

### GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators/Targets	Responsibility	Time Frame
<b>Output 1. Climate-resilient urban flood protection infrastructure improved in the Chennai-Kosasthalaiyar River Basin</b>			
1.1 Enhance community safety in SWD design and construction	(i) Community safety features <sup>a</sup> integrated in SWD design and construction	PMU/PIU	Year 1 onwards
1.2 Rehabilitate existing flood relief camps	(ii) Four GCC relief camps (one in each project zone) rehabilitated to be gender responsive and socially inclusive camps <sup>b</sup> (iii) Physical distancing arrangements <sup>c</sup> and WASH facilities available at four rehabilitated GCC relief camps	PMU/PIU supported by PSC and ISRC	Year 1 onwards
1.3 Incorporate EWCD-friendly features in Kadapakkam Lake complex	(iv) EWCD-friendly features incorporated in the Kadapakkam lake complex (GEF-funded). <sup>d</sup>	PMU/PIU, ISRC, GEF-funded consultants	Year 1 onwards (GEF)
<b>Output 2. Urban flood preparedness of the GCC and project communities enhanced</b>			
2.1 Develop capacities of community members on green infrastructure investments and rainwater harvesting	(v) By 2025, at least 200 persons (including at least 50% women) among project community trained and reported increased knowledge on importance, features, examples, and maintenance of green infrastructure schemes including rainwater harvesting (2021 baseline: not applicable)	ISRC, PMU, PIU	Year 1–4
2.2 Create awareness among community members (specifically targeting women) on flood risks, impacts, and vulnerability	(vi) By 2025, at least 200 persons (including at least 50% women) reported increased knowledge on flood risks, impacts, links between flooding, solid waste management, sewerage service house connections, and the protection of waterbodies through six awareness workshops conducted in the Project area (2021 baseline: not applicable) (vii) Audience segmented BCC campaigns conducted targeting 200 people in slums in project area (including at least 50% women) on flood risks and impacts, measures to address vulnerabilities of women, children, the elderly, and people with disabilities	ISRC Gender Consultant in oversight of PMU and relevant PIU	Year 1–3
2.3 Strengthen institutional capacity of GCC, PMU, PIU, and project consultants	(viii) By 2025, at least 50% of GCC technical staff (SWD Department) in the project area, including 80% of women technical staff, reported increased knowledge on planning and design of storm water drainage systems, solid waste, and flood risks (2021 baseline: 0) (ix) At least 90% of GCC, PMU, PIU, project consultants, including 80% of women staff, reported increased knowledge of gender mainstreaming and social inclusion and gender responsive and socially inclusive flood management	PMU/PIU supported by ISRC	Year 1–4
2.4 Build resilience of flood affected low-income communities, especially women	(x) Extent and nature of flood induced livelihood loss to women and men in three pilot slums in project area mapped and training needs assessment conducted. (xi) Fifty vulnerable slum dwellers (including at least 50% women) trained to increase employability or alternative livelihoods	PMU/PIU supported by ISRC	Year 1 onwards

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	(xii) Eight committees of women SHG federations (2 in each zone) and one committee of transgenders trained to work in rescue, relief, and rehabilitation		
2.5 Enhance knowledge on nature-based urban flood risk management through workshops and trainings	(xiii) At least 50 participants from Indian cities (including at least 40% women) reported increased knowledge on nature-based urban flood risk management through workshops and trainings (GEF-funded) (2022 baseline:0)	PMU/PIU, ISRC, and GEF-funded consultants	Year 1–4 (GEF)
2.6 Enhance knowledge of GCC and Government of Tamil Nadu on integrated sustainable urban development through global and national dialogues	(xiv) At least 10 officers of GCC and Government of Tamil Nadu (including at least 40% women) reported increased knowledge on integrated sustainable urban development through global and national dialogues (GEF-funded) (2022 baseline:0)	PMU/PIU, ISRC, GEF-funded consultants	Year 1–4 (GEF)
<b>Output 3. Measures for sustaining operation and maintenance of storm water drainage systems established in the GCC</b>			
3.1 Prepare an inclusive O&M plan and manual.	(xv) By 2025, a gender-responsive and socially inclusive sustainable operation and maintenance improvement plan <sup>e</sup> prepared and adopted. (2021 Baseline: Not applicable)	PMU/PIU, PSC, Contractors	Year 1 onwards
3.2 Strengthen staff performance on operation and management of urban drainage systems, solid waste, and flood risks	(xvi) By 2025, at least 50% of GCC technical staff (SWD Department) in the project area, including 80% of women technical staff, trained, and reported increased knowledge on sustainable operation and management of urban drainage systems, solid waste, and flood risks (2021 baseline: 0)	PMU/PIU, PSC, ISRC	Year 1 onwards
3.3 Train drain de-silting and conservancy workers, including women, in cleaning and maintaining storm water drains	(xvii) By 2025, 100 de-silting workers and conservancy workers (including at least 50 women workers) reported increased knowledge and skills of cleaning and maintaining storm water drainage systems. (2021 Baseline: 0)	PMU/PIU, PSC, Contractors, ISRC	Year 1 onwards

BCC = behavior, change, communication, EWCD = elderly, women, children, and persons with disabilities, GCC = Greater Chennai Corporation, GEF = Global Environment Facility, ISRC = institutional strengthening and reforms consultant, MHM = menstrual hygiene management, O&M = operations and maintenance, PIU = project implementation unit, PMU = project management unit, PSC = project support consultant, SHG = self-help group, SWD = storm water drain, WASH = water, sanitation and hygiene.

- <sup>a</sup> Community safety features include covered storm water drains to prevent accidents, barricading arrangements at all construction sites, chain link fencing along open drain sections, immediate restoration of interruption to street lighting system due to construction activities, helpline numbers for women, etc.
- <sup>b</sup> A gender-responsive and socially inclusive relief camp will have the following features: (i) at least one female worker or caretaker with supplies of sanitary napkins, soap, a basic first aid kit with medicines; (ii) safe spaces (affording privacy and security) for women, especially nursing mothers and adolescent girls; (iii) separate, well-lit and clean toilets for men and women, with barrier-free access for people with disabilities and older persons; water, hooks, ledges and shelves in the toilet; (iv) provisions for washing and disposal of menstrual products; (v) regular (daily) visits by female student volunteers and awareness generation on mechanism to address women's vulnerability to violence and trafficking; (vi) regular interaction between volunteers and people with disabilities within the relief camp; and (vii) helpline numbers displayed on walls.
- <sup>c</sup> Physical distancing measures include: (i) ground markings with spacing of 2.5 feet for queues to collect food, essentials, medical supplies and fetching water within the camp; (ii) demarcated visiting areas for officials/any other visitors to the camp; and (iii) display of notices on the importance of physical distancing and other safety measures.
- <sup>d</sup> EWCD-friendly features include safety rails, signages, child, elderly and persons with disability compatible toilet facilities, separate toilet facilities for women and men, accessible pathways, side benches, drinking water facilities, rain shelters, illumination along pathways, display of emergency contact numbers etc.
- <sup>e</sup> The O&M manual will include a community awareness and information dissemination component, including women's participation in O&M of drains.