

**GENDER ACTION PLAN:
GONDI SUBPROJECT – TRANCHE 1**

Activity	Indicators/Targets	Responsibility	Time Schedule
Output 1. State and Basin Institutions Strengthened for IWRM			
Develop the capacities of WRD staff including women in IWRM	Certified training programs focused on IWRM conducted for 200 no. of WRD staff (T: at least 75 female staff)	WRD/PMU/PIOs	Year 2
Output 2. Irrigation system infrastructure and management modernized			
Build awareness of women's equal rights and participation in water resources management and livelihood improvement	Partnerships with nongovernment organizations developed to conduct sensitization and community mobilization campaigns on women's participation in water users cooperative societies (WUCS), participatory irrigation, crop diversification and management, and agriculture extension services	WRD/PMU/PIOs/NGO (s)	Year 2
	9 sensitization workshops focusing on gender equality and social inclusion (GESI) approaches and women's role and participation in water resources management and farm/off farm livelihood activities conducted for WUCS members of Gondi subproject area (T: M-100; F-50)	NGO(s)/PIOs	Year 2-3
	2 training programs focused on social leadership development, decision-making and promotion of women's participation in WUCS conducted for women directors of WUCS in the Gondi subproject area (T: 20 women directors)	NGO(s)	Year 3
	At least 30% of WUCS management board members are women (T: M- 150; F-50)	PIOs	Year 1-2
Develop and implement training	20 training programs focused on PIM conducted in the Gondi subproject area resulting in the increased access to water for	PMU/PIOs/NGO(s)	Year 2-4

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modules for increased women's participation in irrigation management and value added livelihood activities	cropping and domestic use especially by tail end, small and marginal, and women farmers/households (T: M-500; F-500)		
	50 WUCS (including women and men) strengthened and training and marketing support provided to micro-enterprises and livelihood clusters [farm/off-farm] (Target: M-1,000; F-1,000)	PMU w/ support of relevant training institutes/departments	Year 2-4
Output 3. Program and management systems operational			
Improve the knowledge of relevant government departments on GESI approaches in agriculture, irrigation and water resources management	3 training workshops conducted for women/men staff of key departments focusing on GESI concepts and in the design and implementation of water resources management, irrigation and agriculture programs for vulnerable populations, including women (T: F-30; M-70)	PMU	Year 1
Monitor progress of gender and socially inclusive focused activities in water resources management	Project management information system with gender indicators	PMU/PIOs	Year 1-4
	Sex-disaggregated data collected, analyzed and key findings disseminated to address implementation gaps	PMU/PIOs	Year 4-5

Note: The Gender Action Plan is subject to further revisions post consultations with Asian Development Bank and State Government of Karnataka

F = female, GESI = gender equality and social inclusion, IWRM = integrated water resources management, M = male, NGO = nongovernment organization, PIM = participatory irrigation management, PIO = project implementation office, PIU = project implementation unit, PMU = project management unit, T = target, WRD = Water Resources Department, WUCS = Water Users Cooperative Society