

ANNEX8i: GENDER ACTION PLAN FOR ENHANCING THE RESILIENCE OF COMMUNITIES AND ECOSYSTEMS IN THE ATHI RIVER CATCHMENT AREA

Output	Gender responsive actions	Performance indicator	Time frame (Financial Year)					Responsible
Component 1: Enhance hydrological and meteorological monitoring system to support decision making, planning and policy development in water and climate change sector			1	2	3	4	5	
1.1 Support establishment of National Information Centre for Integrated Water Resource Management	Constitute a gender inclusive committee to gather and disseminate relevant, accurate and timely climate information from local water catchment communities and county governments.	51% of women and 49% men involved in information gathering, design stages and communication strategies of the project development.						NEMA, KMD WRA
	Enforce 2/3 gender principle in Policy dialogue committee for developing data sharing protocols (between NEMA, WRA, KMD)	2/3 gender principle adhered to in all technical policy meetings						NEMA, KMD WRA
	Target men and women in the development of Early Warning systems that determine climate-driven vulnerabilities and effective adaptation options	51% of women and 49% men imparted with climate information on early warning systems and other risk reduction measures through strengthened engendered participation in setup of the systems.						NEMA, KMD WRA
	Develop an integrated database for weather and water resources-related information by ensuring that men and women receive seasonal forecast in a timely manner.	51% of women and 49 men receive real time seasonal weather forecast information for collective and gender-specific adaptive mechanisms.						NEMA, KMD WRA

1.2 Establish modernized hydro-meteorological observation, monitoring, and testing systems and related networks	Coordinate with gender focal points of relevant ministries and institutions during the Installation and rehabilitation of surface hydro-meteorological monitoring and network systems.	50% of gender focal points engaged during the rehabilitation and installation of surface hydro-meteorological monitoring and network systems showing disaggregated information on the projected percentage level of women and men's access to and utilization of the network systems.						NEMA, KMD WRA.
	Upscale the representation and participation of women in project planning and representation.	Increased representation and participation of women during project implementation						NEMA, KMD WRA.
1.2.4 Setting up of a RANET broad casting station in Machakos County	Air specific information/programs on water security and climate vulnerability targeting women and girls	30% of airtime dedicated to airing information/ programs on water security and climate vulnerability targeting women and girls						NEMA, KMD WRA.
1.3 Training and capacity building programs	<p>Enhance an understanding on the link between gender and efficient water management for water sector professionals.</p> <p>Promote gender balanced staffing during the technical training on operation of monitoring and information systems</p> <p>Empowerment on the constitutional rights of both women and men on access and sustainable utilization of the water resources</p>	51% of female and 49% male relevant project stakeholders trained on water sector, climate change and resources management towards efficient operation, monitoring and effective information systems.						NEMA, KMD WRA

1.3.1 Support capacity building and training for government institutions with water and climate change mandates within the project area.	Ensure gender parity in capacity building training for targeted government institutions	Gender parity and 2/3 gender rule achieved in training and capacity building of government institutions					NEMA, KMD WRA
1.3.2 Support capacity building and training for relevant water governance structures and communities within the project area (Water Resource Users Associations -WRUAs, County Environment Committees - CECs, County Adaptation Committees, Community Based Organizations - CBOs among others)	Ensure gender parity in identification of trainees	Gender parity and 2/3 gender rule achieved in training and capacity building of community groups, adaptation and water governance structures.					NEMA, KMD WRA
Component 2. Improve climate water resilience by building, enhancing and rehabilitating prioritized water infrastructure and implementing conservation activities in the catchment							

2.1 Develop and upgrade water sources and infrastructure for domestic use considering present and future impacts of climate change.	Ensure constructive participation and consideration of women's employment needs in the rehabilitation and construction of water storage and supply infrastructure in the community.	Improved level of access by women to employment opportunities created by the project through rehabilitation and construction of water storage and supply infrastructure.						NEMA, National & County Govt
	Engage in consultative discussions with men and women on the rehabilitation process at every stage, with specific interventional considerations to issues affecting women as the more vulnerable gender, e.g. access to water points should be reviewed prior to rehabilitation/new construction of water points.	At least 51% of women engaged in consultative discussions for improved access to safe and reliable water for domestic use with reduction in distances covered to water collection points towards enabling reduced water charges.						NEMA, National & County Govt
	Ensure women have equal and equitable access to employment opportunities generated by new civil works during the rehabilitation of water conservation structures.	Increased number of women employed within the new civil works for improved livelihoods.						NEMA, National & County Govt
	Ensure Women's safety in the access and use of the water conservation structures.	Increased number of women regularly accessing the water conservation structures leading to improved livelihoods						

2.1.1: Construct water storage and supply infrastructure	Structural design of the water storage and supply infrastructure to incorporate gender sensitive design to accommodate women and girls who are mainly involved in search of water for domestic and other uses	Gender sensitive design including draw off pipes, cattle troughs and overflow channels incorporated to improve safety, accommodate women and people with disabilities						NEMA, WRA.
	Constitute gender sensitive project supervision committees for all water assets contracted for rehabilitation	2/3 gender representation in all project management committees at project level						NEMA, WRA.
2.2 Support conservation of water catchment areas as adaptation to climate change measure.	Ensure public awareness and inclusive active participation of men and women in the water catchment protection and management processes to enhance the ownership spirit and sustained community driven zeal for environmental conservation and management.	Improved awareness level and participation of women and men in the conservation of water catchment areas. Increased number of tree nurseries established and number of trees planted by women						NEMA, WRA, National & County Govt WRUAs
Component 3. Strengthen water and adaptation planning, institutional and regulatory framework to respond to changing climatic conditions								

3.1 Enhance compliance of water regulations within project area and improve adaptation planning.	Review the existing legal and regulatory frameworks in the water sector on their gender-sensitive and responsiveness on water management status to instigate policy geared enforcements and repealing.	The number of existing legal and regulatory frameworks in the water sector reviewed on their gender-sensitivity and responsiveness on water management						NEMA, WRA, National & County Govt
	Encourage both women and men's constructive participation and opinions in decision making toward compliance to laws and regulations regarding encroachment of river banks, forests, wetlands and other riparian reserves	Increased collective compliance of both women and men to existing to laws and regulations regarding encroachment of river banks, forests, wetlands and other riparian reserves						
3.1.2: Sensitize the regulated communities to enhance compliance	Ensure 50% gender representation during sensitization forums for regulated communities	At least 50% women representation achieved during sensitization forums for regulated communities						NEMA, WRA,
3.2 Enhance compliance of water regulations within project area and improve adaptation planning.	Ensure maximum participation of women in the development of County Environment Action Plans (CEAPs) for water catchment conservation.	Increased participation of women and men in planning and implementation of CEAPs						NEMA, County Govt.

3.3 Development of 8No. Sub-Catchment Management Plans (SCMPs) including climate change adaptation	Ensure maximum engagement and active participation of men and women in the development, review and implementation of sub-catchment management plans (SCMPs)	Increased participation of women and men in planning and implementation of SCMPs.						WRA, County Govt.
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GAP notes

1. A Technical Assistance budget allocation for a gender expert is requested for under the AE fee costs
2. The GAP will be developed further by the Gender Expert and should be complete within the first year of project implementation
3. The gender expert will support mainstreaming and implementation of the GAP during the project period
4. The budget for implementing the GAP will be drawn from the M&E cost as planned in the proposed detailed budget