

## GENDER ACTION PLAN

Outputs	Proposed Activities (target)	Primary Responsibility
<b>Output 1. The Government has improved the roads network and drainage system in greater Port Vila</b>		
<p>(a) Adopt and implement roads and drainage improvement and maintenance program and monitor implementation by PWD</p> <p>(b) Prepare terms of reference for the appropriate private sector which will be involved in asset management and performance of drain clearing and street sweeping services.</p> <p>(c) Surface/ Reconstruct roads, curbs, intersections, footpaths and road features</p> <p>(d) Construct new storm water drainage systems in the highest priority flood-prone areas together with new channes</p>	<ul style="list-style-type: none"> <li>• Consult with women in targeted areas, by organizing workshops and/or focus group discussions for their input on areas for improving the drainage problems and measures/strategies for addressing the problems.</li> <li>• Takes into account in the design the safety of children in the community concerned, and mobility issues for people with disability (PWD).</li> <li>• Develop a work plan/program for the construction and maintenance of the drainage systems which includes participation of women (at least 20% of maintenance workers will be women).</li> <li>• Ensure women's involvement in maintenance work (at least 30%) to increase economic situation of women</li> <li>• Provide awareness workshops on the importance of good drainage systems in relation to hygiene and sanitation and opportunities for community members of all genders to become involved in construction and future maintenance.</li> </ul>	<p>MIPU, VPMU and CGS</p> <p>MIPU, VPMU, CGS</p> <p>MIPU, VPMU, PVMC</p> <p>VPMU, PVMC and Communities</p> <p>NGOs</p>
<b>Output 2. The Government has improved the sanitation system in greater Port Vila.</b>		
<p>(a) Design and construct a sludge treatment and disposal facility.</p> <p>(b) Draft operational procedures in the removal, transport and treatment of sludge from septic tanks to the sludge treatment and disposal facility.</p> <p>(c) Transfer sludge disposal site from its current location in Bouffa to a new site.</p> <p>(d) Secure a site for future treatment works and plan and construct a sewage treatment plant.</p> <p>(e) Develop operational guidelines based on sustainable drainage systems principles and techniques.</p> <p>(f) Design and construct a biogas plant.</p> <p>(g) Develop a CDM project for carbon credits.</p>	<ul style="list-style-type: none"> <li>• Takes into account in the design the facilities/requirements for disposal of women's feminine products and children's diapers</li> <li>• Provide information workshops with the community on the importance of separate disposal facilities of feminine products and diapers</li> <li>• Ensure that women participate in decision making with regards to the location, design, construction of sanitation facilities and removal strategies</li> <li>• Ensure that sanitation facilities are designed and clearly designated for each gender and identified by appropriate gender symbols.</li> <li>• Ensure women's involvement in civil work (at least 30%) to increase economic situation of women.</li> </ul>	<p>VPMU</p> <p>CGS</p> <p>VPMU</p> <p>VPMU and CGS</p> <p>VPMU and CGS</p>

<b>Output 3. Central area and settlement communities use improved hygiene facilities.</b>		
<p>(a) Conduct survey of areas in villages and periurban settlements that need improved hygiene facilities, and that indicate willingness of the constituents to contribute to the capital cost and maintenance of facilities.</p> <p>(b) Consult women's groups on site selection and design of sanitation facilities and maintenance activities.</p> <p>(c) Construct 10 multi-purpose, multi user sanitation facilities (toilets, washing and bathing facilities) in villages and peri-urban settlements.</p> <p>(d) Upgrade, rebuild, or refurbish existing public toilets in the city center and those located at major sporting facilities.</p> <p>(e) Develop approach and methodology on and conduct awareness raising, information dissemination, and education related to health and hygiene in collaboration with relevant departments/organizations such as the MoE, MoH, DEPC, AusAID, UNICEF, local NGOS, domestic private sector and other interest groups</p>	<ul style="list-style-type: none"> <li>• Ensure that design includes safe areas for storing solid waste (safe from children, dogs and rodents)</li> <li>• Ensure that sanitation facilities are designed and clearly designated for each gender and identified by appropriate gender symbols.</li> <li>• Ensure involvement of women in the planning and site selections.</li> <li>• Ensure that the design of the facilities caters for disabled people in terms of wheelchair access and support facilities for ablutions.</li> <li>• Ensure that the design of facilities caters for the safety of women, children and disabled people. e.g. lighting and proper footpath access.</li> <li>• Develop the capacity of the community, including women and children to have mechanisms such as policies in place to properly manage the maintenance, upgrading and care for the communal ablutions.</li> <li>• Organize frequent public health awareness in the central business district and in the media on hygiene related health issues and the importance of hygiene.</li> <li>• Ensure women's involvement in civil work (at least 30%) to increase economic situation of women</li> </ul>	<p>VPMU, PVMC &amp; CGS/ Community</p> <p>VPMU and CGS</p> <p>NGO, MoH, VPMU</p> <p>MIPU, VPMU &amp; CGS, PVMC</p> <p>VPMU, DPA, CGS</p> <p>MIPU, VPMU, DPA, CGS</p> <p>PVMC, MoH, NGO and Media Agencies</p> <p>VPMU, CGS</p>
<b>Output 4: Government agencies and community and user organizations have the capacity to effectively and efficiently manage sanitation and drainage systems.</b>		
<p>(a) Conduct needs assessment for human resource/capacity building training programs including management information and financial management systems.</p> <p>(b) Support DEPC to (i) initiate policy discussions and dialogues with user groups on what options are available and the associated projects with respect to treatment of wastes; (ii) establish strong engagement/partnerships with the business community comprising of commercial vessels, tourist vessels, and hotels and restaurant operators for</p>	<ul style="list-style-type: none"> <li>• Organize health and hygiene awareness workshops particularly targeting women in settlement communities and other neighboring settlements.</li> <li>• Ensure availability of IEC materials on health and hygiene in appropriate places</li> <li>• Ensure that there is an institutional development plan to include measures in place for increasing the representation and participation of women in at all levels (e.g. gender equal wages rates, 20% of labourers are women, 50% participation of women in consultations etc)</li> </ul>	<p>VPMU, PVMC and CGS, DEPC, MoH</p> <p>VPMU, PVMC and CGS, DEPC</p> <p>VPMU, PVMC and CGS, DEPC</p>

<p>awareness raising on environmental standards; and (iii) oversee follow through activities to ensure early compliance to appropriate disposal and treatment of wastes.</p> <p>(c) Design a comprehensive training package for government institutions in contract management, and operation and maintenance.</p> <p>(d) Conduct continuing awareness raising, information dissemination, and education related to health and hygiene among community and user organizations.</p> <p>(e) Prepare a sanitation and drainage maintenance plan for use by government institutions, the private sector, and community and user organizations.</p> <p>(f) Conduct gender mainstreaming training in hygiene and sanitation for government agencies and community and user organizations.</p> <p>(g) Conduct training on roads development and maintenance including planning and monitoring.</p> <p>(h) Conduct training on management and maintenance of communal sanitation facilities for women and youth groups.</p> <p>(i) Develop mechanisms for private sector participation in the operation and maintenance of sanitation and hygiene facilities.</p> <p>(j) Develop appropriate fiscal options and revenue collection system for project-established roads, drainage, sanitation, and hygiene facilities.</p>		
<p><b>Output 5: Efficient Project Management services are provided.</b></p>		
<p>(a) Develop a gender-sensitive project management framework.</p> <p>(b) Tender, award, and manage contracts.</p> <p>(c) Provide timely progress reports until completion of the project.</p> <p>(d) Monitor issues and concerns arising from project implementation.</p> <p>(e) Develop and implement a project benefit, monitoring and evaluation framework including collection of gender-</p>	<ul style="list-style-type: none"> <li>• Develop a participation strategy for men and women during project implementation and monitoring and evaluation (M&amp;E).</li> <li>• Ensure employment of community development/gender specialist(s) in the project team who will manage implementation of gender action plans.</li> <li>• Provide gender awareness training to all project staff.</li> <li>• Ensure participation of women in community consultations and meetings</li> </ul>	<p>MIPU,VPMU</p> <p>VPMU and CGS</p> <p>VPMU and CGS</p> <p>VPMU and CGS</p>

<p>specific data and information.</p> <p>(f) Provide training and advisory services on project administration; preparation and implementation of a project performance monitoring system; design, procurement, and contract supervision; and climate proofing of infrastructure, among others.</p> <p>(g) Carry out regular accounting and annual audit.</p>	<p>(participants 50% women).</p> <ul style="list-style-type: none"> <li>• Ensure fair employment. (20% of labourers are women) and fair wage rates for women in construction/repair and maintenance works</li> <li>• Provide facilities for female labor-based workers such as separate resting areas and portable sanitation facilities when working on various drainage construction sites. This must be organized by the contractor.</li> <li>• Ensure the inclusion of sex-disaggregated data in the baseline, progress, monitoring, and evaluation reports.</li> <li>• Develop a project performance system that includes indicators measuring implementation and progress of the GAP.</li> <li>• Develop a feedback mechanism in the process of M&amp;E in which both male and female beneficiaries have a voice.</li> <li>• Identify organizations and non-government organizations (NGOs) or civil society that could facilitate women's participation during implementation and M&amp;E.</li> <li>• Endorse ongoing management plan that includes community and institutional components and accountability checkpoints for gender.</li> </ul>	<p>VPMU and CGS</p> <p>VPMU and CGS</p> <p>VPMU and CGS</p> <p>VPMU</p> <p>VPMU</p> <p>VPMU, CGS</p> <p>VPMU, CGS</p>
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### Implementation Arrangements

The executing agency (EA) for the Project will be the Ministry of Finance and Economic Management (MFEM). The Vanuatu Project Management Unit<sup>a</sup> in close collaboration with the Port Vila Municipal Council (PVMC) and Ministry of Health (MoH) will be responsible for day-to-day project implementation, will implement the GAP. The VPMU will hire a community development/gender specialist (CGS) in the project team to assist in the GAP implementation. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of sex-disaggregated indicators for project performance and monitoring. The VPMU will include reporting on progress of GAP activities in regular progress reports on overall project activities to the ADB and the Government. Other donor partners will also be approached to support the community workshops which will be primarily implemented by local NGOs or other appropriate agencies, who may be hired to implement different GAP activities, especially the community awareness workshops under the guidance of the community development/gender specialist.

AusAID = Australian Agency for International Development, CGS = community development and gender specialist, DEPC = Department of Environmental Protection and Conservation, DPA=Disability Promotion and Advocacy, MIPU = Ministry of Infrastructure and Public Utilities, MoE = Ministry of Education, MoH=Ministry of Health, PVMC = Port Vila Municipal Council, VPMU = Vanuatu Project Management Unit.

<sup>a</sup> = The government will establish the Vanuatu Project Management Unit as a dedicated unit for managing large and nationally significant projects with allocation of budget and core staff.