

UPDATED GENDER ACTION PLAN

Activities	Indicators / Targets	Responsibilities	Timeframe
Output 1: SLEDP developed			
1.1 SLEDP developed to include a gender mainstreamed approach.	1.1.1 Poverty, social and gender issues are included in the SLEDP, which includes specific strategic gender measures, and are endorsed by the EA. (DMF 1a)	PMU, PIU, PISCB consultants	Q4, 2021
Output 2: Priority urban infrastructure investments implemented			
2.1 Infrastructure activities offer inclusive opportunities to the local population	2.1.1 Subproject construction, operation and maintenance activities will support equal employment including at least 30% female staff (DMF 2a)	Contractor, PMU, PIU, PISCB consultants	During and after construction
	2.1.2 Subproject construction, operation and maintenance employment for unskilled staff and laborers will include at least 75% local hires (DMF 2b)	Contractor, PMU, PIU, PISCB consultants	At construction commencement
	2.1.3 Continued access to existing dump sites is secured alongside livelihood skills training activities to at least 80% of informal waste pickers, of whom 65% are female (DMF 2e)	PMU, PIU, PISCB consultants	During/ after construction
2.2 Infrastructure and services respond to the needs of the targeted population.	2.2.1 At least 2,400 households (10,000 people of whom 50% are females) are serviced by a new wastewater collection and treatment facility. (DMF a)	PMU, PIU, PISCB consultants	Q4, 2023
	2.2.2 At least 5,800 households (25,000 people of whom 50% are females) are serviced by an improved solid waste collection service. (DMF b)	PMU, PIU, PISCB consultants	Q4, 2023
	2.2.3 At least 1,400 households (6,000 people of whom 50% are females) benefit from reduced flooding. (DMF c)	PMU, PIU, PISCB consultants	Q4, 2023
Output 3: Institutional capacities for managing public investments strengthened			
3.1 Public utility services supports gender equality and includes a gender	3.1.1 At least 20 persons from PMU and PIU (30% female) are trained in project management areas (DMF 3a)	PMU, PIU, PISCB consultants	Q4 2023

Activities	Indicators / Targets	Responsibilities	Timeframe
mainstreamed management approach.	3.1.2 At least 100 community leaders, government officers and consultants involved in project implementation and delivery (50 female) demonstrate improved knowledge on gender sensitive approaches due to training received (DMF 3b)	PMU, PIU, PISCB consultants	Q4 2023
	3.1.3 NGO vocational training in livelihood and employment opportunities related to the project will be provided to at least 20 female informal sector workers.	PMU, PIU, PISCB consultants	Q4 2023
Output 4: Community awareness on project activities and environmental sustainability improved			
4.1 Community activities promotes general knowledge around sanitation, flood risks and promotes participation of local women, men and other marginalized groups.	4.1.1 At least 10 gender-responsive ^a community awareness and dissemination campaigns (including public forums) covering environmental sustainability and conservation themes, promotion of “clean city” concept, and dissemination of information on the positive impacts of solid waste collection are provided (DMF 4a).	PMU, PIU, PISCB consultants	Q4 2023
	4.1.2 At least 50% of participants of the community awareness and dissemination campaigns are females (DMF 4b).	PMU, PIU, PISCB consultants	Q4 2023
	4.1.3 Survey carried out in 2021 and at project close to assess improved awareness of the different needs, roles and responsibilities of women and men, girls and boys, in environmental sustainability and conservation.	PMU, PIU, PISCB consultants	Q4 2021 and Q4 2023
Project Management and Gender-Specific Activities			
<p>4.1 PISCB consultants mobilizes an international and national social, gender, community development and livelihood specialists for the duration of the project.</p> <p>4.2 Training on GAP implementation and monitoring will be delivered to PMU, PISCB, and other key implementing partners.</p> <p>4.3 Sex-disaggregated data will be collected by the contractor in fulfillment of DMF and GAP reporting requirements.</p> <p>4.4 Progress reports (e.g. quarterly, safeguards, project performance monitoring and project completion reports) include information on gender activities. The GAP monitoring table to be updated and attached to the project progress reports.</p> <p>4.5 GAP performance included in mid-term and final project reviews.</p> <p>4.6 PMU and PISCB consultants to work with appointed DoWA focal point, in delivering and supporting GAP implementation and monitoring activities.</p>			

^a In this context, gender responsive campaigns will acknowledge the different environmental sustainability and conservation roles, responsibilities and needs of men and women, boys and girls in the community.

DMF = design and monitoring framework, DoWA = Department of Women’s Affairs, EA = executing agency, GAP = gender action plan, O&M = operations and maintenance, PISCB = project implementation support and capacity building, PIU = project implementation unit, PMU = project management unit, SLEDP = strategic local economic development plan.