

GENDER ACTION PLAN

Project outputs and activities	Gender mainstreaming actions/ targets	Primary responsibility
Output 1: Secure and safe fresh water supplies, and Output 2: Effective and efficient sewerage services		
Construction/ Upgrading	<ul style="list-style-type: none"> • 1,246 households (including about 5,150 women and girls) benefit from water supply system improvement and expansion in unserved areas; • 1,246 households (including about 5,150 women and girls) benefit from sewerage system improvement and expansion in unserved areas; • Provide awareness-raising sessions on HIV/AIDS and STIs, sexual harassment, and women's safety for contractors and construction workers. 	<p>KAJUR</p> <p>KAJUR</p> <p>KAJUR, Contractors, PIAC</p>
Output 3: Enhanced hygiene awareness and improved hygiene behaviors		
Hygiene Awareness and Promotion Program, and construction/ Upgrading of school sanitation facilities	<ul style="list-style-type: none"> • Develop/review Hygiene Awareness and Promotion Program materials on sanitation and hygiene (training, outreach, and science curricula) and ensure they are gender sensitive (e.g. they do not contain content or images that reinforce gender stereotypes) and culturally appropriate; • Provide training to all Health Outreach workers (female and male) attached to Ebeye Hospital in improved sanitation and hygiene. Target: at least 50% of those receiving training are women; • Ensure at least 80% of all teachers (female and male) at Ebeye primary and secondary public schools receive training in improved sanitation and hygiene. Target: at least 50% of those receiving training are women; • Implement long-term Hygiene Awareness and Promotion Program, particularly targeted at women and school children (girls and boys). Targets: 1) 90% of women on Ebeye are aware of the benefits of improved sanitation and hygiene; 2) 95% of children on Ebeye between the age of 5 and 15 years participated in the program (50% of them being girls); • Conduct at least 3 types of outreach activities targeting men through adequate avenues to discuss and raise their awareness about increasing their role in improved sanitation and hygiene. Target: 30% of men on Ebeye are aware of the potential role they can play in improved sanitation and hygiene; • Ensure at least 50% of facilitators/community mobilizers for Hygiene Awareness and Promotion Program related activities at community level are women; • Construct separate sanitation facilities for girls and boys in the schools (as per appropriate ratio of students to toilets and security and privacy standards e.g. with lighting on the 	<p>PIAC, KAJUR, PMU</p> <p>PIAC, MOH, NGO</p> <p>PIAC, MOE, NGO</p> <p>NGO, PMU, PIAC</p> <p>NGO, PMU, PIAC</p> <p>NGO, PMU, (PIAC)</p> <p>PMU, MOE, (PIAC)</p>

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	way to, around and in the facilities, toilets with solid doors and locks on the inside and additional screening if needed). Target: separate toilets for girls and boys in all the schools in which sanitation facilities will be constructed/upgraded.	
Output 5: KAJUR is financially and technically sustainable		
	<ul style="list-style-type: none"> • Provide in-house skills training in water and sewerage operation and maintenance to interested women. Target: 30% of those receiving training are women; • Create employment opportunities for interested women in water and sewerage operation and maintenance (including the household fixtures program). Target: 30% of the new jobs in water and sewerage operation and maintenance are for women; • Advertise through adequate communication channels that reach out to women about the skills training and employment opportunities at KAJUR for women in water and sewerage operation and maintenance; • Establish links with vocational training centers to recruit qualified women for employment opportunities in KAJUR; • Include a gender analysis as part of the staff structure review of KAJUR and provide recommendations for increasing gender balance at technical and managerial levels; • Provide training in gender awareness related to service provision for KAJUR staff. Target: at least 80% of all KAJUR staff participate in this training. 	<p>KAJUR, FPM, (PIAC)</p> <p>KAJUR, (PIAC)</p> <p>KAJUR, (PIAC)</p> <p>KAJUR, FPM, (PIAC)</p> <p>PIAC, KAJUR</p> <p>PIAC, KAJUR</p>
Effective project management		
Project implementation, monitoring and reporting	<ul style="list-style-type: none"> • KAJUR Project Management Unit has a designated 'gender focal point' with responsibility to implement the GAP and monitor gender issues; • Hire a national community participation/gender specialist (33 person-months as part of the PIA team), and one international gender specialist (3 person-months on intermittent basis) to support the national consultant; • The 2 gender specialists will support the PMU in GAP implementation, monitoring and reporting, and build gender awareness within KAJUR; • Regularly collect and analyze sex disaggregated data and integrate gender indicators in the project performance monitoring system; • Regularly monitor implementation of the GAP and report to ADB on progress semi-annually. 	<p>KAJUR</p> <p>KAJUR, PIAC</p> <p>PIAC</p> <p>PMU, (PIAC)</p> <p>PMU, (PIAC)</p>

FPM: fixtures program manager; GAP: Gender Action Plan; KAJUR: Kwajalein Atoll Joint Utility Resources Inc.; MOE: Ministry of Education; MOH: Ministry of Health; PIA: Project Implementation Assistance; PIAC: project implementation assistance consultants; PMU: Project Management Unit.