

GENDER ACTION PLAN

Gender Objectives	Activities/Indicators/Targets	Responsibilities	Timeframe (Y/Q)
Outcome: Inclusive and sustainable access to water supply and sanitation services in project cities achieved			
Women's access to infrastructure and services improved (OP 2.1.4)	a. 62,000 people (31,000 women) serviced by new water supply and sanitation facilities (2020 baseline: 0 people, of which 0 women) (OP 2.1; 2.1.4) DMF a.	PSC	Project close 2029
Output 1: Regulatory Environment Improved			
1.1 Regulatory environment for gender equality improved (OP 2.3.2)	1.1.1 Gender and socially inclusive institutional development roadmap on planning, service delivery, and financial management developed and endorsed by MPW (2020 baseline: none) (OP 2.3.2; 4.2.1) DMF 1a. ¹	PSC	2025/Q3
	1.1.2 Planning and service delivery guidelines that integrate gender actions ² for management of water supply and sanitation established for each project city (2020 baseline: none) (OP 2.3.2; 4.2.1) DMF 1b.	PSC	2024/Q4
	1.1.3 Information, education and communication (IEC) campaign is developed and delivered in each city to raise awareness on GBV-SEAH/HIV and AIDS, and trafficking of persons, with all MPW/SMASA staff and contractors.	PSC	Annually from 2022/Q1
Output 2: Water Supply and Sanitation Infrastructure Improved			
2.1 Women's economic empowerment increased (OP 2.1)	2.1.1 Works contracts in each city include a minimum 50% of unskilled and 30% skilled work jobs for local men and women (with at least 10% women).	PSC	2022/Q4 to 2026/Q4
	2.1.2 Works contracts include flexible working hours for a minimum 20% of workforce. (Baseline:0)	PSC	2023/Q4
	2.1.3 All works contract documents will include equal pay for work of equal value for men and women employees, and provision of personal protective equipment appropriately sized for women, and for men.	PSC	2021/Q4
2.2 Provision of time-saving or gender responsive infrastructure improved ³ (OP 2.4.1)	2.2.1 Community surveys undertaken in each municipality to track user satisfaction with public toilet infrastructure and time-use of public infrastructure, with minimum 40% female participants.	PSC	Annually from 2024
	2.2.2 Project beneficiaries report satisfaction with the project's responsiveness through active consultation on their water supply and sanitation needs, including cultural obligations and time-use patterns, with feedback from at least 40% of women in each municipality.	PSC, Contractor	Annually from 2024
	2.2.3 A community-based, gender responsive IEC campaign developed (poster-illustrative) ⁴ , on water conservation, time-use and burden of care, use of water and sanitation facilities	PSC	Annually from 2024

¹ The project will support the new water supply and sanitation institution to establish a gender and socially inclusive roadmap to ensure, among other things: (i) equitable access to employment opportunities (including non-discrimination in recruitment and hiring practices); (ii) fair and equitable treatment of employees (including equal pay for work of equal value); (iii) responsive health and safety measure (including training and awareness raising on gender-based violence, sexual exploitation, abuse and harassment); (iv) accessible service delivery mechanisms and customer service modalities; and, (v) a client outreach mechanism to ensure accountability and effective service delivery that reflect the needs and experiences of male and female water employees and customers.

² Gender and socially inclusive planning and service delivery guidelines for water supply and sanitation management, would include, among other things, regular gender and social analysis to establish tariff setting and revenue collection for each municipality based on the socio-economic composition of households.

³ OP2.4 Women's time poverty and drudgery reduced.

⁴ Informed by the initial KAP survey proposed under 2.2.4.

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	for improving health and hygiene practices and hand washing. ⁵		
	2.2.4 A knowledge attitude and practices (KAP) survey is undertaken in project communities at the start and close of project activities to track improved knowledge and understanding of water conservation, use of water and sanitation facilities. Target: minimum 50% participation of women.	PSC	Start & close of project
Output 3: Institutional Effectiveness Improved			
3.1 Gender equality in decision-making and leadership enhanced (OP 2.3)	3.1.1 50 staff (at least 8% women) from SMASAs trained in planning, project management, asset management, O&M, financial management, and tariff collection (2020 baseline: 0) (OP 6.2.1 & OP 2.1.1) DMF 3b.		
	3.1.2 Customers confirm that new customer service feedback and complaint procedures are accessible and responsive to their needs, where at least 75% of female users report satisfaction with complaint handling (2020 baseline: 0) (OP 2.4.1 & OP 6.2.1) DMF 3c.	PSC, MPW, SMASA	From 2026/Q4 reported annually
	3.1.3 Two paid internships in professional roles available annually in each project location with at least 50% female participation with subsequent recruitment to permanent employment if performance is satisfactory. ⁶	MPW, SMASA	Project start – reported annually
	3.1.4 Quarterly project training opportunities provided where at least 30% participants are women. ⁷ (Baseline 2020: 0 %).	PSC	Quarterly
	3.1.5 Community-based and gender sensitive IEC disseminate information, particularly to women as household managers of water resources, on how to access and submit feedback or complaints on service delivery or other issues related to water utilities.	SMASA	From 2025/Q4
	3.2.1 Pilot income generating community management of public toilet infrastructure implemented in each community with at least 50% female in leadership roles.	SMASA	From 2026/Q1
Project Management and Gender-Specific Activities:			
4.1 Recruitment of a gender equality and social inclusion expert(s) by Q3/2021.			
4.2 Training on GAP implementation and monitoring will be delivered to PMU, PSC, MPW and SMASA staff and other key implementing partners by 2022/Q2.			
4.3 Sex-disaggregated data will be collected by the contractor in fulfillment of DMF and GAP reporting requirements.			
4.4 Gender focal point appointed in MPW and SMASA by 2021/Q4.			

DMF = design monitoring framework, GAP = gender action plan, GBV-SEAH = gender-based violence, sexual exploitation, abuse, and harassment, MPW = Ministry of Public Work, (Implementing Agency), PSC = project supervision consultants, SMASA = Municipal Water, Sanitation and Environment Services, Q = quarter, Y = year.

Source: Asian Development Bank.

⁵ In addition to the stated areas, the IEC campaign will also deliver messaging on hygiene for good sexual and reproductive health, and IEC materials will be located in high traffic areas for maximum outreach and dissemination.

⁶ Dedicated internship funding with ongoing employment included in overall departmental budget for recruitment.

⁷ Beneficiaries are staff in MPW/SMASA. Training (informed by a training needs analysis under the TA for institutional effectiveness/roadmap development) could include financial management, digital literacy, performance management, managing for results, leadership, effective meetings, customer service, gender & inclusion etc.