

**Latest update: 07 August 2022 - GENDER ACTION PLAN**

**Community Resilience and Livelihood Project**

ACTIVITIES	INDICATOR	TARGET	RESPONSIBLE	TIMELINE	STATUS UPDATE
<b>OBJECTIVE 1: Gender-Inclusive Planning and Programme Design</b>					
Activity 1.1: Assess the need of any female involved in the project to provide them safe and secure working environment.	Increased opportunities for women to take part in the projects and also provide them better services in the communities.	Considering the needs of female beneficiaries and staff during the selection and implementation of any project.	UNOPS and Contractor Social Mobilizer, FPs and Contractor	During Entire Lifetime of the Project	
<b>OBJECTIVE 2: Women's Access to Economic Opportunities</b>					
Activity 2.1: Women's engagement in the labour work of the infrastructure.	Number of Female Labour/Workers	7% of labourers shall be female.	Contractor	During Entire Lifetime of the Project	
Activity 2.2: Hiring of female interns for the subproject.	Number of Female Interns Hired by Contractor	At least 1 female conducting their thesis period in the contractor main office.	Contractor	During Entire Lifetime of the Project	
Activity 2.3: Hiring of Key female staff for the Sub-project by the Contractors.	Number of Female Hired in Sub-projects.	1: 2 Women should be part of the Contractor's Key staff for the sub-project. 2: One of the two Social Mobilizers from Contractor's staff shall be female.	Contractor	During Entire Lifetime of the Project	
Activity 2.4: Affirmation actions to increase women's engagement in the labour force for the construction work including a special arrangement to facilitate women's labour (keeping in view the social norms).	Number of Female Labours in Project	100% of women must feel safe in the workplace.	Contractor	During Entire Lifetime of the Project	
Activity 2.5: Training sessions (Half day) for men and women labour on the safeguard issues including health and safety, social inclusion, child protection, and the environment.	Number of Labours Trained	100% of Project Labours shall be trained.	Contractor	At the beginning of field work	
Activity 2.6: Training for women labour based upon basic skills including stone chipping, site clearance, record keeping, etc.	Number of Women Labour Trained	90% of women (labours) shall be trained in the basic labour skills	Contractor	During Entire Lifetime of the Project	
Activity 2.7: UNOPS to establish a GRM system	At least 90% of complaints should be assessed and responded in timely manner.	Set up and manage an effective grievance redress mechanism (GRM) for the whole project	UNOPS PM, FPs, CDCs and Contractor	During Entire Lifetime of the Project	
<b>OBJECTIVE 3: Capacity Building</b>					
Activity 3.1: Half-day training sessions on gender sensitization and women's engagement in infrastructure for the men and women labour force.	Number of Labour Trained	100% of project Labours shall attended the training.	Contractor	During Entire Lifetime of the Project	
<b>OBJECTIVE 4: Institutional Arrangements</b>					
Activity 4.1: Apply equal pay for equal work.	Number of women recieved Equal Pay (Wage)	Equal pay in all works shall be carried out by men and women.	UNOPS PM and Contractor	During Entire Lifetime of the Project	
Activity 4.2: Delivery of payment to directly women workers.	Number of women recieved salaries in person	100% of women workers shall receive their salaries in person.	UNOPS PM and Contractor	During Entire Lifetime of the Project	
<b>Tips:</b>					
NB: This template can be used in the development of both office-level and project-level Gender Action Plans.					
i). Please ensure the entries are Specific, Measurable, Attainable, Relevant and Time bound (SMART).					
ii). The purpose of this document is to filter out gender based activities from the Project Plan, with the intention to have a rigorous follow up mechanisms in place to make sure gender aspects do not evaporate as the project progresses.					
iii). Use the 'Status Update' column for ease of recording quarterly updates on progress to date, and to share the updated GAP regularly with senior management for monitoring purposes.					
iv). This plan typically does not exceed 1 printed page and is not intended to be a time consuming exercise.					
v). If you require further assistance with developing, or implementing your Gender Action Plan, please contact IPMG at <a href="mailto:ipmg@unops.org">ipmg@unops.org</a>					