

## GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ACTION PLAN

Activity	Targets/ Indicators	Responsibility	Time Frame
<b>Output 1. Urban Institutions Strengthened</b>			
1. Conduct training program for women ward councilors and staff of participating MBs to include: relevant aspects of project preparation, appraisal, financing, supervision, monitoring and evaluation	<ul style="list-style-type: none"> <li>Capacities of 124 women councilors and at least 50 women staff of six MBs developed for effective and gender-inclusive management of WSS schemes</li> </ul>	<ul style="list-style-type: none"> <li>PMU</li> <li>MBs</li> </ul>	Year 1-5
2. Conduct training workshops on gender-responsive urban management for all MB officials and elected representative	<ul style="list-style-type: none"> <li>Gender awareness training workshops (30) [one/year in each of the participating six MBs] conducted for councilors and MB officials [Target: All councilors and administrative and technical officials].</li> </ul>	<ul style="list-style-type: none"> <li>PMU</li> <li>CAPC</li> </ul>	Year 1-5
<b>Output 2. Urban Governance Improved</b>			
1. Ensure effective participation of women councilors in CLCs and MBs so that gender issues are adequately discussed	<ul style="list-style-type: none"> <li>Gender policy approved and adopted by LSGD, and gender action plan approved and adopted by each participating MB</li> <li>Minutes of MBs' Board meetings and CLCs' meetings reflect participation of women councilors and discussion of gender issues</li> </ul>	<ul style="list-style-type: none"> <li>PIUs (6)</li> <li>MBs</li> </ul>	Year 1-5
2. Ensure that health and welfare schemes targeting BPL/FHH –with specific focus on women/children in cities and slums- benefit the intended beneficiaries	<ul style="list-style-type: none"> <li>Meetings (120) on GOR schemes and programs<sup>1</sup> targeting BPL/FHH –with specific focus on women and children-conducted in cities and slums [one/quarter in each ward of the six project MBs], in consultation with SRCW [Target: at least 30 women beneficiaries/meeting]</li> <li>At least 30% increase in the number of women and FHH in GOR welfare schemes (baseline to be identified at the time of commencement of project)</li> </ul>	<ul style="list-style-type: none"> <li>PIUs</li> <li>SCRW and Health Department</li> <li>MBs</li> </ul>	Year 1-5
3. Establish baseline and maintain a consumer database disaggregated by sex, ethnicity, poverty and vulnerability levels	<ul style="list-style-type: none"> <li>Consumer database developed in at least 50 project cities, that includes a subset of BPL, vulnerable and all FHHs with water/sewerage connections in cities and slums</li> </ul>	<ul style="list-style-type: none"> <li>CAPC</li> <li>MBs</li> <li>City Level NGO</li> </ul>	Year 1-5
4. Ensure that rationalization of tariffs do not further disadvantage the poor and vulnerable, through meaningful consultation with and adequate	<ul style="list-style-type: none"> <li>At least six consultations conducted in six project cities [Target: 30% women participation] with BPL/FHH and in poor neighborhoods and slum areas</li> </ul>	<ul style="list-style-type: none"> <li>LSGD</li> <li>PHED</li> <li>MBs</li> </ul>	Year 1-5

<sup>1</sup> These include: the GOI-supported *Jawaharlal Nehru National Urban Renewal Mission*, the *Rajiv Awas Yojana* (slum redevelopment), the *National Urban Livelihoods Mission* (mobilization of poor into self-help groups and federations and provision of skill training for wage employment and self-employment), the *MWCD Indira Gandhi Matritva Sahyog Yojana* (IGMSY) and *Integrated Child Development Scheme* (ICDS). GOR schemes include: CM's Seven Point Women Empowerment Program, Rajiv Gandhi Adolescent Girl Empowerment Scheme (SABLA), Scheme for Self Reliance (Swavlamban Yojana), Scheme to provide subsidy against Interest on SHG loans, Scheme for Training and Employment of Women Program (STEP).

Activity	Targets/ Indicators	Responsibility	Time Frame
representation of BPL/FHH	<ul style="list-style-type: none"> <li>Pro-poor and gender-responsive water and sewerage tariff schedule implemented in each project city</li> </ul>		
<b>Outputs 3 and 4. Water supply and wastewater system rehabilitated and expanded in six project cities</b>			
1. Conduct a range of: (a) community orientation seminars on project-related issues such as procedures for water and sewerage connections, and tariffs; (b) public meetings and women-only FGDs with women leaders, RWAs, women's SHGs and other community-based groups on issues such as: water, sanitation and health, personal/female hygiene, social safety, women's access to property rights	<ul style="list-style-type: none"> <li>Community orientation seminars (120) on key components of the project and its pro-poor, gender- and socially-inclusive design features [four/year in each project city]</li> <li>Public meetings and women-only FGDs (90) conducted on gender-related aspects of WSS in project areas including slums [Target: 50% women participation in each meeting] [three/year in each project city]</li> <li>Gender-focused strategies developed and activities conducted in schools/colleges; reports of activities prepared and follow-up activities done [Target: 50% girl students participation/meeting] [50 schools or colleges/year in each project city]</li> <li>Public service advertisements (90) on water, sanitation and gender produced and played in radio, newspapers, and TV programs [at least three/year in six project cities]</li> <li>IEC Campaigns (leaflets, posters, banners, rallies, competitions, etc.) in participating cities to publicize the pro-poor, gender- and socially-inclusive design features of the project [in each project city]</li> </ul>	<ul style="list-style-type: none"> <li>PMU/PIUs</li> <li>CAPP</li> <li>City Level NGO</li> </ul>	Year 1-5
2. Ensure that BPL/FHH benefit from improved WSS services; identify all BPL/FHH in the project cities for better targeting for subsidized connections; and reduce or subsidize connection fees for BPL/FHH	<ul style="list-style-type: none"> <li>Roster of BPL/FHH established</li> <li>At least 30% of new WSS connections benefit BPL/FHHs</li> <li>All BPL/FHHs have individual water and sewer connections (2014 baseline available in PPTA reports)</li> </ul>	<ul style="list-style-type: none"> <li>LSGD</li> <li>City Level NGO</li> <li>MBs</li> </ul>	Year 2-5
3. Engage women workers in construction and rehabilitation work, ensuring implementation of core labor standards such as equal pay for work of equal value, and protection of women from discrimination and other forms of harassment	<ul style="list-style-type: none"> <li>Women's access to unskilled labor opportunities [Target: 35%]</li> <li>Payroll showing worker's name, sex, and paid wages available with the contractors for inspection</li> <li>All engaged contractors and workers oriented on gender-related aspects of urban development, with focus on GOI/GOR legislations and regulations<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>PIUs</li> <li>City Level NGO</li> <li>PMDSC</li> <li>Contractors</li> </ul>	Year 1-4
4. Provide WSS connections to government schools, courtyard shelter ( <i>anganwadis</i> ), and hospitals	<ul style="list-style-type: none"> <li>All GOR run early childhood care and education (<i>anganwadis</i>) centers, government schools esp. girls' schools, and hospitals in project areas have improved WSS services [Target: at least 30 girls' schools, at-least 600 anganwadi centers and 15 city hospitals and PHCs]</li> </ul>	<ul style="list-style-type: none"> <li>PMU</li> <li>PMDSC</li> </ul>	Year 1-5

<sup>2</sup> Core labor standards, Contract Labor Regulation and Abolition Act 1970, and the Regulation of Employment and Condition of Services Act 1996), and Prevention, Prohibition and Redressal of Sexual Harassment Act 2013.

Activity	Targets/ Indicators	Responsibility	Time Frame
<b>Output 5. Capacity building and efficient project management</b>			
1. Employ women staff in project units/offices, conduct gender awareness workshops for all project staffs	<ul style="list-style-type: none"> <li>Adequate representation of women at managerial, technical and administrative levels of PMU, PIUs, and city-level NGOs [Target: 20%]</li> <li>Capacities of project staff of all project entities [PMU, PIU, CAPC, PMDSC and NGOs] enhanced on gender-responsive project management and implementation relevant to urban development projects through training sessions (four/year/project entity)</li> <li>Include a session on gender in all other trainings in the project</li> </ul>	<ul style="list-style-type: none"> <li>PMU/PIUs(6)</li> <li>City Level NGO</li> <li>CAPC</li> <li>PMDSC</li> </ul>	Year 1-5
2. Incorporate gender indicators in the project management information systems	<ul style="list-style-type: none"> <li>PPMS and MIS developed with gender-relevant indicators and sex-disaggregated data for reviews and quarterly progress reports (which includes GESI progress report), CAPP and project impact evaluation</li> </ul>		
3. Utilize strategies that create a women-friendly work environment and increase the proportion of women in PMU/PIU and contractor offices	<ul style="list-style-type: none"> <li>20% of training opportunities by GOR for MB staff given to women, in partnership with the SRCW and PSK</li> <li>Separate and safe toilets and changing facilities for women built in PMU, PIU, MBs, and contractors offices, work sites, and camps</li> <li>GOI and GOR policies on zero tolerance for sexual harassment and other forms of gender-based discrimination in the workplace implemented</li> </ul>		

BPL = below poverty line households; CAPC = community awareness and participation consultant; CAPP = community awareness and participation plan; CLC = City Level Committees; FGD = focus-group discussions; FHH = female-headed households; GESI = gender equality and social inclusion; GOI = Government of India; GOR = Government of Rajasthan; HH = household; IEC = information, education and communication; LSGD = Local Self Government Department; MB = municipal body; MIS = management information system; NGO = nongovernmental organization; PHED = Public Health Engineering Department; PIU = project implementation unit; PMDSC = project management, design, and supervision consultant; PMU = project management unit; PPMS = project performance management system; PSK = *Poorna Shakti Kendra*, district-based single window service center for women; RWA = resident welfare associations; SRCW = State Resource Center for Women; SHG = Self Help Group; WSS = water supply and sanitation.