

GENDER ACTION PLAN: OVERALL PROJECT

Outputs	Proposed Activities and Targets	Main Responsibility (Mandate)
<p>Output 1. Small-scale harbour constructed in Nukulaelae; the boat ramps of Nanumaga and Niutao rehabilitated</p>	<ul style="list-style-type: none"> • During design and implementation, all community and public consultations will have a target of at least 20% female participation. • During construction, the contractor is encouraged to hire women with a target of at least 10% women workers, if possible. These may include administrative, maintenance, security, and supervision works. • Ensure women-friendly design of facilities. For example, this may include the transit shed to have extra space for trading stall or the jetty to have a hand-rail or similar. • The contractor and the consultant are required to organize awareness training on HIV/AIDS and gender issues for all construction workers and nearby community members (with at least 20% women participation from each village). • Ensure equal pay for equal work between female and male workers. 	<ul style="list-style-type: none"> • PMU and the consultant (TOR) • PMU and the contractor • PMU, the consultant, and the contractor (contract provision) • PMU, the consultant, and the contractor (contract provision) • PMU and the contractor (contract provision)
<p>Output 1 (Additional Financing)</p> <p>Small-scale harbors constructed in Niutao</p>	<ul style="list-style-type: none"> • During design and implementation, all community consultations will have a target of at least 40% female participation. There will be women-only consultations. (baseline:0). • The contractor will employ men and women including from the island, with at least 10% women (baseline:0) • The PMU will employ men and women including from the island with at least 30% women (baseline:0). • Provide separate toilets and sanitation facilities at construction camp and appropriately sized protective clothing and safety equipment (baseline:0). • Ensure application of core labor standards for all female and male workers in all operations including equal pay for equal work between male and female workers and zero tolerance for child labor. Payroll with names, sex, work done, working period, and wages received will be made available by the contractor for inspection. • All male and female civil works laborers and at least 30% surrounding community members have received trainings on HIV/AIDS/STIs, gender sensitivity awareness and culture in two phases: prior to construction and during construction (baseline:0). 	<ul style="list-style-type: none"> • Gender and Social Development Specialist as the lead, PMU and Contractor • Contractor and PMU (lead), Gender and Social Development Specialist and Kaupule • Contractor • Gender and Social Development Specialist as the lead and PMU oversight, Contractor, Tuvalu Family Health Association, and Department of Gender Affairs

	<ul style="list-style-type: none"> • Zero tolerance for sexual harassment and other forms of gender-based discrimination in the workplace implemented. • Equal compensation will be made for men and women for land leasing. As a part of this strategy it is essential that all women and men have access to all information on compensation and information on grievance processes. • Removal of vegetation from the harbor site to public space in Niutao for use by local women (especially coconuts and pandanus) for handicraft production and men for building houses and construction. • Participatory workshops held among the communities on (i) water safety of passengers and community and (ii) harbor basic use and maintenance of the facilities, with a minimum of 40% women. Workshop materials will be provided to the communities. • Safety awareness posters and brochures for the noticeboard at the transit shed and distributed to schools and health clinic. • Priority seating reserved for pregnant women, elderly and the disabled in the passenger terminal. • Passenger terminal includes a multi-purpose room equipped with a first aid station for the sick/elderly/ pregnant women and first aid supplies. • Provision of life buoy for safety of transfer from harbor to workboat and workboat to ship (and vice versa) and lifting litter, especially for pregnant women, children, elderly, and disabled. • Appropriate safe lighting sites for the 24-hour solar lights at the harbor facility to ensure the safety of women. • Training conducted for stevedores on lifting and safety procedures to ensure safe transfer for women, children, elderly, and disabled including transfer of their luggage. • Women-friendly design of facilities (e.g. handrail on jetty) for the elderly, children, and pregnant women, as well as those with limited mobility. Signs posted on jetty for safety warning and procedures. • Canteen constructed inside the passenger terminal managed by women's groups e.g. Niutao Women's Council. 	<ul style="list-style-type: none"> • Jointly clan heads Kaupule and Gender and Social Development Specialist/Social Safeguard consultant (lead), Niutao Women's Council (NWC) and PMU • Jointly Kaupule and Gender and Social Development Specialist/ Social Safeguard consultant (lead), PMU, Women's Handicraft group, Niutao Women's Council, Contractor • Gender and Social Development Specialist (lead), PMU, Kaupule Red Cross, NWC, Women in Maritime group, Nurses Teachers/school • PMSC and PMU (lead), Kaupule, Stevedores • Jointly contractor, Kaupule and Niutao Women's Council Kaupule (lead) with support from Gender and Social Development Specialist and PMU to ensure the arrangement will be in place in time for the operation. • Project Management Supervision Consultant (lead), PMU, and Kaupule • Contractor (lead) Social Development Specialist, and PMU • Contractor (during construction), Niutao Women's Council (during operation), support from Gender and Social Development Specialist, and PMU to
--	--	--

	<ul style="list-style-type: none"> • Build sale area for women to sell handicrafts at the passenger terminal 	<p>facilitate the arrangements prior to turn-over</p> <ul style="list-style-type: none"> • Contractor (during construction), Gender and Social Development Specialist and PMU
<p>Output 2: The capacity to operate and maintain harbors improved.</p>	<ul style="list-style-type: none"> • At least one O&M training will be conducted for island communities including the Kaupule officer-in-charge and at least 20% participation of women representatives. • If the community is tasked to carry out any O&M of project facilities as a result of institutional strengthening, at least 10% of O&M work would be carried out by women. • At least 1 safety awareness on the use of the facilities conducted among women in the community prior to the facility handover. 	<ul style="list-style-type: none"> • PMU and the consultant (TOR) • PMU and the community • PMU and the consultant (TOR)
<p>Output 3: A transport sector master plan for future harbor development in the outer islands created, with a view to promote fisheries and tourism.</p>	<ul style="list-style-type: none"> • During feasibility study, all community and public consultations will have a target of at least 20% female participation. • The feasibility study will include assessment and designing for needs of local community particularly elderly, pregnant women, children, and those with disabilities. • During master planning, all community and public consultations will have a target of at least 20% female participation. 	<ul style="list-style-type: none"> • PMU and the consultant (TOR) • The consultant (TOR) • PMU and the consultant (TOR)