

GENDER ACTION PLAN		
Outputs	Proposed activities and targets	Responsibilities
Output 1. Reformed institutions		
Sustainable and focused operational units for airports, air traffic services, property development, and regulatory oversight established	<ul style="list-style-type: none"> At least 30% local women will be represented in community consultation, discussion and awareness activities. Women will be given equal opportunity in decision making process involving regulatory aspects of airport oversight such as passenger facilities charging, safety and security and associated fees to be borne by airport facility users. At least 30% women representation in discussion, if possible. Women groups will also be invited. Provide gender awareness to the staff of the airports operational units. 	<p>NAC; PIU</p> <p>NAC; PIU</p> <p>NAC; PIU</p>
Output 2. Improved infrastructure		
Airside infrastructure safety and security certification requirements met	<ul style="list-style-type: none"> Airport Safety and Security awareness materials will be disseminated to women and men in nearby communities through pamphlets, brochures and posters for AOSPA. Ensure easy access to safety information for airports operations to communities (including women and children) by making use of bulletins in government offices, markets and other strategic public locations. Capacity of staff (at least 30% of which are women) in PIU, CASA, PNGASL and NAC will be provided relevant trainings on airport maintenance and operations, air traffic safety and security. Develop AOSPA training and women empowerment in consultation with NAC Women's Association (NACWA). 	<p>NAC; PIU; OLS Surveyor</p> <p>PIU; CASAPNG; local Media/Communication group</p> <p>NAC; PIU</p> <p>NAC; PIU</p>
Output 3. Improved operations		
3.1. Airport maintenance practices improved	<ul style="list-style-type: none"> Ensure about 30% of the total workforce in all Tranche 3 airport construction are women. 	PIU
3.2. Runway lights for	<ul style="list-style-type: none"> Encourage recruitment of women in 	

<p>safe night landing operations introduced to meet airline safety requirements</p>	<p>male dominated profession such as Engineers, Mechanic or Project Accounting.</p> <ul style="list-style-type: none"> Contractors as part of their contract will facilitate HIV/AIDS Awareness Training, Work Safety Training, Community Empowerment and Gender Equality and Prevention of Violence against Women for construction workers, nearby community members in targeted sites for both male and female. Market stalls developed for women in at least 5 national airports premises. Improve airport toilets facilities and have separate sections for men and women to use. Encourage women participation in Grievance Redress Mechanism (GRM) committee. Ensure local men and women are trained and aware of health, nutrition and hygiene, importance of girls/women education, HIV/AIDS and TB treatment and prevention. As part of utilizing market facilities, local men and women will be trained and educated on livelihood improvement skills such as baking, cooking, catering and sewing/tailoring; producing quality coffee beans or cash crops 	<p>PIU; Contractor</p> <p>PIU; Contractor; Local Health Dept.</p> <p>PIU; Contractor</p> <p>PIU; Contractor</p> <p>PIU; Provincial Administration</p> <p>PIU; Contractor; CARE int'l; World Vision Int'l; Local Faith Based Organisation</p> <p>PIU; Contractor; Local Faith Based Organisation, Health Department; CIC; Provincial Agriculture Dept.</p>
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Implementation Arrangements

The Gender Action Plan (GAP) will be implemented by the National Safeguards Officer (SO) of the PIU in NAC. The SO with a gender or community development expertise will be assisted on an intermittent basis by an International Social Safeguard Specialist as and when required. The SO will be responsible for community engagement, safety education, and gender aspects of the project. The SO will be responsible for incorporating the GAP into project planning and implementation, including conducting awareness workshops, involving Non-Government Organizations (NGOs) and establishing indicators for project performance and monitoring. NAC's social safeguards implementation will continue the existing cooperation with local NGOs and other social groups. The PIU will ensure close monitoring of contractors to involve women in employment and continue consultation during implementation. The SO will monitor the GAP and provide progressive biannual reports on GAP activities to ADB and the Government.

ADB = Asian Development Bank, CSO = Civil Service Organization, GRM = Grievance Redress Mechanism, ISS = International Safeguard Specialist, DCDR = Department of Community Development and Religion, DLPP = Department of Land and Physical Planning, GAP = Gender Action Plan, HRD = Human Resource Division of NAC, NAC = National Airports Corporation, PIU = Project Implementation Unit. NACWA = National Airports Corporation Women's Association.

^a PNG Business Coalition Against HIV and AIDS (BAHA) provides free training to PNG businesses and statutory bodies.

