



# Gender Action Plan

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Project Number: 48480  
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## Nauru: Port Development Project (Financed by the Asian Development Fund)

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For Nauru Port Authority  
Implementing Agency

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**Asian Development Bank**

### GENDER ACTION PLAN

<b>Project Outcome:</b> Resilience and efficiency of Aiwo Port improved.			
<b>Components and Outputs</b>	<b>Performance Targets/Indicators and Activities</b>	<b>Indicative Timeline</b>	<b>Primary Responsibility</b>
<b>Output 1. Priority port infrastructure constructed or rehabilitated and climate proofed</b>			
<p>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</p>	<ul style="list-style-type: none"> <li>➤ 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 (baseline: 0)</li> </ul>	October 2017 and quarterly onwards	SC
	<ul style="list-style-type: none"> <li>➤ At least 30% of female representation in committees established for the project (baseline:0)</li> </ul>	September 2017	SC, Contractor
	<ul style="list-style-type: none"> <li>➤ 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 areas (baseline:0)</li> </ul>	Q4 2017	Contractor
	<ul style="list-style-type: none"> <li>➤ Provide separate sanitary facilities for men and women and changing rooms and lockers where it will be needed (baseline:0).</li> </ul>	Q2 2018	PMU/SC
	<ul style="list-style-type: none"> <li>➤ Organise bi-annual training for port workers and community members on gender issues and HIV/AIDS and STD issues with 30% of female participants (baseline:0). Training provider should be selected adequately under relevant Nauruan institutions or non-</li> </ul>	Q4 2017 – Q2 2022	SC, SGS, SSO

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	<p>government organisations</p> <ul style="list-style-type: none"> <li>➤ Provide at least two awareness session on gender, HIV/AIDS and STDs to construction workers before construction starts (baseline: 0)</li> <li>➤ Bi-annual port safety awareness among port workers and surrounding communities attended by at least 30% women (baseline:0)</li> <li>➤ Contractor will comply with Nauru labour laws and practices as well as equal wages to men and women for work of equal value. Wage record will be submitted to the PMU for verification.</li> <li>➤ Women’s wages will be paid directly to them on a timely basis.</li> <li>➤ Contractor will be required to provide safety gear and protective equipment when it will be necessary to keep both men and women workers safe on the job.</li> </ul>	<p>November 2017</p> <p>Q1 2019 -Q2 2022</p> <p>During port construction (Q4 2017 – Q2 2022)</p> <p>During construction (Q4 2017 – Q2 2022)</p> <p>During construction (Q4 2017 – Q2 2022)</p>	<p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p>
<b>Output 2. Capability of NPA staff strengthened</b>			
<p>A designed and implemented training and capacity building programme improves the capacity of NPA staff</p>	<ul style="list-style-type: none"> <li>➤ At least 10% women participation in proposed training activities (baseline:0)</li> <li>➤ 100% of women employed in the completed Port will be trained in port safety (baseline:0)</li> </ul>	<p>Q1 2018- Q2 2022</p> <p>Upon recruitment by Q4 2022</p>	<p>SC</p> <p>SGS, SSO</p>

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	<ul style="list-style-type: none"> <li>➤ Implement training on gender issues and HIV/AIDS for at least 50% of the NPA/PIU/PMU staff and management (total of 595 staff).</li> <li>➤ NPA to encourage women candidates with relevant qualifications to train and apply for project related employment particularly in technical and managerial areas (baseline: 5 existing women out of 95 NPA staff)</li> </ul>	<p>Q1 2018 and annually onwards</p> <p>Q3 2017 onwards</p>	<p>NPA, Project Manager PMU</p> <p>NPA</p>
<b>Output 3. Efficient project management</b>			
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"> <li>➤ NPA will recruit at least 10% women staff for PMU during construction (baseline: 16 men and 8 women)</li> <li>➤ NPA develops a gender strategy to recruit female staff in various positions and additional capacity building and training for female staff (baseline: no women recruitment strategy in place)</li> <li>➤ Recruit an international social and gender specialist for the SC, who will assess, consult, train and help manage the implementation of GAP (baseline:0)</li> <li>➤ Report the progress of GAP activities in regular quarterly progress reports.</li> <li>➤ The project design monitoring framework (DMF) includes indicators measuring</li> </ul>	<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</p> <p>SGS, SSO, SGS</p>

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	implementation of the GAP and ensures the inclusion of gender disaggregated data in the baseline, progress, monitoring and evaluation reports		
	<p><b>Implementation Arrangements:</b>                  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