

GENDER ACTION PLAN

Activities	Targets and Indicators	Responsibility	Time Frame
Output 1: Urban infrastructure expanded and/or upgraded			
1. Raise awareness on the benefits and importance of the project to the target population, especially women	Sarpang, Trashigang and Samdrup Jongkhar <ul style="list-style-type: none"> Project awareness workshops conducted for residents in each project town (2017 baseline: 258 people, 30% women) (Target: Total 600 residents, 30% women) 	District engineering office, PIUs, project preparatory technical assistance team and thromde staff	During project design stage and Year 1 of implementation
2. Orient program staff and contractor(s)'s teams on complying with core labor standards, including ensuring women's equitable access to construction jobs including equal pay for work of equal value of women and men	<ul style="list-style-type: none"> Provisions for preferential employment of women laborers provided in all construction-related works (skilled/unskilled) All bidding documents include relevant clauses on CLSs, such as equal pay for work of equal value of women and men All contractors maintain labor registers showing name, sex, and wage of workers (2017 baseline: n/a) One on-site orientation per works contract conducted for contractors' teams and PIU staff on key gender concepts and compliance with CLS 	MOWHS-PMU gender focal person, NGO with support from PIU gender focal persons, social and gender specialist (PMSC)	Year 1 (2018–2019)
3. Ensure access of vulnerable households and FHHs to water connection, (with water meters), and connection to drainage or sewerage	<ul style="list-style-type: none"> New connections to improved metered water supply provided (2017 baseline: total of 448 existing metered connections in three towns) (Target: 800 connections, 100% connections for FHHs and poor in coverage area) New connections to networked sewerage provided (2017 baseline: 112 existing connections) (Target: 250 additional connections, 100% connections for FHH and poor in coverage area) 		During project implementation
4. Establish sex-disaggregated data base of vulnerable households and FHHs and assess impact of the project's improved water supply services on female beneficiaries assessed	<ul style="list-style-type: none"> Master list of vulnerable households and FHHs, including socio-economic profile covering 100% of the population in the three towns prepared (2017 baseline: n/a) Baseline information on women's time poverty prevalence of waterborne disease and satisfaction with water quality collected (2017 baseline: n/a) (Target: one assessment per town, 300 beneficiaries) Impact of project on women in terms of reduction in time poverty and waterborne diseases and satisfaction with water quality assessed (Target: one assessment per town, 300 beneficiaries, demonstrating increased satisfaction) 	MOWHS-PMU gender focal person, NCWC, NGO, PIU gender focal persons, social and gender specialist PMSC	After physical completion of infrastructure works
Output 2: Capacity of institutions and local communities strengthened			
1. Establish institutional mechanisms for effective GAP monitoring and implementation	<ul style="list-style-type: none"> Project gender results monitored through the GEMS of the NCWC^a (2017 baseline: n/a) One gender focal person in PMU and each PIU designated and trained in use of project GEMS (2017 baseline: 0) (Target: four) Semi-annual gender monitoring reports with recommendations for successful GAP implementation prepared (2017 baseline: n/a) Minimum 20% women in project staffing (2017 baseline: n/a) 	MOWHS-PMU gender focal person, PIU gender focal persons, project steering committee, social and gender specialist (PMSC), NCWC	Throughout project implementation
2. Conduct capacity building workshops on gender mainstreaming or municipal infrastructure and awareness	<ul style="list-style-type: none"> 100% staff of PIUs and PMUs reported better appreciation of and skills in WASH practices, social participatory planning and implementation approaches and mitigation of key risks such as HIV/AIDS and human trafficking (2017 baseline: 0%) (Target: 15 staff with 20% women) 	MOWHS-PMU gender focal person, PIU gender focal persons, GAP NGO,	During project implementation

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seminars on human trafficking issues and mitigatory measures for key stakeholders (PMU, PIUs, border zone police, contractors)	<ul style="list-style-type: none"> Representatives of all contractors reported improved sensitivity to gender issues and gender mainstreaming in urban infrastructure development^b (2017 baseline: n/a) (Target: eight people) Collaboration with local NGOs, border police and health department on HIV/AIDS awareness and prevention and HTAP established (2017 baseline: n/a) (Target: at least six meetings conducted in total including one joint stakeholder meeting per border town targeting total of 50 people with at least 20% women's participation) PMU/PIUs and other municipal units reported improved knowledge and skills in O&M and asset management of municipal infrastructure (2017 baseline: 0) (Target: 50 participants; at least 25% women) 	social and gender specialist (PMSC), NCWC	
3. Awareness-raising on health, waste segregation and reduction, environment and gender issues conducted in local institutions	<ul style="list-style-type: none"> Awareness training activities conducted in local institutions like schools and health units (2017 baseline: 0) (Target: one institution and one school per town targeting 200 people, with participation of 30% women and/or girls) Train the teachers sessions held in local school in each town (2017 baseline: 0) (Target: 20 teachers trained, including 40% women teachers) 	MOWHS-PMU gender focal person, NGO, PIU gender focal persons, social and gender specialist (PMSC)	Year 2–5 of project implementation
4. Prepare IEC materials for awareness on gender and health related issues (e.g., prevention of HIV/AIDS, human trafficking associated with infrastructure development in border zone areas, behavior change for improved WASH practices)	<ul style="list-style-type: none"> Illustrations and radio/TV material on behavior change for improved WASH practices, water conservation, waste reduction or segregation, gender, tariff increases, HIV/AIDS and HTAP awareness prepared (2017 baseline: n/a) IEC material disseminated through various media channels (e.g., radio, TV-BBS, MOWHS website, newspapers, facebook and wechat) (2017 baseline: n/a) (Target: for media outreach outputs refer TOR of GAP NGO) HIV/AIDS awareness and HTAP signboards placed within border areas (2017 baseline: n/a) (Target: four signboards per border town) Booklet with school competition drawings prepared (2017 baseline: n/a) 		Year 2–5 of project implementation
5. Conduct campaigns to sensitize communities on (a) gender and health issues (b) WASH; (c) need for household connections; (d) proposed tariff structure and staged increases; (e) HIV or human trafficking prevention	<ul style="list-style-type: none"> Outreach meetings for tariff sensitization^c (2017 baseline: 0) (Target: at least one meeting per town prior targeting 1,800 people with 30% women) HIV and HTAP outreach sessions conducted in border towns (2017 baseline: n/a) (Target: one per town targeting 400 people with 30% women) Outreach sessions on solid waste segregation and reduction, water conservation and WASH conducted (2017 baseline: 0) (Target: 3500 beneficiaries with 40% women's representation) WASH-themed drawing competitions held in three local schools- one per town (2017 baseline: n/a) (Target: 150 students with at least 50% girls) 	MOWHS-PMU gender focal person, NGO, PIU gender focal persons, PMU	Year 2–5 of project implementation

AIDS = acquired immune deficiency syndrome; BBS = Bhutan broadcasting service; CBO= community based organization; CLS = core labor standards; IEC = information, education and communication; FHHs = female-headed households; GEMS = gender equality monitoring system; HIV = human immunodeficiency virus; HTAP = human trafficking awareness and prevention; MOWHS = Ministry of Works and Human Settlements; NCWC = National Commission for Women and Children; NGO = nongovernment organization; O&M = operation and maintenance; PIU = project implementation unit; PMU = project management unit; PMSC = project management and supervision consultant, WASH = water, sanitation and hygiene, TOR = terms of reference.

^a NCWC and MOWHS will work jointly to monitor gender equality results and ensure timely submission of GAP reports.

^b To include topics such as CLS, conducive environment for participation of women in construction activities, zero tolerance to child labor, mitigation measures for HIV/AIDS transmission and human trafficking, encouraging behavior change for improved WASH practices at construction sites and basic OH&S orientation.

^c GAP implementing NGO will liaise with thromde dzongkhag administrations regarding the timing and willingness for tariff increases in each town.