

Appendix J: Gender Action Plan

GENDER ACTION PLAN

Project Outcome: Resilience and efficiency of Aiwo Port improved.			
Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
Output 1. Priority port infrastructure constructed or rehabilitated and climate proofed			
Aiwo port is constructed with a new wharf and new port buildings for harbour master's office, staff amenities, gatehouse, plant workshop and industrial pavement into a container storage yard, old facilities are rehabilitated	<ul style="list-style-type: none"> ➤ Prior to civil works and during implementation, community consultation and participation activities will aim 30% women's involvement and consultations will be scheduled at a time when women can easily attend ➤ At least 30% of female representation in committees for the project if established ➤ At least 20% of female recruitment for skilled and unskilled labour by the civil works contractor. Women could be recruited in the service/ hospitality/community liaison/ admin and technical area, wherever possible ➤ Provide separate sanitary facilities for men and women and changing rooms and lockers where applicable ➤ Organise training for port workers and community members on gender issues and HIV/AIDS and STD issues and concerns with 30% of female participants; training provider should be selected adequately under relevant Nauruan institutions or non-government organisations ➤ Provide information on HIV/AIDS and STDs to construction workers before construction starts ➤ Port safety awareness attended by at least 30% women ➤ Contractor will comply with Nauru labour laws and practices as well as equal wages to men and women for work of equal value ➤ Women's wages will be paid directly to them ➤ Contractor will be required to provide safety gear and protective equipment where applicable to keep both men and women workers safe on the job 	<p>October 2017 and quarterly onwards</p> <p>September 2017</p> <p>Q4 2017</p> <p>Q2 2018</p> <p>Q4 2017 – Q2 2022</p> <p>November 2017</p> <p>Q4 2017 -Q4 2019</p> <p>During port construction</p>	<p>SC</p> <p>SC, Contractor</p> <p>Contractor</p> <p>PMU/SC</p> <p>SC, SGS, SSO</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p>
Output 2. Capability of NPA staff strengthened			
A designed and implemented training and capacity building programme improves the	<ul style="list-style-type: none"> ➤ At least 10% women participation in proposed training activities wherever practical ➤ 100% of women employed in the completed Port will be trained in port safety 	<p>Q4 2017- Q4 2019</p> <p>Upon recruitment</p>	<p>SC</p> <p>SGS, SSO</p>

Project Outcome: Resilience and efficiency of Aiwo Port improved.			
Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
capacity of NPA staff	<ul style="list-style-type: none"> ➤ Implement training on gender issues and HIV/AIDS for NPA/PIU/PMU staff and management ➤ NPA to encourage women candidates with relevant qualifications to train and apply for project related employment particularly in technical and managerial areas 	<p>Q4 2019 and regularly onwards</p> <p>Q3 2017 onwards</p>	<p>NPA, Project Manager PMU</p> <p>NPA</p>
Output 3. Efficient project management			
The project will assist NPA to establish a PMU/PIU to implement activities and will provide capacity development and coaching for staff	<ul style="list-style-type: none"> ➤ NPA will recruit at least 10% women staff for PMU during construction when practicable ➤ NPA develops a gender strategy to recruit female staff in various positions and additional capacity building and training for female staff ➤ Recruit an international social and gender specialist for the SC, who will assess, consult, train and help manage the implementation of GAP ➤ Report the progress of GAP activities in regular quarterly progress reports. ➤ The project design monitoring framework (DMF) includes indicators measuring implementation of the GAP and ensures the inclusion of gender disaggregated data in the baseline, progress, monitoring and evaluation reports 	<p>Q4 2017</p> <p>By Q3 2018</p> <p>Q4 2017</p> <p>Quarterly starting first quarter of 2018</p> <p>DMF monitoring upon commencement of project implementation</p>	<p>NPA, PMU</p> <p>NPA, Project Manager PMU</p> <p>SC</p> <p>SGS, SSO</p> <p>SGS</p>
<p>Implementation Arrangements: The GAP will be implemented by the International Supervision Consultant, SC and a Project Management Unit, PMU. NPA will recruit one social safeguard officer, who will be supervised by one part-time International Social and Gender Specialist from the SC team. The Social and Gender Specialist will be responsible for incorporating the GAP into project planning and implementation including designing and implementing awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The SC/PMU will include reporting on progress of GAP activities in quarterly progress reports to ADB and the Government. Other training providers, NGOs may be hired to implement different GAP activities under the guidance of the SGS.</p>			

ADB = Asian Development Bank, GAP = gender action plan, NPA = National Port Authority, SC = Supervision Consultant, SGS = Social and Gender Specialist, SSO = Social Safeguard Officer