

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (ADDITIONAL FINANCING)

Activities	Targets and Indicators	Responsibility	Timeline
Output 1. Resilient water supply systems in at least eight-15 project towns developed or improved			
1.1 Provide water supply to households including BPL households ^a in project covered areas	(i) About 400,000 177,000 households connected to new or replaced water supply distribution lines (including at least 95% BPL households) (2019 baseline: 0) (ii) Ward-wise list of households maintained at PIUs (iii) An end-line survey conducted to assess time savings and benefits for women from improved urban water and sanitation infrastructure and services (2019 Baseline: 55 minutes; Source: baseline report)	PMU and PIUs	Year 1 to 6
Output 2. Resilient and inclusive sanitation systems in at least 26-34 project towns-developed or-improved			
2.1 Provide improved sanitation services ^b to households, including BPL households in project covered areas	(iv) About 403,000 157,000 households (including at least 95% BPL households) connected to the sewer system (2019 baseline:0) (v) Ward-wise list of households maintained at PIUs	PMU and PIUs	Year 1 to 6
Output 3. Urban assets to enhance climate resilience and heritage living in at least 11 project towns developed or improved.			
3.1 Incorporate elderly, women, children, and disability (EWCD) sensitive design features in rehabilitated/reconstructed urban assets ^c	(vi) <u>At least eight water parks and water structures; and at least 20 heritage and heritage-like structures rehabilitated or developed incorporating EWCD design features in six ULBs (2023 baseline: 0)</u> (vii) <u>At least two urban heritage and heritage-like structures operated and maintained by all women staff (2023 baseline: N/A)</u>	PMU and PIUs	Year 1 to 6
Output 4. Institutional and human capacities strengthened for sustainable service delivery, gender equality, and improved public health			
4.1 Conduct skills training relevant to the sector for community women as measure to increase inclusiveness in implementation	(viii) Training needs assessment conducted to list skills relevant to the sector (2019 baseline: Not applicable) (ix) At least 400 200 community women (including 100 women from scheduled caste/other backward castes/ scheduled tribes) gained livelihood skills relevant to the sector (2019 baseline:0) (x) Pre- and Post-activity assessments conducted to assess knowledge gained	PMU	Year 1 to 6
4.2 Organize training for girls/women in project towns in conducting water audits ^{d,c} in schools and households to promote interest in technical fields and build understanding of water management.	(xi) At least 4000 1800 students including 500 900 girls in project towns report enhanced knowledge in conducting water audits ^c in schools and households. (2019 baseline: 0)	PMU and PIUs	Year 1 to 6
4.3 Enhance skills of women staff and elected representatives of project ULBs in sustainable and resilient WSS	(xii) A customized training module on sustainable and resilient WSS operations and hygiene and GESI action plan implementation prepared. (2019 baseline: Not applicable)	PMU and PIUs	Year 1 to 6

operations and hygiene and gender equality and social inclusion action (GESI) plan implementation	(xiii) About 500 800 staff and 500 800 elected representatives of 44 24 project ULBs, including at least 80% of eligible women staff and elected women representatives, reported increased knowledge on sustainable and resilient WSS operations, hygiene, and GESI action plan implementation (2019 baseline: Not applicable) (xiv) Pre- and post-training assessments conducted to assess knowledge gained		
4.4 Build capacities of staff and elected representatives of project ULBs on project GESI action plan implementation (combined with activity 4.3)	(xv) A customized training module on GESI implementation prepared (xvi) At least 800 staff and 800 elected representatives from 28 project ULBs, including 80% eligible women, oriented on project GESI action plan implementation (2019/20 baseline: 0) (2023 Baseline: 182 participants including 66 councilors, including 14 women councilor's, 38 women ward councilors oriented in women specific programs)		
4.4 Implement an internship program aimed at providing women with professional work experience in a technical (non-traditional) field through the project	(xv) MOU signed between RUDSICO and partner colleges (xvi) At least 500 1000 female college students gain professional experience through completed internship program at RUDSICO and reported increased knowledge on urban development in Rajasthan (2019 baseline: 0) (xvi) Induction and completion workshops organized for each batch of interns	PMU	Year 1 to 6
Project Management Activities			
Establish a gender-inclusive agency (RUDSICO) with attention to providing equitable opportunities for women and maximizing women's participation in all project activities.	<ul style="list-style-type: none"> Gender specialists are recruited (one at PMU/PMCBC and two at CMSC) Gender focal points designated in PMU, each zonal office and each PIU Sex-disaggregated data on project staff, consultants, workforce, laborers, and project related orientation and training programs is maintained and reported in progress reports GESI action plan completion report highlighting lessons learned submitted at project completion. 	PMU	Year 1 to 6

BPL = below poverty line, CMSC = contract management and supervision consultant, EWCD = elderly, women, children, and people with disabilities, GESI = gender equality and social inclusion, MOU = memorandum of understanding, N/A = not applicable, O&M = operation and maintenance, PMCBC = project management and capacity building consultant, PPTA = project preparatory technical assistance, PIU = project implementation unit, PMU = project management unit, QPR = quarterly progress report, RUDSICO = Rajasthan Urban Drinking Water, Sewerage & Infrastructure Corporation Limited, ULBs = urban local bodies, WSS = water supply and sanitation.

- ^a BPL households as identified by the Food and Civil Supplies Department, Government of Rajasthan.
- ^b Improved sanitation services include connection to the sewerage network or fecal emptying services if household/ward is not covered under sewerage network.
- ^c Including (but not limited to) features to adapt/ suit the requirements of EWCD persons without affecting the historical character, ensuring accessible, easy to locate entrance, provision of resting benches, adequate illumination, clearly visible universal signage cutting across regional/ cultural language barriers for information, identification, instruction, safety and helpline numbers, drinking water, separate toilets for men and women.
- ^d A water audit is a method of quantifying all the flows of water in a system to understand its usage, reduce losses, and improve water conservation. It can be performed on a large scale for a city or on a smaller scale for institutions, buildings, or even households to promote water conservation.