

### GENDER ACTION PLAN

Outputs	Activities and performance targets	Responsibilities
<b>A. Project implementation overall</b>		
Increase gender awareness and empower women to participate equally during project design, implementation and monitoring	<ul style="list-style-type: none"> <li>• During design, implementation, and monitoring all community consultations will have a target of 40% female participation, and provision also made for separate men's and women's meetings.</li> <li>• Provide training on gender equality and HIV/AIDS to the PMU, government staff involved in implementing the Project, and pilot communities, to improve understanding and capacity to implement the GAP. (Training to include prevention of violence against women). Target: at least one training workshop, tailored to the specific audiences, including one for staff in each of the five provinces and one for each pilot community.</li> <li>• Establish a gender balance in hiring PMU and SGF staff, and ensure PMU has adequate gender expertise to assist CCDA in implementing and monitoring the GAP.</li> </ul>	<p>PMU</p> <p>PMU, CCDA; BAHA</p> <p>HRD CCDA</p>
<b>B. Specific activities and targets for individual outputs</b>		
<b>Output 1. Climate change vulnerability assessment and adaptation plans developed and implemented by target communities.</b>		
Community climate responsive investment approaches identified and implemented	<ul style="list-style-type: none"> <li>• Vulnerability assessments and household surveys to collect sex-disaggregated data will include gender analysis to identify differentiated impacts of climate change on men and women. All questionnaires and assessment methodologies are to be standardized, trialed, and reviewed by the Social Development specialists, to ensure questions are gender sensitive and assessment teams are trained to capture both women's and men's views.</li> <li>• Develop a training manual for Output 1, drawing on existing materials used by NDC, IOM and others. This will contain guidelines to ensure women are consulted on the design, and implementation of community disaster risk management plans, the establishment of emergency shelters (where appropriate), and the provision of emergency equipment for such shelters, as well as the location, and maintenance of water supplies, sanitation, and other facilities. Separate sanitation / hygiene facilities to be constructed for men and women.</li> <li>• Arrange for all Climate Change Committees or other relevant community bodies (e.g. WASH committee/disaster management group) to include 50% women, and to receive training in their roles and responsibilities, emergency preparedness, and community development planning for small scale projects.</li> <li>• Ensure that selection criteria for subprojects consider women's and girl's access to services such as education, health facilities, and, markets. Indicator: Relevant criteria included in SGF guidelines, and 20% of adaptation funding to be earmarked for use for women's or girl's chosen activities (to be decided by women themselves).</li> <li>• Early warning systems and emergency /disaster management planning consider the</li> </ul>	<p>PMU, CCDA</p> <p>Training providers</p> <p>PMU, DCD, NDOH, DHO</p> <p>PMU, DCD, training providers, and CCC</p> <p>PMU and SGF</p>

	<p>special vulnerabilities of women, children, elderly and disabled community members.</p> <ul style="list-style-type: none"> <li>• Equal pay will be provided to men and women for work of equal type in accordance with national laws and international treaty obligations, and safe working conditions for both men and women workers will be provided.</li> </ul>	<p>NDC, PMU, CCDA</p> <p>PMU</p>
<b>Output 2. Sustainable fishery eco-systems and food security investments piloted in nine vulnerable island and atoll communities.</b>		
<p>Sustainable fishery eco-systems and food security investments piloted in nine vulnerable island and atoll communities.</p>	<ul style="list-style-type: none"> <li>• Household surveys and community vulnerability surveys have specific questions on food security and access to resources for men and women, in order to inform interventions e.g. land tenure and use by gender; gender division of labor; fertility level and decision-making, food allocation and nutrition levels within households etc. Surveys to be conducted by joint teams of CCDA, PMU staff, and NGOs trained in survey data collection / enumeration by Social Development Specialists.</li> <li>• Fishery eco-systems management and adaptation plans include both male and female specific fishing and marine gathering domains and activities.</li> <li>• Food production, processing, preservation, and storage training courses have approximately 50:50 male/female participation.</li> <li>• Implementation teams provide equal access to resources (agricultural and fisheries information, tools, techniques, training, marketing advice, and improved cultivars, and planting materials) for both men and women.</li> </ul>	<p>PMU, CCDA, NGOs</p> <p>CIFDA, PMU, WDC</p> <p>PMU; NARI; DAL</p> <p>PMU, IA (NARI, DAL, CIFDA)</p>
<b>Output 3. Enabling framework for climate resilient infrastructure established and communications network extended.</b>		
<p>Enabling framework for climate resilient infrastructure established and communications network extended.</p>	<ul style="list-style-type: none"> <li>• Climate change risk management, building codes, and design standards for PNG Ports and Provincial/District Governments, demonstrate that needs of women and children are provided for.</li> <li>• Climate change training materials for engineers, architects, developers and planners, include the specific needs of women and men.</li> </ul>	<p>PMU, CCDA</p> <p>PNG Ports Pty. Ltd.</p> <p>NDC</p>
<b>Implementation Arrangements</b>		
<p>The Gender Action Plan will be implemented by the PMU in CCDA, which will include two Social/Gender Specialists (one national and one international) to be located in the PMU, supervised by the PMU Director. They will be responsible for the community development, and gender aspects of the Project. These specialists will be responsible for incorporating the GAP into project planning, implementation, and monitoring frameworks including community consultations, awareness training, capacity building and establishment of sex-disaggregated indicators for project performance and monitoring. The PMU will report progress on GAP activities in quarterly progress reports to ADB and the Government. Other consultants, training providers, or NGOs may be hired to implement different GAP activities under the guidance of the social/gender specialists.</p>		

BAHA = Business Coalition against HIV and Aids; CCA and DRM = climate change adaptation and disaster risk management; CCC = Climate Change Committee; CCDA = Climate Change Development Authority; CIFDA = Coastal and Inland Fisheries Development Agency; DAL = Department of Agriculture and Livestock; DCD = Department of Community Development; DMF = Design and Monitoring Framework; DHO = District Health Office; GAP = Gender Action Plan; HRD = Human Resource Department; IA = Implementing Agency; NARI = National Agricultural Research Institute; NDC = National Disaster Centre; NDOH = National Department of Health; NGO = non governmental organization; OCCD = Office of Climate Change and Development; PMU = Project Management Unit; ; WASH = water, sanitation and hygiene projects; WDC = Ward Development Committee.