

GENDER ACTION PLAN

The objectives of the Gender Action Plan (GAP)¹ are to promote and enable the equal participation of men and women stakeholders as agents and beneficiaries of the Jaffna and Kilinochchi Water Supply and Sanitation Project (the Project). The GAP is based on the analysis that demonstrates that women are disadvantaged and discriminated against in the socio-cultural, economic and political spheres of life and are denied equal access to resources, services and opportunities that would enable them to participate in, contribute to and benefit fully from the development processes in the country.² The Project will encourage and support women's increased participation in the consultative processes involved in the planning and in the implementation of activities to be carried out through the loan project and ensure that they benefit equally from project outcomes.

Component	Activity and Target	Responsible Agency
1. Improving Water Supply and Sanitation Infrastructure	<ul style="list-style-type: none"> • Build pro-poor sanitation infrastructure (target: 35% war widows and households headed by women) • Build communal sanitary facilities for both men and women • Conduct stakeholders consultations on water transfers and the design, construction, O&M of water supply schemes and sanitation options • Establish or strengthen CBOs or committees for the management, O&M of water supply schemes (target: 33% women participation and representation in leadership positions) • Conduct training on the management and O&M of community water supply and sanitation schemes • Include design features that address the privacy and safety needs of the ECWD, in community water supply and sanitation options 	<ul style="list-style-type: none"> • NPCC • NWSDB-JRO • PMCIU • District and Divisional Secretariats • Relevant government and NGO personnel
2. Strengthening Jaffna Water Resources Management	<ul style="list-style-type: none"> • Ensure that existing laws on water supply and sanitation are implemented in a gender-responsive manner • Conduct gender awareness-raising programs for relevant stakeholders –MLGPC, NWSDB, WRB, JWRMC, JMC, relevant municipal councils, urban councils, and <i>Pradeshiya Sabhas</i>³ (see Participation and Community Mobilization Plan in Annex E of Project Administration Manual). • Develop by-laws and implementing rules and regulations for groundwater monitoring for municipal councils, urban councils, and <i>Pradeshiya Sabhas</i> which formulate community based water quality monitoring programs. 	<ul style="list-style-type: none"> • NWSDB-JRO • PMCIU • JWRMC • JMC • Relevant <i>Pradeshiya Sabhas</i> of the Jaffna and Kilinochchi districts • Relevant government and NGO personnel

¹ Baseline data will be collected by the Project at the onset and gender-related targets confirmed. Current targets are based on discussion with the relevant government, NGOs, development partners, and ADB project staff in the project area.

² Country Gender Assessment – Sri Lanka, ADB, Manila, 2008.

³ Smallest political unit in periurban and rural areas.

Component	Activity and Target	Responsible Agency
	<ul style="list-style-type: none"> • Appoint a full-time social development (GAD) consultant in an advisory capacity to the JWRMC • Training of NWSDB and WRB staff for capacity building (target: 50% women participation) 	
3. Building Implementation Capacity	<ul style="list-style-type: none"> • Develop a Gender Strategy for NWSDB-JRO as a pilot initiative • Develop training toolkits for gender mainstreaming training • Conduct gender mainstreaming training for NWSDB-JRO, MLGPC, JWRMC, JMC • Develop and maintain sex-disaggregated data base at NWSDB-JRO, Provincial, District and local levels • Conduct gender mainstreaming training of statistical officers in collecting sex-disaggregated data and maintaining the database • Recruit a Social Development (GAD) officer for the NWSDB-JRO • Include social and gender-related indicators and targets in the Project Monitoring system and develop project-specific progress report forms with specific sections on gender; and ensure timely and effective incorporation of all progress in the achievement of the social- and gender-related targets • Conduct Performance-Based Evaluation for monitoring project implementation 	<ul style="list-style-type: none"> • PMCIU • NWSDB-JRO • MLGPC • JWRMC • JMC • Provincial Councils • District councils • Municipal Councils • Urban Councils

CBO = community-based organization, ECWD = elderly, children, women and disabled, JRO = Jaffna Regional Office, JMC = Jaffna Municipal Council, JWRMC = Jaffna Water Resources Management Committee, NGO = nongovernment organization, MLGPC = Ministry of Local Government and Provincial Council, NPCC = National Project Coordination Committee, NWSDB = National Water Supply and Drainage Board, O&M = operations and maintenance, PMCIU = Project management, coordination and implementation unit, WRB = Water Resources Board