

**GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN**

SI	Activity	Target / Indicator	Responsibility	Time
<b>Output 1: Climate-resilient drinking water infrastructure constructed</b>				
1.1	Provide potable water supply in project areas within own premises and inclusively	Households in project coverage areas have access to continuous piped potable water within premises. Target: 390,000 households  Households headed by women and vulnerable households included in the targeted 390,000 households provided with free or subsidized piped potable water connections. Target: 100%  Government institutions, including schools, hospitals, primary health centers, and community health centers, in project coverage areas have access to free connections and subsidized continuous piped potable water supply services. Target: 100%	PHED, Project <i>gram panchayats</i> , PMU, and PIU	Years 1–6
1.2	Conduct project social and gender data mapping	Poverty and ethnicity mapping at village level undertaken using secondary data, for identification of households headed by women and vulnerable households and maintained in a roster at PIUs and <i>gram panchayats</i>  Collection of primary data completed, using the application form for water supply connections to collect information on ethnicity and socio-economic status, and maintained in a roster at PIUs and <i>gram panchayats</i>	PMU, PIUs and <i>gram panchayats</i> /VWS Cs supported by project NGOs, PMC, and DSISC	Years 1–6
1.3	Create female-friendly work environment at PMU, PIUs, consultants' and contractors' offices, facility locations, work sites, and camps	Separate and safe toilets and changing facilities for females at PMU, PIU, consultants' and contractors' offices, work sites and camps, and project facility locations. Target: 100% of project and sub-project offices and sites  Government of India and Government of West Bengal policies on zero tolerance for sexual harassment and other forms of gender-based discrimination in the workplace implemented  Ensure equal pay for women workers in project sites	PMU, PIUs <i>gram panchayats</i> /VWS C PMC, DSISC, and contractors	Years 1–6
<b>Output 2: Institutions and capacity of stakeholders for drinking water service delivery strengthened</b>				
2.1	Manage drinking water services inclusively at the <i>gram panchayats</i> and PHED levels	At least 350 additional staff (including a minimum of 33% female) engaged by project <i>gram panchayats</i> to manage water supply services  Minimum 200 PHED staff, including 100% of PMU's and PIU's female staff, trained in technical and financial utility management	<i>gram panchayats</i>	Years 3–6
2.2	Institutionalize inclusive practices in each project <i>gram panchayats</i>	Asset Management and Service Delivery Framework (AMSDF) implemented by project <i>gram panchayats</i> and PHED, institutionalizing inclusive operational practices and the policy framework for 100% connections including all households headed by women and vulnerable households, and subsidized or affordable water user charges  At least 660 locals in project <i>gram panchayats</i> , a minimum of 33% females, trained in technical, plumbing, and financial utility management skills  VWSC members trained in their roles and responsibilities as per the VWSC guidelines, and their responsibilities for inclusive and sustainable water service delivery under the agreed AMSDF. Target: VWSCs of 66 project <i>gram panchayats</i> , a minimum of 33% female	PIUs supported by project NGOs	Years 1–4

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2.3	Promote and help create women leadership in project <i>gram panchayats</i> and PHED	Leadership and livelihood training provided to 300 local entrepreneurs in project <i>gram panchayats</i> , including new water supply staff and executive members of VWSCs, with a minimum of 33% female  For the minimum 218 females in project <i>gram panchayats</i> trained in technical and financial utility management skills, the 33% female VWSC members, and the 100% PHED staff trained on utility management, provide two refreshers or follow up courses/ training programs on leadership during the project implementation period		
2.4	Conduct community consultation and awareness activities, including benefits and opportunities arising from the project such as employment, skills training, and livelihood enhancement	At least four community members (including 33% female) in each <i>gram panchayats</i> trained as trainers in community mobilization and awareness on water conservation, improvement in sanitation, and hygiene, and the benefits and opportunities arising from the project. Target: 4 *66 <i>gram panchayats</i> = 264 people trained  Public awareness on water conservation, demand management, and WASH provided to at least 500 locals in project <i>gram panchayats</i> , a minimum 33% female	Project NGOs in coordination with <i>gram panchayats</i> , PMU, PIUs, and VWSCs	Years 1–2
2.5	Conduct gender audit, develop and adopt gender strategy for PHED	PHED's gender strategy approved	Project NGOs, with support from <i>gram panchayats</i> , PMU, PIUs from DSISC	Years 1–6
2.6	Train PMU, PIUs, and other stakeholders in GESI and gender-responsive monitoring and reporting	Two GESI training workshops organized annually for PMU and PIU staff  Training module on GESI incorporated in all trainings. Target: 100% project trainings conducted by PMU and PIUs	PMU and PIUs with support from consultants	Years 1–6
2.7	Monitor and report on GESI action plan implementation	Project NGOs, DSISCs, and PMC engage specialists engaged with experience in GESI implementation to provide technical support on GESI action plan implementation  GESI focal points appointed in PMU and each PIU  GESI action plan progress monitored regularly and reported every quarter with the project QPRs  PPMS developed with GESI indicators and regularly updated with sex- and social-disaggregated data	PMU with support from consultants	Years 1–6

AMSDF = Asset Management and Service Delivery Framework, DSISC = design supervision and institutional support consultants, QPR = quarterly progress report, PHED = Public Health Engineering Department, PIU = project implementation unit, PMC = project management consultant, PMU = project management unit, VWSC = village water and sanitation committees, WASH = water, sanitation and hygiene.