

**GENDER AND DEVELOPMENT ACTION PLAN
FEDERATED STATES OF MICRONESIA (FSM)
1999-2002**

A. Background

1. Females in the FSM lag significantly behind males in almost every respect. Proportionately fewer women attend secondary school and college. Women also have more health problems, and reproductive health is a major concern. Women have a smaller share of the job market and are mainly employed in subordinate and lowly paid jobs. Women spend roughly 53 percent of their time in unpaid labor or subsistence work. In FSM this includes childcare, housekeeping, food preparation and production, farming and fishing, and assisting with the management and operation of family owned enterprises. The 47 percent of wage earners are employed by state and national governments and private companies. Of all the women who work, three quarters are in service delivery or support services, and less than 10 percent are in administration.(ADB, 1993). Furthermore, women are weakly organized and underrepresented in terms of a voice for women in policy-making at state and national levels.

B. Objectives

2. Through all projects and technical assistance activities supported by the Bank in FSM, the following gender and development objectives will be actively pursued:

- (i) Strengthen women's participation in the economy and in decision-making processes of Government;
- (ii) Improve research and data collection on the status of women; and
- (iii) Support women's equal access to investments in human resource development.

C. Action Plan

Ongoing and Planned Bank Operations		Gender and Development Action Plan
A. Loans		
1520-FSM	Public Sector Reform Program (PSRP)	Provide a social safety net to mitigate the social impact resulting from redundancies of women staff under the public sector reform.
1459-FSM	Water Supply and Sanitation Project	Ensure the benefits of women and their families from improved water facilities to prevent diarrheal disease and enhance poor standards of hygiene.

Ongoing and Planned Bank Operations		Gender and Development Action Plan
A. Loans (continued)		
(2000)	Basic Social Services Program (2000)	Ensure equal access of women to basic health care and primary education. Improve maternal health and community health services.
(2001)	Private Sector Development	Ensure consultation with women on proposed legal changes on land and private business activities. Ensure equal right of women to make economic use of land. Increase the opportunities in doing business and working in the private sector.
B. Technical Assistance		
(1999-00)	Basic Social Services Program	Ensure regular consultation with the representative of women groups in the course of the program design. See loan above.
(2000)	Private Sector Development	Ensure regular consultation with the representative of women groups in the course of the program design. See Loan above.
3024-FSM	Economic Policy Reform and Management (EMPAT II)	Provide a tracer study of women early retirees under the PSRP
(1999-01)	Public Enterprises Privatization and Corporate Governance	Ensure a gender neutral redundancy planning and execution during the restructuring and divestment of public sector enterprises. Provide an improved environment for women to become higher level officials in the private sector.
(2000)	Enhancement of Performance Based Public Resources Management	Ensure the representation of women in the budget preparation/review process in the Government.
(2000-02)	Law and Governance	Provide an advisory service and training to ensure legal status of women in development process.

Ongoing and Planned Bank Operations		Gender and Development Action Plan
B. Technical Assistance (continued)		
(2001)	Basic Skills Development	Formulate a basic skills training management system ensuring women's participation in its implementation.
(2001)	State Government Capacity Building	Review State governments' organization and staff needs to address a gender issue as core business.
C. Economic and Sector Work		
(1999)	Human Resource Development Study(1999)	Assess the social indicators and analyze public expenditures in health and education in terms of gender.