

GENDER ACTION PLAN

Outputs	Activities and Targets/Indicators	Responsibility	Timeframe
Output 2: Resilient outer island access infrastructure ship-to-shore transfer and land transport improved.			
<p>2a. 30 new ATONs installed (2019 baseline: 0).</p> <p>2b. 1 jetty, 4 boat ramps, and 2 multipurpose maritime and maintenance facilities/workshops all designed with EWCD friendly features (2019 baseline: 0).</p>	<ol style="list-style-type: none"> 1. Women employed by the project in skilled and unskilled positions (Target: 40% women). 2. At least 1 community consultation in each project site organized to raise awareness of women working in non-traditional sectors conducted by the contractor (Target: 50% women). 3. Equal pay for work of equal value for men and women working on the project guaranteed by the contractor.^a 4. Facilities at and around the project site meet needs of men and women working on construction, such as separate, well-lit and lockable and easily accessible toilets and locker rooms (Target: all project sites). 5. KOITIIP GBV requirements (code of conduct, signage on GBV, consultations, GRM for receiving, registering, referring, and reporting complaints) supported by the contractor. 6. All infrastructure / facilities built by the project respond to the needs of women, children, the elderly and disabled: (i) well-lit; (ii) sheltered from rain and sun; (iii) priority seating; (iv) handrails and safety barriers; and (v) flush toilet (Nonouti) (Target: all project infrastructure facilities). 7. Survey/FGD held to collect and document women's views on level of improvement of trade opportunities as result of the project interventions^b: 70% of women surveyed/in FGDs report some level of improvement of trade opportunities. 8. Advocacy with local councils to allocate a place for women to informally market their produce in shelters built by the project (Target: at least one advocacy meeting per year organized). 9. Case study / qualitative research on women's transport habits for trade conducted (Target: 1 case study prepared). 	OIIU MISE MICTTD	Year 1–6
Output 3: Capacity of MICTTD and MISE strengthened to ensure the sustainable investments and operations.			
<p>3a. MISE staff received training from mentoring firm(s) (at least 20% women).</p> <p>3b. Relevant training delivered to staff from implementing agencies including all eligible women staff</p> <p>3c. Pilot one all women routine maintenance team for causeways/maritime facilities)</p> <p>3d. Training on handling cases of GBV to all project staff from implementing agencies and GBV framework prepared</p>	<ol style="list-style-type: none"> 10. 5 MISE staff received training from mentoring firm (at least 20% women).^c 11. Relevant training delivered to 10 staff from implementing agencies including all eligible women staff (at least 30% women).^d 12. 4 trainings on handling cases of GBV to all project staff from implementing agencies (2020 baseline: 0). 13. A GBV framework developed and systems in place to address GBV among workers and the communities (signage, code of conduct and a GRM for receiving, registering, referring and reporting complaints) implemented by OIIU. 14. A support fund for GBV survivors maintained by OIIU. 15. GBV referral mechanism (SafeNet) operational in 100% project sites implemented (baseline 2019: 25%).^e 16. Training courses provided to all Assistant Social Welfare Officers (MWYSSA) in project sites on KOITIIP GBV Framework and GRM (Target: at least 2 training courses). 17. MWYSSA representative is included in KOITIIP steering committee. 18. Project staff and contractors (male and female) trained on KOITIIP gender related instruments and GOK GBV commitments. (Target: 100% of project staff).^f 19. An all-female routine maintenance team piloted for causeway/maritime facilities in Abaiang^g (Target: 1). 20. Community consultation conducted to evaluate the effectiveness of all-female routine maintenance team. 	OIIU MISE MICTTD	Year 1–6

Outputs	Activities and Targets/Indicators	Responsibility	Timeframe
	21. Collection and analysis of sex disaggregated data, monitoring and reporting of the GAP and GBV Framework (Target: Quarterly reporting). 22. By 2025, capacity exists within MISE and MICTTD to effectively mainstream gender equality in infrastructure (baseline 2019: 0). Capacity will be measured by pre-post questionnaires, case studies and other evaluation methodologies. 23. Women in Infrastructure Network in MISE established to promote the importance women working in non-traditional fields, build professional capacity and support the operationalization of GOK gender equality and safe workplace commitments. ^h 24. Gender focal points MISE and MICTTD formally appointed/nominated.		

ADB = Asian Development Bank; ATON = aid to navigation; EWCD = elderly, women, children and disabled; FGD = focus group discussion; GAP = gender action plan; GOK = Government of Kiribati; KOITIIP = Kiribati Outer Islands Transport Infrastructure Investment Project; OIIU = outer islands implementation unit; GBV = gender-based violence; GRM = grievance redress mechanism; MICTTD = Ministry of Information, Communication, Transport and Tourism Development; MISE = Ministry of Infrastructure and Sustainable Energy; MWYSSA = Ministry of Women, Youth and Social Affairs.

^a Payroll with names, sex, work done, working period, and wages received will be made available by the contractor for inspection.

^b There is a total of 31 women owned businesses operating on the four islands (Abaiang 14, Beru 3, Nonouti 2 and Tabiteuea South 2) however, almost all women are involved in informal trading.

^c Target-based on percentages of women employed by KOITIIP implementing agencies (33% in MICTTDD and 25% in MISE) and previous targets achieved by ADB and World Bank infrastructure projects in Kiribati.

^d Target based on percentages of women employed by KOITIIP implementing agencies (33% in MICTTD and 25% in MISE) and previous targets achieved by ADB and World Bank infrastructure projects in Kiribati.

^e SafeNet is the Government of Kiribati national referral for gender-based violence. At present the SafeNet is operating in Abaiang. SafeNet service providers exist in Beru, Nonouti, and Tabiteuea South but services are not linked under a SafeNet committee and do not follow SafeNet Standard Operating Procedures.

^f National Gender Equality and Women's Development Policy (2017), and the National Approach to Eliminating Sexual and Gender Based Violence Policy and Action Plan 2011–2021.

^g The number of women will depend on the type of works. Maintenance teams typically have about five people.

^h The Kiribati Occupational Health Safety and Welfare Act 2015, Ministry of Labour developed a Gender Access and Equality Plan (2010) and the Convention on the Elimination of All forms of Discrimination Against Women to which Kiribati is a signatory all promote safe workplaces in Kiribati.