

GENDER ACTION PLAN

Activities ^a	Indicators and Targets	Responsibilities
Output 1. Municipal infrastructure improved and made gender and climate responsive		
1. Ensure women's participation in identification of location of infrastructure and type/kind of infrastructure to be built	<ul style="list-style-type: none"> All community consultation meetings related to identification of location for local infrastructure with women participation [Target: 30% women] 	<i>Pourashavas</i> (PIU), <i>Pourashava</i> Council, and WCA STC
2. Ensure women-friendly infrastructure and facilities in target <i>pourashavas</i>	<ul style="list-style-type: none"> 60,000 households with new or improved connections to water supply 29 <i>pourashava</i> buildings with separate office space and toilets for WWCs 80% of <i>pourashavas</i> with bus terminals (if possible launch <i>ghats</i> - boat landing area - and railway station) equipped with separate toilets for women and as feasible, women- and child-friendly waiting rooms and booking counters 100% of <i>pourashavas</i> that meet the intermediate criteria of the Urban Governance and Infrastructure Improvement Action Program and implement public parks improvement under the project have well-lit and safe sitting areas and separate toilets for women 	PIU, Communication and Infrastructure STC, WCA STC, and IIS
3. Ensure women's engagement in the construction, operation and maintenance of community infrastructure	<ul style="list-style-type: none"> Women engaged in construction work as laborer and this provision included in bidding document [Target: 20%] 700 women including members from SICs, who signed a contract with the <i>pourashava</i>, trained in operation and maintenance 700 women including members from SICs engaged for operation and maintenance of community infrastructure 	PIU, WCA STC, and Department of Public Health and Engineering
4. Ensure compliance with core labor standards in construction, especially gender-relevant core labor standards (incl. equal wage for work of equal value, promotion of women's safety, protection from sexual harassment, prohibition against discrimination, and prohibition of child labor)	<ul style="list-style-type: none"> Clauses on gender-relevant national core labor standards included in all bidding documents. All contractors oriented on all core labor standards with focus on gender-related core labor standard clauses Workers' attendance sheet with name, sex, age, and wage of workers available for inspection by IIS All construction workers, including all women workers oriented on work safety measures All construction sites will arrange separate toilets for women and will be provided with safe drinking water 	PIU, WCA STC, IIS, and contractors
5. Involve women in planning, identification and management of community infrastructure in targeted slum areas	<ul style="list-style-type: none"> At least 30% women from targeted slum communities participate in consultation, planning and preparation of Community Action Plan for slum improvement under the Poverty Reduction Action Plan 	<i>Pourashava</i> Council, and WCA and PRSI STCs
Output 2. Capacity of <i>pourashavas</i> in urban service delivery, planning, and financial management improved		
6. Ensure equitable representation of women and poor in <i>pourashava</i> structures	<ul style="list-style-type: none"> At least 40% women and 2 representatives from poor communities in Ward Coordination Committees At least 33% women and 7 representatives from poor communities in TLCC WCA STC formed, effectively operational with allocated funds from <i>pourashava</i> revenue budget and with women holding 40% (two of the five seats) PRSI STC effectively operational with women holding 40% (two of the five seats) and 2 representatives from poor communities 	PIU, and WCA and PRSI STCs

Activities ^a	Indicators and Targets	Responsibilities
	<ul style="list-style-type: none"> • WWCs are assigned with gender-responsive responsibilities 	
7. Conduct gender related capacity building activities for effective implementation of GAP	<ul style="list-style-type: none"> • Gender related training modules and materials improved • 29 trainers on gender issues developed from 70 trainers trained on 'training of trainers' • Training and orientation workshops conducted for relevant persons of all <i>pourashavas</i> on GAP implementation • 29 Mayors, 70 Councilors, and 90% of PMU staff oriented and trained on GAP implementation 	PMU and PIU
8. Ensure WCA and PRSI STCs information is incorporated in all Citizen Charters	<ul style="list-style-type: none"> • All citizen charters include information on WCA and PRSI STCs and available services of <i>pourashavas</i> [Target: by Year 1) 	PIU, <i>Pourashava</i> Council, and WCA and PRSI STCs
9. Institutionalize gender responsive planning and budgeting in every <i>pourashava</i>	<ul style="list-style-type: none"> • <i>Pourashava</i>-specific GAPs with specific target/indicator and appropriate budget prepared in all <i>pourashavas</i> and endorsed by TLCC [Target: by Year 1-2] • Budgetary provision: at least 1% of <i>pourashava</i> revenue fund allocated for GAP implementation and earmarked [Target: at least 23 <i>pourashavas</i>] • At least 50% of the allocated budgetary provision for the GAP fund of <i>pourashava</i> spent from <i>pourashava</i> revenue budget in every fiscal year [Target: 25 <i>pourashavas</i>] 	PIU, <i>Pourashava</i> Council, and WCA STCs
10. Ensure women's leadership in slum improvement committees and activities	<ul style="list-style-type: none"> • At least 60% SICs are chaired by women 	PIU, and WCA and PRSI STCs
11. Support LGED Gender Forum to strengthen gender mainstreaming in LGED	<ul style="list-style-type: none"> • Provide support to organize gender related events and produce information, education and communication material at LGED [Target: at least 2 events per year] 	PMU
12. Provide leadership and governance training to women councilors	<ul style="list-style-type: none"> • At least 35 WWCs receive leadership training to perform their functions in the <i>pourashavas</i> 	PMU
Project management and administration system in place^b		
13. Ensure representation of women as staff, consultants, and facilitators for PMU	<ul style="list-style-type: none"> • Increase number of women employees in PMU (Target: 15%) • Recruit women in technical, supervisory and managerial positions (Target: 10%) • Women-friendly facilities (e.g., separate toilets, appropriate sitting arrangement) are available in PMU 	PMU
14. Strengthen collection, monitoring and reporting of sex disaggregated, qualitative and quantitative data.	<ul style="list-style-type: none"> • Sex disaggregated quantitative and qualitative monitoring format developed and distributed to <i>pourashavas</i> • Quarterly Progress reports on GAP implementation prepared by PMU and shared with development partners • All relevant staff oriented on gender and trained on the collection and monitoring of sex disaggregated data 	PMU

GAP = gender action plan, IIS = Infrastructure Improvement Section of *pourashavas*, LGED = Local Government Engineering Department, PIU = Project Implementation Units, PMU = Project Management Unit, PRSI = Poverty Reduction and Slum Improvement, SIC = Slum Improvement Committees, STC = Standing Committee, TLCC = Town Level Coordination Committees, WCA = Women and Children Affairs, WWC = Women Ward Councilor.

^a All activities are relevant for the overall project and will be implemented throughout the overall project implementation period.

^b In accordance with ADB's Updated Design and Monitoring Framework Guidelines (2015), output 3 in the design and monitoring framework of the current project will be removed and included under key activities.

NOTE: Slum is defined as a concentration of densely located poor settlement with at least 30 households on either private or public land.