

GENDER ACTION PLAN

Outputs	Gender Design Features/Activities
1. Efficiency and climate resilience of irrigation systems in the project areas enhanced	1.1 Orientation and training on construction work, such as on canal measurements and work specifications, should be provided to women to ensure the quality of construction work. 1.2 Women who can read and write are encouraged to be hired as record keepers. 1.3 Orientation on gender equality should be provided to constructors 1.4 Gender equity and labor arrangements should be included in the contract of construction companies, i.e. at least 25% of unskilled labor will be given to local women during construction and there should be equal pay for equal work. 1.5 At least 30% of women should participate during the presentation of project design and in the discussion and planning of the water distribution and cropping plans. 1.6 Conduct meeting with women farmers separately (especially on the early stage of the project) to ensure that their ideas will be collected in developing gender project plans.
2. Water resource management improved	2.1 Encourage both husband and wife to register as member in the FWUC to ensure that at least 30% of the members are women. 2.2 50% of project training to FWUC members to be participated by women 2.3 Develop the knowledge, communication and leadership skills of women members through awareness-raising and training to enable them to be leaders of FWUC. 2.4 At least 30% of FWUC management committee members, including design and construction committee, are women. 2.5 Ensure that women will take part in the operations and maintenance activities with potential for payment or support for livelihood activity. 2.6 Provide coaching on gender awareness and leadership for the gender focal person to ensure that they are able to conduct training within MOWRAM and PDWRAM officials and to women FWUCs.

FWUC = farmer water user community, PDWRAM = provincial department of water resources and meteorology, PMIC = project management and implementation consultants, PMU = project management unit

Implementation Mechanism for the Gender Action Plan (GAP). The Ministry of Water Resources and Meteorology (MOWRAM) is the executing agency for the Uplands Irrigation and Water Resources Management Sector Project and Department of Farmer Water User Communities (DFWUC) within MOWRAM is the implementing agency responsible to coordinate gender activities. The project management unit (PMU) will be responsible for the overall implementation of the project and a gender officer will be appointed within the PMU. She/He will be responsible for the implementation and monitoring of the GAP in coordination with the project management and implementation consultants (PMIC). A gender specialist will be hired as part of PMIC. She/He will be responsible for monitoring and reporting of GAP implementation in close coordination with the gender officer of the PMU, as well as responsible for gender awareness training and ensuring that GAP implementation is on track. Sex-disaggregated data will be included in project progress reports. Adequate resources (human and financial) have been allocated to implement, monitor and report on GAP. Recruiting 25% women as unskilled labor will be included in special conditions of the works contract. The gender officer of the PMU and gender specialist of the PMIC will ensure that (i) women construction workers are provided training/orientation; and (ii) orientation is provided to contractors on women employment and gender issues. They will ensure preference is provided to local laborers.