

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time
Output 1 : Improved climate-resilient municipal infrastructure			
1.1 Needs assessment. Collect sex disaggregated socio-economic data during needs assessment surveys	<ul style="list-style-type: none"> Information on needs of women and poor made available per ward within 3 months of mobilization of ICCDC. 	PMU, PIU ICCDC	Years 1 and 3 ¹
1.2 Community participation in design. Consult women on the <i>locations</i> for common facilities (cyclone shelters, common water points/hand deep tubewells, community toilets, etc.) and <i>designs</i> using local knowledge for climate adaptations, and employment opportunities under the project.	<ul style="list-style-type: none"> Women actively participate in consultations for siting and design of community facilities (at least 50% of participants are women). Gender related data and information documented in all consultations and included in progress reports 	PMU PMSC ICCDC	Years 1 and 3
1.3 Facilities for women. Public/community/school toilets and toilets at cyclone shelters have equal no. of seats for women and men	<ul style="list-style-type: none"> Cyclone shelters with equal share of toilets for women and men Community and public toilets with equal share of toilets for women and men 	PMU, PIU ICCDC	Years 1 and 3
1.4 Role of women in O&M. Women to play key role in managing water and sanitation including collection of tariffs and day-to-day operation and maintenance and liason with <i>pourashava</i> Water and Sanitation Section.	<ul style="list-style-type: none"> Water and sanitation user groups (or CBOs) formed for each community stand-post and community toilet located in poor areas (women comprise 50% members of the water and sanitation user groups with women in key positions) 	PMU, PIU ICCDC	Years 2-6
Output 2: Strengthened institutional capacity, governance, and awareness			
2.1 Planning process. Ensure women's participation in updating urban master plans, water safety plans, preparing building code guidelines, and O&M plans	<ul style="list-style-type: none"> Ensure women's participation in all consultation while designing the plans (33% women in all meetings) Building code guidelines prepared under project consider women friendly designs for public facilities. 	PMU, PIU ICCDC	Years 1 and 3
2.2 Disaster Standing Committee. Ensure women's participation in Disaster Management Standing Committee	<ul style="list-style-type: none"> Disaster Management Standing Committee TOR prepared ensuring women's participation and role (33% women membership in each committee established) 	PMU, PIU ICCDC	Years 1 and 3
2.3 GAPs and PRAPs. Include gender and poverty	<ul style="list-style-type: none"> Town-wise Gender Action Plans and 	PMU, PIU	Years 1

¹ At the commencement of design period for Batch 1 and Batch 2 towns.

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focused activities in each pourasahava	Poverty Reduction Action Plans prepared (8 GAPs, and 8 PRAPs)	ICCDC	and 3
2.4 Awareness campaigns. Target women for awareness campaigns including disaster preparedness considering climate change, WASH, and reduce-reuse-recycle (3R) under the project.	• 8 awareness campaigns conducted targeting women and poor (target minimum 50% women)	PMU, PIU ICCDC	Years 1-4
2.5 Livelihood training. Implement targeted livelihood support activities benefiting women. Livelihood training based on needs survey.	• All training programs in each town target livelihood opportunities for women and poor (at least 600 number trained per town [total 4,800 for project] of which 60% women).		
2.6 Water Safety Planning. Defined role of women in water safety planning and monitoring	• All WSPs to include clear and defined role of women in water safety planning and monitoring, emphasizing the leadership role of women at community level.	PMU, PIU ICCDC	
Output 3: Project management and administration support			
3.1 Sensitization. Conduct workshops for all project staff of PMU and PIUs on implementation of GAP	• Strengthened capacity of all project staff of PMU and PIU and relevant project stakeholders in gender-responsive project management and implementation	LGED, DPHE PMU, PIUs ICCDC	Year 1 and refresher at Year 3
3.2 Monitoring, evaluation, & reporting. Incorporate gender indicators into regular project progress monitoring	• Project monitoring formats developed with gender indicators and populated with sex-disaggregated data	PMU PMSC ICCDC	Years 1-6

CBO= community-based organizations, DPHE= Department of Public Health Engineering, GAP= gender action plan, ICCDC= Institutional Capacity and Community Development Consultants, LGED= local government engineering department, O&M= operations and maintenance, PIU= project implementation unit, PMU= project management unit, PRAP= poverty reduction action plan, TOR=terms of reference, WASH= water sanitation hygiene, WSP = water safety planning.