

GENDER ACTION PLAN

Activities	Measures	Targets
Community Based Sanitation		
<p>Community Mobilization</p> <p>Community Empowerment (Establishment of Community Implementation Teams/ [CIT])</p>	<ul style="list-style-type: none"> • Ensure balanced representation of both genders in all consultation and socialization forums (including in activities related to social marketing, awareness campaign to eligible community groups and the development of the Community Action Plan/ CAP) • Organize separate consultations with women to ensure that they receive sufficient information about the project and create opportunities for them to voice their views, needs and preferences with regard to the project. • Ensure appropriate women representation in CITs • Provide training in administrative procedures and relevant skill development opportunities for female members of the CITs. • Present/ disseminate the Community Action Plans (CAPs) prepared by CIT in a separate meeting for women. Incorporate women's feedbacks in the proposal as necessary. 	<ul style="list-style-type: none"> • At least 40% of participants in public consultation and socialization activities are women • Separate consultation and socialization meetings with women in the community on the project are conducted. • At least 30% of the CITs members are women • Training in administrative procedures and relevant skill development opportunities are provided at least for female members of the CITs in order to improve their capacity in implementing the project. • The CAP is presented/ disseminated in separate meeting/ forum for women. • The CAP addresses and accommodates different needs of women and men.
Construction/ upgrading of Communal Sanitary Facilities	<ul style="list-style-type: none"> • Consult women on the construction / upgrading of communal sanitary facilities (e.g. community sewerage systems, communal toilet/ washing/bathing units and communal septic tanks) • Whenever women are involved in the construction/ upgrading, ensure equal pay for work of equal value • Ensure adequate involvement and representation of women in the operation and maintenance (O&M) of the communal sanitary facilities 	<ul style="list-style-type: none"> • Separate consultation conducted with women on the construction / upgrading of communal sanitary facilities • Equal amount of payment received by male and female worker who undertake work of equal value • At least 30% of those are responsible for the O&M are women.
Promotion of Public Health Awareness (including the SHBC program)	<ul style="list-style-type: none"> • Consult women separately in the designing of SHBC trainings in order to accommodate women's preferences/ choices, especially those that are relevant to local needs • Ensure that the training and public awareness campaign materials are accessible and comprehensible to various groups in the community (i.e. some materials need to be visually/ pictorially oriented to assist those with limited literacy skills) • Conduct village campaigns related to personal, domestic and environmental hygiene. 	<ul style="list-style-type: none"> • Women are consulted/ involved in the design/ selection of SHBC trainings. • Training and public awareness materials can be accessed and understood by various groups in the community. • At least 40% participant in SHBC training are men • SHBC programs (including village campaign) designed and implemented in target villages.

Capacity Building, Institutional Development and Project Implementation		
<p>Institutional Capacity development in sanitation strategy development, management, operation and maintenance and financial skills.</p> <p>Capacity development in health and hygiene awareness raising and behavioral change program</p>	<ul style="list-style-type: none"> • Ensure a proportional number of female staffs are involved in the Project • Provide training on gender equality to city government staff (especially those are in charge of the project) to improve their understanding about gender concerns in sanitation and waste management and increase their capacity to implement the Project's Gender Action Plan. • Ensure sufficient participation of men (male staffs) in the gender equality training. • Ensure sufficient participation of women (female staffs) in all trainings provided by the Project. • The executing agency (EA) (CPMU) will hire full-time Gender and Social Development Specialist to supervise the implementation of Project Gender action Plan. 	<ul style="list-style-type: none"> • On average at least 30% of existing female government staff related to the Project are involved • Number of women and men attending gender awareness training will be monitored • At least 40% of participant in all training to be women • Full-time Gender and Social Development Specialist is mobilized by the EA (CPMU)
Selection and capacity building of consultants/ community facilitators (CF)	<ul style="list-style-type: none"> • Develop terms of reference (TOR) for project consultants and Community Facilitators that outlines specific tasks to enhance gender equality • Ensure sufficient representation of women among the CFs • Provide gender equality briefing/ trainings for consultants and community facilitators to improve their understanding about gender perspective and their capacity to implement the Project's Gender Action Plan sufficiently. • All gender related training programs and materials are assessed on gender perspective content prior to delivery. 	<ul style="list-style-type: none"> • The TOR of project consultants and community facilitators stated specific tasks to enhance gender equality. • At least 30% members of CF teams are women who receive the same salary as men • Specific gender trainings are developed and provided for relevant consultants in all levels (i.e. national, districts) and all community facilitators
Monitoring and Evaluation	<ul style="list-style-type: none"> • Gender sensitive indicators identified and incorporate in the Project Performance Monitoring System (PPMS) • Collect sex- disaggregated data on stakeholders' participation (e.g. community, government staffs) in Project activities. Ensure that information management of the Project support the collection of sex-disaggregated data. • Ensure that the sex-disaggregated data collected is properly analyzed and the analysis is included in the project progress report. • Project gender specialist regularly conducts field visits and review progress in gender relevant activities and supervises community facilitators. 	<ul style="list-style-type: none"> • Gender sensitive indicators identified and incorporated in the PPMS. • Sex-disaggregated data on participation of men and women in project activities is collected (e.g. by CFs at village level) • Analysis of the sex-disaggregated data is included in project progress report. • Field visits and regular supervision for community facilitators are conducted and reported by the Project Gender Specialists.
Resettlement	<ul style="list-style-type: none"> • Ensure sufficient representation of women in local resettlement committee 	<ul style="list-style-type: none"> • At least 30% of participants in public consultation on land acquisition/ resettlement plan are women

Targets will be revisited during project implementation.