

**GENDER ACTION PLAN**

<b>Project Outputs</b>	<b>Activity/Strategy</b>	<b>Performance/Target Indicators</b>	<b>Responsibility</b>
<p><b>Outputs</b> 1. Sanitation and hygiene practices among South Tarawa's population will be improved.</p>	<ul style="list-style-type: none"> <li>• Appoint part-time international community engagement and gender specialist to design awareness campaign and to train national specialist and sanitation and gender community mobilizers.</li> <li>• Appoint national community engagement and gender specialist to design and run awareness campaign, and to coordinate the community mobilizers.</li> <li>• Hire, appoint and train at least 10 sanitation and gender community mobilizers, through NGOs or individually, on gender roles and sanitation for men and women with equal labor conditions and pay.</li> <li>• Prepare training plan and education materials for awareness-raising plan on sanitation, hygiene and gender.</li> <li>• Run awareness campaign; conduct training and seminars.</li> <li>• Collect sex-disaggregated data.</li> <li>• Use existing health or relevant church sub-committees or other feedback mechanisms, such as other groups or organizations, to assist in monitoring effectiveness of community engagement and awareness programs. These will include consultation and focus groups sessions organized by church women's committees to solicit feedback from community members. Church women and youth groups will be involved in public</li> </ul>	<ul style="list-style-type: none"> <li>• Two specialists appointed in PMU and reporting periodically on progress with GAP implementation.</li> <li>• At least 50% of community mobilizers hired for national awareness-raising campaign to be women.</li> <li>• Consultation with both men and women.</li> <li>• 50% of those participating in awareness-raising seminars and activities to be women, with the remaining 50% being male participants.</li> <li>• 50% female-headed households included in awareness training.</li> <li>• 50% of women consulted express the view that positive sanitation behavior changes are exhibited in their households.</li> <li>• At least 3 feedback mechanisms are established and used to carry out consultations, 50% of those consulted are women.</li> </ul>	<p>EA/IA/PIU</p>

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	awareness activities such as organizing song competitions and drama sketches to spread key messages on hygiene and sanitation.		
2. MPWU and PUB will have the capacity to plan and manage water and sanitation services.	<ul style="list-style-type: none"> <li>• Contractors will be encouraged to hire local female labor at equal work for equal pay.</li> <li>• Women will be targeted as part of HIV awareness programs.</li> </ul>	Note that although this output will result in significant benefits for the target female population, specific gender impacts are not being monitored as part of the project.	EA/IA/PIU
3. MPWU and PUB will have the capacity to effectively and efficiently plan and manage water and sanitation services.	<ul style="list-style-type: none"> <li>• Award 2 engineering scholarships to technical institute.</li> <li>• Recruit 6 new graduates of the Kiribati Technology Institute for 1-year training attachments with MPWU and PUB.</li> <li>• Train and build capacity of MPWU and PUB staff in technical competencies, sanitation, hygiene, and gender.</li> <li>• Design and conduct gender sensitivity training.</li> <li>• Provide education to improve men's and women's awareness and practice, and willingness to pay for monthly sanitation fees.</li> <li>• Collect sex-disaggregated data.</li> </ul>	<ul style="list-style-type: none"> <li>• At least 50% of engineering scholarship holders to be women.</li> <li>• At least 50% of graduates recruited for attachments are female.</li> <li>• At least 80% of water and sanitation staff and management successfully complete gender sensitivity, sanitation, and hygiene training.</li> <li>• At least 60% of female staff participates in technical training.</li> <li>• At least 60% of women consulted through feedback mechanisms are satisfied with the services provided by MPWU and PUB to their households.</li> </ul>	EA/IA/PIU
4. Adequate funds will be available to PUB to finance required sanitation O&M.		Note that although this output will result in significant benefits for the target female population, specific gender impacts are not being monitored as part of the project.	IA
5. Project management and implementation services by MFED and MPWU will ensure effective and efficient project implementation.	<ul style="list-style-type: none"> <li>• Appoint part time international community engagement and gender specialist to ensure adequate consideration of gender issues and analysis in project planning, design, and implementation procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Two specialists appointed in PMU and reporting periodically on progress with GAP implementation.</li> <li>• 100% of PMU staff successfully complete gender sensitivity training.</li> <li>• GAP developed,</li> </ul>	EA/IA/PMU/PIU

Project Outputs	Activity/Strategy	Performance/Target Indicators	Responsibility
	<ul style="list-style-type: none"> <li>• Appoint full time national community engagement and gender specialist to be responsible for oversight monitoring and reporting against the GAP and coordination of SGCMs.</li> <li>• Facilitate equal participation and consultation of women participating in the project GAP and collect sex-disaggregated data.</li> <li>• Conduct gender sensitivity training.</li> <li>• Ensure that resettlement plan is gender responsive.</li> </ul>	<p>implemented and monitored.</p> <ul style="list-style-type: none"> <li>• Resettlement plan refers to gender considerations and women are consulted during resettlement discussions.</li> <li>• Studies and reports include sex disaggregated data and gender analysis.</li> </ul>	

EA = executing agency, GAP = gender action plan, IA = implementing agency, MFED = Ministry of Finance and Economic Development, MPWU = Ministry of Public Works and Utilities, NGO = nongovernment organization, O&M = operations and maintenance, PIU = project implementation unit, PMU = project management unit, PUB = Public Utilities Board, SGCM = sanitation and gender community mobilizers,