

GENDER ASSESSMENT AND ACTION PLAN

GENDER ASSESSMENT			
Gender mainstreaming category: Effective Gender Mainstreaming			
<p>1. Key issues. Tuvalu is one of the smallest island countries with the total population size of about 11,000 people in 2023, of which 49% are women. The country's economy is driven by subsistence activities, including agriculture, and fishing that account for roughly 80% of Tuvalu's income. Women are mostly part of the informal economy and engaged in unpaid care work and low paid jobs. In 2017, labor force participation rate for women was only at 39.7% against the 58.5% for men. Inadequate water and sanitation infrastructure further exacerbates the existing gender inequalities and marginalizes women's ability to participate in formal job markets. Tuvalu is also highly susceptible and vulnerable towards climate change. The country was hit by at least four major disasters including drought in 2011, and tropical cyclones Pam (2015) and Tino (2020). Women and vulnerable households are disproportionately affected by disasters; 18% of the country's households are headed by women. Overcrowding, low-income opportunities, low participation in decision making, and domestic violence were key main issues for women identified during the project's feasibility study in 2022.</p>			
<p>2. Key actions. Key gender actions and/or targets for the project include: (i) 36% households have access to safe and resilient piped-water supply system, including 50% of women-headed households; (ii) 90% households in Fongafale have access to improved sanitation facilities, including 50% of women-headed households; (iii) community consultations held at all project sites to ensure communities concerns and needs are addressed during the design and construction of water supply infrastructure (at least 40% women); (iv) during construction, PWD, PMU, and the contractor to conduct at least three awareness and training events for all project staff, contract workers, and communities on WASH, HIV/AIDS, gender-based violence, PSEAH, and child labor prior to or upon mobilization and during each project civil works contracts; (v) on-the-job training for women in technical fields related to the water supply infrastructure; (vi) on-the-job training for women in environmental health management related to the sanitation services; (vii) gender-inclusive human resource policy developed and adopted for PWD; (viii) WASH communication and outreach plans to include a strong focus on promoting gender fair division of labor at the household level and improved understanding about gender issues such as MHM and related issues; and (viii) pre- and post-KAP surveys informing gender impacts of the WASH awareness campaign.</p>			
<p>3. Key implementation arrangements. The implementing agency and the PMU through the gender officer (national) and the social safeguards and gender specialist (international) will have the accountability and responsibility for effective social inclusion and gender mainstreaming through GAAP implementation. The PIAC will be responsible for overseeing the quality of GAAP deliverables which include training, collection of sex-disaggregated data, preparation of quarterly progress reports, including GAAP implementation and monitoring reports.</p>			
<p>4. Negative impact and risks. The project will have significant benefits for women, no major gender-related negative impacts or risks are foreseen at this stage. However, these will be monitored during the implementation and risk mitigation measures will be undertaken by the project.</p>			
<p>5. Monitoring and reporting. PMU will be responsible for the GAAP progress monitoring and reporting for each quarter. GAAP progress will be part of the project's overall QPR.</p>			
GENDER ACTION PLAN			
Performance Indicators (activities and targets)	Contract Package Number (as applicable)	Responsibility	Timelines
Outcome: Provision of improved drinking water supply and sanitation services in Funafuti that is climate-adapted, affordable, and resilient.			
a. 36% of households have access to safe and resilient piped-water supply system, including 50% of women-headed households (2023 baseline: 0) (OP 1.3.1, 2.4.1, 4.1.2) (DMF indicator)		PMU	Q4 2031
b. 90% of households in Fongafale have access to improved sanitation facilities, including 50% of women-headed households (2023 baseline: N/A) (OP 1.3.1, 4.1.2, 4.3.1) (DMF indicator)		PMU	Q4 2031
Output 1: Climate-resilient and inclusive drinking water supply services provided.			

1a. Community consultations held at all project sites to ensure communities' concerns and needs are addressed during the design and construction of drinking water infrastructure (Target: 40% women). (2023 baseline: N/A) (OP 2.3.2)		PMU	Q4 2024–Q4 2027
1b. Conduct at least one gender awareness training for all project staff, consultants, and contractors. (2023 baseline: N/A).		PMU	Q4 2024–Q4 2028
1c. During construction, PWD, PMU, and contractor to conduct at least three awareness sessions for all project staff, contract workers, and communities on: (i) WASH, (ii) HIV/AIDS, (iii) gender-based violence, (iv) PSEAH, and (v) child labor prior to or upon mobilization and during each project civil works contract. (2023 baseline: N/A)		PMU, WSD/ PWD, PIAC, PACOC NGO, Contractor	Q2 2025–Q2 2030
1d. Contractor to hire at least 5% women in construction, O&M, administration, security, and supervision. (2023 baseline: N/A) ^a		PMU, WSD/ PWD, PIAC, Contractor	Q4 2024–Q2 2030
1e. During construction, the contractor to: (i) provide adequate and well-maintained separate toilet facilities for men and women workers and personnel ^b , and (ii) ensure equal pay for equal work between women and men hired under each project civil works contract. (2023 baseline: N/A)		PMU, Contractor	Q4 2024–Q3 2030
1f. Carry out at least four separate water supply O&M and business skills trainings for WSD/PWD men and women related to the constructed public piped-water supply service. Target: At least six men and one woman (2023 baseline; N/A).		PMU, PIAC, Contractor	Q4 2024–Q4 2028
1g. On-the-job training for at least two women in technical fields related to water supply infrastructure. (2023 baseline: N/A) (OP 2.1.1) (DMF indicator)		PMU, WSD/ PWD, PIAC	Q1 2025–Q4 2026
Output 2: Adapted, resilient, and safely managed sanitation services provided.			
2a. Sanitation facilities in 60 government buildings (including health centers and schools) are upgraded with sex-disaggregated data available on beneficiaries. (2023 baseline: N/A) (OP 2.4.1, 4.1.2) (DMF indicator)		PMU, WSD/ PWD, PIAC	Q1 2025–Q4 2026
2b. On-the-job training for at least two women in environmental health management related to sanitation services (2023 baseline: N/A) (OP 1.2.3, 2.1.1) (DMF indicator)		PMU, WSD/ PWD, PIAC	Q1 2025–Q4 2026
2c. Carry out at least four separate sanitation O&M for WSD/PWD personnel (at least 10% women) to achieve improved sanitation infrastructure and service provision by PWD (2023 baseline: N/A).		PMU, WSD/ PWD, PIAC	Q3 2024–Q4 2027
2d. Carry out at least two business skills trainings for WSD/PWD personnel (at least 10% women) in preparation for future work related to operation and maintenance. (2023 baseline: N/A)		PMU, WSD/ PWD, PIAC	Q3 2024–Q4 2027
Output 3: Institutional capacity for and public awareness of climate-resilient and inclusive WASH systems strengthened			

3a. At least 2,800 residents, (50% are women) are reached directly or indirectly by WASH and climate change awareness programs which use gender-sensitive materials ^c (2023 baseline: 0%) (OP 1.1.1, 2.5.2, 3.2.2) (DMF indicator)		PMU	Q3 2024–Q4 2027
3b. Gender-inclusive ^d human resource policy developed and adopted by PWD (2023 baseline: N/A) (OP 2.3.2) (DMF indicator)		PMU	Q1 2025
3c. Service improvement plans for the infrastructures developed under the project, with climate-resilient and gender-responsive O&M strategy, institutional arrangements, and responsibilities finalized and operational (2023 baseline: N/A) (OP 3.2.5, 6.2.1) (DMF indicator)		PMU PIAC	Q4 2024
3d. Develop a customer-focused business skills training programs for PWD/WSD staff to respond to customer complaints and/or requests and develop a computerized customer complaints and reporting system. Target: At least one woman and one man (2023 baseline: N/A)		PMU, WSD/ PWD, PIAC	Q1 2026–Q2 2030
3e. Provide training to PWD/WSD staff with at least 10% women participation on procurement, governance, tariff design/setting, construction, operations and maintenance, water quality monitoring, and gender/social safeguards. (2023 baseline: three women working in WSD/PWD; two women in DOE; two women from MFED; two from Department of Women's Affairs)		PMU, WSD/ PWD, PIAC	Q1 2025–Q4 2029
3f. Develop at least two knowledge products such as a video and case study from the project implementation highlighting lessons learned and innovations benefitting women customers and staff under PWD. (2023 baseline: N/A)		PMU, WSD/ PWD, PIAC	Q1 2026–Q4 2029
3g. Preparation and submission of quarterly progress reports. All report indicators are sex disaggregated.		PMU	Q2 2024–Q2 2030

DMF = design and monitoring framework; DOE = Department of Environment; GAAP = gender assessment and action plan; KAP = knowledge, attitude and practice; MHM = menstrual hygiene management; MFED = Ministry of Finance and Economic Development; N/A = not applicable; NGO = nongovernment organization; O&M = operation and maintenance; OP = operational priority; PACOC = public awareness and community outreach campaign; PIAC = project implementation assistance consultant; PMU = project management unit; PSEAH = prevention of sexual exploitation, abuse and harassment; PWD = Public Works Department; Q = quarter; QPR = quarterly progress report; WASH = water, sanitation, and hygiene; WSD = Water Supply Department .

^a Implementation contract Bidders will be required to propose strategy on proactively seeking women local workers in bid documents.

^b Include, at each site, secure sanitation facilities with easy and well-lit access for women staff.

^c Gender-Sensitive materials for WASH communication: to avoid gender stereotypes and promote shared responsibility, by men and women, for water collection, sanitation and hygiene practices, and caring for children and the sick, developed in consultation with women groups and networks to ensure women and girls' needs and concerns are addressed, awareness and education materials related to women and girls' needs such as menstrual health and hygiene (MHH) are included and shall be disseminated via communication channels which are accessible to women and girls.

^d Gender-Inclusive Human Resource Policy: to recognize gender differential needs of the staff, adopt gender-inclusive approaches for recruitment, access to training opportunities, provisions to ensure gender-fair work environment, include measures to investigate any breaches to code of conduct while paying special attention to incidents related to sexual harassment and act in a timely and sensitive manner.

Source: Asian Development Bank.