

## ANNEX M: GENDER ACTION PLAN– DRAFT

### GENDER ACTION PLAN (F)

Outputs & activities	Proposed Gender Mainstreaming Activities (Target)	Primary responsibility
<b>Output 1. Strengthen the capacity of WAF for delivery of efficient urban services</b>		
WAF provides quality water and waste water services 24/7 and at the same time becoming financially viable water supplier and waste water service provider.	i) Evidence from customer service indicates that women tend to complain about leakages in pipes and dripping taps, while men complain about inflated bills. For efficient 24/7 services, women staff along with men, must be given equal opportunity for skill training and work , to repair and maintain assets for financial viability.	MOL WAF
<b>OUTPUT 2. Water conservation, sanitation and hygiene practices among GSA population is improved</b>		
Households in the project area have increased knowledge of efficient use of water resources and safe hygiene practices .	<p>i) Appoint part-time gender specialist to design communications strategy and to train WAF staff in the implementation of the strategy. Key messages to include in water conservation, practices in hygiene and sanitation. Identify &amp; train community focal points to disseminate key messages at community level. The Communications Strategy is to include</p> <p>a time bound plan of action, key messages, identification of target groups, and modes of communication and dissemination of relevant information. Also to identify key stakeholders and partners in the community to assist with the dissemination of material. Key messages to include share best global practices, relevant to country context</p> <p>iii) Collect sex-disaggregated data to identify beneficiaries.</p> <p>iv) Use existing health or relevant religious groups sub-committees and networks to assist in monitoring effectiveness of community engagement and awareness programs. These will include consultation and focus groups sessions organized by women’s committees to solicit feedback from community members.</p>	MOF MOH MOE BOS (Fiji bureau of statistics) CBOs, Religious organizations
<b>Output 3 WAF upgrades and expands its water treatment and sanitation plant in Kinoya(?) and water supply systems</b>		
	<p>i) Local contractors employ at least 20-30% women in construction and maintenance work;</p> <p>ii) Ensure equal pay for equal work between male and female workers, and payment for women is directly to them</p> <p>iii) training and tools appropriate for both women and men to be provided to all workers.</p> <p>iv).A quota of 20-30% of women for the training opportunities provided by the project to ensure that women are also qualified for semi skilled, skilled and unskilled employment.</p> <p>v) Good working conditions for both men and women workers; encourage contractors to hire local</p>	<p>MOW MOL-MOW</p> <p>MOL-WAF</p>

	workers to prevent the spread of HIV. Contractors will not employ child labour	
<b>Output 4. WAF supported in its development and implementation of a gender action plan</b>		
WAF earmarks budget allocation under its training component for incorporating gender mainstreaming in all its activities.	<p>i) Budget allocations earmarked to hire an I gender specialist for three months, to provide gender mainstreaming training for project implementers and contractors at construction commencement to identify possible constraints; during implementation and for designing a gender sensitive M &amp; E format to evaluate its effectiveness, with the involvement of women's groups and NGOs.</p> <p>ii) Establish Advisory Committee and promote women's representation in it to provide feedback and advice on all outputs in GAP.</p> <p>iii) Facilitate the equal participation of men and women in consultation meetings and ensure gender sensitive considerations in the way the meetings are conducted. i.e. separate meetings for men and women if necessary.</p> <p>iv) Provide training on gender equality to WAF staff especially those in charge of the project to improve their understanding about gender concerns in water supply and sanitation and increase their capacity to implement the project's GAP.</p> <p>v) Sensitize policy makers in WAF to engender recruitment and promotion policy by promoting women staff in vacant senior positions instead of advertising and hiring only men in non traditional departments.</p> <p>vi) Ensure Internships at WAF are open to both boys and girls schools.</p> <p>vii) Build capacity for gender mainstreaming within WAF to ensure considerations are integrated into WAF business beyond the completion of the project.</p>	<p>WAL MOF MOW-WAF MOW- NGOS</p> <p>MOL</p> <p>MOE, MOL</p>
<b>IMPLEMENTATION ARRANGEMENTS</b>		
<p><b>The GAP will be implemented by the WAF who will employ a Social Impact Manager, overseeing execution and compliance of all social and gender dimensions of the project, and social safeguards. The DSC will include one full-time national Safeguards Specialist (NSS) for the duration of project implementation under the supervision of an international Gender and Social Development Specialist (GSDS) and an international Social Safeguards Specialist (SSS) who will both work intermittently. The specialists will be responsible for incorporating the GAP into project planning and implementation programs, including awareness training and establishment of sex-disaggregated indicators for project performance and monitoring. The progress of GAP activities will be included in regular progress reports on overall project activities submitted to ADB and the Government of Fiji.</b></p>		