

## GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time
<b>Output 1. Climate-resilient sewage collection and treatment, and drainage systems developed in two cities (Coimbatore and Thoothukudi)</b>			
1.1 Provide sewage connection to poor households	1. 529 km of new sewage collection pipelines commissioned and connected to 67,545 households, including 100% of the poor <sup>a</sup> in the coverage area (Coimbatore) identified through ULB records and connection applications. (2021 baseline: 0).	GIAC with ULBs	Years 1-3
1.2 Provide new tertiary stormwater drains	2. 36 km of new tertiary stormwater drains constructed with GESI-responsive <sup>b</sup> and climate-resilient designs in Thoothukudi (2021 baseline: 0).	GIAC with ULBs	Years 1-3
1.3 Awareness and Capacity building initiatives for communities	3. Six awareness programs conducted for communities living around stormwater drains on pollution, waste disposal, health and hygiene, and gender-based violence and safety. (Target: At least one all-women awareness program and one in slum area).	GIAC with ULBs	Years 2-4
	4. Two all-female SHGs <sup>c</sup> trained (one each in Coimbatore and Madurai).		
	5. At least 80% of trained SHG members reporting improved knowledge of benefits from household connection to sewage collection system, sanitation, health and hygiene, and water conservation, and of areas of leadership <sup>d</sup> (2021 baseline: 0).		
	6. A pre- and post-training assessment questionnaire designed and administered for the SHG members to evaluate the effectiveness of the training and document results.		
	7. At least 50 stormwater drainage workers in Thoothukudi trained (including 15 number of women workers) trained on skills pertaining to mechanized equipment and safety gear (one training per year for 3 years), and 80% reported improved knowledge.		
<b>Output 2. Water supply system in one city (Madurai) improved with smart features</b>			
2.1 Provide water supply to poor households	8. A total of 813 km of new water distribution pipelines commissioned within 115 new district metered areas and metered connections provided to 163,958 households in Madurai (100% households including poor in coverage area) (2021 baseline: 0).	GIAC with ULBs	Year 4
<b>Output 3. Institutional capacity, public awareness, and urban governance strengthened</b>			
3.1 Organize campaigns for water conservation and hygiene	9. 200 students, teachers, and administrators (at least 50% women); and at least 50% of members of two women groups reported improved awareness of water conservation and hygiene in Coimbatore, Thoothukudi and Madurai.	GIAC	Year 2 onwards

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	10. Awareness programs conducted in 60 municipal or government schools (20 each in Coimbatore, Madurai and Thoothukudi) to reach 500 students including 250 girls, of which ensuring the participation of at least 50 adolescent girls (20%) on WASH, menstrual hygiene and COVID-19 appropriate behavior.		
3.2 Train complaints committee for the prevention of sexual harassment of women in the workplace, constituted under the Sexual Harassment of Women at Workplace (Prevention, prohibition, and Redressal) Act, 2013	11. One training for an internal complaints committee and staff in the ULB level in each city (3 trainings in total) on provisions for the prevention, mitigation, prohibition, and redress of sexual harassment, exploitation, and abuse.	DMA with ADB	Year 2 onwards
3.3 Establish a project performance management system to collect sex-disaggregated data from ULBs	12. New database on urban management for Thoothukudi established at the urban data and governance improvement cell in DMA, with sex-disaggregated data (2021 baseline: 0).	CMSC in partnership with GIAC, PIUs. PMU and ULBs	Years 2-4
3.4 Train ULB staff on gender related aspects of project management	13. ULB staff report improved knowledge on approaches to integrating gender in urban governance <sup>e</sup> , implementing gender action plans, and monitoring and reporting on gender equality results (60 ULB staff including at least 30 women staff) (2021 baseline: 0) .	DMA with ADB	Year 1 onwards

ADB = Asian Development Bank, CMSC = contract management and supervision consultant, COVID-19 = corona virus disease, DMA = Directorate of Municipal Administration, GESI = gender equality and social inclusion, GIAC=governance improvement and awareness consultants, km = kilometer, OP = operational priority, PIU = program implementation unit, PMU = program management unit, SHG = self-help group, TNUIFSL = Tamil Nadu Urban Infrastructure Financing Services Limited, ULB = urban local body, WASH = water, sanitation, and hygiene.

<sup>a</sup> "Poor" is defined as those households classified by the state as below the poverty line (BPL).

<sup>b</sup> GESI responsive: (i) Barricades with night-glowing signages; (ii) streetlights along drains; (iii) fencing along open drain sections; (iv) In line with the per Tamil Nadu State New Policy for Women 2021 (Draft) install safety alarm devices, tools, and panic buttons which will act as deterrents and inform the nearby police stations when women in a public place are harmed and act as emergency response support system.

<sup>c</sup> As per the [National Urban Livelihood Mission guidelines](#), an SHG is a group of more than five members joined for setting up a group enterprise for self-employment and for availing loans for the purpose.

<sup>d</sup> Areas of leadership include developing capacities for mentoring and awareness generation at community level for imparting knowledge.

<sup>e</sup> Integration of gender through the involvement of female SHGs in urban service delivery; and collection, assessment and integration of sex-disaggregated data for urban development planning.

Source: Asian Development Bank