

GENDER ACTION PLAN

Actions	Targets/ Performance Indicators	Timeframe	Responsibility
Output 1: Irrigation Infrastructure Constructed and Improved			
1.1 Ensure women's participation in consultations for need assessment during sub-projects (dams, weirs, watercourses, canals) design and construction	1.1.1 50% of all consultations include at least 30% women participation 1.1.2 At least 3 women-only consultations conducted (1 consultation for each core subproject). (2016 baseline: Not applicable)	Q3 2018 to Q1 2019	PMO and PIO with the assistance of the Social and Gender Specialist and the field offices in MRB and ZRB
1.2 Conduct needs assessment to determine the communities' choices of domestic water supply locations, washing facilities, water collection points, and other like facilities	1.2.1 Women's groups consulted in the needs assessments during subprojects' design and construction 1.2.1 Needs assessment report reflects inputs from women's groups 1.2.2 Communities' and women's groups' inputs are considered in the subprojects' designs and contracts	Q3 2018 to Q1 2019	
1.3 Install facilities in irrigation schemes to enable women's safe and improved access to water for domestic use	1.3.1 At least 30% of irrigation schemes targeted for construction/ rehabilitation have installed facilities for women's safe and improved access to water for domestic use	Q4 2018 to Q4 2023	
1.4 Document impact of increased access to water for domestic use on women's time poverty.	1.4.1 Impact study report includes quantitative and qualitative results of improved access to water for domestic use on women's time poverty ^a		
1.5 Ensure that all eligible and entitled women are aware of and get their rightful compensation as vulnerable affected people	1.5.1 All affected women given orientation on compensations and process of claiming compensation 1.5.2 All entitled affected women provided with support to facilitate their opening of bank accounts to receive compensation		
1.6 Ensure women's participation in Grievance Redressal Committees (GRCs)	1.6.1 At least 25% of all GRCs are women-only GRCs 1.6.2 For areas with no women-only GRCs, separate GRC meetings are held for women		
Output 2: Command area and watershed protection established and/or rehabilitated			
2.1 Conduct awareness raising sessions in ZRB and MRB communities on safe drinking water, water borne diseases and control, and health and hygiene practices	2.1.1 Two (2) awareness sessions in each subproject area (with 2 females-only sessions) conducted on health, hygiene, and safe water usage, water borne diseases and control (2016 baseline:0) 2.1.2 At least 80 women and girls participated in the awareness raising sessions on health, hygiene, and safe water usage, among others.	Q3 2018 to Q4 2023	PMO and PIO with the assistance of the Social and Gender Specialist and the field offices in MRB and ZRB
2.2 Conduct awareness-raising sessions on nutritional value of food for women and girls including awareness on mother and child health care	2.2.1 Two awareness sessions in each subproject area conducted on nutritional value of food for women and girls including awareness on mother and child health care (2016 baseline:0) 2.2.2 At least 80 women and girls participated in awareness raising sessions on food and nutrition, and mother and child health care	Q3 2018 to Q1 2021	

Actions	Targets/ Performance Indicators	Timeframe	Responsibility
2.3 Conduct training on kitchen gardening that includes growing fruits and vegetables for domestic use, food processing, and handling of agrochemicals	2.3.1 At least 2 trainings conducted for women and girls for both subproject areas 2.3.2 At least 100 women and girls trained on kitchen gardening (2016 baseline:0)	Q3 2018 to Q1 2021	
2.4 Conduct training for women on value addition in fruits and vegetables and livestock care	2.4.1 At least 2 consultations held in the subproject areas for selecting women for training 2.4.2 At least 250 women trained for income-generating high-value agri-businesses (2017 baseline: 0)	Q3 2018 to Q4 2020	
2.5 Support the establishment of pilot demonstration sites for women-led small-scale agri-businesses for fruits and vegetables	2.5.1 At least 22 women-led small-scale income generating agri-businesses launched (2017 baseline: 0) 2.5.2 One processing plant for fruits and vegetables established in each subproject area, for small-scale agri-businesses	Q3 2019 to Q4 2021	
Output 3: Institutional capacity strengthened			
3.1 Conduct gender training workshops for staff and consultants of EA and IA, and for contractors, that includes an orientation on the Gender Action Plan	3.1.1 At least two (2) gender training workshops conducted for relevant staff and consultants of EA, IA, and contractors 3.1.2 At least 80% of project staff participated in the gender training workshop	Q3 2018 to Q4 2023	PMO and PIO
3.2 Recruit social and gender staff for the implementation and monitoring of gender action plan	3.2.1 One (1) social and gender specialist as a core team member at PMO and PIO hired 3.2.2 One (1) social and gender specialist in project management consultants hired 3.2.3 Four (4) female social organizers (2 each at the field office) hired and provided with transportation facilities	Q3 2018 to Q4 2018	
3.3 Ensure reporting of gender equality results	3.3.1 All project periodic reports (quarterly and annual progress reports), as well as the project completion report include progress on GAP implementation, as well as gender equality results	Q4 2018 to Q4 2023	
3.4 Document gender impacts and results of the project	3.4.1 One (1) gender impact study conducted by project end	2023	PMO and PIO with the assistance of the Social and Gender Specialist and the field offices in the MRB and ZRB

AP = affected person, EA = executing agency, GAP = gender action plan, GRC = grievance redressal committees, IA = implementing agency, MRB = Mula River Basin, PIO = project implementation office, PMO = project management office, Q = quarter, ZRB = Zhub River Basin.

^a Time poverty is the burden of competing claims on an individual's time that reduces her/his ability to make unconstrained choices in how to allocate time leading to increased work intensity and to trade-offs among various tasks. The gender division of labor in the household makes women and girls more prone to time poverty because they bear the burden of unpaid household work. (ADB. 2015. *Balancing the Burden? Desk Review of Women's Time Poverty and Infrastructure in Asia and the Pacific.*) In Mula River Basin 57% of the women fetch water from outside their dwellings; in Zhub River Basin 47% of the women fetch water from outside their compounds.