

SUMMARY GENDER ACTION PLAN ¹

Activities	Design features, measures and monitoring indicators	Responsible Agency	Time Frame
Component A: Policy, Planning, Institutional and Knowledge Bases			
1. Sex-disaggregated baseline survey and monitoring.	<ul style="list-style-type: none"> Quantitative and qualitative sex-disaggregated data collected through baseline survey in intervention and control sites on a set of agreed indicators, to measure attitude and behavior changes, and the socioeconomic impacts (see details below). 	AIFRERMA, WRD	Year 1, 4, 7 of the Project for evaluation data
Component B: Institutionalization of Comprehensive FRERM Programs			
2. Public awareness campaign and social mobilization.	<ul style="list-style-type: none"> Project information dissemination meetings held in the three sub-project sites [targets: (i) 30% participation of women's community members; and (ii) 30% of women-focused and/or women-led organizations including SHGs, CBOs, and NGOs (based on Assam Women Act, 2005)]. 	AIFRERMA, WRD	Monitoring data
3. Establishment of inclusive community-based Disaster Management Committees (DMCs) at the village level	<ul style="list-style-type: none"> DMCs established in all three sub-project sites [target: 30% women's representation at each level (based on UNDP's Community-Based Disaster Risk Management Program). Female sub-DMCs established –as needed- where socio-cultural practices require them and when women's active participation can be better sought through female only committees. 	AIFRERMA, WRD, NGO	Year 1-3
4. Socially-inclusive and gender-responsive community-based decision-making and training	<ul style="list-style-type: none"> 30% of women's representation in all community-based decision-making processes for community-driven small work implementation. 30% of women's representation in training programs on flood and river erosion risk management. 	AIFRERMA, WRD, NGO	Year 1-3
5. Inclusion of community and their organizations' views on structural measures.	<ul style="list-style-type: none"> Joint walk-through with WRD, communities including their organizations held prior to determining the final design of the structural interventions e.g.- river embankment construction/ strengthening, platforms etc [targets: (i) 30% participation of women's community members; and (ii) 30% of women-focused and/or women-led organizations]. 	AIFRERMA, WRD	Year 1-3

¹ ADB operations are guided by its Gender and Development Policy (1998) and the GAD Plan of Action 2008-2010 (see OMC2). This Gender Action Plan (GAP) has been developed in line with the Government of India (GOI)'s 11th Five-Year Plan and its stated commitment to gender mainstreaming in all sectors. It has been agreed with the Water Resource Department and the Social Welfare Department in Assam, and will be promoted where feasible. The gender activities included in the GAD Plan of Action (GAP) will be further complemented by the activities of a proposed JFPR on Community Flood Risk Management and Livelihood Improvement for River Erosion Victims in Assam. The envisaged activities include: (i) training for women's groups in adaptive cropping practices, fishing pond, cottage industry; (ii) establishing linkage with agricultural extension services and including women's groups; (iii) establishing linkage between agricultural product market or handicraft market and women's groups; and (iv) facilitating the placement of women trained in off-farm skills.

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6. Community-based implementation, O&M of the structures of the Project.	<ul style="list-style-type: none"> Communities adjacent to structural interventions will participate in manual labor and routine O&M in project-supported structures (e.g. embankment system renovation and strengthening, riverbank protection, and associated infrastructure [target: 20% women's participation].² 	AIFRERMA, WRD	Year 3-7
Component C: Program Management and Associated Capacity Building			
7. Representation of SWD of Assam in AIFRERM Agency	<ul style="list-style-type: none"> SWD of Assam is represented in the Governing Body of AIFRERMA (Executing Agency), providing program implementation and coordination guidance. 	AIFRERMA, WRD	Year 1
8. Women's representation in the PMU established in AIFRERMA. The PMU will be composed of: internal staff (from WRD, Disaster Management and Revenue Departments) and complemented by external staff.	<ul style="list-style-type: none"> Subject to availability of qualified women, 20% of the external staff to be placed in the PMU would be women. Promote women's representation in AIFRERMA units: (i) FRERM technical unit, (ii) institutional strengthening and disaster risk management unit, (iii) SEU, and (iv) finance and accounting unit. 50% of experts to be placed in the SEU be women trained in social development issues (including GAD) preferably applied to social safeguards and participatory development 	AIFRERMA, WRD	Year 1-2
9. Recruit a Social Development and GAD Specialist at the PMU's SEU	<ul style="list-style-type: none"> Subject to availability of appropriate candidate, the social development/GAD Specialist will ensure that the relevant issues and approaches are mainstreamed throughout the project cycle and the all gender design features in the GAP implemented. 	AIFRERMS, WRD	Year 1
10. Women's representation in the SIO established at field level ³	<ul style="list-style-type: none"> Subject to availability, one officer in the DRM&C team of SIO would be a qualified woman. 40% of support service teams from NGO to be women. 	AIFRERMA, WRD	Year 1-2
11. Conduct gender sensitivity training to PMU and SIO staff.	<ul style="list-style-type: none"> Social Development/GAD Specialist to conduct gender sensitivity trainings to 75% of the staff working on the Project. Training would be decided based on needs assessment. 	AIFRERMA	Year 1-7
12. Women's representation in DCC established at subproject level	<ul style="list-style-type: none"> SWD of Assam is represented at the DCC. Target 15% of female representatives from DMCs to participate DCC meetings. 	AIFRERMA, WRD, NGO	Year 1-7

AIFRERMA = Assam Integrated Flood and Riverbank Erosion Risk Management Agency; CBO = community based organization; DCC = district coordination committee; DMC = disaster management committee, FRERM = flood and riverbank erosion risk management; GAD = gender and development; NGO = nongovernment organization; O&M = operation and maintenance; PMU = project management unit, SEU = social and environmental unit; SHG = self help group; SIO = subproject implementation office, SWD = Social Welfare Department, WRD = Water Resources Department.

² Statutory target for National Rural Employment Guarantee Act is 33%.

³ An SIO will be established—at the field level in each subproject site. They will comprise: (i) technical team, (ii) disaster risk management and coordination team, composed of: land acquisition officer, resettlement officer, environment officer, NGO coordinator and two persons per subproject site as support service teams recruited from NGO for social mobilization and risk management.