

## GENDER ACTION PLAN

Outputs	Gender Design Features/Activities
<p><b>1. Planning for flood risk management enhanced</b></p>	<ul style="list-style-type: none"> <li>• Around 20% female trainees in all training on flood risk assessment and analysis</li> <li>• Data on hazard, vulnerability, risk and emergency response mapping is sex-disaggregated.</li> <li>• Around 30% women's representation in consultation meetings on (i) hazard analysis, risk awareness and assessment and vulnerability/capacity analysis; (ii) developing the risk and hazard maps; and (iii) identification of indicators for assessing gender specific aspects of risk and vulnerability</li> <li>• Gender sensitive and culturally appropriate flood management related information and publication materials will be prepared, and distributed for all stakeholders and communities. This includes information on flood forecasts and flood management and preparedness such food storage, securing the safety of livestock, ensuring food availability, etc.</li> <li>• Information on flood forecasts and flood management and preparedness will target both women and men farmers in terms of crop diversification, food storage, securing the safety of livestock, ensuring food availability, etc.</li> <li>• Gender-sensitive flood hazard vulnerability, risk and emergency response mapped and hazard categories zoned in main flood risk areas of the 3 Cis RBT and the Ambon-Seram RBT</li> </ul>
<p><b>2. Land management improved and flood infrastructure upgraded</b></p>	<ul style="list-style-type: none"> <li>• 10% members of the community groups for water and soil conservation are women.</li> <li>• Farmland management and sustainable agriculture practices in the Ciujung river basin is targeted to at least 40% of women farmers.</li> <li>• Training for watershed rehabilitation and management will target at least 40% of women in each subproject areas.</li> <li>• Gender concerns and aspect are incorporated in farmer training, water catchment management and conservation material and distributed within local community.</li> <li>• All trainings will be held at times and locations convenient for women farmers.</li> <li>• 30% women's representation in consultation meetings on the design of dikes, drainage, and other small community infrastructure to take into account the needs and concerns of women.</li> </ul>
<p><b>3. Capacity for community-based flood risk management enhanced</b></p>	<ul style="list-style-type: none"> <li>• Provision and arrangement are made to ensure that 40% women are involved in (i) community-based flood risk management procedures and activities for flood preparedness and response/contingency plans; (ii) the development of action plans for post flood recovery; (iii) the dissemination of information to the communities; (iv) all capacity development activities; and (iv) flood monitoring/warning activities.</li> <li>• At least 30% of women are involved in the identification, prioritization and design of community-level infrastructure (such as small embankments, drainage, flood barriers, and shelters); and subsequent regular operations and maintenance.</li> <li>• Facilities, e.g. evacuation shelters and emergency housing facilities, water and sanitation and health facilities are accessible to both women and men, and especially friendly to women and children.</li> <li>• At least 30% of women are involved in the committee dealing with evacuation shelter, housing and housing facilities and are trained on CBFRM in each subproject area.</li> </ul>

Outputs	Gender Design Features/Activities
	<ul style="list-style-type: none"> <li>• Information dissemination regarding community based small scale civil works activities will be accessible for employment for both women and men, and at least 30% of local works will be targeted for women employment.</li> <li>• Contingency plans emergency response planning, standard operation procedure, evacuation provision are gender responsive.</li> <li>• Gender focal person is selected for CBFMR in each subproject area.</li> <li>• Women specific vulnerability and needs should be included in the flood warning and monitoring activities.</li> </ul>
<p><b>4. Policy, coordination and capacity at national level improved</b></p>	<ul style="list-style-type: none"> <li>• Ensure quarterly project monitoring reports include progress on GAP implementation with gender indicators and sex-disaggregated data</li> <li>• Training on gender concerns is provided to government staff in charge of the project</li> <li>• Recruitment of female technical and other specialist in CPMU and PIUs</li> <li>• CPMU, PIU staff will participate in gender mainstreaming for structural and non structural flood management project interventions</li> <li>• Integration of gender related activities into work plans and budget allocations to ensure that adequate funds are allocated for GAP implementation</li> </ul>

CBFRM = community-based flood risk management; CPMU = central project management unit; GAP = gender action plan; PIU = project implementation unit.

Source: Asian Development Bank.

#### **A. Implementation Mechanisms for the Gender Action Plan**

1. The Ministry of Public Works and Housing (MPWH) through the Directorate General of Water Resources (DGWR) will be the executing agency. A Central Project Management Unit (CPMU) will be established in the Directorate of Water Resources Development (DWRD), DGWR.

2. Focal gender person for implementation agencies will be appointed to coordinate the introduction, implementation, monitoring and reporting of the gender action plan (GAP). They will be briefed and trained for this purpose. The CPMU will recruit a National Gender Specialist to oversee and assist in the GAP implementation, monitoring and reporting for each river basin organization in coordination with gender focal person and gender working group. The Project will ensure setting up of a Gender Working Group amongst the agencies. Adequate budget has been allocated for GAP implementation, monitoring and reporting.