



Guide/Manual on Gender Inclusive Community Consultations and Design Considerations

Prepared for the proposed

Secondary Towns Sustainable Development Project



under

Urban Project Preparatory Facility

Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government

Guide/Manual on Gender Inclusive Consultations and Design Considerations

Introduction

1. Government of Sri Lanka (GoSL) and Asian Development Bank (ADB) have agreed to work together on developing 25 secondary towns and 4 Strategic towns¹ in Sri Lanka. Initial funding to make necessary preparations for reducing project implementation delays has been agreed upon under an Urban Project Preparatory Facility (UPPF). The proposed Urban Project Preparatory Facility (UPPF)² will strengthen project readiness and institutional capacity in the urban sector by (i) completing advanced feasibility studies and detailed designs for urban projects with climate and disaster resilience and gender-friendly features; (ii) providing advanced implementation support through preparation of bidding documents for advanced contracting, and safeguard documents; and (iii) strengthening institutional capacities of implementing agencies during the inception period of project implementation. This preparation is to execute two projects through two ministries. The names of the ensuing projects proposed to be funded by the Asian Development Bank (ADB) after adequate project preparation is:

- Secondary Towns Sustainable Development Project (STSDP – Secondary Towns Project) (under the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government (MPAHAPC&LC).
- Sustainable Urban Development Project (SUDP – Strategic Cities Project) (Under the Ministry of Urban Development, Water Supply and Housing Facilities (MUDWSHF)

2. Both GoSL and ADB are committed to Gender Equality and Social Inclusion. In doing so, it is important to engage in meaningful consultation with women and socially excluded groups to understand the ways in which different development interventions can be empowering to and inclusive of them. These consultations are also important to ensure that such development initiatives do not reinforce the existing societal values that discriminate against women and other socially excluded groups. Thus, special attention is to be given to include the said parties in project design and implementation. As argued by the proponents of sustainable development, any interventions on natural resources management, governance, and infrastructure development must be transparent, accountable, representative, and participatory. In the recent past the ‘participation’ of all the stakeholders including the beneficiaries of development initiatives has become an integral component and essential aspect of projects and programs.

Objective:

3. The objectives of this document are to (i) provide a detailed Consultation and Participation Plan of women and other socially excluded groups within the framework of Consultation and Participation Plan (CPP) of the Project and (ii) ensure that their requirements are met in project design and implementation.

4. The following community consultation guides have been prepared to gather information from the women and socially excluded groups (such as the elderly, people with disabilities, people from poor households, people from ethnic, religious minorities, people engaged in informal sector livelihoods, the LGBTIQ³ community etc) about possible gender-

¹ The GoSL has plans to add 2 more towns in accordance to present vision of the Government.

² ADB. 2017. Country Operations Business Plan: Sri Lanka, 2018–2020. Manila.

³ Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (and Questioning)

friendly and socially inclusive design features to be incorporated into the planned urban infrastructure. To do so, it is important that the community consultation participants are a mix of respondents from as many of these categories as possible. At a minimum, 30% of the participants should be women.

5. Though some of the issues are common, the objective of consulting women and other socially excluded groups separately is to orient the consultation to understand their differential experiences on current issues and requirements so that broader stakeholder view is available enabling inclusive considerations in design.

6. Note: While the CPP needs to be followed in consultation, this guide would serve the purpose of obtaining views, priorities and requirements from women and other socially excluded groups of the stakeholders, the opinion of whom is very important to make the design gender and socially inclusive.

7. Consultation of women and other socially excluded groups can be ensured in any one of the following methods.

- (i) Invite representation from women and also from other socially excluded groups to the stakeholder meetings and discuss with them together with other stakeholders or by giving a separate slot in the meeting and record the opinion.
- (ii) Visit the areas of intervention and have a separate meeting with women and other socially excluded groups and record the opinion.

Note: Whatever method adopted, the total representation of women is to be 30 % and the other socially excluded groups are to be duly represented in the consultation process.

See Annexure 1A for the template to mark participation of respondents and Annexure 1B for the template to be followed by the consultants carrying out community consultation guides to provide Gender and Social Inclusion (GESI)-related information about the participants.

Document Framework

8. This document consists of 2 parts. Part 1 consists of community consultation guides for various types of infrastructure which provide a framework to collect data from the individuals and communities affected by the project. These can be used for effective inclusion of priorities of women and other socially excluded groups in the project interventions.

Part 2 consists of gender equality and social inclusion sensitive design features under the proposed interventions of the secondary towns and strategic cities sub-projects. These design features have been proposed following a review of project documents, reports and case studies pertaining to similar interventions as well as empirical literature.

Types of interventions under consideration in the Projects:

1. Transport Facilities
 - a. Roads
 - b. Bridges
 - c. Bus stands

2. Environmental Facilities
 - a. Water supply
 - b. Sanitation
 - c. Drainage
 - d. Solid waste management

3. Recreation / Public Facilities
 - a. City beautification projects
 - b. Play grounds
 - c. Parks / beachside improvements (if in coastal towns)
 - d. Public library
 - e. Day care centres

4. Tourism related Facilities
 - a. Heritage area / buildings improvement
 - b. Seaside / beaches improvement
 - c. Restoration / beautification of tanks etc.

5. Markets, Civic / Community Centres and City Centre Improvements
 - a. Market complexes, civic and community centres
 - b. City centre improvements

6. Health Facilities
 - a. Include ayurvedic hospitals, maternity centres and dental clinics and related
 - b. Care centres for the aged and people with disabilities.

Part 1: Gender Equality and Social Inclusion (GESI) focused Community Consultation Guidelines:

Note: Initially, the proposed project is explained at the stakeholder consultation meeting with the availability of funding and implementation arrangements. The purpose of the consultation is also clearly explained to enable focussed discussion.

Note: Please add the list of respondents for each consultation as Annexure or in the main notes.

Consultations on General Problems and Priority of the Locality

Note: Initially, the perception of the stakeholders on general problems of the area need to be discussed, wherein the stakeholders are asked of their opinion of non-availability / inadequacy of infrastructure in the locality and their opinion on priority infrastructure requirement for the area.

According to the stakeholders what type of infrastructure that is required in the area either do not exist or inadequate. <i>(Objective: To get people's view on shortage of infrastructure in the area)</i>	
Among the shortage of infrastructure types discussed what are the priority of the locality and justification for the same. <i>(Objective: To get the people's view on priorities of infrastructure in the area)</i>	
Any other suggestions of the people on Infrastructure.	

Note: After arriving at the initial priorities, people's view on priority infrastructure identified are discussed with the stakeholders in accordance with the guidance given in the following tables.

Transport Facilities : Roads, Bridges, Bus stands and similar infrastructure	
<p><u>Note1:</u> These are broad guiding questions. Please add specific requirements of the intervention. <u>Note 2:</u> Use one table for one type of infrastructure and include comments made by all participants in the respective row. <u>Note 3:</u> <u>Participants to be included in the community consultations:</u> Women and men from project intervention areas (At least 30% participation of women). Also try to include other socially excluded individuals such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations</p>	
Feasibility / Design Stage Consultations	
Are you in agreement with the proposals above or do you have additional proposals? <i>[Rationale: To understand the priorities</i>	

<p><i>of women and other socially excluded groups.]</i></p>	
<p>In your understanding, who are the people who do not have access to these facilities in your community? (e.g. can people with disabilities use this facility, can elderly people use this facility? Can people from ethnic minorities use this facility?)</p> <p><i>[Rationale: to understand on the areas / section of people who do not have or have inadequate facilities; and to understand the types of socially excluded groups including women who may not have access to these facilities]</i></p>	
<p>In your understanding, why they do not have access to these facilities? (e.g. do they live in poorer areas, remote areas, lack of funds, political reasons)</p> <p><i>[Rationale: to understand why some people may not have access to such facilities]</i></p>	
<p>Is the existing facility available comfortable for your use? What are the problems with this type of infrastructure at present in your area?</p> <p><i>[Rationale: to understand the issues in current interventions]</i></p>	

<p>How can the existing services be improved to be more useful to you? (What are the additional components required)</p> <p><i>[Rationale: to understand how these services can be made more effective]</i></p>	
<p>How can the existing services be made more useful to women (and other socially excluded groups)? (What are the additional components required in the new facility to make it more useful)</p> <p><i>[Rationale: to understand how these services can be inclusive]</i></p>	
<p>How can women and other socially excluded groups be involved during construction and in operation and maintenance of the facility.</p> <p><i>[Rationale: to understand how women and other socially excluded groups can be involved in design/ implementation / operation including opportunities for employment]</i></p>	
<p>Construction Stage Consultations</p>	
<p>How are women and other socially excluded groups be involved in construction stage? Is it satisfactory or do you have any suggestions for</p>	

improving their involvement?	
Are women labour paid on par with men in construction sites in accordance with the contract.	
Are there separate toilets available for men and women at construction sites?	
Do women feel safe working at construction sites? (e.g. adequate lighting, safe changing rooms, bullying, verbal and sexual harassment)	

Environmental Facilities: Water supply, Sanitation, Wastewater management, Solid waste management and related infrastructure

Note 1: These are broad guiding questions. Please add specific requirements of the intervention.
 Note 2: Use one table for one type of infrastructure and include comments made by all participants in the respective row.

Note 3: Participants to be included in the community consultations: Women and men from project intervention areas (At least 30% participation of women). Also try to include other socially excluded groups such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations

Name of Project Intervention for which the consultation is made; Location	
Are you in agreement with the proposals above or do you have additional proposals? <i>[Rationale: To understand the priorities of women and other socially excluded groups.]</i>	
In your understanding, who are the people who do not have access to these facilities in your community? (e.g. can people with disabilities use this facility, can elderly people use this facility? Can people	

<p>from ethnic minorities use this facility?)</p> <p><i>[Rationale: to understand on the areas / section of people who do not have or have inadequate facilities; and to understand the types of socially excluded groups including women who may not have access to these facilities]</i></p>	
<p>In your understanding, why they do not have access to these facilities? (e.g. do they live in poorer areas, remote areas, lack of funds, political reasons, cultural reasons)</p> <p><i>[Rationale: to understand why some people may not have access to these facilities]</i></p>	
<p>How can the existing services be improved to be more useful to you and the community?</p> <p><i>[Rationale: to understand how these services can be made more effective and available to everyone]</i></p>	
<p>How can women and other socially excluded groups be involved in implementation, operation and maintenance of the facility?</p> <p><i>[Rationale: to understand how women and other socially excluded groups can be</i></p>	

involved in design and implementation]

Recreation / Public Facilities: City beautification Projects, Playgrounds, Parks, Beach side improvements (if coastal areas), Pubic Library and Day Care Centres

Note 1: These are broad guiding questions. Please add specific requirements of the intervention.

Note 2: Use one table for all types of one sector and include comments made by all participants for all similar facilities in the respective row.

Note 3: Participants to be included in the community consultations: Women and men from project intervention areas (At least 30% participation of women). Also try to include other socially excluded groups such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations.

Name of Project
Interventions for which
the consultation is
made; Location

Do you agree with the
proposals of Recreation
/ Public facilities?

*(Note: Please inform the
proposals and discuss
on the agreement of the
interviewee)*

*[Rationale: to
understand the
agreement of respective
stakeholder on the
proposals]*

Do you have any other
suitable proposals in the
locality with more
priority than the one
discussed?

*[Rationale: To check on
other priorities of
women and other
socially excluded
groups]*

<p>How can these facilities be designed to be more useful to women and other socially excluded groups (such as the elderly, people with disabilities, poor people)?</p> <p><i>[Rationale: to understand how the infrastructure can be inclusive]</i></p>	
<p>How can women and other socially excluded groups be involved in construction, operation and maintenance of these facilities?</p> <p><i>[Rationale: to understand how women and other socially excluded groups can be involved in implementation and operation of these facilities]</i></p>	

Tourism related facilities: Heritage area / buildings improvements, sea side / Beaches Improvement, Restoration / beautification of tanks etc.

Note 1: These are broad guiding questions. Please add specific requirements of the intervention.
Note 2: Use one table for all types of one sector and include comments made by all participants for all similar facilities in the respective row.
Note 3: Participants to be included in the community consultations: Women and men from project intervention areas (At least 30% participation of women). Also try to include other socially excluded groups such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations.

<p>Name of Project Intervention for which the consultation is made; Location</p>	
<p>Do you agree with the proposals on tourism related facilities?</p>	

<p><i>[Rationale: to understand the agreement of respective stakeholder on the proposals]</i></p>	
<p>Do you have any other suitable proposals in the locality with more priority than the one discussed?</p> <p><i>[Rationale: To check on other priorities of women and other socially excluded groups]</i></p>	
<p>In your understanding, how are women / other socially excluded groups involved in the tourism sector in the area at present ?</p> <p><i>[Rationale: to understand women's and other socially excluded groups' participation in the tourism sector at present]</i></p>	
<p>In your opinion, how can the tourism sector be improved in the area?</p> <p><i>[Rationale: to understand community's opinion on tourism infrastructure development in the area]</i></p>	
<p>In what ways can tourism sector infrastructure benefit women and other socially excluded groups in this area?</p> <p><i>[Rationale: to understand how women and other socially</i></p>	

<p><i>excluded groups can be involved beneficially through tourism related interventions]</i></p>	
<p>What special facilities need to be considered in design of tourist infrastructure that would be of use and satisfy the requirements of women and other socially excluded groups.</p> <p><i>[Rationale: To design the tourist infrastructure to be inclusive]</i></p>	
<p>How can women and other socially excluded groups be involved in construction, operation and maintenance of tourist infrastructure ?</p> <p><i>[Rationale: to understand how women and other socially excluded groups can be involved in construction, operation and maintenance]</i></p>	

Markets, Civic / Community Centres and City Centre Improvements

Note 1: These are broad guiding questions. Please add specific requirements of the intervention. .

Note 2: Use one table for all types of one sector and include comments made by all participants for all similar facilities in the respective row.

Note 3: Participants to be included in the community consultations: Women and men from project intervention areas (At least 30% participation of women). Also try to include other socially excluded groups such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations.

Name of Project
Intervention for which the consultation is made; Location

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<p>Are you in agreement with the proposals under the project?</p> <p><i>[Rationale: to get an understanding of the beneficiaries of interventions]</i></p>	
<p>Do you have any other suitable proposals in the locality with more priority than the one discussed?</p> <p><i>[Rationale: To check on other priorities of women and other socially excluded groups]</i></p>	
<p>What are the components you think need to be provided in these facilities that will be more useful to women and other socially excluded groups (such as the elderly, people with disabilities, poor people)?</p> <p><i>[Rationale: to understand how these services can be inclusive]</i></p>	
<p>How can women and other socially excluded groups be involved in construction, operation and maintenance of these facilities.</p> <p><i>[Rationale: to understand how women and other socially excluded groups can be involved in the construction and operation of these facilities]</i></p>	

Health Facilities: Maternity, ayurvedic and dental clinics and care centre for aged and people with disabilities

Note 1: These are broad guiding questions. Please add specific requirements of the intervention. .

Note 2: Use one table for all types of one sector and include comments made by all participants for all similar facilities in the respective row.

Note 3: Participants to be included in the community consultations: Women and men from project intervention areas (At least 30% participation of women). Also try to include other other socially excluded groups such as the elderly, people with disabilities, individuals from ethnic and religious minorities, women heading their households, individuals engaged in informal livelihood activities where possible in the community consultations.

<p>Name of Project Intervention for which the consultation is made; Location</p>	
<p>Are these facilities available in the area?</p> <p><i>[Rationale: to understand the health service landscape]</i></p>	
<p>If YES, what can be improved to make health centres more beneficial to women? And other socially excluded groups?</p> <p><i>[Rationale: to understand how existing services can be improved]</i></p>	
<p>If NO, what are the facilities you expect from the health centres? What facilities will be useful to women, and other socially excluded groups?</p> <p><i>[Rationale: to understand the health centres can be inclusive]</i></p>	
<p>How can women and other socially excluded groups be involved in these interventions during construction,</p>	

operation and maintenance) <i>[Rationale: to understand how women and other socially excluded groups can be involved in the construction, operation and maintenance]</i>	
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In summary, the community consultation exercise should be able to collect information to answer the following questions:

What are the uses of the current facilities?	An overview of current facilities and the comfort level of women socially excluded in using these facilities.
What are the types of individuals/groups and communities who are excluded from using current facilities?	An overview of different kinds of groups who may be excluded from using the existing infrastructure (e.g. are women, the elderly, people with disabilities, the poor, people from a particular ethnic community unable to use existing facilities?)
What are the factors causing differences of usage of current facilities?	Why different groups have different levels of access and usage of the current facilities, to understand whether there underlying drivers of gender and other forms of social exclusion
What can be done to improve the current situation for all groups of people?	The options / components in the proposed facility that can create a better situation/facility from the current situation/facility
What opportunities can be created for women and other socially excluded groups through the interventions	An overview of the ways in which the planned interventions can create opportunities for women and other socially excluded groups (e.g. livelihood opportunities, better connectivity to hospitals, schools etc, better hygiene and security)
How can the community be involved to improve the current situation/facilities?	The ways in which the community and socially excluded groups can be and are willing to be involved in implementation, operation and maintenance proposed interventions to create community ownership of the projects

Consultation during construction / implementation stage for all facilities

Note: These consultations need to be made shortly (approximately between 10% to 20% completion of construction activity to understand the issues and take corrective steps).

Note: The respondents to be identified, the project interventions, location and progress of the intervention explained and then given some time to study before the interviews are made.

<p>Name of the Facility under Construction, Location Date of Interview:</p> <p>Physical progress of the construction (in %)</p>	
<p>Does the construction plan have enough facilities for women and other socially excluded groups?</p> <p>If not, what improvements are suggested to the plan to make it more inclusive.</p>	
<p>How do women and other socially excluded groups participate in the construction stage. Is it satisfactory?</p>	
<p>If not, do you have any suggestions for improving their involvement?</p>	
<p>Are capable local labour utilised in construction activities?</p>	
<p>Is female labour paid on par with men in construction sites in accordance with the contract?</p>	
<p>Do the construction sites have proper facilities for women and other socially excluded groups?</p>	
<p>Do the construction sites have proper safety measures in general and particularly for women and other socially excluded groups?</p>	
<p>Has the contractor arranged proper training on communicable diseases like HIV aids, COVID 19 etc?</p>	

<p>What are the actions/ plans taken to involve women and other socially excluded groups in operation and maintenance of the area?</p> <p>Are they satisfactory?</p> <p>If not, what are the actions suggested to involve women and other socially excluded groups during operation and maintenance.</p>	
<p>Are any women headed households and other socially excluded groups affected (e.g. Loss of livelihood, disturbance during construction, concerns over personal safety) / displaced during the construction and is proper resettlement / compensation / proper remedial measures provided.</p>	

Note: The consultation should lead to a set of recommendations (if any) including the responsible office / officer for considering and implementing the acceptable recommendations.

Format of recommendations of consultations during construction stage:

Name of the Subproject:		
Date of consultation:		
List of persons interviewed: As in Annexure		
Sl No	Recommendations for consideration and implementation	Responsible office / Official

Consultation post construction during operation stage for all facilities

Note: These consultations need to be made shortly after commencement of use of the facility (e.g.: between 2-3 months after commencement of use of facility) to understand the issues and take corrective steps).

Note: The respondents to be identified, the project interventions, location and the utility of intervention explained and then given some time to study the facility before the interviews are made.

Name of the Facility under Construction, Location	
Date of Interview:	
Time elapsed after commencement of use of the facility	
Whether the infrastructure has enough facilities for women and other socially excluded groups as planned during design.	
Are there any operational issues which creates discomfort to women and other socially excluded groups? If so what are the issues? and Remedial Measures to rectify these issues	
Are women and other socially excluded groups involved in operation and maintenance of the facility as planned If not, what are the issues? and	

Rectification measures for involving the same.	
Any other suggestion for improvement of the use of facility to be useful to local women and other socially excluded groups?	

Note: The consultation should lead to a set of recommendations (if any) including the responsible office / officer for considering and implementing the acceptable recommendations.

Format of recommendations of consultations during use of facility post construction stage:

Name of the Subproject:		
Date of consultation:		
List of persons interviewed: As in Annexure		
Sl No	Recommendations for consideration and implementation	Responsible office / Official

Part 2: Gender Equality and Social Inclusion (GESI) focused Design Feature Guidelines

Note: While the following are some standard features, other specific design features (if any) to be added based on the suggestions obtained during consultations.

Transport Facilities:	
	Gender equality and social inclusive design considerations
a) Roads	
Design	<p>Safe and easily accessible walking paths, sidewalks, pavements, ramps and slopes that are wheel chair friendly</p> <p>Clearly visible traffic signs; accessible traffic signs (for the visually impaired)</p> <p>Zebra crossings</p> <p>Road messages displayed in all 3 languages</p> <p>Possibility of providing exclusive lanes for women and other socially excluded groups in busy roads.</p>
Maintenance	<p>Possibility of involving women and other socially excluded groups in Maintenance (Cleaning) of roads</p>
b) Bridges /Culverts	
Design	<p>Safe and accessible sidewalks</p> <p>Proper lighting</p> <p>Well-designed parapet wall to protect the CCTV cameras (where required)</p> <p>Warning messages (as required) displayed in all 3 languages</p> <p>Disaster management support measures where applicable (e.g. such as steps leading to the river, installation of measuring devices to study increase in water levels)</p>
Maintenance	<p>Possibility of involving women in and other socially excluded groups Maintenance (cleaning) of city bridges / culverts</p>
c) Bus stands	
Design	<p>Safety for women and other socially excluded groups in bus stand through CCTV coverage and security services</p> <p>Phones installed in bus stands for emergency contact if required</p> <p>Separate restrooms for women with infant feeding facility; at least one toilet seat for children in rest rooms.</p> <p>At least one accessible bathroom located in the ground floor; doors to such bathrooms can accommodate wheel chairs properly</p> <p>Convenient seating facilities for women and people with physical disabilities</p> <p>Improved accessibility for people with disabilities through availability of ramps.</p> <p>Easy-to-read signs in all 3 languages</p> <p>Well-lit bus stands</p> <p>Emergency hotlines displayed clearly</p> <p>Public announcement facilities and measures to make announcements in all 3 languages</p>

Operation and Maintenance	<p>Separate toilets for men, women and people with disabilities. Explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in the populous and urban areas</p> <p>Exclusive walking areas for people with disabilities away from vehicle movement areas.</p> <p>Separate queuing facility for purchase of tickets and other facilities as applicable for women and other socially excluded groups</p> <p>Exploring the possibility of creating employment for women other socially excluded groups for maintenance of bus stands.</p> <p>Consideration to allot the services shops in the bus stand to women and people with disabilities with required arrangements.</p> <p>Availability of wheel chairs for people with disabilities.</p>
Consideration in procurement of facilities of all types	<p>Hiring of female labour and staff in road constructions to the extent possible; also, where possible hiring individuals from other socially excluded groups.</p> <p>Creating obligations in the contracts to pay female labour in par with the same grade male labour; ensuring work place safety for women</p>

Environmental Facilities:	
	Gender equality and social inclusive design considerations
a) Water supply	
Design	<p>Extend the reach of piped water/water grids to underserved areas with house service connections and stand posts to avoid / reduce travel time to fetch water.</p> <p>Community-based organizations for water management with the participation of women and other socially excluded groups</p>
Operation and maintenance	Women and other socially excluded groups are trained on water quality testing and assign the responsibility of getting and verifying water quality test periodically.
b) Sanitation	
Design	<p>People in the locality including women and other socially excluded groups could be consulted in designing the collection system and frequency of collection.</p> <p>People in the locality including women can be involved in identifying the number of houses to be connected with Sanitation pits.</p>
Operation and Maintenance	People in the area including women other socially excluded groups could be trained on maintenance of the system and take forward the awareness.
c) Drainage	
Design	Obtain information on flooding in the areas from people including women other socially excluded groups; and designs to cater to reducing such flooding.

	<p>Local women can be employed for day to day maintenance (Keeping clean) of the project.</p> <p>If there are ticketing systems to access the facility, local women and other socially excluded groups can be employed at ticketing counter.</p> <p>Local women and other socially excluded groups can be employed for owning and managing small shopping outlets and eateries.</p>
<p>b) Playgrounds</p> <p>Design</p> <p>Maintenance</p>	<p>Separate toilet facilities for women and people with disabilities.</p> <p>Proper lighting facility for safety during nights</p> <p>Special suitable seating arrangement for elders and people with disabilities.</p> <p>If walking tracks are planned, separate lanes for people with disabilities.</p> <p>Women may be employed in day to day maintenance of the facility</p>
<p>c) Parks / Beachside Improvements / Walkways</p> <p>Design</p> <p>Maintenance</p>	<p>Separate toilet facilities for women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas</p> <p>Proper lighting facility for safety during nights</p> <p>Special suitable seating arrangement for elders and people with disabilities.</p> <p>If walking tracks are planned, separate lanes for people with disabilities.</p> <p>If there are ticketing systems to access the facility, local women and other socially excluded groups can be employed at ticketing counter.</p> <p>Women may be employed in day to day maintenance of the facility</p> <p>Local women and other socially excluded groups can be employed for owning and managing small shopping outlets and eateries.</p>
<p>d) Public Libraries</p> <p>Designs</p> <p>Maintenance</p>	<p>Separate toilet facilities for women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas</p> <p>Special suitable seating arrangement for elders and people with disabilities.</p> <p>Women can be employed in managing the libraries with proper training and also in upkeep of the same.</p>
<p>e) Day care centres</p> <p>Design</p> <p>Maintenance</p>	<p>Special rest rooms for women who normally manage the day care centres</p> <p>Separate toilets of male, female and people with disabilities.</p> <p>Special toilets for convenience of children</p> <p>Women are normally employed to manage and maintain the facility</p>

Tourism-related facilities:	
	Gender equality and social inclusive design considerations
Heritage area / buildings improvement	
Design	<p>Separate toilet facilities for men, women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas</p> <p>Proper lighting facility for safety during nights Special suitable seating arrangement for elders and people with disabilities. If there are ticketing systems to access the facility, local women and other socially excluded groups can be employed at ticketing counter.</p>
Maintenance	<p>Women may be employed in day to day maintenance of the facility Local women and other socially excluded groups can be employed for owning and managing small shopping outlets and eateries. Women may be employed as guides as necessary to the heritage areas</p>
b) Sea Side / Beaches Improvement	
Designs	<p>Separate toilet facilities for women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas Proper lighting facility for safety during nights Special suitable seating arrangement for elders and people with disabilities. If walking tracks are planned, separate lanes for people with disabilities. Child-safe features in the beach improvement interventions such as fences; warning signs in all 3 languages for parents and supervising adults</p>
Maintenance	<p>Women and where relevant other socially excluded groups may be employed in day to day maintenance of the facility with required safeguard facilities. Local women and other socially excluded groups can be employed for owning and managing small shopping outlets and eateries.</p>
Restoration / Beautification of tanks etc.	
Designs	<p>Separate toilet facilities for women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas Proper lighting facility for safety during nights Special suitable seating arrangement for elders and people with disabilities. If walking tracks are planned, separate lanes for people with disabilities.</p>
Maintenance	<p>Women may be employed in day to day maintenance of the facility with required safeguard facilities.</p>

	Local women and other socially excluded groups can be employed for owning and managing small shopping outlets and eateries.
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Market, Civic / Community Centres and City Centre Improvement Facilities	
	Gender equality and social inclusive design considerations
Market / Civic / Community Centre complexes	
Designs	<p>Separate toilet for men, women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas</p> <p>Ramp facilities for movement of elderly and people with disabilities.</p> <p>Availability of wheel chairs.</p> <p>Separate rest rooms for women</p> <p>Special seating arrangements for elderly and aged .</p>
Maintenance	<p>Allotment of shopping outlets for women and vulnerables section</p> <p>Women may be involved in housekeeping of the facility.</p>
b) City centre improvements	
Designs	<p>Enough lighting in the areas for safety with surveillance system as necessary</p> <p>The roads are planned in such a way that there are separate lanes / crossings for movement of elders and people with disabilities.</p> <p>Public toilets have separate facilities for men, women and people with disabilities; explore the possibility of having toilets for individuals of all genders (inclusive of the LGBTIQ community) at least in urban areas</p>
Maintenance	<p>Women may be employed in upkeep of the areas</p>

Health Facilities	
	Gender equality and social inclusive design considerations
a) Ayurvedic Hospitals, Maternity Centres, Dental Clinics and related and b) Care Centre for aged and people with disabilities	
Design	<p>Separate toilet for men, women and people with disabilities.</p> <p>Separate wards / spaces for women</p> <p>Ramps for people with disabilities</p> <p>Wheel Chair facilities</p> <p>Suitable seating facility for people with disabilities</p> <p>Separate rest rooms for female staff with adequate security, changing rooms and rest rooms</p>
Maintenance	<p>Women may be used to upkeep / maintain the facility</p>

Annexure 1A: Community Consultations Attendance Sheet

Community Consultations Attendance Sheet

Date:
Venue:
District:

Participant information							
	Name	Age	Male/ Female	Area of residence	Person with disability or not (Please tick)	Organization	Signature
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							

11							
12							
13							
14							
15							
16							
17							
18							
19							
20							

Annexure 1B: Gender and Social Inclusion Information to be compiled by the Gender Consultant/Gender Focal

Date:
Venue:
District:

Participant breakdown	Number
Male	
Female	
Total	
Elderly (aged 65 or more)	
People with disabilities	
Pregnant women	
Tamil	
Muslim	
Other ethnicities	
Main discussion points	Comments of the gender consultant
What were the topics discussed?	
How was the participant involvement?	
How long did the consultation last?	
Any feedback from the respondents?	

What were the concerns expressed by women?	
What were the concerns expressed by people with disabilities?	
What were the concerns expressed by elderly people?	