

GENDER ACTION PLAN

Outputs	Activity / Strategy	Performance/Target Indicators	Time Frame
Preparatory Stage : <i>To ensure due consideration of gender issues and analysis in program planning, design and implementation procedures.</i>			
<i>Strengthening women's involvement in urban planning and decision making</i>	<ul style="list-style-type: none"> Provision of funds to support the hiring of a mid-level female planner into PUMA for 2 years. Apart from general planning duties, responsible for Gender mainstreaming and supervision and reporting against the GAP throughout the project period. 	<ul style="list-style-type: none"> The position is created, and filled. Planner appointed in PUMA and reporting periodically on progress with GAP implementation. Planner established gender focal points (GFP) and coordination with the Office of Women's Affairs, Longafonua, Civil Society Forum of Tonga and other relevant organizations. 	2012
<i>Providing Gender and Social Safeguards Support to the PMU and PUMA</i>	<ul style="list-style-type: none"> Establishment of GFP in PUMA involving the networking and support activities (seminars, information sharing) of a wide range of women and men across government ministries about gender mainstreaming. At least 40% of participants are men. 	<ul style="list-style-type: none"> GFP is established in PUA GFP has representation from at least 8 departments GFP consists of at least 40% men GFP has conducts at least 5 seminars a year with at least 40% attendance by men Women comprise at least 30% of the Project Steering Committee in 2014 	2012-2016
	<ul style="list-style-type: none"> Gather baseline sex-disaggregated data and gender analytical information for preparatory surveys, feasibility studies and assessments. 	<ul style="list-style-type: none"> Studies and reports include reference to gender-disaggregated data and gender analytical information. 	2012
	<ul style="list-style-type: none"> Equal participation and consultation of women affected by and involved in the project during preparatory surveys, studies, assessments and other consultative mechanisms. 	<ul style="list-style-type: none"> Number of women's groups and representatives consulted during preparatory surveys, studies, assessments and other consultative mechanisms. 	2012
Outputs	Activity/Strategy	Performance/Target Indicators	Responsibility/ Timelines
1. Strengthened policy environment for delivery of urban services	<ul style="list-style-type: none"> Establish National Spatial Planning Authority advisory committee and promote the women's representation in it to provide feedback and advice on all outputs in GAP. Facilitate the equal participation women and men in consultation meetings. Provide training on gender equality to government staff (especially those who are in charge of the project) to improve their understanding about gender concerns in urban services (including water supply and waste management) and increase their capacity to 	<ul style="list-style-type: none"> At least 40% of the advisory committee are women. PUMA reports showing % of women involved in the urban task force Gender sensitive strategy prepared At least 30% of facilitators of community groups and/or MOH delivering campaign seminars are men. By 2015, women represent 50% of participants at general meetings. (baseline 2011: limited consultation and/or participation) providing feedback and suggestions for improvement. At least 40% of participants in community seminars are 	2012-2017 / PMU, PIA consultants

Outputs	Activity / Strategy	Performance/Target Indicators	Time Frame
	implement the project's gender action plan. <ul style="list-style-type: none"> • Provide training on gender equality to government staff (especially those who are in charge of the project) to improve their understanding about gender concerns in urban services (including water supply and waste management) and increase their capacity to implement the project's gender action plan. • National Spatial Planning Authority advisory committee provides feedback and advice. 	men. <ul style="list-style-type: none"> • At least 50% of government trainees are men. 	
2.Effective, efficient and sustainable water supply services in Nuku'alofa (core subproject) provided by TWB	<ul style="list-style-type: none"> • Strategy to pro-actively identify and address ongoing gender concerns and targeting women as customers prepared by TWB and WAL (with assistance of PUMA) • TWB and WAL target women as individual customers and involve them in planning, managing and promoting utility/service use and conservation. • Design and deliver a program of community water safety, conservation and hygiene education and awareness raising campaign using appropriate media and delivered through existing Ministry of Health campaigns and facilitators. • Establish targets for female employment generation and regulate adherence to core labor codes. • Facilitate the equal participation women and men in consultation meetings. 	<ul style="list-style-type: none"> • At least 30% of customers (identified on bill) of TWB and WAL are women. • Gender sensitive media and support materials are developed in conjunction with women and men (50:50 mix). • All women's groups in Nuku'alofa are covered by the campaign. • At least 30% of facilitators of community groups and/or MOH delivering campaign seminars are men. • By 2015, women represent 50% of participants at general meetings. (baseline 2011: limited consultation and/or participation) providing feedback and suggestions for improvement. • Employment and pay targets for women reviewed through the payroll statements of the construction and the beneficiary organizations. • At least 40% of participants in community seminars are men. • At least 50% of government trainees are men. 	2012-2014 / PMU, PIA consultants
3.Sustainable solid waste services in Nuku'alofa (core subproject provided by WAL)	<ul style="list-style-type: none"> • Strategy to pro-actively identify and address ongoing gender concerns and targeting women as customers prepared by TWB and WAL (with assistance of PUMA) • TWB and WAL target women as individual customers and involve them in planning, managing and promoting utility/service use and conservation. 	<ul style="list-style-type: none"> • At least 30% of customers (identified on bill) of TWB and WAL are women. • Gender sensitive media and support materials are developed in conjunction with women and men (50:50 mix). • All women's groups in Nuku'alofa are covered by the campaign. • By 2015, women represent 50% of participants at 	2012-2014 / PMU, PIA consultants

Outputs	Activity / Strategy	Performance/Target Indicators	Time Frame
	<ul style="list-style-type: none"> Design and deliver a series of campaigns related to personal, domestic and environmental hygiene, health (including sex and non-communicable diseases) and women's safety delivered through community groups, particularly existing women's committees. Establish targets for female employment generation and regulate adherence to core labor codes. Facilitate the equal participation of women and men in consultation meetings. National Spatial Planning Authority advisory committee provides feedback and advice. 	<p>general meetings. (baseline 2011: limited consultation and/or participation) providing feedback and suggestions for improvement.</p> <ul style="list-style-type: none"> At least 40% of participants in community seminars are men. Employment and pay targets for women reviewed through the payroll statements of the construction and the beneficiary organizations. At least 30% of facilitators of community groups and/or MOH delivering seminars men. 	
<p>4. Other municipal infrastructure is upgraded and well maintained</p>	<ul style="list-style-type: none"> Provide opportunities for all DP's and women to apply to be trained to undertake TWB and WAL field and office positions supported during the project (truck drivers, garbage collection, water meter maintenance and readers, accounting staff etc.) and recruitment of women and men participating Establish targets for female employment generation and regulate adherence to core labor codes. 	<ul style="list-style-type: none"> At least 20% of labor on contracts are women with specific provisions for equal pay included in the bidding documents and project covenants. Employment and pay targets for women reviewed through the payroll statements of the construction and the beneficiary organizations. 	<p>2012-2014 / PUMA, PMU, PIA consultants</p>
<p>5. Community is aware of efficient use of municipal services</p>	<ul style="list-style-type: none"> Design and deliver a series of gender awareness training workshops for local district and town leaders, PSC members, management and staff of relevant departments and agencies (including TWB, WAL) and project area residents at the start of the project by project staff. Information campaigns (written materials, local TV and newspapers) about the project are developed that incorporate messages outlining the benefits and methods for participation for both men and women. Facilitate the equal participation and consultation of women and men participating in the program. 	<ul style="list-style-type: none"> Gender inclusive media and support materials are developed in conjunction with women and men (50:50 mix). All women's groups in Nuku'alofa are covered by the campaign. Perception surveys of project stakeholders show awareness by both men and women of the benefits of including men and women in urban infrastructure planning, decision making; sexual harassment, gender based violence and other problems that may emerge during project implementation and how to detect, intercept, respond to and prevent it. At least 50% of women's groups and community associations are consulted and encouraged to participate in urban planning and design issues. 	<p>2012-2014 / PUMA, PMU, PIA consultants</p>

Outputs	Activity / Strategy	Performance/Target Indicators	Time Frame
		(Baseline 2011: Limited) <ul style="list-style-type: none"> • By 2015, women represent 50% of participants at general meetings. (baseline 2011: limited consultation and/or participation). • At least 40% of participants in workshops are men. 	
6.Effective project management services	<ul style="list-style-type: none"> • Recruit a project Gender Specialist or social development specialist consultant with gender expertise who can provide guidance for implementation of the GAP. • Develop the project performance and management system (PPMS) to include sex disaggregated data and information, utilizing the baseline information collected during the PPTA and earlier studies for longitudinal analysis. • Gather baseline sex-disaggregated data and gender analytical information as part of any preparatory surveys, feasibility studies or assessments. • Develop a feedback mechanism in which both male and female beneficiaries have a voice and are informed of results (through existing district and women's committees). • Proactively encourage and promote women's employment in the urban infrastructure sector. • Include responsibility for gender issues and gender analysis in Terms of Reference for all consultants, wherever relevant. • Recruit a female mid-level planner into PUMA for 2 years of the project. 	<ul style="list-style-type: none"> • Gender Specialist secures proper attention to all gender elements of project and all project reports cover implementation of the GAP. • Sex-disaggregated data is collected on a regular basis as part of all surveys and reported on in all reports. • Number of instances where sex-disaggregated data is discussed at project meeting is at least 30%. • GAP implemented; gender inclusive training materials developed; and awareness training delivered with sex-disaggregated attendance records. • At least 30% of newly appointed/hired professional staff are female. • By 2012, a minimum of 20% of mid-level staff and above from relevant agencies (TWB, WAL, PUMD, Finance) are women. • By 2015, at least 30% of senior urban planning and management positions are held by women. (Baseline 2011: 0%) • Gender-related substantive content reflected in all PUMD training materials where appropriate. • All female PUMD staff members participate in relevant capacity development activities. • Terms of Reference for all consultants include responsibility for gender issues and gender analysis wherever relevant. 	2012-2014 / PMU, PIA consultants

GAP = gender action plan, GFP = gender focal points, MOH = Ministry of Health, NGO = non-government organization, PIA = project implementation assistance, PSC = Public Service Commission, PMU = project management unit, PPMS = project performance and management system, PPTA = project preparatory technical assistance, PUMA = Planning and Urban Management Agency, PUMD = Planning and Urban Management Division, TWB = Tonga Water Board, WAL = Waste Authority Limited.