

**GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (GESI/AP)<sup>1</sup>**

Output/Activities	Indicators and Targets <sup>2</sup>	Responsibility	Time frame
<b>Output 1: Water Supply and Sanitation Improved</b>			
1. Ensure women's equitable access to employment in construction of community-bathing facilities and mini-piped water supply systems (WSSs).	1. Women workers recruited for construction of 600 community bathing facilities and mini-piped WSSs, with equal wages paid for work of equal value [Target: 10-20% women].	DPHE PIU	Before constructions starts
2. Arrange inclusive public consultations to build community-bathing facilities and mini-piped WSSs.	2. Public consultations conducted with local communities to validate proposed sites WSS systems and bathing facilities [Target: 33% women and girls].		
3. Ensure separate lines for women to receive treated water in camps.	3. Separate line for women and children with at least 1-woman operator assigned for separate lines each time treated water is distributed.		Year 1 onwards
4. Establish inclusive O&M committees (mini-piped water supply systems) .	4. At least 20% O&M committees (mini-piped water supply systems) members are women.		After construction
	5. O&M committee members received on-site orientation on: basic O&M of mini-piped water supply systems [½ day orientation/committee].		
5. Undertake awareness programs.	6. Awareness programs on water conservation, water quality and hygiene education conducted [Target: 33% women and girls], including menstrual hygiene.		
<b>Output 2: Disaster risk management strengthened</b>			
6. Ensure overall design of multipurpose cyclone shelter and food distribution centers have elderly-women-children-disabled (EWCD) friendly features.	7. Ten multi-purpose cyclone shelters designed and constructed with EWCD features, with sex-disaggregated toilets and designated space for women (incl. pregnant and lactating mothers).	LGEB PIU	During construction work
7. Consult on spot selection for multipurpose cyclone shelter and food distribution centers.	8. Public consultations conducted with local communities to validate proposed sites for multipurpose cyclone shelters and food distribution centers [Target: 33% women and girls].		Year 1 onwards

<sup>1</sup> The implementation of the GESI/AP will be informed by a range of good practices, based on ADB and other development partners' prior experience and practices in similar situations. They include: (a) maximizing opportunities to get women into groups whenever possible, for collective voice, information-sharing, capacity building and peer support; (b) pay attention to vulnerability of adolescent girls who are at risk of marriage and sexual violence, have little option for education and may be sequestered and difficult to reach; (c) beyond the temporary construction-related opportunities of the project, seek any opportunity to increase livelihoods/assets in the longer term; and (d) pay particular attention to additional elements of social exclusion, such as women with disabilities, women-headed families/households and adolescent girls.

<sup>2</sup> Quantitative targets (e.g. number of public consultations, awareness programs and orientations and estimated number of household connections) have been set based on available information and data. They will be further refined and assessed on project onset by the ADB Team in consultation with RHD and LGED. Separate consultations with women/girls and men/boys will take place -as needed- for indicators 8, 12, and 17.

<b>Output/Activities</b>	<b>Indicators and Targets</b>	<b>Responsibility</b>	<b>Time frame</b>
8. Develop a gender-responsive disaster risk reduction and management plan (for the affected area).	9. Disaster Risk Reduction and Management Plan includes specific section on addressing the needs of EWCD before, during and after disasters. 10. Participants in consultation include equitable participation of the elderly, women and disabled [Target: 33% women and girls].		Year 1 onwards
9. Ensure women's equitable access to employment opportunities.	11. Pro-actively reach out to women for their equitable access to employment opportunities related to the administration and management of the multi-purpose cyclone centers; food warehouse.		During construction work
<b>Output 3: Energy sources provided</b>			
10. Consult on spot selection for streetlights to ensure safety of women and girls (safe mobility during dark).	12. Public consultations conducted with local communities to validate proposed sites for streetlights installation [Target: 33% women and girls].	BREB & PIU	Year 1 onwards
11. Ensure vulnerable women receive heat cookers.	13. At least 50% people receiving user-friendly, retainer heat cookers are women.		
12. Ensure the heat cooker suppliers arrange (i) user training and (ii) public demonstration on usage of cookers.	14. At least 50% users receive training and participate in public demonstration.		
<b>Output 4: Access Roads Improved</b>			
13. Ensure women's equitable access to employment (skilled/semi-skilled) in road construction or rehabilitation by the Road and Highways Department (RHD) and Labor Contracting Societies (LCS) under the Local Government Engineering Department (LGED).	15. Contractors and relevant RHD and LGED field staff oriented on national core labor standards, codes of conduct and prevention of sexual exploitation and abuse and project-specific gender targets [½ day training/package].	EAs (RHD & LGED) PIU	Before constructions starts
	16. Women workers received on-site orientation on: basic construction, improvement, reconstruction works and maintenance skills [½ day training/package].		
	17. Public consultations conducted with local communities to validate proposed sites for tube-well installation [Target: 33% women participation].		
	18. Women workers recruited in internal roads and stairs with drainage with equal wages paid for work of equal value [Target: 10-20% women].	EA (RHD) PIU	During construction work
	19. Women workers recruited by contractors for earthwork, construction and rehabilitation of sub-district, union roads and road from Coxsbazar to Tekhaf, with equal wages paid for work of equal value [Target: 10-20% women].	EA (LGED) PIU	

BREB = Bangladesh Rural Electrification Board; DDMR = Department of Disaster Management and Relief; DPHE = Department of Public Health and Engineering; EA = Executing Agency; LCS = Labor Contracting Society; LGED = Local Government and Engineering Department; O&M = Operation and Maintenance; PMU = Project Management Unit; RHD = Roads and Highway Department; WSS = water supply and sanitation.

Source: Asian Development Bank.