

NERUDP (Agartala/Kohima/Shillong/Aizawl/Gangtok)

GENDER ACTION PLAN (Tranche 2)

Outcome	Activities	Targets	Responsibility	Time
Sustainable and increased access to better urban services in five program cities ¹	Conduct of 1 gender sensitization seminar in the city to highlight gender issues in water supply, sanitation, solid waste and drainage, and the need for women's involvement in the implementation, O&M of these services.	Target: One seminar per year during program period. Composition of participant of the seminar to be : <ul style="list-style-type: none"> • Municipal council officials (10/) • Women's NGOs (5/) including self-help groups • 20 community members (50% women) • State Investment Program Management and Implementation Unit (SIPMIU) staff of state executing agency 	SIPMIU in coordination with a women's NGO / resource center that has the expertise to conduct the seminar (or the Department of Women or the National Commission for Women)	Q 4, 2011
Outputs				
1. Improved water supply and infrastructure	Provision of connections and meters to poor female-headed households (FHHs) in the city.	Targets: All the female headed households, residing in areas covered under the project	<ul style="list-style-type: none"> •SIPMIU •Contracting company •City government 	Q4, 2014
	Employment of women in the construction of pipelines, plants, etc., with implementation of 'same pay for work of equal value'	Notices to be put up at-least 6 locations publicizing equal pay for equal work policy. (e.g. work site, at the notice board of ULB/UDD, SIPMIU office and local employment exchange)	SIPMIU and contracting company	During construction
2. Improved sanitation infrastructure	Prioritize connections to sewerage system of poor female-headed households in each program city	All the female headed households, residing in areas covered under the project	SIPMIU and contracting company	Q1, 2014
	Employment of women in construction of sewage facilities, while implementing the Equal-pay-for-work-of-equal-value policy	Notices to be put up at-least 6 locations publicizing equal pay for equal work policy. (e.g. work site, at the notice board of ULB/UDD, SIPMIU office and local employment exchange)	SIPMIU and contracting company	During construction

2 Supplementary Appendix N

3. Improved solid waste management systems	Prioritize FHHs in the provision of household bins	All the female headed households, residing in areas covered under the project	SIPMIU and contracting company	Q1, 2014
	Conduct of consultations among community members (target: 50% women) including NGOs on the manner and schedule of trash collection	Ensure 50% attendance of women in all the public consultation meetings. In addition conduct at least two public consultation meetings only with women, with minimum 50 women in each meeting.	SIPMIU	
	Conduct an exploratory study on possible livelihood opportunities from available recyclable materials and the market for possible products from these recycled materials	One Study report	External group, engaged by SIPMIU or local government	Q2, 2012
	Conduct of training on alternative livelihoods for women using recyclable materials (e.g., papier mache, etc.)	Provide training of at least 2 weeks to minimum 50% of women rag pickers. Thereafter conduct refresher and problem solving workshops every three months over a period of one year.	SIPMIU to organize the trainings, in coordination with an NGO or a state agency providing livelihood trainings	Q3, Yr.2 July-Sept. 2012
4. Strengthening project implementation capacity of executing agency	Instituting geographic and sex-disaggregated project management information system	Project management information system in place with sex disaggregated data. All MIS formats should be designed for providing segregated data on male and female where applicable	EA	Q4, Yr. 1 Oct-Dec. 2011
	Conduct of on-the-job capacity-building activities for SIPMIU on gender-sensitive recruitment, management, procurement and contract management, project and performance monitoring, safeguard compliance, land acquisition, and preparation of feasibility studies and detailed designs	Train entire SIPMIU staff by carrying out gender sensitization workshops every quarter with a gender facilitator to examine the activities undertaken from the gender perspective.	EA, SIPMIU	Q4, Yr. 1 Oct-Dec. 2011
5. Strengthened local government for sustainable service delivery	Include women staff in all training to be undertaken for capacity building of municipal staff on O & M of services, financial management, and regulation enforcement.	At least 33% of the trainees in the courses should comprise of women, if proportion of women is less than 33%, and then include all women staff.	SIPMIU	On going

Essentially Municipal Functions

1. Urban planning including town planning
2. Regulation of land-use and construction of buildings
3. Planning for economic and social development
4. Roads and bridges
- 5. Water supply domestic, Industrial and commercial purposes**
- 6. Public health, sanitation, conservancy and solid waste management**
7. Fire services
8. Urban forestry
9. Preventive Health Care
10. Provision of urban amenities and facilities such as parks, gardens, playgrounds
11. Burials and burial grounds, cremations, cremation ghats/grounds and electric crematoria
12. Cattle pounds, prevention of cruelty to animals
13. Vital statistics including registration of births and deaths
14. Street lighting
15. Parking lots, bus stops and public conveniences
16. Regulation of slaughter houses and tanneries
17. Slum improvement and up gradation
18. Agency Functions
19. Protection of the environment and promotion of ecological aspects

20. Safeguarding the interests of weaker sections of society, including the handicapped and the mentally retarded

21. Urban poverty alleviation

22. Promotion of cultural, education and aesthetic aspects

23. Primary Education

24. Primary Health Care