

GENDER ACTION PLAN

Project Outputs	Gender Targets and Activities	Timeline	Responsibility
Output 1 <i>Continuous, safe, and climate resilient urban water supply ensured</i>	By 2026, 14,000 households (including informal settlements in GHA) will have access ¹ to SIWA services in project areas, including all of female-headed households (FHH) (2019 baseline: 8000 households, approx. 12% of households are female-headed households)	2028	SIWA/HAEP Team
	Households, including FHH, will be supported to provide necessary documentation for connection applications. This includes piloting applications that do not require land documentation.	2019–2027	SIWA
	Vulnerability assessment to be carried out and all vulnerable household identified in project areas will be provided with opportunity to access safe water through subsidies and/or installment options.	2021	SIWA/HAEP Team
	All trainings on WASH, O&M, WATSAN awareness will include at least 50% women	2020–2026	SIWA/HAEP Team
	Households with low literacy will be proactively supported to make connection applications through targeted support from SIWA	2019–2027	SIWA
	Water user groups, with 50% membership of women, established in project HAEP target areas in GHA and Auki, Gizo, Munda, Noro, and Tulagi. (number of user groups to be confirmed during project inception)	2021–2026	SIWA/HAEP Team
	Contractors ensure a fair, safe and diverse workplace <ul style="list-style-type: none"> - Contractors engage at least 20% women². (Baseline:0) - Orientation and guidance to contractors on labor standards, gender equality in wages, gender (including gender-based violence) and HIV training provided to all contractors at commencement of work and during implementation as required. (Baseline:0) - Separate toilet/sanitation facilities for men and women workers. (Baseline: 0) 	2020–2026	SIWA Contractors
Output 2 <i>Urban sanitation services are effective, efficient, and safe in GHA</i>	3,000 ³ women and girls attend menstrual hygiene management training (Baseline 2019: 0). Menstrual hygiene products to be provided to women and girls attending training. (Baseline 2019: 0)	2021–2026	SIWA/HAEP Team
	Provide pilot sanitation facilities, including menstrual hygiene facilities, in at least 1 community or school.	2021–2026	SIWA/HAEP Team
	Contractors ensure a fair, safe and diverse workplace <ul style="list-style-type: none"> - Contractors engage at least 20% women⁴. (Baseline:0) - Orientation and guidance to contractors on labor standards, gender equality in wages, gender (including gender-based violence) and HIV training provided to all contractors at commencement of work and during implementation as required. (Baseline:0) - Separate toilet/sanitation facilities for men and women workers. (Baseline: 0) 	2021–2026	SIWA Contractors
Output 3 <i>Enhanced and sustained awareness and behaviors of</i>	By 2025, 10,000 ⁵ people are reached directly by WASH programs which use gender sensitive materials (approx. 50% will be women based on population profile) [(2019 baseline: 0%).		SIWA HAEP Team
	All new WUGs in HAEP target areas (with 50% women's participation) receive training in maintenance of water and sanitation facilities	2021–2026	SIWA HAEP Team

¹ Access will be universal in project areas but connection is voluntary.

² Similar projects in Solomon Islands (not ADB funded) have not included any women construction workers. Construction is not a highly desirable job for women so focus will be on ancillary roles available – therefore 20% target is ambitious but realistic.

³ Estimated based on number of women and girls of reproductive age living in informal settlements (where the majority of the work will be focusing).

⁴ Similar projects in Solomon Islands (not ADB funded) have not included any women construction workers. Construction is not a highly desirable job for women so focus will be on ancillary roles available – therefore 20% target is ambitious but realistic.

⁵ Approx. 10% of population of greater GHA, mainly focusing in informal settlements.

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<i>hygiene and water conservation in GHA and five towns</i>	1,600 households ⁶ are provided with training to facilitate improved willingness to pay for water (i.e., benefits of water and sanitation services for the household)	2021–2026	SIWA HAEP Team
	Effective gender-sensitive audio and visual materials developed to raise awareness at the HH level of proper water usage and environmental management issues, and implemented through appropriate channels (e.g., mobile phone applications, posters, billing mail and public discussion materials, etc.), and distributed to village heads and community leaders in HAEP target areas. Locations of posters will be on strategic places frequented by women. Target: all HHs in urban and peri-urban areas including all female-headed households	2021–2026	SIWA HAEP Team
	Monthly WASH awareness-raising seminars and activities delivered under the HAEP program through the community partnerships including women's groups, youth groups and schools. (Baseline = 0)	2021–2026	SIWA HAEP Team
	At least bi-annual M&E and Learning surveys to allow feedback mechanisms from community members on HAEP program. 50% of those consulted are women (Baseline = 0)	2021–2026	SIWA HAEP Team
Output 4 <i>SIWA is financially and technical sustainable</i>	100% of SIWA staff (140 staff) attend gender training. Training to be conducted at least twice over project duration.	2020–2027	SIWA
	SIWA board includes at least 2 women at all times (Baseline: 2 out of 7 members are currently women)	2019–2027	SIWA
Output 5 <i>Management of Honiara's drinking water source area strengthened to build resilience to climate change</i>	Service provider to provide at least one internship opportunity for a woman (technical student/woman working in key ministry) to support all activities in developing watershed maps and hydrological models (e.g., site visits, collect hydrological data, mapping and modelling) (baseline: NA)	2019–2027	SIWA
	Provide education and training opportunities ⁷ to participating communities, with at least 50% opportunities to women (Baseline: 0%)	2019–2027	SIWA
	Provide training and alternative employment in restoration and replanting to participating communities, with at least xx% ⁸ of employment for women. (Baseline: 0%)	2019–2027	SIWA
	Develop paid environmental services (PES) sub-projects with specific targets for women landowners and activities relating to women's engagement and decision-making in the household (e.g., if their husband is the landowner) (Baseline: no PES subprojects and no gender targets in PES subprojects)	2019–2027	SIWA
	PES representative group includes at least 50% women (Baseline: NA)	2019–2027	SIWA
	At least xx% ⁹ of supported micro-enterprises are women-owned ¹⁰ (Baseline: 0)	2019-2027	SIWA
	Community catchment governance and coordination mechanisms/arrangements include at least 50% women (Baseline: NA)	2019– 2027	SIWA

FHH = female-headed households, GHA = greater Honiara area, HAEP = hygiene awareness and education program; HH = households, M&E = monitoring and evaluation, NA = not applicable, O&M = operation and maintenance, PES = paid environmental services, SIWA = Solomon Islands Water Authority, WASH = water, sanitation and hygiene, WATSAN = water and sanitation; WUG = water user groups.
Source: Asian Development Bank.

⁶ Approx. 30% of new targeting households will be provided training (i.e., 5,700 additional households are targeted for the overall project and this action will target 30% of these additional households with willingness to pay training 30% of 5,700 is approx. 1,600 households). Focus will mainly be in informal settlements.

⁷ Specific opportunities to be developed and confirmed but could include school fee support, technical and vocational training, scholarships, etc.

⁸ To be determined using analysis from the social impact baseline.

⁹ Target will be set during implementation after baseline and assessments have been completed.

¹⁰ Where a woman is the sole owner or co-owner (at least 50% ownership).