

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibilities	Time Frame
Output 1. Municipal infrastructure improved and made gender and climate responsive			
1. Ensure women's participation in identification of location of infrastructure and type/kind of infrastructure to be built	<ul style="list-style-type: none"> All community consultation meetings related to identification of location for local infrastructure with women participation [Target: 30% women] 	Municipalities (PIUs) Municipal council Women and Children Affairs (WCA) Standing Committee (STC)	Year 1-6
2. Ensure women-friendly infrastructure and facilities in target Municipalities	<ul style="list-style-type: none"> 40,000 households (HHs) with new or improved connections to water supply 25 Municipal buildings with separate office space and toilets for Women Ward Councilors (WWCs) 80% Municipalities with bus terminals (if possible launch <i>ghats</i> (boat landing area) and railway station) equipped with separate toilets for women and as feasible, women- and child-friendly waiting rooms and booking counters 100% of municipalities that meet the intermediate criteria of UGIAP and implement public parks improvement under the project have well lit and safe sitting areas and separate toilets for women 	PIU, Communication and Infrastructure (C&I), WCA STCs and Infrastructure Improvement Section (IIS) of Municipality	Year 1-6
3. Ensure women's engagement in the construction, operation and maintenance (O&M) of community infrastructure	<ul style="list-style-type: none"> Women engaged in construction work as laborer and this provision included in bidding document [Target: 20%] 600 women including members from SICs (who signed a contract with the Municipality) trained in O&M 600 women including members from SICs engaged for O&M of community infrastructure 	PIU WCA STCs Department of Public Health and Engineering (DPHE)	Year 1-6
4. Ensure compliance with core labor standards in construction, especially gender-relevant CLSs (incl. equal wage for work of equal value, promotion of women's safety, protection from sexual harassment, prohibition against discrimination, and prohibition of child labor)	<ul style="list-style-type: none"> Clauses on gender-relevant national core labor standards (CLS) included in all bidding documents. All contractors oriented on all CLSs with focus on gender-related CLS clauses Workers' attendance sheet with name, sex, age, and wage of workers available for inspection by IIS All construction workers, including all women workers oriented on work safety measures All construction sites will arrange separate toilets for women and provided with safe drinking water 	PIU WCA STC, IIS and Contractors	From 3 rd Qtr Year 1 – Year 6
5. Involve women in planning, identification and management of community infrastructure in targeted slum areas	<ul style="list-style-type: none"> At least 30% women from targeted slum communities participate in consultation, planning and preparation of Community Action Plan (CAP) for slum improvement under PRAP 	Municipal Council WCA and Poverty Reduction & Slum Improvement (PRSI) STCs	Year 2-6
Output 2. Improved capacity of pourashavas in urban service delivery, planning, and financial management			
6. Ensure equitable representation of women and poor in <i>Pourashava</i> structures	<ul style="list-style-type: none"> At least 40% women and 2 representatives from poor communities in Ward Level Coordination Committees (WLCCs) At least 33% women and 7 representatives from poor community in Town Level Coordination Committees (TLCCs) Women and Children Affairs (WCA) Standing Committee formed, effectively operational with allocated funds from Municipal revenue budget and with women holding 40% (two of the five seats) 	PIU WCA and PRSI STCs	Year 1-6

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	<ul style="list-style-type: none"> Poverty Reduction and Slum Improvement (PRSI) Standing Committees effectively operational with women holding 40% (two of the five seats) and 2 representatives from poor community WWCs are assigned with gender-responsive responsibilities 		
7. Conduct gender related capacity building activities for effective implementation of GAP	<ul style="list-style-type: none"> Gender related training modules and materials improved 25 trainers on gender issues developed from 60 trainers trained on ToT Training and orientation workshops conducted for relevant persons of all Municipalities on GAP implementation 25 Municipal Mayors, 60 Councilors, and 90% of PMO staff oriented/ trained on GAP implementation 	PMO PIU	Year 1-6
8. Ensure W&CA and PR & SI standing committees information is incorporated in all Citizen Charter	<ul style="list-style-type: none"> All citizen charters include information on WCA and PRSI Standing Committees and available services of <i>Pourashavas</i> 	PIU PS Council WCA and PRSI STCs	Year 1
9. Institutionalize gender responsive planning and budgeting in every PS	<ul style="list-style-type: none"> Pourashava-specific GAPs with specific target/ indicator and appropriate budget prepared in all Municipalities and endorsed by TLCC [Target: by 1-2 year] Budgetary provision: at least 1% of Municipal revenue fund allocated for GAP implementation and earmarked [Target: at least 20 Municipalities] At least 50% of the allocated budgetary provision for the GAP fund of Municipality is spent from Municipal revenue budget in every fiscal year [Target: 20 Municipalities] 	PIU PS Council WCA STCs	Year 1- 6
10. Ensure women's leadership in slum improvement committees and activities	<ul style="list-style-type: none"> At least 60% SICs are chaired by women (consistent with UGIIP II SIC Guidelines- 2/3 of all SIC members are women) 	PIU, WCA and PRSI STCs	Year 1-5
11. Support LGED Gender Forum to strengthen gender mainstreaming in LGED	<ul style="list-style-type: none"> Provide support to organize gender related events and produce IEC material at LGED [Target: at least 2 events/ Year] 	PMO	Year 1-6
12. Provide leadership and governance training to women councilors	<ul style="list-style-type: none"> At least 30 WWCs receive leadership training to perform their functions in the PS 	PMO	Year 1-6
Output 3. Project management and administration system in place			
13. Ensure representation of women as staff, consultants, and facilitators for PMO	<ul style="list-style-type: none"> Increase number of women employees in PMO (Target: 15%) Recruit women in technical, supervisory and managerial positions (Target: 10%) Women-friendly facilities (e.g., separate toilets, appropriate sitting arrangement) are available in PMO 	PMO	Year 1-6
14. Strengthen collection, monitoring and reporting of sex disaggregated, qualitative and quantitative data	<ul style="list-style-type: none"> Sex disaggregated quantitative and qualitative monitoring format developed and distributed to Municipalities Quarterly Progress reports on GAP implementation prepared by PMO and shared with development partners All relevant staff oriented on gender and trained on the collection and monitoring of sex disaggregated data 	PMO	Year 1-6

CAP = Community Action Plan, CLS = core labor standards, DPHE = Department of Public Health and Engineering, GAP = Gender Action Plan, IEC = information, education and communication, IIS = Infrastructure Improvement Section, LGED = Local Government Engineering Department, O&M = operation and maintenance, PIU = project implementation unit, PMO = Project Management Office, PRAP = Poverty Reduction Action Plan, PRSI = Poverty Reduction & Slum Improvement, PS = Pourashava, SIC = Slum Improvement Committee, STC = Standing Committee, TLCC = Town Level Coordination Committee, WCA = Women and Children Affairs, WLCC = Ward Level Coordination Committee, WWC = Women Ward Councilors.
Slum = Based on UGIIP II experience slum is defined as a concentration of densely located poor settlement with at least 30 households on either private or public land.