

GENDER ACTION PLAN

The objectives of the Gender Action Plan (GAP) are to promote and enable the equal participation of men and women stakeholders as agents and beneficiaries of the Jaffna and Kilinochchi Water Supply Project. The GAP is based on the analysis that demonstrates that women are disadvantaged and discriminated against in the sociocultural, 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. The project will encourage and support women's increased participation in the consultative processes, ensure that they benefit equally from project outcomes, and transform negative gender norms and stereotypes among service providers to promote gender equality.

Activities	Indicators and Targets	Responsible Agency	Period
Output 1: Water supply service infrastructure in Jaffna Peninsula improved			
1.1 Conduct stakeholder consultations, including women, on water transfers and the design, construction, O&M of water supply schemes	<ul style="list-style-type: none">40% women participation in community or stakeholder consultations (and consultations with women's organizations)	PMCIU	2017–2021
1.2 Include design features that address the privacy and safety needs of the ECWD during construction of the desalinization plant and transmission	<ul style="list-style-type: none">Households headed by women and elderly, and households with persons with disability are prioritized when subsidizing household connections	PMCIU, NWSDB, District Secretariat	2020–2021
1.3 Households headed by females and most vulnerable households included in livelihood development activities	<ul style="list-style-type: none">At least 80% of households led by women and most vulnerable are assisted with livelihood development		2017–2021
Output 3: Water resource management systems and capacity strengthened			
3.1 Ensure that existing laws on water supply are implemented in a gender-responsive manner	<ul style="list-style-type: none">Gender-responsive implementation of existing laws on water supply and sanitation is assessed and enhanced	ADB GAD Specialist, PMCIU Sociologist, Consultant	2017–2021
3.2 Conduct gender awareness-raising programs for relevant stakeholders ^a	<ul style="list-style-type: none">At least two training sessions (minimum 4 hours) are conducted for middle and upper level stakeholder representatives		
3.3 Develop by-laws and implementing rules and regulations for groundwater monitoring for municipal councils, urban councils, and <i>Pradeshiya Sabhas</i> that formulate community-based water quality monitoring programs	<ul style="list-style-type: none">Water resource management committee includes women's organizations with 20% women representation	PMCIU Sociologist	

Activities	Indicators and Targets	Responsible Agency	Period
3.4 Develop a Gender Strategy for NWSDB and PMCIU as a pilot initiative	<ul style="list-style-type: none">Gender strategy developed and piloted	ADB GAD Specialist, PMCIU Sociologist, Consultant	2017–2021
3.5 Develop training toolkits for gender mainstreaming training	<ul style="list-style-type: none">A training manual is developed and used for training of staff and stakeholders		
3.6 Conduct gender mainstreaming training for NWSDB and PMCIU staff	<ul style="list-style-type: none">At least three training sessions (minimum 6 hours) are conducted for all project staff		
3.7 Develop and maintain sex-disaggregated data base at NWSDB and PMCIU, provincial, district, and local levels	<ul style="list-style-type: none">Sex-disaggregated data is readily accessible		
3.8 Conduct gender mainstreaming training of statistical officers in collecting sex-disaggregated data and maintaining the database	<ul style="list-style-type: none">One training conducted (minimum 4 hours), and statistical officers recognize the needs and ways to collect sex-disaggregated data		
3.9 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	<ul style="list-style-type: none">Project monitoring system provides sex-disaggregated data	PMCIU Sociologist	

ADB = Asian Development Bank, ECWD = elderly, children, women and disabled, GAD = gender and development, GAP = Gender Action Plan, NWSDB = National Water Supply and Drainage Board, O&M = operation and maintenance, PMCIU = project management, coordination, and implementation unit.

^a Ministry of Local Government and Provincial Council, National Water Supply and Drainage Board, Water Resources Board, Jaffna Water Resources Management Committee, Jaffna Municipal Council, relevant municipal councils, urban councils, and *Pradeshiya Sabhas* (see Participation and Community Mobilization Plan in Annex E of Project Administration Manual).

Note: Resources are required for the implementation of the GAP to hire a training consultant and finance training and research.

Source: Asian Development Bank.