

Gender Action Plan: Dhaka Environmentally Sustainable Water Supply Project

Activities	Indicators and targets	Responsibility	Time
Output 1: New surface water supply system developed			
<p>Women's benefits from resettlement and construction from Outputs 1 and 2</p> <p>1.1 Inform project affected women and men about the proposed intervention and construction work.</p> <p>1.2 Ensure payment of equal compensation to households headed by women according to resettlement plan.</p> <p>1.3 Carry out motivational session/meeting/gathering for information on the types of employment available; timeframes and wage rate; the modality of applying for the work where women will get preference. Ensure that consultation sessions are held in the affected areas regarding construction work, land acquisition, and resettlement.</p> <p>1.4 Include specific clauses in the bidding documents on core labor standards (equal pay for work of equal value, occupational health and safety, water supply, sanitation, segregated shelter and facilities) and monitor their implementation.</p> <p>1.5 Employ women as unskilled and semi-skilled laborers in earth work, construction and maintenance work and enforce the labor standards. Orient all PMU/field level staff on gender aspects of resettlement and core labor standards and their roles in monitoring and reporting.</p> <p>1.6 Brief all contractors on specific gender-related requirements of core labor standards, monitoring progress reporting of periodic progress.</p> <p>1.7 Ensure water quality and prevent pollution in the intake area.</p>	<ul style="list-style-type: none"> • Consultations during design and implementation organized in each community with at least 40% women participants that include landowners, heads of households, and other affected women. • 100% affected female headed households are aware of entitlements and compensation. • Special assistance for disadvantaged/vulnerable women APs provided as per resettlement plan. • At least 20% of unskilled laborers are local destitute women, who receive equal pay with men for work of equal value. • Water and sanitation facilities and occupational health and safety measures for women workers at all construction sites available. • All job advertisements for civil works and for utility agency include sentence on "Applications by women are encouraged." • All PMU/field level staff are aware of gender aspects of resettlement and core labor standards and monitor implementation. • All contractors informed of gender-related applications of core labor standards and include implementation in progress reports. • 80% (300 households) of people living around the intake area have access to safe water supply. • CBOs on water quality maintenance near the intake area organized and oriented. • Low cost sanitation, if necessary, near the intake area supported. 	<p>DWASA Contractors NGOs</p>	<p>Years 1-2</p>
Output 2: Distribution Network Strengthened			

Activities	Indicators and targets	Responsibility	Time
2.1 Arrange community consultation in targeted service areas on incremental water services/transfer, construction, O&M of water supply schemes, connection fees, tariffs and other charges. 2.2 Undertake awareness programs on water conservation, water quality and hygiene education through workshops, focus group discussions, community consultation and dissemination of posters and leaflets. 2.3 Rehabilitate household connections including installation of new meters. 2.4 Install communal/household water connections to be managed by the CBOs in LICs. 2.5 Establish or strengthen CBOs or committees for the management, O&M of water supply services in LICs. 2.6 Conduct training on the management and O&M of community water supply.	<ul style="list-style-type: none"> • Women represent 50% participants in community consultations in target areas on design and implementation, water services connection fees etc. • One awareness campaign designed and launched. • Women benefit from 32,000 household and community connections to be rehabilitated. • Women benefit from 6,000 new or legalized household connections installed, including 500 connections in LICs (benefitting an estimated 10,000 women in LICs). • CBOs formed/strengthened in LICs with 50% women members and 50% women in leadership positions in all CBOs. • Women users of community connections receive training on O&M of community water supply management. 	DWASA and Implementing NGOs	Year 1-5
Output 3: Project Management and Administration Adequately Supported			
3.1 Assess training needs (organizational diagnostics) and train relevant staff including the Community Programme and Consumer Relation Division of DWASA on gender mainstreaming and financial management. 3.2 Improve capacity of the Community Programme and Consumer Relation Division of DWASA. 3.3 Conduct training for relevant staff of partner NGOs and contractors on the gender action plan and their roles. 3.4 Partner NGOs specify targets for staffing. 3.5 Develop a project performance management system with social and gender indicators. 3.6 Gather baseline sex-disaggregated data and gender analytical information as part of all surveys, periodic assessments and reports.	<ul style="list-style-type: none"> • All staff members of the project, including the Community Programme and Consumer Relation Division and NGOs, receive training on gender mainstreaming (target: 150 staff) and all training materials integrate gender aspects • 30% of a total of 100 participants in capacity development programs on financial management are women • Women with equal qualifications with men, prioritized in PMU positions (at least 30% women in the PMU) • All staff of Community Programme and Consumer Relation Division oriented on participatory methodology and monitoring of community level operation. • NGO field staff teams have at least 1 woman member in each 3-person team, with gender related actions and targets identified and implemented. • Sex-disaggregated project data collected and analyzed regularly. • Quarterly progress reports include status of GAP implementation. 	PMU of DWASA Community Programme and Consumer Relation Division NGO	Year 1 onwards

AP= affected people, CBO= Community Based Organization, DWASA=Dhaka Water Supply and Sewerage Authority, GAP= Gender Action Plan, LIC= low income community, NGO= nongovernment organization; O&M = operation and maintenance, PMU= project management unit.