

**GENDER ACTION PLAN**

Activity/Measures		Indicators/Targets	Responsibility
<b>Output 1: Water supply systems in CKD affected areas improved.</b>			
<b>Ensure gender responsive consultations are held in implementation of identified water projects in CKD affected areas.</b>			
1.	Make the community consultation and/or facilitation process gender sensitive and socially inclusive.	Ensure at least 40% women's participation in consultation processes of CKD water supply schemes and in public consultations for each subproject. (Where possible, consultation times should be gender responsive and sensitive to when women are available for consultations.)	SPCUs/DSCs
2.	Increase awareness on preventive measures in respect of CKD diseases.	At least 50% participants in awareness and/or training programs on preventive measures of CKD conducted through/by existing CBOs and/or relevant agencies are women. Ensure that 50% women potential trainers are identified from the above mentioned training programs and trained to continue awareness and/or training to their communities (two training programs for the trainers). Male and female (50%) trainers are assisted in planning further training programs. Male and female trainers are trained on water quality parameters and encouraged to verify water quality reports at least once in 3 months.	SPCUs  SPCUs  SPCUs/DSCs
3.	Conduct sample surveys before and after the subprojects on women's time use in providing safe drinking water and benefits of subprojects	Women benefit from a reduction in time spent to provide safe drinking water and water for domestic consumption.	SPCUs/DSCs
4.	Include Social and Gender responsive provisions in bidding documents for water supply subprojects.	In all (100%) contracts women are given equal pay for work of equal value. This provision will be included in the contractual agreement	PMU/SPCU/Contractors (to comply)
5.	Provide women with access to safe drinking water supply	90,000 women in CKD-affected areas benefit from the project.	PMU/SPCU/DSCs
<b>Output 2: Local infrastructure and basic service delivery improved.</b>			
<b>(a) Addressing needs and priorities of women and socially marginalized groups in selecting infrastructure subprojects of: (i) water supply and sanitation (including sewerage), (ii) roads and bridges, (iii) solid waste management, (iv) public health-care facilities, and (v) other infrastructure and facilities including public markets.</b>			
1.	Make the community consultation and/or facilitation process gender sensitive and socially inclusive.	All participating local authorities conduct socially inclusive and gender responsive community consultations. Ensure that there is 40% female participation in community consultation meetings in each subproject. In 95% of the participating local authorities, the Planning Committee has a female representative (baseline: 75%). Mid-wives and/or Public Health Nurses, and Public Health Inspectors are consulted as key informants to identify subprojects which are gender-responsive and socially inclusive. The disabled, widows, female-heads of households, elderly women,	PMU/SPCU/local authorities

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		women in very poor families, and women from ethnic minorities are included in the CCMs to obtain their views and address their needs.	
2.	Take affirmative action to ensure that the local authorities address women's needs in infrastructure and public services.	Subprojects that particularly benefit women (such as maternity and health related subprojects) are implemented by participating local authorities.	PMU/SPCU/local authorities
3.	Ensure wage parity during the implementation of infrastructure subprojects.	All contracts (100%) provide women with equal pay for work of equal value. This provision is included in the contractual agreements.	PMU/SPCU
4.	Gender-sensitive facilities to be constructed,	All (100%) public facilities e.g. health care centers, public markets etc. financed by the project have separate toilets for women, men and the disabled.	PMU/SPCU
5.	Provide women with access to safe drinking water supply	14,000 women benefit from the project.	PMU/SPCU/DSCs
<b>(b) Making local authorities gender-responsive and socially inclusive.</b>			
1.	Conducting gender sensitization and training programs for local authority members and technical and management staff.	50% of relevant local authority personnel (local authority chairman, members and technical staff) of participating local authorities have participated in gender sensitization programs. A sex- disaggregated database on project activities is established and maintained by all participating local authorities.	PMU and SPCU (gender and social safeguards managers)/DSCs
<b>Output 3: Local government policy reform advanced and capacity strengthened.</b>			
<b>Creating an environment conducive to the representation of and participation by women and other socially marginalized groups in the project scope.</b>			
1.	Employing a well-qualified gender and social development specialist.	A social safeguard and gender manager is employed in the PMU and SPCUs during the project period. (Target: gender and social safeguards manager in PMU and all SPCUs).	PMU/SPCUs
2	Creating and maintaining gender sensitive and women friendly environment in the project offices.	Physical facilities provided for men and women in the project office are appropriate and equitable. All the project staff have participated in gender and social inclusion training workshops. The staff is made aware of ADB and government policies and provisions on gender equality.	PMU (Safeguards Specialist)/SPCU (gender and social safeguards manager)
3.	Gender sensitive monitoring and evaluation system.	Sex-disaggregated data pertaining to project activities and results are appropriately and duly reflected in the PPMS. The progress in gender mainstreaming (and social inclusion) is reported in the project quarterly progress reports using the Gender Action Plan (GAP) Monitoring Matrix.	PMU/PMC/SPCU/DSC

ADB = Asian Development Bank, CBO = community-based organization, CCM= community consultative meeting, CKD = chronic kidney diseases, DSC = design and supervision consultants, GAP = Gender Action Plan, PMC = project management consultant, PMU = project management unit, PPMS = project performance management system, SPCU = subproject coordination unit.