

GENDER ACTION PLAN
(Effective Gender Mainstreaming)

Action	Targets/Indicators
For All Outputs	
Increased employment opportunities with targets for women (20–50%) and ethnic minorities (40–55%) in the GAP and EMDP (DMF – impact indicator). Specific targets for each county and each component are included in the full GAP in the project administration manual and in the EMDP.	Contractors' employment data (to be disaggregated by sex, income status, age, and ethnicity).
Ensure equal pay for equal work	Equal payment for equal work by male and female workers
Ensure work environments on construction sites are conducive to the participation of women	Any latrines and/or washing arrangements on construction sites are gender appropriate
Provide separate HIV/AIDS/STIs awareness and prevention training for construction workers and communities	Contractors' training records, disaggregated by sex Community training records disaggregated by sex
Prior to commencement of any major works resident information sessions held about start and finish dates, temporary disruption to services, and safety	Sessions held for all beneficiary neighborhoods, with at least 50% of participants women
Road Outputs. Road safety programs focusing also on non-motorized transport and pedestrian safety conducted for schools and residents (DMF)	Number of sessions held, with at least 50% of participants women (baseline: 0 in 2010) Number of sessions held, with at least 50% of participants girls (baseline: 0 in 2010)
Water Supply Outputs. Public awareness programs on health and water quality, water conservation, public consultation on tariffs and construction safety (DMF)	Number of sessions for all affected neighborhoods, with at least 50% of participants women (baseline: 0 in 2010)
Solid Waste Outputs. Public awareness programs on environmental awareness including location of garbage bins, recycling, collection process, maintenance of community solid waste facilities, etc. (DMF)	Number of sessions with at least 50% women participants (baseline: 0 in 2010) Number of community solid waste groups initiated

Action	Targets/Indicators
Project Management	
<p>Project implementation consultant to include a social/gender specialist on team</p> <p>Ensure at least one staff member is allocated responsibility for social/gender issues in each PMO and IA (hereafter referred to as “safeguard staff”)</p> <p>Community offices to nominate at least one woman to act as link between residents and the PMO, and to attend all project-related public meetings, consultations, etc. to facilitate effective participation of all attendees</p>	<p>Experienced specialist available to advise and assist with implementation gender training and to mentor safeguard staff if required</p> <p>At least one person appointed to this role in each PMO/IA</p> <p>All community offices have at least one woman member in place</p>
Capacity Building Output	
<p>Gender awareness training for all prefecture and county PMO and IA staff, to include discussion of (i) ADB gender policies; (ii) the GAP; and (iii) the benefits to be derived from gender mainstreaming in infrastructure projects</p> <p>Orientation for staff from community offices on GAP to establish a working relation that can be effective</p> <p>A 6-year (2011–2017) training plan for project management, O&M, financial management, and institutional development developed with gender targets; sustainable O&M arrangements and functioning; organization structure and financial management system enhanced (DMF)</p>	<p>Number of specific gender trainings developed by PIC social/gender specialists that are conducted</p> <p>Number of participants (to be disaggregated by sex and occupational status)</p> <p>Number and gender of staff trained, areas of training</p>

ADB = Asian Development Bank, DMF = design and monitoring framework, EMDP = ethnic minority development plan, GAP = gender action plan, IA = implementing agency, O&M = operation and maintenance, PIC = project implementation consultant, PMO = project management office, STI = sexually transmitted infection.