

GENDER ACTION PLAN¹

Project Outputs	Gender Design Features/Activities
1. Enhanced regional data, information and knowledge base for the management of floods and droughts.	<p>Actively identify and recruit qualified women staff</p> <p>Ensure at least 2 women are trained on forecasting models and climate change</p> <p>Gender and community vulnerability issues will be assessed and addressed study on trans-boundary flood management.</p>
2. Upgraded Water Management Infrastructure	<p>Ensure at least 40% of participants of technical training (flood and drought resilience farming, animal health, water and sanitation, wetland and water conservation, trafficking, domestic violence, agricultural production technique) and any other related training identified by stakeholders are women.</p> <p>Provide equal opportunity and equal pay for equal work to both females and males for labour construction</p> <p>Ensure at least 30% of unskilled workers are women through condition of bid documents</p>
3. Enhanced capacity for community based disaster risk management	<p>Ensure at least 40% of participants in all public consultations for the development of safer village and commune plans are women</p> <p>Schedule of CBDRM training for community should be conducted to fit the schedules of both men and women in the community schedule to ensure effective participation of both</p> <p>Ensure CBDRM training modules are gender sensitive and address the needs of women</p> <p>Ensure at least 30% of members of the farmer water user committees are women</p> <p>Ensure at least 40% of women in project communes participate in the formulation, implementation and training on CBDRM</p> <p>Ensure at least 30% of CBDRM group members are women</p> <p>Gender sensitive awareness material for CBDRM prepared (Gender sensitive materials for CBRM will be tested with communities ensuring they, especially women clearly understand.)</p>

¹ Specific numerical targets may have to be adjusted for national context depending on baselines; similarly, different urban and rural targets may not be relevant for all countries.

<p>4. Effective project implementation</p>	<p>Ensure qualified women are encouraged to apply for position in the project</p> <p>Strengthen capacity building of Existing Gender Focal Point at PDWRAM on gender issues in flood and drought, on implementation and monitoring</p> <p>Conduct a consultation workshop on the project GAP to introduce and get feedback, on the gender actions with all project consultants, all government counterparts as well as project management team at national and provincial levels.</p> <p>Adjust GAP as required based on further gender analysis during implementation to ensure effective gender mainstreaming actions are implemented</p> <p>Provide capacity building on gender issues in flood and drought, how to mainstream gender in CBDRM to all consultants, government counterparts, and management levels</p> <p>Conduct regular meeting with gender focal points and GFP, and monitoring on the implementation of the project GAP by project gender consultant.</p> <p>Provide capacity building on monitoring, gender mainstreaming in CBDRM, gender issues in flood and drought to the gender counterparts by CBDRM/Gender Specialist</p> <p>Ensure adequate funds available to implement GAP</p> <p>Data disaggregated by sex and ethnic origin shall be collected in all communities covered by the Project and analyzed to verify effective and equitable implementation of the GAP and Project activities.</p>
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GFP = gender focal point, CBDRM = community based disaster risk management, GAP = Gender Action Plan, PDWRAM = Provincial Director of Water Resources and Meteorology.
Source: Staff assessments.

Implementation arrangements: The Ministry of Water Resources and Meteorology, as the project executing agency, will have overall responsibility to implement the gender action plan. A social safeguard/gender specialist will be hired as part of the project implementation consultants team to support gender action plan implementation.