

GENDER ACTION PLAN: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time
Output 1: Improved Water Supply and Sanitation infrastructure			
1.1 Include women, poor and vulnerable in orientation and consultation sessions including: potential implementation and resettlement issues, connection charges, tariffs, subsidies for poor households (HHs), employment opportunities/ benefits (including skill training) and livelihood enhancement	<ul style="list-style-type: none"> • Women and vulnerable [Target: 33% of total] participate in project orientation and consultations in each <i>tole</i> and ward and focused group discussions (FGDs) [Target: 1/poverty cluster of town]. • Women-only project orientation seminars conducted [Target: 2 per town, with participation of 50 women from all walks session] 	<ul style="list-style-type: none"> • RPMOs supported by DSMCs 	Years 1–2
1.2 Conduct public awareness campaigns on water, sanitation, and hygiene (WASH), gender and social inclusion (GESI) issues, women’s empowerment including livelihood enhancement and leadership, environmental management and declaring the town open defecation free (ODF)	<ul style="list-style-type: none"> • At least 78,000 beneficiary HHs of new water supply connections and 20,300 beneficiary HHs of toilet facilities covered under WASH and public awareness campaigns in project towns [Target: at least 80% poor, FHH and vulnerable HHs] • <i>Sanitation strategy</i> developed as part of the WASH campaign–incl. girl’s menstrual health and involves community and school children [Target: at least 3 schools/year in all project towns] • Livelihood enhancement training provided to at least one female from the 20,300 targeted HH of toilet facilities and all female WUA executive members • Billboards to advocate benefits to women’s access to sanitation and hygiene set up, with focus on addressing <i>Chhaupadi pratha</i> (taboo of menstruation) practices and ODF campaign [Target: 3 billboards per town in mid- and far-western towns] 	<ul style="list-style-type: none"> • RPMOs supported by DSMCs 	Year 2–4
1.3 Provide free/ subsidized piped water connections and private toilet facilities to poor, female-headed households (FHH) and vulnerable HHs in all serviced areas of the project towns	<ul style="list-style-type: none"> • Poverty, ethnicity, and HH headship mapped in socio-economic survey in all project towns; and roster of poor, FHH and vulnerable HHs maintained at RPMOs • Implement the targeting mechanism, as outlined in the ‘Framework for Inclusion of Poor and Vulnerable Households’ for the project (Appendix 6), to ensure identification of poor and vulnerable for free/subsidized water supply connections • 100% poor, FHH and vulnerable HHs included in the 78,000 targeted HHs to be connected to water supply systems • All poor, FHHs and vulnerable HHs in project areas provided with free/subsidized toilets are among the targeted 20,800 HHs benefiting from completed and operational toilets • One (1) sex segregated public toilet with disabled friendly design installed in strategic places in each town, with women’s toilets designed to ensure privacy and safety 	PMO/RPMOs, consultants, WUA or local body,	Years 2–5
1.4 Enjoin contractors to employ poor women, vulnerable, affected persons (APs), and indigenous persons (IPs), for skilled and unskilled work, and enforce core labor standards including equal pay for work of equal value and, ensuring occupational health and safety, water supply, segregated shelter, and sanitation facilities for all workers	<ul style="list-style-type: none"> • Orientation to all contractors including laborers on labor standards, gender equality in wages, safety and hygiene such as to toilet and safe drinking water in work site, and disaggregated record of labor • Sex- and ethnicity-disaggregated record of labor and wages received, maintained by contractors, and verified by DSMC • At least 15% of total workers are women employed by contractors in total • Relevant clauses on employing women labor and core labor standards, including disincentives for non-achievement are included in contracts; and, enforcement of these clauses included in the terms of reference of DSMC 	<ul style="list-style-type: none"> • PMO • RPMOs • local body or WUAs • DSMC • Contractors 	Year 1–5

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Output 2: Strengthened sector policy, regulatory and institutional capacity and service delivery			
2.1 Community Mobilization Section (CMS) at DWSS oversees implementation, enforcement and monitoring of GESI mainstreaming in WASH sector including project GESI Action Plan	<ul style="list-style-type: none"> • CMS functions as GESI desk as per MOUD GESI Guidelines • GESI analytical reports and policy briefs prepared and published annually • CMS engaged in project GESI Action Plan monitoring in review missions • Fact sheets on women and vulnerable produced, updated yearly with indicators on representation and participation by women and vulnerable in all project towns 	<ul style="list-style-type: none"> • PMO/DWSS 	Year 1-5
2.2 DWSS's long-term plan and business plan engendered	<ul style="list-style-type: none"> • GESI approaches, interventions, targets and resources integrated in the <i>15 Year Small Towns Water Supply and Sanitation Development Plan</i> and <i>DWSS Business Plan</i> in coordination with MOUD GESI Unit and ISSAU of DWSS • <i>DWSS Results Framework</i> includes GESI targets 	<ul style="list-style-type: none"> • PMO and DWSS 	
2.3 Include/recruit potential women and persons from socially excluded groups in PMO, RPMOs, DSMCs by enforcing through selection criteria of consulting firms	<ul style="list-style-type: none"> • Women's and socially excluded groups' representation in PMO and RPMOs [Target: at least 15% of project staff are women or persons from socially excluded groups] • DSMC community mobilisers per town are women [Target: at least 50%] 	<ul style="list-style-type: none"> • PMO • RPMOs • PMC, DSMCs 	Year 1-3
2.4 Represent women and excluded in WUAs' executive committees and enhance their leadership development	<p>As per MOUD GESI Guideline-</p> <ul style="list-style-type: none"> • At least 33% women in WUA executive committees, who will be trained in leadership and livelihood enhancement as well as GESI training of trainers • Proportionate representation in WUAs' executive committees from socially excluded and poverty clusters 	<ul style="list-style-type: none"> • PMO • RPMOs • DSMCs 	Year 1-3
2.5 Conduct GESI training of trainers for select WUA members, leadership training for all female WUA executive committee members and GESI training for all project staff of PMO, RPMOs, DSMCs, and project contractors, as well as concerned officials and staff of DWSS with focus on WASH sector.	<ul style="list-style-type: none"> • Master trainers (40) on GESI developed selecting from WUA members (2 for each project town), and mobilized in WUA • All female executives of WUA trained in leadership, livelihood enhancement and utility management • PMO, RPMOs, DSMC and contractors oriented on GESI [Target: all towns (at least 20 events)] • DWSS staff oriented on GESI in WASH sector [Target: at least 80% of staff in all concerned offices of DWSS] 	<ul style="list-style-type: none"> • PMO/DWSS • DSC • Contractors 	Year 1-2
2.6 Develop, test and implement comprehensive and participatory <i>Social Audit Guidelines</i>	<ul style="list-style-type: none"> • Participatory annual social audits conducted in project towns [Target: 30% participation of women and vulnerable/under-represented groups], using social audit guidelines 	<ul style="list-style-type: none"> • PMO Consultants 	Year 2-5
Output 3: Improved project implementation.			
2.7 Monitor and report progress on implementation of the GESI Action Plan during the project implementation	<ul style="list-style-type: none"> • Project information format developed, with GESI items covering resettlement, compensation, core labor standards, women's participation and benefits, as part of regular project reporting • PPMS developed with GESI indicators, and regularly updated with sex-disaggregated data 	<ul style="list-style-type: none"> • PMO, RPMOs • CMS, ISSAU • SEIU, MOUD 	Year 1-5

ADB=Asian Development Bank, AP = affected persons, CBO=community based organization, DSMC=design, supervision and management consultants, DWSS=Department of Water Supply and Sanitation, FHH=female headed household, GESI=gender equality and social inclusion, GPSC=GESI policy support unit, IP=indigenous peoples, ISSAU=institutional support and service advisory unit, MOUD=Ministry of Urban Development, NGO=non-government organization, O&M= operation and maintenance, PISU=project implementation support unit, PMO=project management office, PPMS=project performance monitoring system, RPMO = regional project management office, SCC=social coordination cell, WASH = water, sanitation, and hygiene.