

# Gender Action Plan

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## **FP007: Supporting Vulnerable Communities in Maldives to Manage Climate Change-Induced Water Shortages**

Maldives | UNDP | B.11/11



**GREEN  
CLIMATE  
FUND**



**I. Proposed Gender Action Plan**

**Maldives:**

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation. Below is the initial gender action plan for the UNDP/GCF project: Maldives to be further reviewed and finalised during the project inception phase.

Activities	Indicators and Targets	Timeline	Responsibilities
<b>Impact: at least 15,000 women in target atolls have a year-round access to safe freshwater</b>			
<b>Output 1: Scaling up integrated water supply system to provide safe water to vulnerable households (at least 32,000 people, including 15,000 women)</b>			
<b>Activity 1.1: Gender balanced employment</b> Contracting women in civil works (if available) , financial and customer services, and as female engineers  Liaise with the local Island Councils and women’s development committees to help inform women of the availability of jobs (direct and indirect) during construction  Require contractors to employ local labour including women, as appropriate	Number of women and men employed through jobs created from the project	In project cycle	MEE, Island Councils.
<b>Activity 1.2: Female headed households have a year round access to safe water in all target islands. Women leading in family budget planning for water use and promoting water efficiency.</b>	Undertake disaggregated household survey as part of the baseline study on water consumption; Prioritize to include FHHs in the survey in all target islands;	In project cycle	MEE, Island Councils, Women’s Development Committees.



<p>Undertake disaggregated household survey as part of the baseline study on water consumption; Prioritize to include FHHs in the survey in all target islands;</p> <p>Prioritize female-headed households in the selection of beneficiaries.</p> <p>Establish women specific issues of water availability, affordability and safety;</p> <p>Undertake willingness to pay survey for tariff setting;</p> <p>Include female-headed households in workshops and ensure that they have equal participation in the project</p> <p>Ensure that information material is gender sensitive;</p> <p>Mobilize women's groups to promote consumer efficiency as well as safe handling of rainwater harvesting system.</p>	<p>Prioritize female-headed households in the selection of beneficiaries.</p> <p>Establish women specific issues of water availability, affordability and safety;</p> <p>Undertake willingness to pay survey for tariff setting;</p> <p>Include female-headed households in workshops and ensure that they have equal participation in the project</p> <p>Ensure that information material is gender sensitive;</p> <p>Mobilize women's groups to promote consumer efficiency as well as safe handling of rainwater harvesting system.</p>		
<p><b>Output 2: Decentralized and cost-effective dry season water supply system introduced benefiting 73,000 people across 7 Northern Atolls</b></p>			
<p><b>Activity 2.1: Active women participation in setting up new water emergency distribution hubs.</b></p> <p>Set up a requirement for WDCs participation in Island Council meetings on setting up the distribution hubs and mechanisms.</p>	<p>Number of women and men who participated in Island Council meetings on setting up new emergency water distribution hubs and mechanisms.</p>	<p>In project cycle.</p>	<p>MEE, NDMC, Island Councils</p>



<b>Output 3: Groundwater quality improved to secure freshwater reserves for long term resilience on 49 islands</b>			
<p><b>Activity 3.1 Female-headed households have equal access to affordable and safe water.</b></p> <p>Monitor groundwater quality improvements through sampling and lab tests;</p> <p>Set up Water Quality Task Teams at each target island with participation of women both through the women’s development committees and directly;</p>	<p>Total number of men and women beneficiaries of project</p> <p>Reduction in water related diseases;</p> <p>Qualitative assessment of health improvement.</p>	<p>In project cycle.</p>	<p>MEE, NDMC, Island Councils</p>

**II. Proposed Gender Budget**

Maldives:

Type of Supply	Category	US\$	Activity	Description of procurement	First year % of disbursement	Remarks (Relevance to gender)
Contractual services - companies	Consultancy firm - local/international	174,565	1.1	Consultancy firms for: <ul style="list-style-type: none"> <li>• Installation</li> <li>• Survey and design</li> </ul>	11%	Require contractors to employ local labour including women, as appropriate
Individual contractor	National consultant	240	1.1	Consultancy for SOP procedures	0%	Require contractors to employ local labour including women, as appropriate
Individual contractor	International consultant	3,084	1.1	Consultancy for installation	21%	Require contractors to employ local labour including women, as appropriate
Services	Workshops and trainings	812	1.1	Workshop on sensitisation and site-based demonstrations	8%	Help inform women of the availability of jobs
Contractual services - companies	Consultancy firm - local	200	1.2	Consultancy for: <ul style="list-style-type: none"> <li>• Tariff evaluation criteria</li> </ul>	50%	Prioritize to include FHHs in the surveys



## Annex XIII (b) – Gender Assessment

GREEN CLIMATE FUND FUNDING PROPOSAL

Type of Supply	Category	US\$	Activity	Description of procurement	First year % of disbursement	Remarks (Relevance to gender)
				<ul style="list-style-type: none"> <li>Household WTP surveys</li> </ul>		<p>Prioritize female-headed households in the selection of beneficiaries.</p> <p>Establish women specific issues of water availability, affordability and safety</p>
Individual contractor	International consultant	420	1.2	Consultancy on financial assessments for tariff setting criteria and guidelines	50%	Mobilize women's groups
Individual contractor	National consultant	560	1.2	Consultancy on: <ul style="list-style-type: none"> <li>Skill profile surveys and institutional functional analysis</li> <li>Procedures for certifications and approvals for new training courses</li> </ul>	0%	Mobilize women's groups
Services	Workshops and trainings	1,253	1.2	Trainings on: <ul style="list-style-type: none"> <li>Tariff setting criteria and use of guidelines</li> <li>IWRM, planning, budgeting, etc.</li> <li>Water engineering, capital construction, operation, maintenance, financial management and planning.</li> <li>Mentoring for trainers</li> </ul>	14%	<p>Include female-headed households in workshops and ensure that they have equal participation in the project</p> <p>Ensure that information material is gender sensitive;</p>



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GREEN CLIMATE FUND FUNDING PROPOSAL

Type of Supply	Category	US\$	Activity	Description of procurement	First year % of disbursement	Remarks (Relevance to gender)
Individual contractor	National consultant	200	2.1	Consultancy on legislation reviews	50%	Set up a requirement for WDCs participation in Island Council meetings
Individual contractor	International consultant	960	2.1	Consultancy for: <ul style="list-style-type: none"> <li>Institutional coordination and accountability between stakeholders</li> <li>Formulating regulations and sub-laws to address institutional gaps</li> </ul>	73%	Set up a requirement for WDCs participation in Island Council meetings
Contractual services - companies	Consultancy firm - local/international	4,800	3.1	Consultancy for: <ul style="list-style-type: none"> <li>Groundwater assessment on selected islands</li> <li>Water quality task force establishment</li> </ul>	5%	Participation of women both through the women's development committees and directly
Total Estimated Procurement Plan		US\$ 187,094				

- Undertake disaggregated household survey as part of the baseline study on water consumption; Prioritize to include FHHs in the survey in all target islands
- Prioritize female-headed households in the selection of beneficiaries
- Establish women specific issues of water availability, affordability and safety
- Undertake willingness to pay survey for tariff setting
- Include female-headed households in workshops and ensure that they have equal participation in the project
- Ensure that information material is gender sensitive
- Mobilize women's groups to promote consumer efficiency as well as safe handling of rainwater harvesting system