobility problems ensured. Opportunities are maximized for women and provided wage employment in park maintenance and at upgraded/expanded sports hall with minimum 30% females (jobs vary from customer services to operation and maintenance). In Houayxay, 50% participants in tree planting scheme with schools, organic farming at eco-park, and community awareness for ecology/bio-diversity are male.	PCU/PIU
<b>Output 3. Institutional capacities for managing public investments strengthened</b>		
Targets for female representation in sector/decision making/training	At least 20 persons (30% female) trained in key project management areas. At least 100 persons (50% female) involved in project implementation and delivery (community leaders, government officers, and consultants) provided gender sensitization training. PCU and PIUs staff recruitment include minimum 30% female, of which 20% in decision making positions	PISCB
International and national social and development / community development and specialists. Designated PCU/PIU counterpart Social and Gender staff.	The specialists will be part of the PISCB consultant team and assist the PCU/PIUs, working with designated social/gender staff provide technical leadership in preparation of community awareness campaigns, GAP implementation and monitoring. Identification of competitive livelihood activities will be supported by market and value chain studies	PISCB
Employment creation	10% of unskilled laborers employed sub-project construction are women; 30% of staff employed in O&M are women; 75% of all laborers/staff are of local origin.	PCU/PIU
Gender monitoring	PPMIS will include sex-disaggregated data and gender-sensitive monitoring indicators.	PCU/PIU
<b>Output 4. Community awareness on project activities and environmental sustainability improved</b>		
At least six community awareness and dissemination campaigns covering environmental sustainability themes conducted.	At least three campaigns in each town, covering 'clean city-green city' themes supporting utilization and maintenance of parks and public recreational areas, access to and benefits from improved environmental sanitation from solid waste and wastewater collection; and information dissemination of social risks of human trafficking. Baseline 0.	PCU/PIU

GAP = Gender Action Plan; PCU = Project Coordination Unit; PISCB = Project Implementation Support and Capacity Building; PIU = Project Implementation Unit; SLEDP = Strategic Local Economic Development Strategy; PPMIS - Performance Monitoring and Information System; UDAA = Urban Development Administration Authority.