I. GENDER OVERVIEW

1. Fiji ranked 90th out of 180 countries in the United Nation’s Gender Development Index (GDI) in 2014.¹ There is gender parity in primary education, and women's enrollment exceeds men’s at secondary and tertiary education levels, but women’s economic and political participation is low. Fiji is party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and has made domestic commitments to achieving gender equality and advancing women, including through the government's draft National Development Plan 2016-2036, Green Growth Strategy, and the National Women’s Policy (2014).

II. CULTURAL ISSUES AND GENDER RELATIONS

2. Fiji’s two main ethnic groups are generally patriarchal and women perform the vast majority of unpaid reproductive and domestic work, and are primarily responsible for the care for children, the ill and the elderly. i-Taukei women have limited roles in chiefly decision-making forums and are largely excluded from inheriting land or owning property. Fijians of Indian descent women also face social and economic constraints on opportunities. Gender based social barriers are decreasing in urban areas as women have more opportunities for education, paid employment, access to services and exposure to media and information, but in rural areas and within many households, traditional gender norms are generally maintained.

3. Laws and Policies on Gender Equality: Fiji ratified the Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1995 and reported to the Committee in 2000 and 2010. It has a National Gender Policy (2014) that advocates for a gender perspective and advancing women’s empowerment in 19 different areas, and a Women’s Plan of Action (2010-2019) that outlines five priorities for the promotion of women’s rights: formal sector employment and livelihood, equal participation in decision-making, the elimination of violence against women and children, access to basic services, and women and the law. Other policies and legislation aimed at protecting women’s rights include the Domestic Violence Decree (2009) and the National Policy on Sexual Harassment in the Workplace (2007). The Sexual Harassment Policy aims to promote gender equality in employment conditions and workplaces, such as related to wages, working hours and opportunities; however it has not been fully implemented.

4. National Mechanisms: The Department of Women within the Ministry of Women, Social Welfare and Poverty Alleviation is responsible for carrying out Fiji’s policies and strategies to progress women’s interests and protect their rights. The Department supports a network, the Fiji Women’s Federation, to implement and extend the government's policy initiatives. Other national non-governmental organizations include the National Council of Women, Soqosoqo Vakamarama, the indigenous women’s network, and NGOs founded on social and gender justice such as the Fiji Women’s Rights Movement. There are women’s centres in 14 provinces and semi-urban settlements aimed at promoting the empowerment of women through developing leadership and providing venues for meetings and capacity-building initiatives.

5. **Gender Gaps in Economic Development:** Occupational discrimination and gender segregation in the labour market are persistent in Fiji, and women’s share of employment is significantly lower than that of men. Of the economically active female population, only about 30% are engaged in the formal economy; the majority of women work in the informal sector, in semi-subsistence agriculture or self-employment. According to the 2013-2014 Household Listing Exercise Survey (HLES), indicators show some improvement in the labour force participation rate for females, which increased from 27.6% in 2007 to 30.1% in 2013-2014. Within the formal sector, women workers tend to be concentrated at the low end of the labour market, increasing their risk of poverty. Poverty risks are also associated with a range of other legal, economic and social issues. The Fiji Government has adopted a policy of Equal Opportunity Employment for the civil service, but this has not yet been incorporated into industrial legislation.

6. **Women’s Participation in Decision-Making:** Women consists of 49% of Fiji’s total population. At the national level, Fiji has made progress in increasing women’s representation and political participation. In 2014, 41 women out of 248 candidates (16%) contested elections. There are eight women (out of 50) who hold Parliament seats (16%), and three hold senior parliamentary roles, including the Speaker of Parliament, and the Ministers for the Ministry of Health and Medical Services, and Ministry of Social Welfare, Women and for Poverty Alleviation.. At the local level, less than 25% of local government roles are held by women, and in senior management positions, only about 8% are women employees. The number of women in village governance institutions is generally low.

7. **Education:** Fiji has a high literacy rate with 91% women and 94% men able to read and write. There is near gender parity in primary school enrolment, and at secondary and tertiary levels, women’s enrolment exceeds men’s. Different areas of study are gender segregated, however, with fewer girls and women entering science, technology and engineering fields. At Fiji National University in 2014, less than 23% of students in the most popular courses are female. Only five of the eighteen fields of study are female dominated such as childcare; housekeeping, accommodation and restaurant operations; hairdressing and beauty; baking and patisserie; and applied computing.. There is also significant gender bias in the provision of non-formal education, with more places available for males than for females. While Fiji has been successful in achieving broad gender parity in educational enrolment, this has not translated into gender equity in employment.

8. **Health, and Sexual and Reproductive Health:** More sedentary lifestyles, poor nutrition, physical inactivity, and smoking and alcohol abuse have led to increases in non-communicable diseases in Fiji. Obesity is prevalent among Fijian women. The FAO Nutrition Country Profile for Fiji indicated that in 2003, twice as many women as men have nutritionally-related diseases associated with poor diets and poverty; far more women than men have anemia and twice as many women than men suffer from diabetes. Fiji’s maternal mortality rate per 100,000 live births is 19.07 in 2014 and nearly all women (99%) have skilled birth attendants supporting their deliveries. The adolescent fertility rate for girls is high in Fiji, at 45 per 1000 births in 2010. Teen pregnancy impacts on girls’ educational attainment and there is stigma in Fiji that discourages girls from continuing their education. Gender is a cross-cutting issue in the Ministry of Health & Medical Services’ National Strategic Development Plan 2016-2020.

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9. **Gender-based Violence**: Violence against women and girls is highly prevalent in Fiji. In a 2011 study of Fiji women who have been involved in intimate relationships, 64% reported experiencing physical or sexual violence by a husband or an intimate partner. Findings demonstrated that violence against women or girls by non-partners is also high: 31% reported experience of physical or sexual violence since the age 15 by someone other than intimate partners or husbands. The study also indicated there is a high degree of men’s control over women, including in their ability to access to health care and participate in income-generating activities. In 2015, reduction in the number of Gender Based Violence for women and girls in an intimate-partner relationship aged 15 – 19 over the past year was 24, therefore Governments target is to reduce this further by 2020.

### III. GENDER ACTION PLAN

10. The investment program will ensure women will equally and meaningfully share in the project’s benefits and decision-making. Key strategies for promoting gender equality in the project will be through capacity building and institutional development, facilitating gender analysis of issues and women’s participation, and capturing and reporting on gender outcomes. The following strategies are proposed to address gender disparities in this investment program:

   i) Improve awareness of gender at all levels in WAF, the PMU, and among project contractors and consultants. Focus will be on increasing sensitivity to the relative issues of men and women in the GSA and of institutional gender issues, of understanding of the proposed social strategies of the Project and ADB gender policies.

   ii) Assist WAF to develop strategies to increase the number of women employed in technical and management roles to increase women’s economic opportunities in the water supply and wastewater management sector. Ensure that women and men benefit equitably from project-related capacity building.

   iii) Encourage the active involvement of women’s organisations and networks whose members can contribute to project-related issues. Support women’s participation in key decision-making and implementation structures.

   iv) Collect sex-disaggregated and gender data essential for planning and monitoring, including for assessing the progress of the Gender Action Plans (GAPs). Establish and adopt systems for recording data in this format.

<table>
<thead>
<tr>
<th>Program Outputs</th>
<th>Proposed Actions and Targets</th>
<th>Responsible Agency</th>
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<tbody>
<tr>
<td>Output 1 - Increased access to reliable and safe water supply in the GSA</td>
<td>• Establish 1000 new connections in peri-urban areas and informal settlements, of which 10% benefit women headed HH (by 2020) • Provide orientation and guidance on gender issues to all sub-project contractors at commencement of work and monitor implementation • Explicitly include gender equitable practices in contracts and all phases of investment program</td>
<td>IA/DSC</td>
</tr>
</tbody>
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5 Fiji Women’s Crisis Center. 2012. Somebody’s Life, Everybody’s Business. Suva. The survey was conducted for a sample of 3,538 households and interviews were conducted for 3,193 women aged 18–64.
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| implementation, including equal employment opportunities and working conditions for women and men, guaranteed equal pay for work of equal value, and adequate facilities for healthy and safe work, i.e., separate rest areas and toilets | • Earmark at least 25% of unskilled labor contracts in project-generated infrastructure works for women  
• Set a 30% target for women’s employment and gender-responsive working conditions as requirements in contractor bidding documents  
• Ensure 50% of participants in all public consultations and sewage connection activities are women  
• Analyse and include women’s concerns and priorities, established through consultation with women and women’s groups and at least 30% women’s representation on related planning teams, in the design and development of district metering and demand management plans  
• If access to services is provided through connection fee subsidies or other mechanisms, identify and prioritise women headed and vulnerable households, and ensure communication on criteria and fees targets both women and men  
• Analyse gender impacts and ensure these inform plans for any increase in service fees or related costs  
• Ensure monitoring of sub-projects collects and uses sex-disaggregated data and measures gender impacts  
• Collect qualitative data over the life of the project in 4-6 project areas (using focus group discussions and random sample interviews) to measure improvements in the quality of women’s lives, including WSS-related time poverty. |                    |

**OUTPUT 2 - Improved wastewater management in the GSA**

<table>
<thead>
<tr>
<th>Wastewater design, construction and service management</th>
<th>Proposed Actions and Targets</th>
<th>Responsible Agency</th>
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</table>
|                                                      | • Promote women’s employment opportunities and economic security through infrastructure development and upgrading;  
⇒ Advertise new project-related jobs with a statement encouraging women to apply  
⇒ Ensure at least 30% of new roles or additional staff are women  
⇒ Promote women’s employment across higher-skill and technical roles and provide on-the-job training as needed  
⇒ Earmark at least 30% of new field-based positions, i.e., meter reading, for women  
⇒ Ensure women’s wages are paid directly to them and support the establishment of bank accounts  
⇒ Collect sex-disaggregated data of beneficiaries, ensure women headed households are given priority in service extension  
⇒ Deliver WASH programs in peri-urban and informal settlements where at least 1500 women participate (baseline 0) | IA/DSC |

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</table>
| **Output 3 – Improved WAF management and service delivery capacity**          | **Project implementation and institutional capacity development support**  
- At least 10% of new WAF technical recruits are women (baseline 2014 3%) and at least 20% of WAF staff participating in training opportunities are women (baseline 10%)  
- Provide training to increase gender sensitivity, knowledge and skills on gender and intersecting dimensions related to urban water and sanitation to all WAF management and staff  
- Promote and monitor gender equality principles and practices, the formulation of a gender strategy, and the status of women within WAF using tailored guidelines and tools  
- WAF allocates sufficient funds and resources to ensure gender is mainstreamed in its project operations and processes, and women are supported as needed to achieve positive gender outcomes  
- Track Gender Action Plan implementation and measure overall project gender results, challenges, and solutions, and report two times per year  
- Appoint 50% women to comprise the Grievance Redress Mechanism (GRM) that addresses 100% of project related complaints, including sexual harassment  
- Support the development of gender-responsive WAF recruitment and promotion policies, ensuring they provide for an increasing percentage of female staff in all divisions, their retention, and for women’s promotion at rates equal to men in all levels and divisions  
- Promote professional advancement of women staff, ensuring at least 30% female participants in training on accounting, utility management, technical and project and sector management-related skills  
- Promote WAF attachments to both boys and girls at secondary and tertiary school level  
- Secure an international Gender and Social Development Specialist to support implementation and monitoring of the GAP | EA/IA/DSC |

**IMPLEMENTATION ARRANGEMENTS**

The GAP will be implemented by the WAF who will employ a Gender and Social Impact Specialist to oversee execution and compliance of the 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.

EA = executing agency (Ministry of Economy), GAP = gender action plan, IA = implementing agency (Water Authority of Fiji), DSC = Design Supervision Consultants
IV.  TOR International Gender Specialist

11. The Gender and Social Development Specialist will be responsible for leading the implementation and monitoring of the project’s Gender Action Plan (GAP). This will include (i) undertaking gender and social analysis; (ii) ensuring the implementation of gender features in all relevant project outputs; (iii) building the capacity of the WAF/project consultants and local social safeguards specialist; (iv) the provision of technical advice and training; (v) consultations with female beneficiaries and stakeholders; and (vi) monitoring and reporting on GAP implementation progress. The specialist will preferably have (i) an advanced degree in social sciences; (ii) at least 8 years’ experience in analyzing social and gender dimensions of development projects; (iii) at least 8 years’ experience in advising on gender-inclusive development projects for governments; and (iv) relevant work experience in the Pacific region or similar environment. He/she will perform the following tasks:

(i) **Conduct Gender and Social Analysis:** Review existing data, reports, field studies and community consultations, country gender assessment and baseline socioeconomic profiles to ensure a thorough understanding of gender issues relevant to the project.

(ii) Ensure that the expected social, economic and gender benefits of the proposed investment project and the impact of the project on primary beneficiaries are clearly documented (both positive and negative impacts).

(iii) Identify and document mitigation measures to deal with any potential negative impacts.

(iv) Identify any gaps in existing data and information and if necessary undertake further gender and social analysis, community consultations or surveys. (Additional gender analysis may also be required during the design of new subprojects).

(v) Review ADB gender policies, documents and tipsheets to ensure a good understanding of ADB requirements for GAP implementation and monitoring.
(vi) **Lead the implementation of the GAP including:**
   a. Review and refine the GAP in consultation with the WAF/ADB early in the project to ensure that all activities are relevant and achievable and clearly linked to broader project objectives
   b. Prepare GAP implementation plan with WAF/ADB that establishes clear institutional arrangements for GAP implementation, monitoring, and reporting responsibilities;
   c. Provide gender awareness training to WAF, and project consulting team to build ownership and understanding of GAP objectives and activities;
   d. Provide ongoing capacity building to WAF and consultants through regular dialogue, and the provision of technical advice and training;
   e. Ensure that any subproject designs are gender-responsive and address both women’s and men’s needs;
   f. Ensure that all bid documents incorporate required design and activities specified in the GAP.
   g. Ensure ongoing and meaningful consultation with female beneficiaries and stakeholders and facilitate women’s participation in project activities.
   h. Maintain oversight of GAP implementation, identify constraints, and prepare strategies to overcome them

(vii) **Provide capacity development support to the national social safeguard specialist to effectively undertake GAP implementation and monitoring responsibilities, including:**
   a. Ensure that the national social safeguard specialist has a sound understanding of the gender issues relevant to the project, of the GAP and of ADB policies and requirements related to GAP implementation and monitoring.
   b. Support the national social safeguard specialist to develop a concrete work plan to ensure implementation of all project activities during project implementation stage;
   c. Provide ongoing mentoring, guidance, project-based training and technical advice to the national social safeguard specialist.
   d. Support the national social safeguard specialist to report on GAP implementation

(viii) **Monitor and Report on GAP implementation:** Assist WAF, consulting team and national social safeguard specialist to establish mechanisms for collecting and reporting sex-disaggregated data for the GAP, as well as all other project-related indicators including:
   a. Establish sex-disaggregated baseline data for the GAP and performance indicators, if needed, and other gender-related indicators for regular monitoring and reporting during project implementation period.
   b. Prepare monitoring and reporting template on GAP implementation for incorporation in EA quarterly progress reports
   c. Consult regularly with women beneficiaries and stakeholders
   d. Monitor GAP implementation progress on a regular basis with field visits and quarterly reporting of GAP implementation progress, key implementation issues, lessons learned and gender equality results achieved
   e. Analyze the effectiveness of the GAP and document and share lessons learned, good practice examples and case studies.