

Gender Action Plan

FP192: The R's (Reduce, Reuse and Recycle) for Climate Resilience Wastewater Systems in Barbados (3R-CReWS)

Barbados | Caribbean Community Climate Change Centre| B.34/ADD.02

October 20, 2022





Caribbean Community
Climate Change Centre

Gender Analysis & **Action Plan**



September 2022

Appendix 4 - Gender Action Plan

Impact:

- Improved resilience of male and female headed households, small farmers, small business owners and vulnerable populations to the impacts of climate change on water supply.

Outcome:

- Waste Water sector improves its capacity to respond to gender issues by implementing at least four (4) gender-responsive interventions by the end of the Project (Outputs 1, 2, 3, 5 and 7)
- 50% increase in the use of reclaimed water for non-potable uses by male and female heads of households, small farmers and small business owners in two low-income communities (Belle Tenantry, and Bellevue Gap) by end of Project. (Outputs 4 & 6)

Focus Area/Activity	Indicators/Targets ¹	Timeline	Responsibilities	Estimated Cost (in USD)
Output 1: Gender specific gaps and requirements are identified and incorporated in legislative and planning frameworks for wastewater management.				

¹ 77 Targets are reflected in Brackets.

1.1 Hire a Gender Expert to conduct a Gender Gap Assessment, including consultations with key stakeholders as part of the Review of Wastewater Reuse Bill, Planning and Development Act, and other related legislations for enhancing wastewater effluent quality, treatment options and re-use requirements and applications 1.2 Ensure findings of gap assessment are captured in overarching legislative review.	Legislative review notes include gender specific gaps and recommendations. (Yes/No)	Complete by year 3	-the BWA Board -3R-CReWS PSC -Project Manager - Project Social and Gender Specialist	\$6,000.00 (Gender Expert as part of legal review team)
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Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
1.3 Ensure that water and sanitation master plan promote gender sensitive actions as it relates to the water and wastewater sector.	Number of specific actions targeting gender equality and inclusion of vulnerable people in Water and Sanitation Master Plan (3) Number of Women's Groups, consulted in development of Water and Sanitation Action Plan (10) Number of groups representing vulnerable populations consulted in development of Water and Sanitation Action Plan (10)	Complete by year 2	-The BWA Board -3R- CReWS PSC - Project Social and Gender Specialist	\$5,000.00 (Gender Expert to review and provide recommendations as well as participate in consultations)

1.4 Ensure update to Standard Operating Procedures (SOP) and Operational Manuals of the BWA address the requirements of gender and SGBV.	Number of BWA SOPs and manuals developed to include gender needs of wastewater section (3 (1 updated set of SOPs 1 updated O&M manual 1 risk management framework))	Completed by year 3	-3R- CReWS PSC - Project Manager - Project Social and Gender Specialist -BWA Wastewater Manager	\$10,000.00 (Gender Expert as part of Team updating Documents)

Output 2: Improved capacity of BWA staff to integrate gender considerations into their provision of wastewater services

2.1 Roll out UWI/BWA Gender Sensitivity Training programme #2 for existing BWA employees.	Number (disaggregated by sex) of BWA staff members participating in the UWI/BWA Gender Sensitivity Training program (300) (150 M, 150F)	Completed by end of project	BWA Human Resource Department - Project Social and Gender Specialist -Project Manager	\$45,000.00 (Trainers, developers for online training and Logistics)
2.2 Develop online self-paced mandatory SGBV training for all BWA employees	# Of SGBV Trainings Developed (2) % of BWA employees by sex who have taken SGBV training (80%M, 80%F)			

Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
2.3 Conduct training for BWA staff on the updated SOPs and OM that include gender considerations.	# Of operators (disaggregated by sex) exposed to the training on the SOPs and OM (70)			
Output 3: Increased participation of women performing technical roles in waste water sector				

3.1 Develop in collaboration with relevant training institutions Women in STEM Internship Programmes at Wastewater division. 3.2 Implement in collaboration with relevant training institutions a Women in STEM Internship Programme at Wastewater division, including the recommendations from interns on potential measures to increase participation of women in STEM and to increase equality for women in waste water management.	# of Women in STEM Internship Programme developed (1) # of female interns participating in Women in STEM internship programme (8) # of reports including recommendations for improvement of gender equality within wastewater sector (8) # of recommendations implemented (4)	End of Project	-Project Manager -BWA HR Department -BWA Wastewater Department - Project Social and Gender Specialist	\$ 10,000 (stipend cofinancing)
3.3 Ensure equal participation of men and women in Ratio of Males and females participating in Caribbean Vocational Qualification (CVQ)/ National Vocational Qualification (NVQ) courses offered under the Project.	Ratio of Males and females participating in CVQ/NVQ programmes offered from 3RCREWS (1:1)	Throughout the Project	-Project Manager -BWA HR Department -BWA Wastewater Department Project Social and Gender Specialist	Cost subsumed under technical training line.
3.4 BWA female staff to participate in public education campaigns encouraging girls	# Of targeted outreach by BWA female Managers, Technicians and Engineers to	Throughout the project	-BWA Public Relations Department -Project Social and	\$5,000.00 (\$1,000.00 per outreach session)

Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
and young women to aspire to leadership and technical roles in the waste water sector	spaces with girls and young women, including schools (5).		Gender Specialist - Project Manager	

Output 4: Gender sensitive stakeholder consultations and awareness programmes instituted to ensure public knowledge and buy-in on the use of wastewater services and potential impacts.

4.1 Convene gender informed stakeholder consultations to inform and solicit input from community members (heads of households, small farmers, small business owners and vulnerable populations) into the design, implementation and monitoring phases of the Project,	# of consultations held with community members (heads of households, small farmers, small business owners and vulnerable populations) who offer inputs and receive information on the project from design to M&E 4-8 community consultations (Town halls, outreach, walk through etc) per year = 8-16 communities over 2 years x 75 persons per community = 6001200 community persons (50% males and 50% females.	At least quarterly until end of Project	BWA Public Relations Department Project Manager Social and Gender Specialist PSC BWA Wastewater Division	Cost subsumed under stakeholder engagement lines
4.2 Develop communication strategy that is informed by Gender sensitive KAP Survey. KAP Survey must therefore ensure that results are easily disaggregated by sex and that analysis of knowledge, attitudes and practice is gender responsive.	% of women and men administered KAP instruments (51%, 49% respectively) KAP Study reveals gender differences in analysis (Yes/No) Communication strategy tailors messaging and channels to men and women based on feedback from KAP surveys (Yes/No)	Year 1 of the Project	Project Manager Project Social and Gender Specialist BWA Public Relations Department 3R-CReWs PSC	No Additional Cost (SGS salary to review KAP TOR and documents for gender analysis)

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	# Of persons benefitting from education activities (Disaggregated by sex) (10000 (4,900M, 5,100F))			
4.2 3R-CReWS Project webpage will report on project results disaggregated by sex where possible. Webpage will include communication messaging including of gendered impacts of climate change on water supply and messaging encouraging use of reclaimed water targeting female farmers, heads of households, small business owners and small business owners.	% of applicable project results based on Project Log frame disaggregated by sex on Project website (100%) Number of stories communicating gendered impact of climate change on water supply and access (4) Number of Communication messages messaging encouraging use of reclaimed water targeting female farmers, heads of households, small business owners and small business owners (4)	Throughout the project	-BWA Public Relations Department -Project Social and Gender Specialist -Project Manager	\$50,000.00 (webpage consultancy design and establishment as well as communication messages))

Output 5. Increased capacity of BWA to respond to SEAH complaints from community and staff members

5.1 Update the Wastewater Division Complaints Management System to ensure complaints system is capable of capturing SGBV complaints, publicized (including on Project webpage), accessible for directly impacted communities and has mechanisms for external referral, including the CCCCC GRM.	Existence of mechanism for reporting on SGBV as part of Wastewater Management Division Complaints Management System (Yes/No) % of stakeholder engagement community events that publicises the SEAH /SGBV complaints process (100%) Complaints systems accessible	Within 6 months of project inception	BWA Human Resource Department. Project Social and Gender Specialist	\$6,000.00 (update and publicity of Complaints system)
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Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
	on Project webpage (Yes/no) CCCCC GRM Publicized as source for receiving SGBV related complaints (Yes/No)			
5.2 Develop and implement complaints procedure for addressing SEAH/SGBV complaints in waste water sector	# of SEAH/SGBV complaints procedures developed (1) # of SEAH/SGBV complaints procedures developed (1)	Within 6 months of project inception	BWA Human Resource Department. Project Social and Gender Specialist	\$7,000.00 (Part of the consultancy to develop and support implementation complaints procedure)

Output 6: Male and female heads of households, small farmers, small business owners and vulnerable populations have increased opportunities to connect to wastewater treatment systems.

6.1 Update RAFF charter to include wastewater treatment and reuse options to promote gender equality.	Review of charter includes assessment of needs of male and female business and households (Yes/No)	6.1- 4.3- By end of year 3	Project Manager, Project Social and Gender Specialist, 3R-CReWS PSC BWA Board of Directors	6. 1-\$5,000.00
6.2Develop recommendations for incentive programme provide opportunities that will benefit female headed households and socioeconomically deprived households.	Existence of report providing recommendations for a gender sensitive incentive programme to benefit FFH and socio-economically disadvantaged households (Yes/No)	6.4- 6.7 By end of year 4		6.2- \$5,000.00 (consultant to develop recommendations
6.3Undertake re-education programs targeting farmers	# of recommendations for incentive programme implemented that benefit female headed households and socio-economically deprived households. (4) Number of sessions (workshops, meetings,			6.3- No additional costs outside of BWA Co-

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particularly women, to enhance capabilities and leadership for the adoption of wastewater treatment technologies and reuse options in two communities 6.4 Small scale female farmers who participate in re-education [programmes receive subsidies to adopt waste water treatment technologies and reuse options in two communities 6.5 Male and Female headed households in Two communities in Zone A provided with connections to decentralized waste water treatment systems.	training) targeting farmers, especially female small farmers (8) Ratio of Female to Male Farmers participating in reeducation programme (2:3) % of small scale female farmers participating in the reeducation programs that adopt wastewater treatment tec % of small scale female farmers who participate in re-education programs receiving subsidies to adopt waste water treatment technologies and reuse options in two communities (50%) # Of Households with connections to waste water treatment system (Disaggregated by sex of head of households). (225) (115 FHH, 110 MHH) Volume of reclaimed water is available for non-potable use disaggregated by male/female HH. (2.25 million m3) (1.114 m3 FHH) (1.113m3 MHH).			finance and stakeholder engagement. 6.4Subsumed under existing Project costs
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Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
6.5 Workshop held to encourage small and women owned businesses to leverage the mechanisms available (incentives and RAFF) for access to wastewater services.	% of small and women owned businesses participating in workshop on leveraging the mechanisms available (incentives and RAFF) for access to wastewater services. (30%) % of small and women owned businesses attending workshop that use information to access incentives/ RAFF in order to access waste water services (30%)			6.5 subsumed under existing Project costs for stakeholder engagement

Output 7: Enabling a gender responsive project management and governance environment for the duration of the Project

7.1 Ensure contractors, BWA Staff and project staff interacting with community signs Code of Conduct to be developed under this project.	Existence of COC that prohibits SEAH/SGBV (Yes/No) % Of Staff, consultants working in communities who have signed COC (100%)	Throughout the life cycle of the project	BWA HR Department BWA Procurement Department Project Social and Gender Specialist 3R-CReWS PSC	No additional cost (staff time)
7.2 Select a gender balance Project Team	Ratio of Male to Female Project Team (1:1) % of men on project team in female dominated roles (20%) % of women on project team in male dominated roles	Throughout the life cycle of the Project.	BWA HR Department CCCCC	Advertise & Interview applicants Applicant Orientation. No standalone costs identified.

	(20%)			
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Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
7.3Develop a gender balance PSC.	Ratio of Male to Female on PSC (1:1)	Throughout the life cycle of the Project.	CCCCC BWA Board of Directors	No Standalone cost identified (Staff time)
7.4Ensure representation of Bureau of Gender Affairs on PSC.	Existence of representative from Bureau of Gender Affairs on PSC (yes /No)			
7.5 Recruit and retain Social and Gender Specialist for the Project. The specialist will be responsible for stakeholder related activities to ensure gender mainstreaming, update of the complaints system, gender mainstreaming in all components of the project and reporting on gender progress.	# Of qualified Gender Specialist working on the project. (1)	Throughout the Project	-BWA Human Resource Department - CCCCC	\$192,000.00
7.6Present annually to PSC, report on Progress of implementation of GAP.	# Of Reports on Gender Progress of Project presented to PSC (5)	Annually	-Project Manager -CCCCC -Project Social and Gender Specialist	No Standalone cost identified (Staff time)
7.7Table annually, a discussion on the Progress of GAP Implementation as an agenda item of the PSC.	# Of discussion on Gender report held at Project PSC (5)			

7.8 Ensure mandatory participation of Project staff in Gender Sensitivity and SEAH/SGBV Training sessions	% Project staff participating in gender sensitivity training disaggregated by sex (100%) % of Project staff participating in SEAH/SGBV training (disaggregated sex) (100%)	Annually	BWA Human Resource Department Project Manager -CCCCC -Project Social and Gender Specialist	No Standalone cost identified (Staff time)
7.9 Collect, store, and retrieve data disaggregated by sex and other vulnerability indicators for planning and decision making throughout the Project cycle, including during stakeholder engagement.	% of applicable data collected, stored and is disaggregated by sex and other vulnerability (indicators (100%)).	First six months of project	BWA Wastewater Division Project Manager Project Social and Gender Specialist PSC	No Standalone cost identified (Staff time)
Focus Area/Activity	Indicators/Targets ⁷⁷	Timeline	Responsibilities	Estimated Cost (in USD)
	# of baseline report on sex disaggregated data produced (1)			