

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities
Output 1. Effective, efficient, and sustainable sewage collection systems in Koror and Airai	
<p>These are through (i) construction of gravity interceptor sewer in Koror and construction of Kesebelau/ Ked sewerage system; (ii) upgrade of major pump stations, major force main, and sewage treatment plant; and (iii) rehabilitation of minor pump stations.</p>	<ul style="list-style-type: none"> • During design and implementation, all community and affected household consultations will have a target of at least 50% female participation. • Provide awareness workshops on the importance of functional drainage systems in relation to hygiene and sanitation and opportunities for community members of all genders to become involved in construction and future maintenance (50% female participation). • Conduct awareness workshops on proper disposal of domestic liquid wastes particularly kitchen wastes for households, restaurants and hotels around Koror area targeting women household members, domestic helpers, and kitchen staff (50% female participation). • Prior to construction, conduct of safety awareness particularly on children playing around the infrastructure (e.g. electrocution and purpose of fencing) in project communities targeting 50% women. • Site maintenance contractors will have increased women participation (target 20% of administration-based workers). • Provide necessary institutional support for female administration-based workers including capacity building on contract management, procurement, stores control, asset management, and bookkeeping skills. • Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (50% women). • Low-income households as well as landowners, whenever possible, will be engaged in labor-based construction work.
Output 2. Sewage treatment and disposal to meets Palau’s environmental standards	
<p>This is through (i) installation of a remote monitoring instrument (<i>telemetry</i>) in sewerage pumping stations; (ii) CCTV GPS Survey of Sewer Networks; (iii) Unauthorized Inflow Investigation; (iv) Sewage Flow Gauging.</p>	<ul style="list-style-type: none"> • During design and implementation, all community consultations will have a target of at least 50% female participation. • During installation, conduct community awareness workshops e.g. explaining purpose of telemetry and other planned monitoring activities to address sewer overflows, targeting at least 50% women in affected communities. • During installation, conduct awareness workshops on proper disposal of domestic liquid waste particularly kitchen wastes for households, restaurants and hotels around the area targeting women household members, kitchen staff, and domestic helpers (50% female participation). • Site maintenance contractors will have increased women participation (target 20% of administration-based workers). • Provide necessary institutional support for female workers such as capacity building such as monitoring, surveying, using GPS and asset management. Contractors appointed for construction will be informed of the required capacity building requirement before bidding.

Output 3. Safe and hygienic public toilet facilities in Koror are available

Existing public toilets upgraded in KB Bridge, T-Dock and Long Island for male and female amenities.

New male and female public toilet facilities at the Koror shopping district, Koror tourist precinct and Malakal recreation area including road side signage.

- Prior to construction, public and community consultations to determine sites for new public toilets and those for rehabilitation will include at least 50% female participation.
- Strategic locations for new toilets and those for rehabilitation to include at least half near the local markets and recreation areas where women and their families regularly visit.
- The maintenance program to be established by WWO will hire and train at least 50% female maintenance workers.
- Conduct a public awareness program on hygiene and sanitation including proper usage and maintenance of public toilets. At least 50% of community mobilizers hired for national awareness-raising campaign to be women.
- Ratio of toilet stalls for construction and rehabilitation should be at least 2:1 (with women having twice as many toilets than men).
- At least have one stall constructed with children changing station in each of women and men's stalls.

Output 4. Effective project management

Includes (i) preparation of sewer network model and analysis of overall sewer system capacity; (ii) engage and train 3 local plant operators; (iii) provide emergency operational advice; and (iv) implement / manage / supervise / administer works, goods, and services contracts.

- Hire/train at least one female staff at WWO to prepare network model and train on analyzing sewer capacity.
- Hire/train at least one female staff out of 3 local plant operators to be hired by WWO.
- Hire/train women managers/supervisors on contract management, asset management, procurement and administration.
- Include a community development/ communication and gender specialist/in the project team who will manage implementation of gender action plans, organize awareness activities and maintenance training for unemployed youth in project community (at least 50% members are women).
- Provide gender awareness training to all PMU/project staff.
- Establish all project performance indicators disaggregated by sex, collect them regularly, and include them in the baseline, progress, monitoring, and evaluation reports.
- Develop a project performance system that includes indicators measuring implementation and progress of the gender action plan.
- Enhance capacity by WWO to include gender perspective into its operations through gender awareness training and institutional development assistance e.g. annual/monthly planning and reporting, for WWO management and interested staff.
- Include at least one female member to the project team in-charge of community consultation, information and training activities.
- Conduct project briefing of traditional women and men leaders (Koror and Airai States) on the project including gender targets.

Implementation Arrangements

The project's GAP will be implemented by the PMU which will hire a community development/communication and gender specialist in the project team (see attached TOR). The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops, training, and establishment of health and sex-disaggregated indicators for project performance and monitoring. The PMU will include reporting on progress of GAP activities in quarterly progress reports on overall project activities to the ADB and the government.

ADB = Asian Development Bank, CCTV = closed-circuit television, GAP = Gender Action Plan, GPS = global positioning system, PMU = project management unit, WWO = Palau Public Utilities Corporation Water and Wastewater Operations.