

GENDER ACTION PLAN

	Gender Targets and Activities	Timeline	Responsibility
Output 1 <i>Climate-resilient and low-carbon water supply infrastructure constructed</i>	By 2024, >95% of 7,880 households have a piped water connection, including 100% of households headed by women (2017 baseline: 62% of households have a piped water connection. Approx. 20–25% of households are female-headed households ^a)	Q1 2020–Q4 2027	MISE staff and project engineers/ social and gender specialists
	Project staff in MISE and contractors receive awareness session on sexual harassment. The contractors will submit to MISE a policy against sexual harassment to be implemented during the entire project duration (baseline: 0)	Q1 2020–Q4 2024	MISE supported by SDGS
	Contractors engage at least 10% women Orientation and guidance on labor standards, gender equality in wages, safety and hygiene to all contractors at commencement of work and monitor implementation Target: 100% of contractors Baseline = 0 Separate toilet/sanitation facilities for men and women workers (Baseline: 0)	Q1 2020–Q4 2027	Contractors
Output 2 <i>Capacity of MISE and PUB to effectively manage water supply infrastructure increased</i>	By 2027, MISE and PUB staff report positive outcome from exposure to training and/or mentoring programs (2019 baseline: 0. At least 20% of program attendees are women). [9% (7 out of 81) of MISE WSEU and PUB water engineering unit staff are women].	Q1 2020–Q2 2027	MISE/PUB with support from PIA/PMU
	O&M firm will employ at least 10% women Orientation and guidance on labor standards, gender sensitive work environment, gender equality in wages, safety and hygiene to all O&M firm employees at commencement of work and monitor implementation Target: 100% of contractors Baseline = 0 Separate toilet/sanitation facilities for men and women workers (Baseline: 0)	Q1 2022–Q2 2027	O&M firm supervised by PIA/PMU
	At least 20% of new technical recruits to MISE WSEU and PUB's water engineering department are women (Baseline = female staff = 9%) ^b	Q1 2020–Q2 2027	MISE Director/PUB staff
Output 3 <i>Awareness of WASH and climate change issues raised</i>	3a. By 2027, >95% of the population (51.5% of them women) is reached directly or indirectly by WASH and climate change awareness programs which use gender sensitive materials (2019 baseline: <10%).	Q1 2020–Q2 2027	MHMS/MISE Director
	At least 50% of community mobilizers contracted through the WASH and climate change program are women (Baseline =0) ^c	Q1 2020–Q2 2027	MHMS with support from PMU
	PUB customers (75% of them women) in 250 communities report improved financial literacy (2019 Baseline: N/A)	Q1 2020–Q2 2027	MHMS/PMU to ensure financial literacy training is included in scope of NGO
	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 radio, mobile phone applications, posters, and public discussion materials. Distributed to village heads and community leaders. Locations of posters will be on strategic places frequented by women. Target: over 7,000 HHs including all female-headed households	Q1 2020–Q2 2027	MHMS, PUB, PMU staff/SDGS and WASH consultants

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	Monthly WASH awareness-raising seminars and activities through the community partnerships including –Women’s Groups (faith and non-faith based) and Mother Health Committee, and encouraging minimum 50% women in group membership for Youth Groups. For engagement with schools at least 50% of student participants are girls (note 53% of 2017 student enrolments were females (7,103 students). Baseline = 0	Q1 2020– Q2 2027	MHMS/PMU/ NGOs
	At least bi-annual M&E and Learning surveys to allow feedback mechanisms from community members on the WASH Community Partnership program. 50% of those consulted are women (Baseline =0)	Q1 2020– Q2 2027	MHMS/PMU/ NGOs

ADB = Asian Development Bank; GAP = gender action plan; GRM = grievance redress mechanism; HH = household; MHMS = Ministry of Health and Medical Services; MISE = Ministry of Infrastructure and Sustainable Energy; M&E = monitoring and evaluation; N/A = not applicable; NGO = nongovernment organization; O&M = operation and maintenance; PDA = project design advance; PIA = project implementation assistance; PMU = project management unit; PUB = Public Utilities Board; Q = quarter; SDGS = Social Development and Gender Specialist; WASH = water, sanitation and hygiene; WSEU = MISE’s Water & Sanitation Engineering Unit.

^a Data on household connections based on 2017 data obtained from the International Benchmarking Network for Water and Sanitation Utilities. <https://www.ib-net.org/> (accessed 12 March 2019). Baseline will be revisited during implementation upon availability of updated data. The 2006 HIES stated that between 20% and 25 % of HHs were female-headed.

^b As at Oct 2018, PUB water engineering unit has 47 staff of which 1 is female; MISE WSEU has 34 staff of which 6 are female.

^c Lesson from South Tarawa Sanitation Improvement Project is that it is important for gender balance across the implementing team as while more women were employed as mobilizers this resulted in limited engagement from men within the target audience).