

REVISED GENDER ACTION PLAN

Project Outputs	Proposed Actions and Targets	Responsible Agency
1. Output 1 - Supply and access to safe water in the GSA improved.		
Design and construction of water infrastructure and systems	<ul style="list-style-type: none"> • Provide orientation and guidance on gender dimensions in water projects to all sub-project contractors at commencement of work and monitor implementation • Explicitly include gender equitable practices in contracts and all phases of project 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 15% target for women's employment and working conditions of all contractors must be gender responsive – <i>can be based on a specific list of criteria which suggest gender responsive conditions</i> • Ensure 30% of participants in all public consultations for water supply projects 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 of water and sewerage fees and show sex disaggregated impacts in reports to 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 	IA/DSC
OUTPUT 2 - Wastewater treatment and management capacity in the GSA increased		
Wastewater design, construction and service management	<ul style="list-style-type: none"> • Promote women's employment opportunities and economic security through infrastructure development and upgrading; <ul style="list-style-type: none"> ⇒ 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 ⇒ 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 • Establish 1000 new connections in peri-urban areas and informal settlements, of which 10% benefit women headed HH (by 2020) 	IA/DSC

Project Outputs	Proposed Actions and Targets	Responsible Agency
Output 3 – Improved WAF management and service delivery capacity		
Project implementation and institutional capacity development support	<ul style="list-style-type: none"> • 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 at least 30% 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 25% 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. • Earmark at least 30% of new field-based positions, i.e., meter reading, for women 	EA/IA/DSC
IMPLEMENTATION ARRANGEMENTS		
<p>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 for the duration of project implementation under the supervision of an international gender and social development specialist and an international social safeguards specialist 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.</p>		

DSC = Design Supervision Consultants, EA = executing agency, GAP = gender action plan, IA = implementing agency,