
Gender Action Plan

FP091: South Tarawa Water Supply Project

Kiribati | ADB | B.21/15

10 January 2019



**GREEN
CLIMATE
FUND**

Gender Equity and Social Inclusion Action Plan (GESIAP)

Project Objective: Provide South Tarawa’s population with reliable access to a safe water supply under a changing climate:							
Project Outputs	Gender Targets and Activities	Timeline	Responsibility	Budget Required¹⁷	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk Mitigating Measures
Output 1 <i>Water supply infrastructure is improved through construction of desalination plant (s) with solar power and new network</i>	Establish new connections in project areas and informal settlements (total HHs: 7877 2015 census), which will benefit 100% of female-headed HHs as well. Baseline: 4135 water connections as of 2015 of which approx. 20 - 25% are Female headed households ¹⁸	Q2 2019 – Q1 2021	MISE staff and project engineers/ social and gender specialists	No cost for gender action – project will cover all HHs	Social Development and Gender Specialist (SDGS) collect sex-disaggregated data on connections for semi-annual Safeguard Progress Reports	Female headed households will be relegated as secondary priority.	Tracking of HH data early in the implementation to identify female headed households to be included in the list
	Women, poor, youth and vulnerable as well as disabled participate in project orientation and consultations and focus group discussions. Women-only project orientation sessions will be conducted. Male-only project orientation sessions will also be conducted due to men’s role in carrying water and the need to engage men to not damage the water supply piping. Target: Total participants will include 50% women and 50%	Q2 2018 - Q4 2024	MISE staff and project engineers/ SDGS/PDA consultant	USD8000	Meeting minutes, photos and attendance sheets	Community leaders do not recognize the need for both women’s and men’s participation.	As part of the GESIAP, implementing these meetings is an important performance indicator for IA reporting and non-compliance will be noted. Women and men only consultations will be conducted.

¹⁷ Budgets include items outside of the project budget (rental of space, provision of travel allowances, snacks, water, contracting media specialists, evaluators, etc.). The assumption is that facilitators/project staff will be paid through existing project contracts.

¹⁸ Data provided by PPTA Economist. The 2006 HIES stated that between 20% and 25 % of HHs were female-headed.

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	male participants for total project consultations/orientations Baseline: 0 (all target consultations will only take place during project implementation)						Timing of the meeting will be sensitive especially to women's availability.
	<ul style="list-style-type: none"> Contractors engaged at least 10% women Orientation and guidance on labour standards, gender equality in wages, safety and hygiene to all contractors at commencement of work and monitor implementation Target: 100% of contractors Baseline = 0 Separate toilet/sanitation facilities for men and women workers (Baseline: 0) 	Q2 2019-Q1 2021	Contractors	No cost – part of MISE contract preparation and contractor's contract Orientations and building toilet facilities for women are part of the contractors budget and supported by SDGS	Number of contractor orientation sessions, women staff employed, toilet facilities for both men and women reported in project progress report.	Support is not provided to ensure relevant clauses are in place. Orientations are not all inclusive of staff. Building separate toilets for women is not prioritized.	MISE staff monitors work sites to ensure orientations are done on time, toilet facilities for women are available and clauses and gender equality standards are followed.

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	Community engagement in civil works will include at least 10% women. Baseline = 0	Q1 2020- Q4 2024	Contractor	Part of the contractor’s contract	Project progress report/billing statement	Women will not be prioritized in community engagement	Specific work opportunities suitable for women will be identified and target for women engagement agreed with the contractor
Output 2 <i>Water supply infrastructure management is improved</i>	Lifeline water tariff method developed by PUB with stakeholder communication program targeted at all HHs including poor households, low-income female-headed households, and vulnerable households Target: 100% of Women headed households served by PUB (estimated 1,033 in 2015) Baseline = 0 (the project will be the first to implement communication program on tariff method)	Q2 2018 – Q4 - 2024	MISE/PMU Directors/Staff/ WASH consultants	Incorporated as part of the WASH Awareness Program (WAP) - Part 1 “Water is Life” budget	Lifeline tariff publicized and implemented. PUB public awareness programs and billing documents	Planning for the public awareness program is not in place and implementation is too late	The project activities will give priority to the early implementation of this component as identified during the PPTA
	<ul style="list-style-type: none"> O&M firm will employ at least 10% women Orientation and guidance on labour standards, gender equality in wages, safety and hygiene to all O&M firm employees at commencement of work 	Q1 2020- Q4 2024	O&M firm supervised by PMU	Orientations and building toilet facilities for women are part of the O&M firm’s budget and supported by SDGS	Number of contractor orientation sessions, women staff employed, toilet facilities for both men and women reported	Support is not provided to ensure relevant clauses are in place.	PUB staff monitors work sites to ensure toilet facilities for women are available and clauses and gender

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	<p>and monitor implementation</p> <p>Target: 100% of contractors</p> <p>Baseline = 0</p> <ul style="list-style-type: none"> Separate toilet/sanitation facilities for men and women workers (Baseline: 0) 				in project progress report.	<p>Orientations are not all inclusive of staff.</p> <p>Building separate toilets for women is not prioritized.</p>	equality standards are followed.
	Vocational training for technical and administration staff and mentoring and training for managers in PUB will include 30% women staff.	Q1 2020- Q4 2024	PUB with support from PMU	Part of the project cost under Output 2	Training reports with gender disaggregated records of participants	Perceived as additional workload by the staff including women	Trainings will be made mandatory and proper planning will be in place to ensure right schedule
	Using a variety of social science techniques, qualitative data is collected over the life of the project in 4 – 6 project areas to measure improvements in the quality of women's lives due to safe water usage. These could include baseline, mid and end of project surveys. (Baseline = N/A)	Q2 2018 – Q4 2024	PUB Client Service Manager/ and Unit staff and PMU staff including SDGS	Included in the IEC program costs	PUB Client Service Manager/Unit and PMU staff including social and gender specialists	Planning for these studies is not in place and implementation is too late	SDGS will follow the progress of the planning/implementation and report to MISE/ADB
	PUB water supply clients provided with quarterly Financial Literacy training to ensure ability to pay for water usage when required (target: 75% women, 25% men as	Q3 2019- Q2 2024	PMU to identify and contract financial literacy trainers	USD 40,000	Financial literacy training packages available for review	Financial literacy is seen as outside the PUB responsibility	SDGS will follow the progress of the planning/implementation and

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	managing HH resources); Baseline = 0						report to MISE/ADB
	Project staff in MISE and contractors receive awareness session on sexual harassment. The contractors will submit to MISE a policy against sexual harassment to be implemented during the entire project duration (baseline: 0)	Q1 2019 – Q4 2024	MISE supported by SDGS	No additional cost. Sessions will be delivered by MWYSA VAW unit staff.	Report from sexual harassment awareness training. Sexual harassment policy	Lack of full participation from staff	Staff attendance will be mandatory and non compliance reflected in PPMS and Semi-annual Safeguard report
	GESIAP training provided to PMU staff, project implementation support consultants and relevant MISE/PUB staff (100 total estimated number comprised of 25% women participants)	Q1 2019 – Q4 2024	MISE Director/PUB staff/PMU staff to ensure attendance	Part of the PMU cost	Training reports and attendance sheets	GESIAP orientation may not be considered important	The SDGS will work with the PMU/MISE and PUB management to prepare and present the GESIAP sessions
	GESIAP implementation monitored and reported	Q1 2019 – Q4 2024	PMU staff including SDGS responsible to provide monitoring reports to ADB	Part of the PMU cost	Indicators to monitor GESIAP contained in PPMS Quarterly, semi-annual and annual reports including GESIAP reporting submitted to ADB	The PMU may not appoint someone to collate Indicator data for PPMS reports	The SDGS specialist will ensure that GESIAP data is collected and reported through PPMS
	<ul style="list-style-type: none"> At least <u>34%</u> of new recruits to MISE's Water & Sanitation Engineering 	Q1 2019 – Q4 2024	MISE Director/PUB staff	Inc. in Project Training Budget	Presence of new female recruits. GESIAP	Women with technical training may not be	The project team should advise through media and

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	<p><u>Unit (WSEU) technical recruits</u> are women</p> <ul style="list-style-type: none"> 25% of PUB/MISE staff (total number 300) trained through the project includes at least 30% women. 				monitoring reports.	<p>available to recruit</p> <p>Perceived as additional workload by the staff including women</p>	<p>networks that female technical recruits will be sought.</p> <p>Trainings will be made mandatory and proper planning will be in place to ensure right schedule</p>
	<ul style="list-style-type: none"> During capacity building, overall project’s gender sensitive grievance redress mechanism (GRM) developed and publicized to ensure all project beneficiaries know the GRM procedure. Sex-disaggregated data will be prepared to identify the sex of complainants, the nature of their complaint and the resolution of the complaint. The PMU Safeguards Specialist will review the register and 	Q1 2018 – Q4 2024	MISE Director/PMU staff to gather sex disaggregated data	No additional cost. Included as a topic in Project Consultations	Approved GRM documents available for review	The value of a gender sensitive GRM and gender disaggregation of complaints may not be recognized.	The SDGS will work with the MISE and Safeguards Manager (PMU) to develop a gender sensitive GRM

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	interview women to corroborate equal treatment for male and female complainants. .						
Output 3 <i>Hygiene practices among South Tarawa's population are improved</i>	<ul style="list-style-type: none"> At least 50% of community mobilizers contracted through the NGO for community WASH campaign will be women (Baseline =0) Note: Lesson from STSISP is that it is important for gender balance across the implementing team as whilst more women were employed as mobilisers this resulted in limited engagement from men within the target audience) 	Q3 2019-Q2 2024	MISE with support from PMU	Part of INGO and Community partnership contracting process (WASH Awareness Program (WAP) - Part 2 "WASH Community Partnership")	Data collected for GAP reports	Suitable women not available due to other commitments and lack of information on the engagement opportunities	Wider circulation of the demand for women mobilizers and engagement with local leaders and local NGOs to identify potential women candidates

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	Effective gender-sensitive audio and visual materials developed to raise awareness at the HH level of proper water usage and environmental management issues (Baseline = 0). The ongoing Kiribati Adaptation Program III ¹⁹ IEC program in the project areas will be assessed and updated to be more gender sensitive and meet the requirements of the project.	Q3 2019-Q2 2024	PUB Directors and staff /PMU staff /SDGS and WASH consultants	Incorporated as part of the WASH Awareness Program (WAP) - Part 1 “Water is Life” budget	Materials available for review	Planning for the public awareness program is not in place and implementation is too late	The project activities will give priority to the early implementation of this component as identified during the PPTA

¹⁹ World Bank, Global Environment Fund (GEF), United Nations Development Programme (UNDP), DFAT and the Government of Japan are funding the Kiribati Adaptation Programme (KAP), now in phase III. KAPIII activities include rehabilitation of reservoirs along the transmission main and preparation of detailed designs of the distribution network in Betio, Bairiki and Bikenibeu.

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	<p>Public awareness programs on water supply sustainability and proper usage targeted at project affected areas with gender sensitive and appropriate materials and training provided to village heads and community leaders Target: 100% of project affected villages with at least 50% women participation Baseline =0 (the project will be the first to implement this awareness program)</p>	Q3 2019-Q2 2024	PUB Directors and staff/PMU staff/SDGS and WASH consultants	Incorporated as part of the WASH Awareness Program (WAP) - Part 1 “Water is Life” budget	Materials available for review	Planning for the public awareness program is not in place and implementation is too late	The project activities will give priority to the early implementation of this component as identified during the PPTA
	<p>Information campaigns on water supply sustainability and proper usage designed to be gender sensitive and implemented through TV, radio, mobile phone applications, posters, MCDC billing mail outs and public discussion materials distributed to village heads and community leaders. Locations of posters will be on strategic places frequented by women Target: over 7000 HHs including all female-headed households</p>	Q3 2019-Q2 2024	PUB Directors and staff/PMU staff/SDGS and WASH consultants	Incorporated as part of the WASH Awareness Program (WAP) - Part 1 “Water is Life” budget	Materials available for review	Planning for the public awareness program is not in place and implementation is too late	The project activities will give priority to the early implementation of this component as identified during the PPTA

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	Monthly WASH awareness-raising seminars and activities through the community partnerships including – Women’s Groups (faith and non-faith based), and encouraging minimum 50% women in group membership for Mother Heath Committees and Youth Groups. For engagement with schools at least 50% of student participants are girls (note 53% of 2017 student enrolments were females (7103 students). Baseline = 0	Q3 2019-Q2 2024	MISE/Contracted NGOs/INGOs	Incorporated as part of the WASH Awareness Program (WAP) - Part 2 “WASH Community Partnership” budget	Data collected for GAP reports	Gender Ratio is hard to maintain due to preponderance of females	GAP data report review will reveal non-compliance
	At least bi-annual Monitoring, Evaluation and Learning surveys to allow feedback mechanisms from community members on the WASH Community Partnership program. 50% of those consulted are women including 10% Female Headed Households (Baseline =0)	Q3 2019-Q2 2024	MISE/Contracted WASH NGOs/INGOs	Incorporated as part of the WASH Awareness Program (WAP) - Part 2 “WASH Community Partnership” budget	Data collected for GAP reports	Lack of cooperation from community members particularly women	Awareness building among community members will reinforce the importance of their involvement and participation including in providing feedback
	Budget required to Implement GESIAP: USD 48,000						

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