

GENDER ACTION PLAN

Objective	Activity	Indicator	Participants	Responsibility /Timing
Output 1: Flood protection infrastructures rehabilitated and upgraded				
Ensure inclusiveness of women and that they are able to benefit from the project	Build consensus among men and women on potential roles for women in project-related construction, training, operations and maintenance, monitoring and reporting.	A list of agreed-upon potential opportunities and roles for women (i.e. including but not limited to construction) is publically disclosed by the PMU within 6 months of project start, and at least 20% of employment opportunities in the areas of the agreed upon roles are filled by women.	Women, their spouses, male heads of households	MWRLR, PMU within 6 months of start of project
	Within 3 months of construction mobilizations, a database is developed of women and men in each village ready to work on construction/rehabilitation or other identified project-related roles	At least 30% of local residents trained on operations and maintenance of project-related infrastructure are women and majority of those female trainees report that the training prepared them for operations and maintenance.	Women in project areas	1 month prior to entry into use of infrastructure components
	Strengthen the representation of women and the quality of their contribution in project consultations, project decision-making processes.	Consultations meetings take place only when 30% of participants are women; at least 50% of women report in feedback surveys after the meeting they were at a convenient time and location and had received information about discussion items one week prior to meeting.		For each meeting; in feedback surveys after each consultation
	Engage men and women on roles of women (both as general members and leaders of risk management committees) in flood management	At least 30% of members and office-holders of disaster risk management committees are women within 3 months of the groups establishment (2012 baseline: 0%)	Management committees	Within three months of establishment of each committee
	Strengthen existing women's organizations to mobilise women and act collectively in building resilience	In project communities, at least 50% of participants in all trainings on climate risks and adaptation, early warning systems and/or disaster risk management are representatives of women's organizations, and at least 50% of these women report in feedback surveys a "strong likelihood" that climate risks and adaptation issues will be incorporated into their groups' activities and discussions	Women-headed groups in project areas	At conclusion of each training
Train all disaster risk management committees on raising awareness among women on protecting from and preparing for climate-induced extreme events.	At least 50% of women in surveys and focus groups report a perceived improvement in overall household health and livelihood, e.g. savings in women's labour-time, increased yields, reduced incidences of diarrheal and other water-related illnesses	User groups, women and their children	By end of project, with interim assessments where possible	

Output 2: Irrigation canals and network system rehabilitated and upgraded				
Ensure inclusiveness of women and that they are able to benefit from the project	Build consensus among men and women on potential roles for women in project-related construction, training, operations and maintenance, monitoring and reporting.	A list of agreed-upon potential opportunities and roles for women (i.e. including but not limited to construction) is publically disclosed by the PMU within 6 months of project start, and at least 20% of employment opportunities in the areas of the agreed upon roles are filled by women.	Women, their spouses, male heads of households	MWRLR, PMU Timings as for Output 1
	Within 3 months of construction mobilizations, a database is developed of women and men in each village ready to work on construction/rehabilitation or other identified project-related roles	At least 30% of local residents trained on operations and maintenance of project-related infrastructure are women and the majority of those female trainees report in feedback surveys that the training prepared them to contribute to operations and maintenance.	Women in project areas	
	Strengthen the representation of women and the quality of their contribution in project consultations, project decision-making processes.	Consultations take place only when 30% of participants are women; at least 50% of women report in feedback surveys after the meeting they were at convenient time and location and received information about discussion items one week prior to meeting.		
	Engage men and women on roles of women (as general members and leaders of risk management committees) in water resource management	At least 30% of members and office-holders of water user groups are women (based on 0% 2012 baseline)	Water user groups	
	Strengthen existing women's organizations to mobilise women and act collectively in building resilience	In project communities, at least 50% of participants in all trainings on climate risks and adaptation, early warning systems and/or disaster risk management are from women's organizations, and at least 50% of them report in feedback surveys a "strong likelihood" that climate risks and adaptation issues will be part of their groups' activities	Women-headed groups in project areas	
	Train water users' associations on raising awareness among women on protecting water efficiency and water productivity.	At least 50% of women in surveys and focus groups report a perceived improvement in overall household health and livelihood by the end of the project	User groups, women and their children	
Output 3: Water supply infrastructure and facilities rehabilitated and upgraded				
Ensure inclusiveness of women and that they are able to benefit from the project	Build consensus among men and women on potential roles for women in project-related construction, training, operations and maintenance, monitoring and reporting.	A list of agreed-upon potential opportunities and roles for women (i.e. including but not limited to construction) is publically disclosed by the PMU within 6 months of project start, and at least 20% of employment opportunities in the areas of the agreed upon roles are filled by women.	Women, their spouses, male heads of households	KMK, PMU Timings as for Output 1
	Within 3 months of construction mobilizations, a database is developed of	At least 30% of local residents trained on operations and maintenance of project-related infrastructure are	Water Consumers	

	<p>women and men in each village ready to work on construction/rehabilitation or other identified project-related roles</p> <p>Strengthen the representation of women and the quality of their contribution in project consultations, project decision-making processes.</p> <p>Engage men and women on roles of women (both as general members and leaders of risk management committees) in water supply management</p> <p>Strengthen existing women's organizations to mobilise women and act collectively in building resilience</p> <p>Train all drinking water consumers groups on raising women's awareness of protecting water quality, benefits of improved sanitation/hygiene, water efficiency and productivity.</p>	<p>women and the majority of those female trainees report that the training effectively prepared them.</p> <p>Consultations take place only when 30% of participants are women; at least 50% of women report in feedback surveys after the meeting they were at a convenient time and location and received information about discussion items one week prior to meeting.</p> <p>At least 30% of members and office-holders of water consumer groups are women (2012 baseline: 0%)</p> <p>At least 50% of participants in all project trainings on climate risks and adaptation, early warning systems and/or disaster risk management are from women's organizations, and at least 50% of them report in feedback surveys a "strong likelihood" that climate risks and adaptation issues will be part of their groups' activities</p> <p>At least 50% of women in surveys and focus groups report a perceived improvement in overall household health and livelihood, i.e. increased yield, reduced incidences of diarrheal and other water-related illnesses.</p>	<p>Groups</p> <p>Women in project areas</p> <p>PMUs</p> <p>Women-headed groups in project areas</p> <p>Women in project areas</p>	
Output 4: Microcredits and microdeposits made available to promote climate resilience in the Pyanj River basin				
<p>Minimum 30% of all subloans are to eligible subborrowers who are either women or enterprises with 50% minimum female ownership.</p>	<p>Strengthen financial literacy among women (potential PFI clients) in target communities</p> <p>Train PFIs in servicing with women borrowers and understanding their needs</p> <p>Develop affordable credit/savings products for women</p>	<p>At least 50% of financial literacy trainees are women and trained within three months of availability of loans.</p> <p>100% of loan officers of all PFIs trained in catering to women clients' needs prior to availability of micro-loans and other project-supported products.</p> <p>From the start of loan availability, at least 50% of available project micro-loans are less than \$1,000 each.</p>	<p>Women in project communities</p> <p>PFI loan officers</p> <p>Subborrowers</p>	<p>MOF, PMU/ Prior to availability of loans</p> <p>MOF PMO, and PFI/ At time of availability of first loans</p> <p>PFIs</p>