

GENDER ACTION PLAN

Activities and Performance Targets		Timeframe	Budget	Responsibility
Outcome: Efficiency, climate change and disaster resiliency, and sustainability of safe water and sanitation improved in Chuuk State				
a)	At least 6,200 people (50%), including at least 3,050 women have access to continuous piped water system (2020 baseline: 2,300 people, 1,150 women)	2022–2027	Project budget	CPUC, PMU, Contractors
b)	At least 4,650 people, including at least 2,300 women, are connected to the Weno sewerage system (2020 baseline: 2,400 people, 1,150 women)	2022–2027	Project budget	CPUC, PMU, Contractors
Output 1: Continuous and safe water supplies provided				
1 a)	Prepaid water meters installed to 1,000 households including 200 women headed households free of charge (2020 baseline: 378 households, 110 headed by women)	2022–2027	Project budget	CPUC, PMU, Contractors
1 b)	During operations, hire at least 1 woman of 3 new machine operators' positions (2020 baseline: 0)	2025–onwards	CPUC budget	CPUC & PMU
1 c)	Pilot 4 gender-specific portable toilet units (separate for men and women) with handwashing facilities in 2 (out of 6) public markets in Weno. Market sellers are almost all women farmers from the outer islands. (2020 Baseline: 0) ¹	2022–2027	Project budget	PMU, CPUC CLO NGO
1 d)	Pilot 4 gender specific portable toilet units (separate for men and women) with handwashing facilities for passengers at the domestic port (2020 baseline: 0)	2022–2027	Project budget	PMU, CPUC CLO NGO
1 e)	Pilot 4 gender specific portable toilet units (separate for men and women) with handwashing facilities at all major State events such as the track and field competition. This would provide access to participants (50% girls and women) and spectators (2020 baseline: 0)	2022–2027	Project budget	PMU, CPUC CLO NGO
1 f)	At least 100 training participants (50 women, 50 men) from all subproject communities reported increased knowledge on GBV, anti-SEAH (sexual exploitation, abuse and harassment), human trafficking and referral pathways (2020 baseline: 0)	2022–2027	Contractor	Contractor (NGO delivery)
1 g)	At least 50 women in all three secondary schools in Chuuk reported increased awareness on STEM and non-traditional and technical courses and work as a career path (2020 baseline: 0)	2023–2027	Project budget	CPUC & PMU
1 h)	Form CSC with at least 1 of 5 members being a woman representative. The CSC will be consulted as part of the Grievance Redress Committee and will be a key stakeholder in community relations with the contractor (2020 baseline: 0)	2022–2027	Project budget	PMU
1 i)	At least 100 training participants (50% women, 50% men) in 5 relevant subproject sites targeting project communities reported increased knowledge on safety measures and practices during construction (2020 baseline: 0)	2022–2027	Project budget	CPUC with CSC to carry out training.
Output 2: Effective, efficient, and safe sanitation provided				
2 a)	750 households including 150 women headed households are connected to the sewer system free of charge (2020 baseline: 384 households, 90 headed by women)	2022–2027	Project budget	CPUC, PMU, Contractors

¹ Preference is for portable toilet due to upkeep and maintenance concerns. CPUC have concerns that if a permanent structure is built it may not be maintained and used for illegal purposes (e.g., drug use). If pilots are successful CPUC will consider possibility of permanent toilets.

2 b)	At least 50 training participants (25 women, 25 men) in 4 relevant subproject sites targeting project communities reported increased knowledge on safety measures and practices during sewerage/sanitation construction (2020 baseline: 0)	2022–2027	Contractor	Contractor
2 c)	At least 80 training participants (40 women, 40 men) from all sewerage/sanitation subproject communities reported increased knowledge on GBV, anti-SEAH, human trafficking and referral pathways (2020 baseline: 0)	2022–2027	Contractor	Contractor (NGO delivery)
Output 3: Chuuk Public Utility Corporation made financially and technically sustainable.				
3 a)	CPUC gender-sensitive water tariff framework implemented by 2023 and review annually by CPUC (2020 baseline: 0) ²	2023–2027	CPUC	CPUC
3 b)	100% of CPUC Board, CPUC management and staff, and PMU personnel complete gender sensitivity awareness training course including gender equity and sexual harassment in the workplace. (2020 baseline: 0)	2022–2023	Project budget	PMU
3 c)	Appointment of at least 1 woman board member at CPUC during project implementation. (2020 baseline: 0; all 5 members are males)	2023–2027	CPUC recurrent budget	CPUC
3 d)	Appointed women Board member(s) of CPUC attend women's leadership and negotiation skills training (2020 baseline: 0)	2023–2027	CPUC recurrent budget	CPUC
3 e)	At least 50% of the shortlisted candidates for new CEO are qualified women ³ (2020 baseline: 0)	2022–2027	CPUC	CPUC
3 f)	Carry out Gender Assessment of implementing agency (CPUC) (2020 baseline: 0)	2022	Project budget	PMU
3 g)	CPUC gender strategy approved and implemented (2020 baseline: 0)	2023	Project budget	PMU
3 h)	Provide on-the-job training for at least 3 women trainees in operations, asset management, and other technical roles ⁴ (2020 baseline: 0)	2023–2027	Project budget	CPUC
3 i)	Information is made available on GBV support services including helpline number (NGO providing counselling service). Contractors and staff will receive training (see below) and information posted on staff and community notice boards within CPUC and at project sites (2020 baseline: 0)	2022–2027	Project budget	Contractor
3 j)	Conduct at least 2 trainings for 100% contractors and project staff on GBV, anti-SEAH (sexual exploitation, abuse and harassment), human trafficking and referral pathways (2020 baseline: 0)	2022–2027	Contractor	Contractor (NGO delivery)

ADB = Asian Development Bank; CEO = chief executive officer; CSC = community support committee; CLO = community liaison officer; CPUC = Chuuk Public Utilities Corporation; GBV = gender-based violence; NGO = nongovernment organization; PMU = project management unit; RFI = results framework indicator; SEAH = sexual exploitation, abuse and harassment; STEM = science, technology, engineering, and mathematics.

Note: Implementation Arrangements:

The gender action plan (GAP) will be implemented by the Chuuk Public Utilities Corporation and its PMU. The gender specialist will be responsible for assisting the implementation of GAP and revision, if required, including conducting gender training workshops, establishment of sex-disaggregated indicators for project performance and monitoring framework and carrying out the gender assessment and developing the gender strategy. The PMU will ensure that the consultant will report the progress of GAP activities in semi-annual project progress reports to the Government and ADB.

Source: Asian Development Bank.

² Current CEO term finishes in 2022. All CEOs to date are men. Total of 97 CPUC staff

³ Current CEO term finishes in 2022. All CEOs to date are men.

⁴ Total of 97 CPUC staff with only 3 women in technical or management roles.