

## **GENDER ACTION PLAN**

1. The project is categorized as Effective Gender Mainstreaming (EGM), in accordance with EGM requirements, the Gender Action Plan (GAP) has been prepared. Identified gender issues include limited access to safe and convenient toilet facilities, insufficient solid waste collection services, limited sanitation and sewerage systems resulting in poor environmental sanitation, and women's under-representation in the water and sanitation sector and related low participation rates in decision-making positions.

2. Only 16% of the households utilize the current solid waste collection system, due to limited service availability and reliability of the system. With insufficient services, waste disposal by burning or burying is practised. Only 23% of the households with the lowest 10% of income and 36% of all households make use of the system. Forty-two percent of the female-headed households (FHH) utilize the collection system because it is more time-efficient.<sup>1</sup> The difference in access to sewerage services between poor and non-poor households is smaller: 11.7 compared to 14.7%. Eighty-two per cent of households do not use a sewerage system but discharge their wastewater in a septic tank on their land. Ten percent of all households, 17% of poor the poor, and 11% of FHH don't have their own toilet, resulting in sanitation related health problems and risks to female security.

3. Service related tariffs were assessed affordable for the lowest 10%: the expected wastewater tariff (assuming 11 m<sup>3</sup> water used monthly) will result in combined water and wastewater bills between 3.2% and 4.1% of their monthly income.

4. Women's low participation in decision-making and representation in operations and maintenance in the water and sanitation sector limits gender responsive urban services. Twenty per cent of MPWT staff and 17% of staff in managerial positions are female. In all three towns the percentage of DPWT female staff in management positions is 12% and 28% as officers. Upon examination of academic qualifications, some bias can be seen in staffing. In Stueng Saen, for example, 57% of female staff have academic degrees (compared to 26% men) yet women hold 36% of management positions compared to 53% of male staff.

5. The project's gender mainstreaming strategy promotes gender equality in the delivery of project benefits and women's participation in the water and sanitation sector. Key measures include: female representation and decision-making targets in the PCU and PIUs; urban development strategy and master plan with gender responsive measures; free household sewer connection and toilets and on-site plumbing for poor households, including FHH. The project supports RGC's Five Year Strategic Plan for Gender Equality and Women's Empowerment, 2014-2018; 'Strategic Plan to Increase the Number of Women in Sub-National Management Positions,' 2017; and MPWT's Gender Mainstreaming Strategy, 2016-2020 targets of 30% for unskilled labourers, decision-making and technical positions to be held by women<sup>2</sup> (22% in 2017).

6. The project executing and implementing agencies are responsible for GAP implementation, resourcing, monitoring, and preparation of quarterly GAP Implementation Monitoring reports using ADB template. A full-time qualified social development and gender expert will be employed in the PMU. The GAP is to be integrated in the Project's overall work plan, budget, and PPMS by Q1 of implementation. The total GAP budget is US\$0.923 million

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<sup>1</sup> According to 27 FGDs, February 2018.

<sup>2</sup> According to Chief of Gender Working Group, MPWT, HE Secretary of State.

including sewer connections for all households, free toilets for ID Poor households currently without a toilet, consulting services and trainings.

|              | Item                                      | Quantity | Budget Line          | Total (\$) |
|--------------|-------------------------------------------|----------|----------------------|------------|
| A            | <b>Toilet and drainage improvement</b>    |          |                      |            |
|              | Sewer connections for all households      | 2,540    | Construction budget  | 635,000    |
|              | Private latrines for IDPoor HHs           | 760      | Construction budget  | 205,000    |
| B            | <b>Remuneration - National Expert</b>     |          |                      |            |
|              | Social Development and Gender Specialists |          | Recurrent costs      | 63,000     |
| C            | <b>National and local workshops</b>       |          |                      |            |
|              | Trainings                                 |          | Consultancy services | 20,000     |
| <b>Total</b> |                                           |          |                      | 923,000    |

\* Separate facilities for women and men, girls and boys.

### Gender Action Plan

| Results Chain                                      | Actions and targets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Year of output | Responsible Organisation |
|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------|
| <b>Outputs</b><br>1. Improved urban infrastructure | 1. Free household sewer connections (including on-site plumbing <sup>3</sup> ) for 2,540 ID Poor households including 700 FHH in participating towns (2018 baseline: 0).<br>2. Improved toilets provided free of charge to 760 ID Poor 1 and 2 (2018 baseline: 0) including 100 FHH<br>3. 30% of staff employed in operation and maintenance are women (baseline 2016: 0)                                                                                                                                                                                                | 2023           | PIUs<br>Cities           |
| 2. Improved institutional effectiveness            | 1. 25 government staff (including 10 women) reporting increased knowledge on urban service delivery, O&M of urban facilities, and PPP and other institutional arrangements (2018 baseline: 0)<br>2. Women's representation in PMU/PIU's decision-making and technical positions for: PMU: 30% (2018: 20%); PIU Stueng Saen 30% (2018: 23%); PIU Serei Saophoan: 30% (2018: 24%)                                                                                                                                                                                          | 2023           | PMU<br>PIUs              |
| 3. Improved policy and planning environment        | 1. Road map for financial sustainability (including tariff road map) developed between MPWT and three provincial governments, with consultation from MEF, MIH, MOWA, MRD and other relevant agencies (2018 baseline: N/A)<br>2. Urban development strategy and master plan, with climate resilience and gender responsive measures, developed and approved in all three cities. (2018 baseline: N/A)<br>3. At least 81 schools (50% boys and 50% girls) informed on the benefits of proper sanitation, safe disposal of waste, and menstrual hygiene (2018 baseline: 0). | 2022           | PIUs<br>Cities<br>NGO    |

<sup>3</sup> On-site plumbing refers to disconnecting the house's rainwater drain from the sewerage tank and connecting it to the towns' drains, while connecting the wastewater to the town's sewers (feeding into the WWTP).