

**GENDER ACTION PLAN**

Outputs and Activities	Proposed Gender Mainstreaming Activities (Target)	Primary Responsibility
<b>Output 1: Rehabilitated and climate resilient land and marine transport infrastructure</b>		
<p><b>Activities:</b></p> <p>Rehabilitate or reconstruct 30 bridges with gender-sensitive designs that improve all weather pedestrian access to waterways</p> <p>Rehabilitate 30km of main, municipal, and rural roads</p> <p>Rehabilitate or reconstruct 4 rural jetties</p>	<ul style="list-style-type: none"> <li>• Ensure selection of bridge, road and jetty subprojects include prioritizing women's access to social services, such as education, health facilities and market access</li> <li>• Ensure standardized designs for reconstructed bridges include measures to remove physical barriers to, and constraints on, access by women and children.</li> <li>• Ensure bridge design incorporates measures to enhance road safety, including pedestrian access with guard-rails and footpaths on bridge approaches and abutments and steps down to water level.</li> <li>• Concrete stairways to be provided on selected bridges at each abutment where appropriate, to provide access from the road level to the waterway below. A single handrail will be provided for each staircase.</li> <li>• At river sites used for washing, concrete washing tubs will be incorporated at water level near base of bridges, where it is safe and appropriate to install.</li> <li>• Ensure participation of women (at least 50%) in community consultations and meetings and conduct these in vernacular languages; if necessary, organize separate meetings for men and women.</li> <li>• Ensure females are represented on GRC</li> <li>• If land is acquired for subprojects, ensure that affected females are compensated at the same rate of payment as affected males, and provided with adequate arrangements to restore / maintain livelihoods. (Replacement land, financing for small business opportunities, skills training for income generation projects, cash transfers etc)</li> <li>• Where possible, include provisions in bidding documents to encourage women's involvement in labour-based work during construction, including at least 20% women.</li> <li>• Ensure equal pay for equal work between male and female workers, and payment for women is directly to them.</li> <li>• Provide HIV/AIDS, STIs, gender, and road safety awareness training for all construction workers and neighboring community members.</li> </ul>	<p>FRA, MOF</p> <p>FRA and international GSDS</p> <p>FRA and international GSDS</p> <p>FRA, construction supervision team, contractor</p> <p>FRA, construction supervision team, contractor FRA and international GSDS</p> <p>FRA, international GSDS, international and national SSS</p> <p>FRA, international GSDS, engineers</p> <p>FRA, contractors</p> <p>FRA, construction supervision team, contractors</p>
<b>Output 2: Efficient project management support and institutional strengthening</b>		
	<ul style="list-style-type: none"> <li>• Include a GSDS in the design and supervision team to manage the implementation of socio-economic surveys, gender analysis, gender action plans, community consultations, and awareness training.</li> <li>• Provide gender awareness training to FRA staff, ministries, and provincial/district offices.</li> <li>• Develop a project performance system that includes indicators measuring the implementation and progress of the gender action plan.</li> </ul>	<p>FRA</p> <p>FRA and international GSDS FRA and international GSDS</p>

	<ul style="list-style-type: none"> <li>• Ensure the inclusion of sex-disaggregated data in the baseline studies and progress, monitoring and evaluation reports.</li> <li>• Ensure regular progress reports include the progress of GAP implementation and sex-disaggregated statistics for relevant performance indicators.</li> </ul>	<p>FRA and international GSDS</p> <p>FRA and international GSDS</p>
--	---	---

**IMPLEMENTATION ARRANGEMENTS**

The GAP will be implemented by the FRA who will employ a Social Impact Manager, overseeing execution and compliance of all social and gender dimensions of the project, and social safeguards. The DSC will include one full-time national Safeguards Specialist (NSS) for the duration of project implementation under the supervision of an international Gender and Social Development Specialist (GSDS) and an international Social Safeguards Specialist (SSS) who will both work intermittently. The specialists will be responsible for incorporating the GAP into project planning 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 of Fiji.

KEY: ADB = Asian Development Bank; DSC = Design and Supervision Consultant; FRA = Fiji Roads Authority; GAP = Gender Action Plan; GSDS = Gender and Social Development Specialist; GRC = Grievance Redress Committee; MOF=Ministry of Finance; NSS = National Safeguards Specialist; SSS = Social Safeguards/resettlement Specialist (in DSC team).