

Gender Action Plan (2023-2030)

Gender and Development Forum, DPHE

Background: DPHE instituted the Gender and Development Forum (GDF) to proactively advance gender equality, embedding gender perspectives across all functions of DPHE and its projects and programs. To effectively carry out its activities, with the support of CWIS-FSM Support cell, DPHE the Gender and Development Forum (GDF) has crafted a Gender Action Plan. This empowers the GDF to identify and rectify gender disparities within DPHE's operations, fostering gender equality and inclusivity, and aligning with DPHE's mandate to gender equality.

Objective of GAP: The Gender Action Plan (GAP) for the Gender and Development Forum (GDF) within the Department of Public Health Engineering (DPHE) is designed to operationalize the objective of fostering comprehensive gender equality, women's empowerment, and inclusive development. The GAP serves as a strategic roadmap, outlining specific initiatives and actions to integrate gender-transformative approaches across DPHE's projects and programs.

Time Frame: June 2023- June 2030

Focus areas: The GAP is focused on the following seven key areas:

1. **Gender equality and inclusion in projects and programs:** The GAP aims to promote gender equality and women's empowerment within DPHE projects and programs by integrating gender-transformative approaches into all aspects of project planning, implementation, and monitoring. This will include ensuring that the needs of women and girls are considered from the outset of project design, and that they have equal opportunities to participate in and benefit from DPHE's projects and programs.
2. **Policy adoption and strategy development:** The GAP's policy adoption and strategy development component aims to ensure that the department fully adopts, develops and implements gender-transformative policies and strategy.
3. **Sex, Age, Disability Disaggregated Data (SADD) data collection, monitoring, and evaluation:** The GAP recognizes the importance of collecting and analyzing Sex, Age, and Disability Disaggregated Data (SADD Data) in order to track progress on gender equality and women's empowerment. SADD Data is essential for understanding the different needs and experiences of women and girls, as well as boys and men, people with disabilities and people of all ages.
4. **Capacity building:** The GAP also emphasizes the importance of capacity building to strengthen gender mainstreaming and awareness within DPHE and its stakeholders. The GAP will therefore support a range of capacity-building initiatives, such as training on gender mainstreaming for all DPHE staff and gender awareness training for DPHE stakeholders.
5. **Enabling Gender Friendly Working Environment:** By implementing these guidelines and mechanisms, DPHE can create a more welcoming and inclusive workplace for all staff.
6. **Partnership, Network, Resource Mobilization and Others:** By establishing and maintaining partnerships with a diverse range of stakeholders, the GDF can amplify its impact and make significant progress towards achieving gender equality and women's empowerment in DPHE and its initiatives.

7. **Gender and Development Forum's Service Box Update on DPHE Website:** One of the key focus areas of the GAP is to enhance knowledge sharing on gender mainstreaming and establish a centralized repository for gender-related materials in DPHE.

Implementation: The GAP will be implemented by the Gender and Development Forum (GDF) of DPHE with the support of the CWIS-FSM Support Cell of DPHE and in collaboration with other DPHE departments and units.

The GAP is a significant step forward for the DPHE in its efforts to promote gender equality and women's empowerment. The GAP provides a clear roadmap for how the department will integrate gender into all aspects of its work.

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Focus Area- Gender Equality and Inclusion in Projects and Programs of DPHE

Objective: To promote gender equality, women's empowerment, and inclusive development within DPHE

Outcome	Output	Activity	Indicator	Timeframe	Target Group	Action by	Support requires
1. The Gender Action Plan (GAP) was on track	1. Gender Action Plan (GAP) is in place	1.1 Set objectives and targets. 1.2 Develop the plan. 1.3 Workshop/Meeting 1.4. Approval 1.5 Regular monitoring and update.	# of meeting conducted # of workshop conducted	August 2023	DPHE staff Member of GDF DPHE authority	Member of GDF, Focus Area – Gender Equality and Inclusion in projects and programs of DPHE	DPHE authority and officials from all levels.
2. Increased % of gender mainstreaming in WASH projects through the implementation of the Gender Integration Guideline	2. TOR developed for GDF and reviewed	2.1 Draft the TOR 2.2 Seek input and feedback from relevant stakeholders. 2.3 Incorporate the feedback and finalize the TOR 2.4 Establish a system for yearly reviews of the TOR	# of meetings conducted Timely reviewed the TOR	June 2023 Cont.	Different project/program focal All Gender focal of DPHE	CWIS-FSM Support Cell, DPHE	Different project or program focal
3. % of projects of DPHE integrated gender-transformative training manual, disaster risk reduction (DRR) and climate	3. Gender Integration Guidelines enrolled	3.1 Support to enrolled the guideline 3.2 dissemination and integration the guideline	#of projects used guideline during project planning.	December 2023 - Cont.			
	4. Framework for Gender in WASH mainstreaming is in place.	4.1 Develop TOR 4.2 Hire consultant ¹ 4.3 Organize workshop 4.4 Approval and dissemination.	# of projects that adhere to the gender in WASH mainstreaming framework	December 2023- Cont.			
	5. Gender in WASH training manual enrolled	5.1 Support to enrolled the training manual 5.2 Dissemination and integration the training manual.	#of projects that integrated the training manual	December 2024 - Cont.			

¹ The selected consultant will conduct output 4, 5 and 7

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adaptive strategy and women entrepreneurship development guideline in projects and programs.	6. Develop gender-transformative and disaster risk reduction (DRR) and climate adaptive strategy.	6.1. Develop TOR 6.2 Hire consultant 6.3 Organize workshop 6.4. Approval and dissemination.	#of projects that integrated the strategy	December 2024 Cont.			
	7. Develop a guideline on women entrepreneurship development	Same as activity 6	# of projects that integrated the guideline	December 2024 Cont.			

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Focus Area- Policy Adoption & Strategy Development

Objective: To ensure inclusivity, equality, and participation, Integrate gender-transformative policies and strategies into DPHE.

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. Integrated % of gender-responsive knowledge dissemination within DPHE	1. Policies/ policy adopted by DPHE	1.1. Develop TOR 1.2 Hire consultant ² 1.3 Organize workshop 1.4. Approval and dissemination.	# of Existing Guidelines/ Policies reviewed.	March 2024	All staff of DPHE	Gender and Development Forum	DPHE authority and officials from all levels.
	2. Developed a strategy.	Same as activity 1	# of stakeholder consultations or workshops conducted.	March 2024		Focus Area – Policy, Adaptation & Strategy Development CWIS-FSM Support Cell and	Different project or program focal
2. Integrated Gender policy and strategy within DPHE	3. Developed policy brief	Same as activity 1	# of policy brief developed	March 2024		Different project focal.	CWIS-FSM Support Cell

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² The selected consultant will conduct output 1, 2 and 3

Focus Area- SADD Data (Sex, Age, Disability, Disaggregated) Data Collection, Monitoring and Evaluation

Objective: To ensure the collection and analysis of SADD (sex, age, and disability, Disaggregated) data in all DPHE projects, facilitating gender-responsive monitoring and evaluation.

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. % of project effectively utilizes SADD data for monitoring and evaluation purposes.	1. Developed framework for SADD collection and integration in all DPHE projects.	1.1 Develop the TOR 1.2 Hire consultant ³ 1.3 Approval and enrollment and follow-up. 1.4 Take training initiative	SADD Data collection framework developed	April 2024	SIR Division All project focal	Gender and Development Forum, Focus Area – SADD Data Collection, Monitoring and Evaluation	Different project focal All Gender focal of DPHE
2. % of projects where SADD data is effectively reflected in the dashboard	2. Enhanced the dashboard by integrating SADD data monitoring, and evaluation status.	1.1 Ensure the adoption and implementation of the SADD Data framework/ indicators 1.2 Follow-up	# of projects that have implemented the SADD Data framework	June 2023-Cont.	Gender expert of DPHE Project team	 SIR division	 CWIS-FSM Support Cell
3. Identified specific areas for DPHE to improve its gender equality.	3. Gender Gap Analysis of DPHE	3.1 Develop the TOR 3.2 Hire consultant 3.3 Review and finalize the report 3.4 Take necessary action	Report disseminated	April 2024	MIS unit		

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³ The selected consultant will conduct output 1 and 3

Focus Area- Capacity Building

Objective: To strengthen gender mainstreaming and awareness within the DPHE and its stakeholders by promoting gender equality through capacity-building initiatives.

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. Certain % of staff equipped with the necessary knowledge and skills in gender mainstreaming. 2. Certain % of staff members effectively integrates gender considerations into their work.	1. Resource pool established.	1.1 Identify probable resource persons or trainers. 1.2 Select resource persons and approval 1.3 Training of trainers (TOT) of selected resource persons	# of resource person identified and selected # of meeting conducted # of TOT conducted	October 2023-Cont.	GDF member	Gender and Development Forum	CWIS-FSM Support Cell
	2. Gender awareness and knowledge Enhanced	2.1 Ensure and provide training on Gender related materials of DPHE officials and Municipal personnel 2.2 Monitor and guide gender-transformative initiatives and IEC, BCC materials.	# of persons received gender-related training. #of IEC, BCC materials are gender-responsive	June 2024-Cont.	Other DPHE Officials Municipality Personnel	Focus Area-Capacity Building Committee	Different project focal Training Division, DPHE
3. Incorporated gender-related sessions as cross-cutting in all training program and separate training on gender equality.	3. Incorporated gender-related sessions as cross-cutting in all training program and initiate separate training on gender equality.	3.1 Review existing training programs for incorporating gender-related sessions. 3.2 Add separate training program on gender equality to the training calendar	# of training program incorporated # of trainers trained on facilitating gender-related sessions. #of separate gender related training conducted.	November 2023 cont.			

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Focus Area- Enabling Gender Friendly Working Environment

Objective: To create an enabling gender-friendly working environment within the DPHE and its initiatives

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. % of the facilities meet the required standards and guidance for enhancing accessibility and inclusivity for women. 2. Decreased % of violence due to the implementation of reporting and redressal mechanisms. 3. Promoted awareness by observing key national and international days, including International Women's Day."	1. Established women-friendly facilities at DPHE	1.1. Develop TOR 1.2 Hire consultant ⁴ 1.3 Develop the guideline 1.4 Validation and integration and monitoring.	#of women friendly facilities in DPHE	December 2024 – Cont.	DPHE staff	Gender and Development Forum	Gender focal of DPHE
	2. Addressed inclusive infrastructure in all projects during the planning and execution phases.	Same as activity 1	# of project addressed inclusive infrastructure.	December 2024 – Cont.	Project focal	Focus Area - Enabling Gender Friendly Working Environment	CWIS-FSM Support Cell
	3. Established Gender Based Violence (GBV) reporting and redressal mechanisms in DPHE.	Same as activity 3	# of reported cases #of cases resolved	December 2024 – Cont.	Gender expert of DPHE		DPHE field staff
	4. Celebrated national and international days e.g. International Women's Day	4.1 Committee formation. 4.2 Conduct meeting 4.3 Select activity 4.4 Organize program 4.5 Media coverage	#of Meeting #of media coverage	June 2023 – Cont.			

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⁴ The selected consultant will conduct output 1, 2 and 3

Focus Area- Partnership, Network, Resource Mobilization and Others

Objective: To establish and maintain partnerships with stakeholders for promote collaboration and leverage resources for gender equality and women's empowerment.

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. % of female staff received training due to networking. 2. % of female staff participated meaningfully in the decision-making process	1. Resource mobilization and partnerships established.	1.1 Communication with like-minded organization 1.2 Initiate dialogues and discussions 1.3 Establish formal partnerships and alliances 1.4 Resource mobilization 1.5 Regular communication and coordination	# of partnerships and networks established at national and global levels	June 2023- Cont.	DPHE staff. DPHE female staff	Gender and Development Forum Focus Area - Partnership, Network, Resource Mobilization and Others	DPHE management
	2. At least 30% of women meaningfully participated in all the committees of DPHE and Municipality	2.1 Conduct meetings with project focal points 2.2 Conduct meetings with planning division during DPP formation 2.3 Ensure effective follow-up	# of Meeting conducted # of women participated meaningfully in DPHE and Municipality committee	November 2023 - Cont.	Municipality personnel.		

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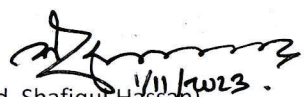
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Focus Area- Gender and Development Forum's Service Box Update on DPHE Website

Objective: To enhance knowledge sharing on gender mainstreaming through a dedicated service box and establish a centralized repository for gender-related materials in DPHE.

Outcome	Output	Activity	Indicator	Time Frame	Target Group	Action by	Support requires
1. Resources uploaded in the website.	1. Established a service box on the DPHE website and updated	1.1 Develop and design the service box 1.2 Gather and compile relevant resources 1.3 Organize and categorize the resources 1.4 Regularly update and maintain	# of gender-related knowledge products collected Website established	June 2023-Cont	Different project focal of DPHE. Different gender focal of DPHE	Gender and Development Forum Focus Area - Gender and Development Forums Service Box Update on DPHE Website	MIS Unit project focal of DPHE Different Gender focal of DPHE
2. % of projects used gender-related knowledge products.	2. Created an archive/database/knowledge repository for gender-related manuals, modules, IEC/BCC materials, and policy documents of DPHE.	2.1 Half yearly meeting with all project focal 2.2 Collect all sorts of gender-related materials. 2.3 Approval of the documents 2.4 Ensure the upload of the website	# of meetings conducted #of material updated	December 2023- Cont.			


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