

GENDER ACTION PLAN

Proposed Gender Mainstreaming Activities	Targets and Indicators	Responsible Institution
Output 1: Transport infrastructure rehabilitated and maintained with access for all users, with safety, gender-responsiveness, and climate- and disaster-resilience improved		
All Machine based maintenance (MBMC), rehabilitation and/or new construction of subprojects include gender responsive design features (waiting/resting areas at major truck pick up/market points and major wharves equipped with separate male and female toilets; Shaded waiting areas for people and rain protection for produce on wharves; Laundry facilities established and improved access to water; and/or footpaths for safe pedestrian access)	(a) At least two shaded resting areas equipped with separate male and female toilets located one at a market point and another at a wharf; (b) At least two laundry facilities on streams near water crossings and roads; (c) At least one improved access to river or stream for water and laundry; and (d) At least one small boat access at a major wharf using pontoons and ramps	MID, Solomon Islands Ports Authority (SIPA) & Local Communities
Construction of foot paths/walkways in communities to provide access to schools, health clinics and streams	At least two foot paths/walkways constructed as pilot projects in communities to address women's access to schools, health clinics & streams.	MID, Local Communities
Information on personal safety and on registering complaints is prepared and disseminated through various media channels (e.g., information brochures, posters, or radios) and/or through NGOs.	(a) x number of information/media materials developed (b) x number of dissemination activities undertaken	MID, Honiara City Council & Local Community
Training of public bus operators (including other transport operators) and local police on sexual harassment awareness including specific guidelines on how to respond to observed situations of sexual harassment and how to address related complaints	(a) X male and x female public bus operator and/or other transport operators (e.g. tax drivers) staff trained. (b) X male and x female local police trained.	MID, Chamber of Commerce & Honiara City Council
Women and women's groups trained and contracted and employed in LBES contracts for road maintenance	(a) At least 30% of LBES contracts are for women and at least 40% of people employed by contractors are women (b) X number of pre-tender training workshops are offered to potential women workers and/or contractors (c) X number of post-tender training workshops are offered including mentoring	MID & Local Community
Signage and traffic calming measures (speed bumps) in village areas constructed to reduce road traffic accidents.	X road signs and x speed bumps constructed.	MID & Local Community
Public consultations with community men and women; consultations to include road safety messages.	At least 40% of CAC Committees to be women	MID & Local Community
Ensure all planning and preparation data from road user and household surveys and consultations are disaggregated by sex.	All data available disaggregated by sex	MID & Local Community
All wages or sub contract payments paid by contractors are collected in monthly logbook disaggregated by sex	MID Supervision report	MID & Local Community
All sub contracts and/or employment agreements are recorded by CAC in minutes of meeting to address equity in employment and payment and improve transparency	CAC Minutes review on sample basis	MID & Local Community
Output 2: Country systems strengthened to finance and implement the NTP		
NTP safeguards manual reviewed to include revised CAC guidelines including	NTP safeguards manual reviewed by gender experts and comments incorporated in the final	MID

results of review of gender equity, payment and transparency improvements	document	
Annual update of National Transport Plan's 3 Year Action Plan includes gender equity as a key feature	NTP annual update reviewed by gender expert and comments incorporated in final document	MID
National Road Safety Bill includes attention to gender and social safeguards	Gender and social safeguards issues included in update of National Road Safety Bill	MID
Annual review of GAP and MID Gender Plan will ensure that GAP activities are aligned with and support gender activities being implemented by the MID gender focal point	GAP and MID Gender Plan reviewed annually by MID Gender Focal Point and Gender/Community Development Specialist	MID/CPIU
Carry out regular liaison & coordination meetings with the SIG Ministry of Women, Family Affairs, Youth & Children (MWFYC) and DFAT In order to address issues raised in development of maintenance contracts for women/ community groups with support from other programs (e.g., PSDI) .	Meetings held and minutes of meetings prepared.	MID
Output 3: MID's management and supervision capacity strengthened		
Train MID staff on gender equality issues.	All MID management and STIIP job managers (male and female) trained on gender equality issues with attendance specified as compulsory in job descriptions	MID
Build the capacity of the MID Gender Focal Point to effectively support the MID PS with his/her gender mainstreaming responsibilities as outlined in the TOR for the PS.	MID gender focal point trained on gender equality issues and mentored by international Safeguards Specialist	MID/CPIU
Promote appointment of female managers in CPIU	10% of CPIU regional managers are female	MID
Regular collection of sex disaggregated data for all project related information to be used for project monitoring and reporting requirements, including project progress reports.	Sex disaggregated data collected, analyzed, and reported in regular progress reports..	MID
Social development and gender officer employed to manage the implementation of gender design features and GAP	Officer appointed and satisfactory progress of GAP implementation at first supervision mission	MID
Implementation Arrangement		
<p>The GAP will be implemented by the CPIU which will include one Project Management Safeguards Specialist designated as manager in the CPIU, overseeing execution and compliance of all safeguards issues including gender. The CPIU will coordinate with the MID Gender Focal point to ensure GAP activities are aligned with and complement existing gender activities implemented by MID. The CPIU will include one full-time national Safeguards Specialist (NSS) for the duration of project implementation under the supervision of an international Safeguards Specialist (SSS) working intermittently. There will also be one full time Gender/ Community Development Specialist (national). The specialists will be responsible for incorporating the GAP into project planning, design 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</p>		

CAC = community advisory committee; CPIU = central project implementation unit; GAP = gender action plan; MID = Ministry of Infrastructure Development; NTP = national transport plan; PSDI = private sector development initiative.