

GENDER ACTION PLAN: GENDER EQUALITY AND SOCIAL INCLUSION PLAN

Activities	Indicators/Targets	Responsibility	Time Frame
Output 1. Water supply infrastructure in 64 project towns and integrated storm water and sewage infrastructure in 2 tourist towns improved			
1.1 Provide metered water pipe connections in project towns	<ul style="list-style-type: none"> 300,000 households, including 25% (75,000) vulnerable,^b BPL, female-headed households in project covered areas, provided with metered piped connections (2015 baseline: 0%) 	PIU/ULBs (support from PMC)	Construction to operation
1.2 Provide access to sanitation system in two tourist towns	<ul style="list-style-type: none"> Incidence of water logging/flooding reduced by 50% per annum in the tourist towns of Khajuraho and Rajnagar 6,000 HHs provided access to sanitation systems of which 25% are from vulnerable, BPL, and female-headed households in poor settlements^b 		
Output 3. Capacity of Madhya Pradesh Urban Development Company Limited, urban local bodies and consumers in 64 project towns improved			
Demand-side capacity			
3.1 Prepare and implement gender-sensitive Behavior Change Communication (BCC) plan for project towns	<ul style="list-style-type: none"> A gender-sensitive BCC plan developed and implemented in all project towns [Target: 50% women/girls participation], focusing on water conservation, water use efficiency, and hygiene behavior and practices 	PMU/PIU/ULBs (support from PMC)	Preparatory stage
3.2 Conduct awareness-raising events in project towns	<ul style="list-style-type: none"> Awareness-raising events on water conservation, environmental protection, and hygiene in each project town [Target: 240,000 households participated; at least 50% women participants] 	ULBs (support from PMC)	Construction to operation
3.3 Constitute Grievance Redress Committees (GRCs) in each project town	<ul style="list-style-type: none"> GRCs (64) constituted in each project towns [Target: at least 30 % women members] 	PIU/ULBs (support from PMC)	
3.4 Constitute and train community groups/neighborhood networks in each project town (in poor settlement)	<ul style="list-style-type: none"> Community groups/neighborhood networks formed (128) (Target: 50% women members) All members of the community groups/neighborhood networks (128) [Target: 50% women members] trained on participatory planning, community monitoring and maintenance of water, sanitation, and hygiene practices. 		Construction to operation
Supply-side capacity			
3.5 Establish a Gender Budget Cell	<ul style="list-style-type: none"> Gender Budget Cell with qualified staff and access to adequate financial resources established at UDHD 	UDHD/MPUDC	Preparatory stage
3.6 Designate a gender focal point in MPUDC	<ul style="list-style-type: none"> A Gender Focal Point is designated in MPUDC and assigned the responsibility to provide relevant data and information for inclusion in the GESI Action Plan Updates to be integrated into the Quarterly Progress Report A Gender and Communication Specialist is appointed/recruited in PMC A Communication Assistant is engaged by PMC in each PIU to support GESI implementation 	MPUDC/PMU	Preparatory stage to operation
3.7 Appoint community development officers (CDOs) in each project town	<ul style="list-style-type: none"> CDOs appointed in 64 project towns as per <i>Model Municipal Structure</i> [Target: 50% women] 	UDHD/MPUDC	Preparatory stage
3.8 Develop gender-sensitive training/learning material for urban local bodies (ULBs) and	<ul style="list-style-type: none"> Training/learning material prepared for ULBs staff on gender- and socially inclusive O&M services and urban service management Learning material on community-based participatory planning, monitoring and 	PMU (support from PMC)	

Activities	Indicators/Targets	Responsibility	Time Frame
communities in project towns	maintenance of water, sanitation and hygiene infrastructure prepared		
3.9 Enhance capacities of UDHD, MPUDC, participating ULBs, and service utilities	<ul style="list-style-type: none"> Capacities of UDHD, MPUDC, ULBs, and service utilities in contract management, gender-responsive urban service delivery management and long-term sustainability of services enhanced [Target: 5 training held (30% women/or all women staff trained)] 	MPUDC/ULBs (support from PMC)	
3.10 Provide skills enhancement/livelihood training	<ul style="list-style-type: none"> Skills enhancement/livelihood training provided by MPUDC^c for employment/income-earning opportunities (esp. O&M of assets) created in project utilities [Target: 1,280 persons (50% women) trained (estimated 20 persons/town)] 	MPUDC/PMU/ULBs (support from PMC)	Construction to operation
3.11 Develop linkages with ongoing income-generating livelihood and social security schemes for women	<ul style="list-style-type: none"> Linkage with ongoing income-generating livelihood and social security schemes for women developed [Target: at least 300 women in project towns linked with existing schemes and programs] 	PIU/ULB (support from PMC)	
3.12 Ensure equal employment opportunities for women in the project activities	<ul style="list-style-type: none"> Equal employment opportunities for women in project activities across project utilities/offices PMU/PMC/PIUs/ULBs ensured [Target: at least 25% women are engaged in project activities] 	MPUDC/PMU	Preparatory stage to operation
3.13 Ensure that contract documents include relevant clauses on national core labor standards (CLSs)	<ul style="list-style-type: none"> National CLSs incorporated in contract documents, with focus on provisions for equal pay for work of equal value, prohibition of hiring child labor, occupational health and safety, disclosure signage and separate sanitation facilities for women Compliance with national CLSs monitored 		Preparatory stage
3.14 Ensure PPMS has sex-disaggregated indicators and is regularly maintained	<ul style="list-style-type: none"> PPMS with sex-disaggregated indicators is established and regularly maintained by staff 	PMU (support from PMC)	Preparatory stage to operation

GESI= gender equality and social inclusion, HHs = household, MPUDC = Madhya Pradesh Urban Development Company Limited, O&M = operation and maintenance, PIU = project implementation unit, PMC = Program Management Consultant, PMU = project management unit, PPMS = project performance monitoring system, UDHD = Urban Development and Housing Department, ULB = urban local body.

^a Vulnerable households include Scheduled Caste, Scheduled Tribe and Other Backward Class, and Below Poverty Line HHs.

^b The proportion of slum population in the 11 sample towns (PPTA) is 25 % of the total population. Source: www.censusindia.gov.in/2011census/dchb/DCHB.html

^c Madhya Pradesh Government has set up State Skill Development Mission as nodal body to anchor the skills development agenda in the State. The skill building and livelihood training programs under this Project will be organized in consultation with the Madhya Pradesh Council for Vocational Education and Training and other skills and livelihood programs of the State Government.

Source: Asian Development Bank