

GENDER ACTION PLAN

Project Outputs	Actions	Indicators	Timeline	Responsibility
Output 1: Available water for agriculture-use increased in project areas	<ul style="list-style-type: none"> Conduct separate consultations with women groups during the design stage of the sub-projects to address their concerns (related to mobility, privacy, access to water and other gender impacts) 	20% of the total consultations are carried out with women groups	Yr-I	Director, Social Safeguards and Deputy Director, Social and Gender at PMO
Output 2: Water-use skill and farm management capacity increased in project areas	<ul style="list-style-type: none"> Impart skill training to women farmers in improved agriculture techniques for increased food security and income generation. For example: Off-season vegetables; kitchen gardening, tunnel farming and; advance agriculture technologies Provide free inputs like plants, seeds and fertilizers to women for practicing their skills; Hire female staff (as extension workers/trainers) at PIO for imparting training to women; Conduct pre- and post-training assessments to assess the level of knowledge and skills of women; and Document case studies on good practices and gender impacts. 	<p>Over 2,500 households (about 30% of total estimated number of beneficial households) trained in profitable farming system with at least 10% women beneficiaries (baseline 2014: 0)</p> <p>2 female extension workers hired to impart training to women farmers (baseline: 0)</p> <p>Case studies prepared on good practices and gender impacts</p>	Yr II-V	On-farm Agriculture Extension Department with the support of Deputy Director Social and Gender at PMO and female extension workers at PIO
Gender – inclusive resettlement land acquisition and compensation plans	<ul style="list-style-type: none"> Facilitate women specifically (elderly, single and women without male support) in preparation of requisites for compensation Open bank accounts of women in their name and ensure transparency of transferring compensation 	Number of women facilitated (in preparing documents such as ID cards and opening of bank accounts etc.)	Yr I-II	Social Safeguards Unit established at PMO with the support of Deputy Director Social and Gender and Female Social Organizers

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	<p>allowance</p> <ul style="list-style-type: none"> • Provide priority to vulnerable women/women headed families in compensation provision • Ensure that women are aware about the amount of compensation provisions • Include gender disaggregated data in the monitoring and evaluation system • Ensure that women specific concerns and priorities are considered in resettlement process. 			
Establishment of Project Management Office	<ul style="list-style-type: none"> • Placement of Deputy Director Social and Gender at PMO • Incorporate gender-disaggregated data and reporting in Project monitoring systems • Encourage employment opportunities for women in the project 	<p>1 Deputy Director Social and Gender hired in PMO</p> <p>Project reports include updates on GAP indicators</p> <p>Number of women staff hired by the project</p>	Yr I-V	EAs and IAs

EA = executing agency, IA = implementing agency, GAP = gender action plan, PMO = project management office, WUA = water users association.