

GENDER ACTION PLAN

Objectives	Gender Actions/ Targets	Process
Output 1: Rural water supply infrastructure and services improved and expanded		
1. Ensuring that women and girls benefit from the expansion of rural water supply facilities.	<ul style="list-style-type: none"> • Children, especially child girls, and female teachers in at least 100 primary schools have access to safe rural water supply facilities (baseline 2019: 0). • Women, children especially child girls, visiting health centers (at least 100) have access to safe rural water supply facilities provided in these health centers (baseline 2019: 0). 	<ul style="list-style-type: none"> • Baseline and follow-up surveys
2. Increase the participation of women in the planning, design and implementation of rural water supply services and action plans to improve responsiveness to the needs of women.	<ul style="list-style-type: none"> • At least 50% of participants of community consultations and planning meetings for rehabilitation and construction of water supply facilities are women (including IPs and ethnic minorities), (baseline 2019: 0). • At least 40% of women are represented in 2,500 WSUG boards. (baseline 2019: 0). 	<ul style="list-style-type: none"> • To support women's participation, the consultations' location, timing and information dissemination consider women's household, work responsibilities, and time constraints as well as childcare arrangements. • Sensitize all WSUG members on issues of women's participation and reinforce positive messages about including women in decision-making. • All contracts for civil works guarantee: i) equal pay for work of equal value; ii) zero-tolerance for sexual harassment; iii) separate sanitation facilities for women and men; iv) worker safety training, equipment and clothing for women and men.
3. Resources spent to acquiring safe water reduced so that women and girls will have more time in other private, public and leisure activities.	<ul style="list-style-type: none"> • Time for women or girls to acquiring safe drinking water in at least 11 districts is reduced by at least 50%. (2019 baseline: 60 minutes). • Financial expenditures of households in at least 11 districts to obtain safe water is reduced by at least 50% (baseline 2019: \$15–20/month/household). 	<ul style="list-style-type: none"> • Baseline and follow-up surveys
Output 2: Rural sanitation infrastructure and services improved and expanded		
4. Ensure access to improved sanitation facilities for women, girls, and poor families.	<ul style="list-style-type: none"> • Children, especially child girls, and female teachers in at least 100 primary schools have access to safe, clean, private, sex-disaggregated sanitation facilities, including those with MHM. (baseline 2019: 0) 	<ul style="list-style-type: none"> • Accessibility features include cubicle size, door opening outwards, seating, handrails, water inside cubicle, collection and disposal

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	<ul style="list-style-type: none"> • Women, children especially child girls, visiting health centers (at least 100) have access to safe, clean, private, sex-disaggregated sanitation facilities, including those with MHM. (baseline 2019: 0). • Household latrines (at least 8,000), including those with MHM friendly design features, are accessible for people with disabilities or with limited mobility. (baseline 2019: 0) • At least two health and hygiene awareness campaign conducted annually at commune level, with at least 50% of the participants are women. (baseline 2019: 0) 	<p>mechanism for menstruation management.</p> <ul style="list-style-type: none"> • Hygiene-related education and campaigns available for both men and women through health centers and integrated into school curriculum. Venues for these should be accessible for both men and women. • Campaigns consider literacy levels, and languages used is free from gender bias.
Output 3: Institutional capacity improved		
5. Ensure the inclusion of women in project management	<ul style="list-style-type: none"> • At least one leadership skill-building training for female WSUG boards conducted annually. (baseline 2019: 0) • At least one gender focal point is appointed in each target province to coordinate implementation of GAP, (baseline 2019: 0) • At least 50% of the positions in the PCU and PPT staff are women, of which 40% have management or supervisory roles, (baseline, 2019: 0) • At least 40% of the household water safety inspection and monitoring teams are women. (baseline 2019: 0) • At least 40% of 250 participants of training on the overall project management are women. (baseline 2019: 0) 	<ul style="list-style-type: none"> • Gender awareness for staff should take place on annual basis to consider staff changes and incorporate assessment of progress on GAP implementation.
6. Ensure the collection of data disaggregated by sex, ethnicity, IP and other status to measure progress through the Program Performance Monitoring System	<ul style="list-style-type: none"> • At least 40% of attendees of monitoring and evaluation training are female. (baseline 2019: 0) • At least 40% of participants of project impact assessment exercises at village level are women. (baseline 2019: 0) • At least 40% of participants of training/seminar/workshops on private sector involvement in rural water supply and sanitation are women (baseline, 2019: 0) • At least 40% of participants of training on climate change adaptation and disaster risk management are women (baseline 2019: 0) 	

GAP = gender action plan, MHM = menstrual hygiene management, PCU = project coordinating unit, PPT = provincial project team, IP = indigenous peoples, WSUG = water and sanitation user group.