

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activity	Target and Indicators	Responsibility	Years
Output 1: Resilient water supply system and service in Dehradun improved			
1.1: Provide metered water connections to 5,400 households in Dehradun, including at least 90% of identified BPL, SC, ST, or OBC households	i. Application formats designed and used by contractor to identify BPL, ^a SC, ST, and OBC consumers	PMU, PMDSC, contractors, and CAPPA	2–3
	ii. At least 90% of identified BPL, SC, ST, and OBC households to be provided connections Baseline: to be determined in consumer survey by contractors		4–5
Output 2: Integrated and resilient sanitation systems and drainage established in Dehradun and Nainital			
2.1: 17,410 additional household sewer connections installed, including for at least 90% of identified BPL, SC, ST, and OBC households	iii. Application formats designed and used by contractor to identify BPL, SC, ST, and OBC consumers	PMU, PMC, contractors, and CAPPA	2–3
	iv. At least 90% of identified BPL, SC, ST, and OBC households provided connections v. Baseline: to be determined in consumer survey by contractors		4–5
2.2: Pilot intervention of female-managed mobile pink toilets for women demonstrated in project towns	vi. Gender-inclusive guidelines for the operation of mobile pink toilets for women prepared and implemented vii. 10 mobile pink toilets with gender-friendly and inclusive design installed ^b viii. At least 5 BPL women hired by contractor to manage pink toilets ix. Community members trained in each town for effective O&M, including mitigating discrimination and gender-based violence in the management and use of public toilets and pilot mobile toilets Target: 80 trained including 40 women Baseline: 0	PMU, PIU, PMDSC, CAPPA, and contractors	3–4
Output 4: Institutional capacity and knowledge strengthened			
4.1: Create a supportive work environment for women engineers and staff in the Uttarakhand Urban Sector Development Authority, PMU, and PIU	x. A memorandum of understanding signed between UUSDA and partner institutions xi. A stipend-paying internship program for women implemented in UUSDA and project units to provide professional experience Target: 50 women interns xii. One orientation and one completion workshop organized for 50 interns to share learning 2021 baseline: 0	PMU and PIU	2–5
4.2: Support to motivate women labor by introducing zero gender disparity in remuneration	xiii. Contractors provided with an advisory on enhancing women workforce participation and maintaining sex-disaggregated data for construction workers	PMU, PIU, PMDSC, and contractors	1–5

	xiv. National core labor standards incorporated in contract documents with focus on provisions for equal pay for work of equal value, prohibiting child labor, occupational health and safety, disclosure signage, and separate sanitation facilities at labor camps 2021 baseline: not applicable		
4.3: Conduct training on GESI in sustainable WSS ^c 2021 baseline: all technical managerial, administrative staff in UDD and project ULBs	xv. At least 50 staff of UDD, UUSDA, and project ULBs including 90% of eligible female staff with increased knowledge on GESI and sustainable WSS xvi. At least 50 wards members including 90% women ward members with increased knowledge on gender aspects of sustainable WSS UUSDA = 329 (265 male, 64 female) and 125 ward members (82 male, 43 female) Baseline 2021 data from UUSDA	PMU and PMDSC	2–5
4.4: Conduct sanitation skill training on relevant aspects of O&M	xvii. Skills of 749 sanitation workers (or 90% of sanitation workers) upgraded for mechanized equipment and safety gear, including 265 females, or 90% of identified female sanitation workers 634 sanitation workers in Dehradun (405 male, 229 female) and 198 in Nainital (133 male, 65 female) 2021 baseline data from UUSDA	PMU, PIU, and CAPPA	2–5
4.5: Organize skill training for community women to encourage participation in O&M of water supply and sanitation	xviii. 200 community women trained on O&M, including 60 BPL women ^d Baseline: not applicable	PMDSC and contractors	2–5
4.6: Build capacity and raise awareness of behavior change communication and demand-side management ^e	xix. Community outreach on behavior change communication implemented and aligned with behavior change communication plan ^f Target: at least 800 participants, half of them female Baseline: not applicable	PMU, PIU, and CAPPA	1–5
4.7: Monitor and report on GESI action plan implementation	xx. GESI experts placed in CAPPA, one in core team and two support staff in each PIU; additionally, two social gender and resettlement experts mobilized in PMDSC xxi. GESI focal points designated in PMU and each PIU xxii. GESI action plan progress monitored regularly and reported in quarterly project reports ^g xxiii. GESI action plan completion report highlighting success stories and lessons learned submitted at project completion along with knowledge products for these thematic areas ^h Baseline: not applicable	PMU, PIU, PMDSC, and CAPPA	1–5 5–6

BPL = below poverty line, CAPPA = community awareness and public participation agency, GESI = gender equality and social inclusion, O&M operation and maintenance, OBC = other backward class, PIU = project implementation unit, PMDSC = project management and design supervision consultant, PMU = project management unit, SC = scheduled caste, ST = scheduled tribe, UDD = Urban Development Department, ULB = urban local body, UUSDA = Uttarakhand Urban Sector Development Agency, WSS = water supply and sanitation.

- ^a BPL households are those registered under the Antyodaya Anna Yojana food subsidy program or as priority households under the National Food Security Act by the Department of Food, Civil Supplies, and Consumer Affairs of the Government of Uttarakhand.
- ^b Mobile pink bus toilets will be equipped with spaces for feminine sanitation and hygiene practices not only for them but also for accompanied babies and children, and for safe and comfortable breast feeding.
- ^c Sessions on aspects of GESI included in the training.
- ^d Examples of skills are meter reading, water leak detection using sensor devices, plumbing, bill reading and distribution.
- ^e Including aspects of water use efficiency; sanitation and hygiene practices and behavior; no use of single-use plastic bottles; aspects of reduce, reuse, and recycle; waste segregation; community empowerment; benefits; and the dos and don'ts of sewer systems.
- ^f Behavior change communication plan to be developed by CAPPA.
- ^g Reports to include gender-disaggregated data on project staff, consultants, workforce, and laborers. Project-related consultations, orientation, and training programs maintained and reported in progress reports.
- ^h Training modules, information, education, and communication material, good practice notes, and qualitative reports.