

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibilities	Time Frame
Output 1. Distribution network strengthened			
<p>1a. Ensure women's equitable participation in and benefit from the strengthening of the distribution network.</p> <p>(i) Ensure uninterrupted 24-hour piped water supply to women through:</p> <p>(a) rehabilitated connections to households and communities;</p> <p>(b) new or legalized connections of households and communities; and</p> <p>(c) new or legalized connections of low-income communities.</p> <p>(ii) Arrange community consultations in the targeted areas to raise awareness.</p> <p>(iii) Ensure women's participation as unskilled labor for civil works.</p> <p>(iv) Include clause in the bidding documents on core labor standards (civil work) and equal pay for work of equal value for men and women.</p> <p>(v) Orient contractors on core labor standards and clauses related to social and gender issues in the bid documents.</p> <p>(vi) Ensure women-friendly amenities are provided at construction sites.</p>	<ul style="list-style-type: none"> • The targeted number of women directly benefited from the improved services are (a) 2.4 million, (b) 550,000, and (c) 150,000. • Consultations during design and implementation organized in each community have at least 50% women participants that include landowners, heads of households, and other affected women. • At least 20% of unskilled laborers are local destitute women, who receive equal pay with men for work of equal value. • All job advertisements for civil works follow the guidance as mentioned in DWASA Gender Strategy. • All contractors are informed of gender-related applications of core labor standards. The implementation is submitted in progress reports regularly. • Water and sanitation facilities and occupational health and safety measures for women workers are available at all construction sites. 	<p>DWASA, contractors, consultants/NGOs</p>	<p>Year 1 onwards</p>
<p>1b. Set up mechanisms for the organized participation of households, especially women, in the strengthening of the distribution network.</p> <p>(i) Arrange community consultations in the targeted areas to identify households that need rehabilitation distribution network and to organize CBOs for O&M.</p> <p>(ii) Establish or strengthen 35 CBOs or committees for the management, O&M of water supply services in LICs.</p> <p>(iii) Conduct trainings for CBO on O&M of community water supply.</p> <p>(iv) Arrange community consultations to identify female headed households and women in other households that will be connected to new legalized connections.</p>	<ul style="list-style-type: none"> • At least 50% women participation in community consultations to identify households for rehabilitation is ensured. • CBOs is formed/strengthened in LICs with at least 50% women members and 50% women in leadership positions in all CBOs. • At least 30% of trainees are women users of community connections. • At least 30% female headed households directly benefit from 24 hours of continuous safe water supply in low-income communities. 	<p>DWASA, contractors, consultants/NGOs</p>	<p>Year 1 onwards</p>

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Output 2. Sustainable managerial capacity of DMA enhanced			
2a. Ensure women staff of DWASA participate in development of SNRWRP. 2b. Capacity building (both managerial and technical) of DWASA PMU and relevant staff for sustainable DMA management. 2c. Develop MIS with sex disaggregated to strengthen capacity at zone levels for training for sustainable DMA management.	<ul style="list-style-type: none"> • At least 30% women participation in development and implementation of SNRWRP is ensured. • At least 30% of PMU members are women. • At least 30% women participation in training for DMA management is ensured. • Sex disaggregated MIS is developed. 	DWASA, consultants	Year 1 onward
Output 3. Capacity for quality service delivery enhanced			
3a. Identify GFP from DPD rank from PMU and recruit a gender specialist following the DWASA Gender Strategy. 3b. Assess the training needs of relevant staffs on gender mainstreaming; and train them based on the identified training needs. 3c. Ensure participation of women in the development of the operation and financial improvement plan in line with DWASA Gender Strategy. 3d. Select a partner nongovernment organization and a consulting firm (the partner firms) with gender expertise to carry out all social mobilization and awareness activities. 3e. Conduct awareness campaigns with women's participation, and ensure gender perspective is integrated in the campaigns. 3f. Ensure participation of women in training for laboratory equipment. 3g. Ensure implementation, monitoring and periodical reporting of GAP.	<ul style="list-style-type: none"> • GFP is identified and nominated; and the gender specialist is appointed. • All staffs of the project including the partner firms receive training on gender mainstreaming. • At least 30% women participation in development of operation and financial improvement plan is ensured. • The partner firms are selected with appropriate gender and social mobilization expertise. • At least 30% women participation in awareness raising programs is ensured, and gender perspectives are integrated in all awareness campaigns. • At least 30 % women participation in training for operation of laboratory equipment is ensured. • GAP is implemented and regular QPR is submitted. 	DWASA, consultants/NGOs	Year 1 onward

CBOs=community-based organizations, DMA=district metered area, DPD=deputy project director, DWASA=Dhaka Water Supply and Sewerage Authority, GAP= gender action plan, GFP=gender focal point, LICs=low income communities, MIS=management information system, NGO=nongovernment organization, O&M=operations and maintenance, PMU=project management unit, QPR=Quarterly Progress Report, SNRWRP= sustainable nonrevenue water reduction plan.

Source: Asian Development Bank.