

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time
Output 1: Water supply and sanitation infrastructure in project municipalities improved			
1.1 Ensure participation of women, poor and vulnerable in project orientation and consultation sessions	(i) Local communities (Target: 33% women and 25% socially excluded and vulnerable groups) ^a participate in project orientation and consultation sessions (including consultations on social and environmental safeguards, resettlement, connection charges, tariffs setting and subsidies for poor households (Target:1 activity per project municipality in 20 municipalities within 2 years, total of 20 sessions)	RPMOs supported by RDSMCs	Years 1–2
1.2 Provide subsidized piped water connection and toilet facilities to poor and vulnerable households including WHHs in project coverage areas	(i) Poverty, caste and ethnicity, households headship, and vulnerable households identified in all project municipalities through socio-economic survey and database maintained with sex and caste and ethnicity-disaggregated data (ii) 10,000 poor and vulnerable households for subsidized piped water connection include 100% poor and vulnerable WHHs (iii) Average time per day spent per woman in water collection reduced to zero in project coverage areas (Baseline: to be established) (iv) 8,000 toilets constructed through output-based aid for poor and vulnerable, include 100% poor and vulnerable WHHs (v) 20 sex segregated public toilets with adequate space (vi) wash facilities and design friendly to differently-abled people built in public places in project municipalities	RPMOs and PMO supported by RDSMC, PMQAC, WUSCs and municipalities	Years 2–4
1.3 Enjoin contractors to employ poor, women, representative from vulnerable groups, affected persons, and indigenous peoples for skilled and unskilled work, and enforce national CLS	(i) Orientation to all contractors including laborers on national CLS, gender equality in wages, gender-based violence (including sexual exploitation and human trafficking), occupational health and safety standards (Target: 1 orientation per subproject, in total: 22 orientations); (ii) At least 15% of total workers employed by contractors are women, receiving equal pay as men for work of equal value; and (iii) Sex- and caste and ethnicity-disaggregated record of labor and wages received, maintained by contractors and verified by RDSMC.	RPMOs and PMO, RDSMCs, Contractors WUSCs and municipalities	Years 1–5
Output 2: Institutional and community capacities strengthened			
2.1 WASH plans including priority investments for municipalities prepared	(i) WASH plans and priority investments for 20 project municipalities are GESI-inclusive by integrating GESI approaches in all components, interventions with adequate GESI targets	RPMOs and PMO, RDSMCs	Years 1-3
2.2 Inclusive WUSCs formed	(i) WUSC by-laws provision 33% representation of women, and inclusion of socially excluded and vulnerable groups (ii) At least 33% women in WUSC with one woman in a key position (iii) Representation from socially excluded and vulnerable groups in WUSC ensured	RPMOs and PMO, RDSMCs	Years 1-3

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2.3 Climate-resilient WSS subprojects for future investments prepared	(i) 15 WSS subprojects for future investment integrate GESI approaches	RPMOs and PMO, RDSMCs	Years 1-5
2.4 Conduct public awareness campaigns on water conservation and sustainable hygiene behavior practices and trainings on GESI in WASH and leadership	(i) At least 100,000 people are reached through awareness campaign on water conservation and sustainable hygiene behavior practices (Target: 50% women participation) (ii) At least 2 women members of each WUSC trained on leadership and GESI in WASH (iii) WASH training including girl's menstrual health organized in public primary and secondary schools (Target: 2 schools per municipality, 40 sessions)	RPMOs, municipalities supported by RDSMCs	Year 2-4
2.5 Skill development training and employment opportunity for trainees	(i) At least 1 woman and 1 representative from poor and vulnerable households in each project municipality enrolled for plumbing training in CTEVT, got opportunity to skill test level-I of NSTB or CTEVT and passed skill test-I to be available in job market (Target: 2 trainees [1 woman and 1 from poor and vulnerable households] per municipality, in total: 40 trainees) (ii) At least 1 trained woman or representative from poor and vulnerable households in each project municipality gets opportunity to apprenticeship and employment after project completion especially in pipe joining, fixtures fitting and water operation in subprojects (iii) At least 66 female staff of DWSS, TDF, project WUSCs and municipalities, participate in training on smart utility management and leadership	RPMOs, RDSMCs, WUSCs	Year 2-5
2.6 Monitor and report progress on implementation of GESI action plan during project implementation	(i) Quarterly progress reports submitted with updated information on implemented GESI action plan (sex and caste and ethnicity data disaggregated on participation of implemented activities)	PMO, RPMOs, RDSMCs	Year 1-5

CLS = core labor standards, CTEVT = Council of Technical Education and Vocational Training, DWSS = Department for Water Supply and Sewerage, GESI = gender equality and social inclusion, NSTB = National Skill Testing Board, PMO = project management office, PMQAC = project management and quality assurance consultant, RDSMC = regional design, supervision and management consultant, RPMO = regional project management office, TDF = Town Development Fund, WASH = water, sanitation and hygiene, WHH = women headed household, WUSC = water users' and sanitation committee.

^a Vulnerable people are defined as those suffering the effects of marginalization within or outside their community due to their ethnicity, gender, caste, religion, disability, health, education, or socioeconomic status. For the project, this specifically includes Dalit, disabled, disaster-affected, marginalized, and endangered indigenous groups that are politically, socially, or economically excluded. Socially excluded groups are Adivasi Janajati, Dalits, other backward castes, Madhesi, Muslims, sexual and gender minorities, persons with disabilities and people living in remote areas.