



## **Gender Action Plan (GAP) Progress Report**

ADB Project Number: 48141  
ADB Loan Number: 3210-FIJ  
WB Project Number: P150028  
July 2017

Period: July 2016 - June 2017

### **FIJI: Transport Infrastructure Investment Sector Project**

Prepared by

Fiji Roads Authority

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# **Asian Development Bank**

Transport Infrastructure Investment Sector Project,  
Fiji

Gender Action Plan (GAP) Progress Report, July  
2016–Jun'2017

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As per ADB Safeguard Policy Statement (2009) and the *Operations Manual* section on safeguard policy (OM F1), borrowers/clients are required to establish and maintain procedures to monitor the status of implementation of Gender Action Plan (GAP) and ensure progress is made towards the desired outcomes.

## Contents

<b>1.</b>	<b>Introduction and Project Background:.....</b>	<b>6</b>
1.1.	<b>Introduction: .....</b>	6
1.2	<b>Project Background: .....</b>	6
<b>2.</b>	<b>ADB and WB Common Safeguards Approach on Gender:.....</b>	<b>7</b>
<b>3.</b>	<b>Gender in Design and Monitoring for Transport Projects: .....</b>	<b>7</b>
<b>4.</b>	<b>Progress on Sub-Projects:.....</b>	<b>7</b>
<b>5.</b>	<b>Issues and Action Plan: .....</b>	<b>10</b>
<b>Appendix A .....</b>		<b>11</b>
<b>Poverty and Social Analysis .....</b>		<b>11</b>
<b>Appendix B .....</b>		<b>15</b>
<b>Gender Action Plan .....</b>		<b>15</b>

**List of Tables**

<b>Table</b>	<b>Particulars</b>	<b>Page Nos.</b>
Table 1:	Gender Action Plan (GAP) Monitoring Checklist (June 30 2016)	08-09

## ABBREVIATIONS

ADB	Asian Development Bank
ADRA	Adventist Development and Relief Agency
ALTA	Agricultural Landlord and Tenant Act
APs	Affected Persons
CPP	Consultation and Participation Plan (for the project)
DOE	Department of Environment
DOL	Department of Lands and Survey (in Ministry of Lands and Mineral Resources)
DPs	Displaced Persons
DSC	Design and supervision consultant
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
EA	Executing Agency
FPAL	Fiji Ports Authority Limited
FTIIP	Fiji Transport Infrastructure Investment Project
FRA	Fiji Roads Authority
GAP	Gender Action Plan
GOF	Government of Fiji
HIV/AIDS	Human immunodeficiency virus / acquired immunodeficiency syndrome
IA	Implementing Agency
LARDD	Land Acquisition and Resettlement Due Diligence (report)
LARF	Land Acquisition and Resettlement Framework
LARP	Land Acquisition and Resettlement Plan
MAFF	Ministry of Agriculture, Forestry and Fisheries
MOU	Memorandum of understanding
MRMD	Ministry of Rural and Maritime Development and National Disaster Management
MWTPU	Ministry of Works, Transport and Public Utilities
NSS	National Safeguards Specialist (in DSC team)
PST	Project Support Team
SALA	State Acquisition of Lands Act
SPS	Safeguards Policy Statement (ADB 2009)
SSS	Social Safeguards/Resettlement Specialists
TLTB	iTaukei Lands Trust Board
TIISP	Transport Infrastructure Investment Sector Project
WB	World Bank

**GLOSSARY OF TERMS**

Affected persons	All persons living in the project impact zone whether they are land owning, tenants or without title to land. Terms of affected persons and displaced persons are used interchangeably in this report, they have the same meaning.
Country safeguard system	This is the legal and institutional framework of Fiji and it consists of its national, sub-national, or sectoral implementing institutions and relevant laws, regulations, rules, and procedures that pertain to the policy areas of social safeguards (social and environmental).
Displaced persons	In the context of involuntary resettlement, displaced persons are those who are physically displaced (relocation, loss of residential land, or loss of shelter) and/or economically displaced (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Economic displacement	Loss of land, assets, access to assets, income sources, or means of livelihoods as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Gender mainstreaming	The process of ensuring that gender concerns and women's needs and perspectives are explicitly considered in projects and programs, and that women participate in the decision-making processes associated with development-based activities.
Indigenous peoples	This is a generic term used to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by other groups; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and natural resources in these habitats and territories; (iii) customary cultural, economic, social, or political institutions separate from those of the dominant society and culture; and (iv) a distinct language, often different from the official language of the country or region. Many indigenous peoples have become minorities in their own country, but in Fiji they remain the majority and do not suffer specific discrimination or disadvantage.
iTaukei	Indigenous Fijian people. iTaukei land is customarily owned
Mataqali	Indigenous Fijian clan who are usually the landowning unit.
Meaningful consultation	A process that (i) begins early in the PPTA and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision-making, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation measures. This follows the principles of free, prior, and informed consultation (FPIC).
Physical displacement	This means relocation, loss of residential land, or loss of shelter as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Significant impact	The loss of 10% or more of productive assets (income generation) or physical displacement and/or both.
Temporary use of land	Land required to facilitate the works such as for a diversion. The land will be occupied/used by the contractor on a temporary basis.. The contractor will pay rent for the use of the land and will pay compensation for any associated impacts.
Turaga-ni-Koro	Administrative leader of a village in Fiji.

## Gender Action Plan (GAP) Progress Report

### 1. Introduction and Project Background:

#### 1.1. Introduction:

The Transport Infrastructure Investment Sector Project (TIISP; the project) is financed under the joint Asian Development Bank (ADB) and World Bank (WB) loan with counterpart funding from the Government of Fiji. The Project supports the Government of Fiji's (GoF) Roadmap for Democracy and Sustainable Socio-Economic Development, which emphasizes the lack of transport as a constraint for Fiji's economic and social development. It also responds to the requirements of the new 2013 Constitution of Fiji, which states that: "The state must take reasonable measures within its available resources to achieve the progressive realization of the right of every person to have reasonable access to transportation." (34(1). As approximately 55% (412,425) of Fiji's population lives in the rural areas, and approximately 44% of rural people live in poverty, improving service delivery and income opportunities for the rural population is a key priority.

The impact of the Project will be improved access to markets, employment opportunities and social services. The outcome will be safer, efficient, resilient land and maritime transport infrastructure in the project area. There are two main outputs: (a) rehabilitated and climate resilient land and maritime transport infrastructure, and (b) efficient project management support and institutional strengthening. This relates to improving the capacity of Fiji transport agencies and related departments to manage bridge, roads, and jetty assets; also to provide greater levels of accountability and transparency in safeguards, in particular, land acquisition and resettlement processes.

The project activities comprise physical works including new infrastructure and/or the upgrading, renewal, rehabilitation and/or repair of public roads, bridges and/or rural maritime infrastructure in Fiji and non-physical activities such as institutional strengthening and capacity building within the transport sector. The project is being implemented following a sector loan modality. The nature of the sector project is that all types of subprojects to be undertaken are known in general terms but only a small number of sub-projects are identified at the project preparation stage. Sub-projects will be included in the sector project provided they meet the selection criteria.

#### 1.2 Project Background:

The subprojects include a variety of physical works including roads, bridges, and rural jetties and wharves. The work is mostly to upgrade, rehabilitate and/or repair existing structure. It is not anticipated that there will be any physical displacement, as engineering designs will try to minimize the amount of land needed and will avoid physical impacts. Most work will involve existing structures, and therefore is not likely to have significant resettlement impacts on local communities. During each subproject preparation, following the screening, either a land acquisition or resettlement due diligence (LARDD) report or a LARP are being prepared based on available information of affected/displaced persons (APs/DPs). In order to contribute to improving women's access to or benefits from the sub-projects, a Gender Action Plan

(GAP) is included under Poverty and Social Analysis under the social safeguards due diligence section.

## **2. ADB and WB Common Safeguards Approach on Gender:**

The ADB and WB have developed a common safeguards approach for the Project that is based on the Fiji country system supplemented by additional elements from the ADB and WB safeguard policies. The common safeguards approach has been detailed in the Land Acquisition and Resettlement Framework (LARF) (ADB, 2016). A Land Acquisition and Resettlement Due Diligence Report is considered appropriate to satisfy the requirements of ADB Safeguard Requirements for Category C sub-projects as no land acquisition or displacement of persons is required. A Land Acquisition and Resettlement Plan (LARP) is required for Category B sub-projects.

A sample Gender Action Plan and Poverty and Social Analysis have been developed for the Project and are included in the Project Administration Manual (ADB, 2015a). An assessment of how this sub-project aligns with this overarching project document is outlined in **Appendix A & B**.

## **3. Gender in Design and Monitoring for Transport Projects:**

Sex-disaggregated baseline information is essential to demonstrate changes over the life of a project and provide a reference point for assessing gender equality results. It is important to bear in mind that while quantitative indicators are more easily measured it is also worthwhile considering qualitative indicators for a more nuanced understanding of gender results, as well as to triangulate and validate quantitative data. It often helps to factor in the need for some awareness raising and capacity building on the importance of sex-disaggregated data and how to collect and analyze them.

Gender equality and women's empowerment is not usually identified as an impact in transport sector projects or programs unless women are a key target group and/or a major measurable overall gender impact is expected from the project. If the project goal is to improve female access and mobility, or a share of employment, this is stated as an impact. If gender aspects are expected in sub-projects, then they are defined against a baseline.

Gender equality outcomes are usually expected in transport projects that include expansion and improvement of rural and national roads. In Fiji, most of the ADB/WB funded sub-projects include rural and national roads. Therefore these sub-projects are designed to directly address gender inequality and concerns in access to, use of, and benefits from transport infrastructure and services. That includes improving women's access, and reduced travel times, to social and public services, markets, or employment. This can also significantly reduce women's travel time and make travel faster, easier, and cheaper.

## **4. Progress on Sub-Projects:**

Between July 2016 and June 2017, 08 sub-projects have been taken in to consideration and are at different stages from gender mainstreaming point of view. A detailed Gender Action Plan (GAP) monitoring checklist is presented in Table 1, as given below:

**Table 1: Gender Action Plan (GAP) Monitoring Checklist (June 30 2016)**

Item	Sub-Projects	Primary Responsibility	Activities Included Under Gender Action Plan (GAP)	Implementation Status
<b>A. Road sub-projects for which due diligence process has been completed</b>				
1.	Suva Arterial Road Upgrade Project Stage 1 (SARUP 1)	FRA & Contractor	- Ensure selection of road sub-projects by prioritizing women's access to social services such as education, health facilities and market access	- These issues have been addressed in LARDDR submitted by the DSC
2.	Road Reseals Programme: West, Central and North		- Ensure participation of women (at least 50%) in community consultations and meetings and conduct these in vernacular languages; if necessary, organize separate meetings for men and women.	- Women have been included in consultation meetings, although participation has been lower than 50%
3.	Mass Action Guardrail Improvements			
4.	Village Street lighting Works			
5.	Road Reseals Programme: West, Central and North		- Include a GSDS in the design and supervision team to manage the implementation of socio-economic surveys, gender analysis, gender action plans, community consultations, and awareness training	- FRA's SSS is assisting the Contractor in creating gender awareness with the contractors in this regard.
			- Provide gender awareness training to FRA staff, DSCs, Contractors and concerned Ministries and Departments	- Complied by the DSC in the Social Screening and Due Diligence Reports
			- Ensure inclusion of sex-disaggregated data in the baseline studies and progress, monitoring and evaluation reports	
			- Ensure equal pay for equal work between male and female workers and payment for women is directly to them	- FRA field teams are on the job to ensure equal pay for women by the Contractor
			- Provide HIV / AIDS, STIs, gender and road safety awareness training for all construction workers and neighbouring community members	- FRA's SSS has conducted hands-on training with field engineers and contractors on gender awareness, HIV/AIDS awareness and equal wage to men and women in construction activities.



Item	Sub-Projects	Primary Responsibility	Activities Included Under Gender Action Plan (GAP)	Implementation Status
<b>B. Bridge sub-projects for which due diligence process has been completed</b>				
6.	Taveuni Bridges	FRA & DSC	- Ensure selection of road sub-projects by prioritizing women's access to social services such as education, health facilities and market access	- These issues have been addressed in LARDDR submitted by the DSC
7.	Solovi 1 and 2 Crossings & Rabaraba			
8.	Construction of Irish Crossing, Matewale		- Ensure bridge design incorporates measures to enhance road safety, including pedestrian access with guardrails and footpaths of bridge approaches and abutments and steps down to water level	- These issues have been addressed in the design and LARDDR submitted by the DSC

## 5. Issues and Action Plan:

FRA as the implementing authority responsible for overseeing and managing project execution including compliance and addressing environmental and social safeguards has a huge responsibility. It remains as a challenge for FRA staff to ensure that procedures and processes established in the GAP are followed and complied. Following steps have been taken in the recent past by FRA to address these challenges.

- A Project Support Team (PST) has been set up within FRA to oversee all sub-projects funded by ADB / WB. A full-time Social Safeguards Specialist is now available to address all issues related to social safeguards. The Specialist reviews all sub-project safeguards reports, including GAP submitted by Consultant before these reports are submitted to ADB / WB for their approval.
- Although the PST requires the service of a Gender & Social Development Specialist when these sub-projects are being implemented, right now the onus of responsibility to address all gender related issues falls on the Social Safeguards Specialist (SSS). In order to assist the SSS in social safeguards and gender monitoring, service of a Graduate Trainee has been sought by FRA.
- Capacity building of the national staff to address ADB/WB social safeguards policies and procedures, including gender analysis and poverty analysis within FRA and Consultants remains a priority. The Social Safeguards Specialist with the help of field engineers is conducting training on social safeguards, including gender awareness and HIV/AIDS awareness for the contractors.
- A full-fledged Grievance Redress Mechanism (GRM) has now been established within FRA. A round the clock complaint register is available in the office of ADB Program Manager for receiving affected people's grievances. It is also ensured to have adequate representation of women in the Grievance Redress Committee.
- A mechanism has been evolved to interact with the affected people through public consultation. Representatives from the Consultant and FRA are now jointly conducting these public consultations at the primary and secondary stakeholder's level. It is also ensured to have separate consultations and focus group discussions with the affected women. This will be an ongoing process and public consultations will be held in all phases of the sub-project.

## Appendix A

## Poverty and Social Analysis

## Summary Poverty Reduction and Social Strategy (Sample)

Country:	Fiji	Project Title:	Transport Infrastructure Investment Sector Project
Lending/ Financing Modality	Sector Project	Department/ Division	Pacific Department/Transport, Energy and Natural Resources Division

Project Requirements	Sub-Project Details
<b>i. Poverty and Social Analysis and Strategy</b>	
<p><b>A. Links to the National Poverty Reduction and Inclusive Growth Strategy and Country Partnership Strategy</b></p> <p>Fiji's Roadmap for Democracy and Sustainable Socio-Economic Development, 2010–2014a provide an overarching framework for achieving poverty reduction and inclusive economic growth. The road map recognizes the critical role of transport in the economy, and that the development of quality infrastructure and improvements in road connectivity are vital for effective delivery of essential social services and for achieving economic and social goals. The government's objectives for transport are further articulated in the Green Growth Framework and the 20-year National Transport Sector Plan, which guide the development of an integrated transport system that is safe, efficient and affordable, accessible, and economically and environmentally sustainable.</p> <p>The country partnership strategy, 2014–2018 of the Asian Development Bank (ADB) aims to (i) raise Fiji's longer-term growth potential by providing reliable infrastructure to compete globally and reduce costs associated with a small, remote island economy; (ii) invest in economic infrastructure that is resilient to climate change and natural disasters; and (iii) make growth more inclusive and improve service delivery by investing in economic infrastructure and promoting wider access to markets and opportunities through better transport links for rural communities.</p> <p>The proposed project is classified as a general intervention because it meets poverty reduction and social equity goals indirectly by improving the environment for pro-poor growth and social development through upgrades of road and maritime transport infrastructure. A poor, disconnected transport network constrains the movement of people and goods, curbs tourism growth and other economic activities, and limits access to health and education services. The project will improve access to economic opportunities and essential services.</p>	<p>The Urban Street Lighting Project will help to provide quality infrastructure. Overall it will ensure safety for all road users.</p>
<p><b>B. Results from the Poverty and Social Analysis during Project Preparation or Due Diligence</b></p> <p><b>1. Key poverty and social issues.</b> Rural poverty has risen across the main ethnic groups of indigenous iTaukei and Indo-Fijians, now standing at 44% (2013). With 49% of the population living in rural areas, the rural–urban gap is widening, associated mainly with lack of income-earning opportunities, poor access to services, and isolation. Overall, 22% of people still rely on subsistence agriculture for their livelihoods and many more combine growing food for home consumption with cash sales of</p>	<p>The Urban Street Lighting project primarily benefits urban areas, specifically people that live and work in around the GSA and Denarau island.</p> <p>The sub-project will improve livelihoods of road vendors thus increasing their source of income and also reduce</p>

Project Requirements	Sub-Project Details
<p>surplus produce. In the Sigatoka Valley, where subproject sites were studied, rural incomes are low, ranging from F\$1,000 to F\$15,000 per year. Many households experience seasonal shortfalls in income and struggle to cover basic expenses. The dominant mode of transport is still on foot, on horseback, or on bullock carts and sledges.</p>	<p>road fatalities at some areas.</p>
<p><b>2. Beneficiaries.</b> Primary project beneficiaries are people living in the rural hinterland and peri-urban areas—(i) road users will benefit from lower travel costs and shorter travel times, more reliable transport, and better travel conditions; (ii) roadside communities will benefit from better access to basic services and markets, and better road safety; and (iii) coastal communities and those on smaller islands will benefit from safer conditions and better maritime infrastructure such as navigational aids, and safer jetties. Specifically, beneficiaries will include farmers who produce cash crops, traders, fishermen, commercial industries such as tourism and sugar, and school students.</p> <p><b>3. Impact channels.</b> The main channel for impacts on the poor and vulnerable is through better access to economic opportunities, markets, and essential services. Jobs for local communities will be available during project implementation.</p> <p><b>4. Other social and poverty issues.</b> These include (i) unemployment and underemployment related to the lack of rural development and the decline of the sugar and garment industries; (ii) lack of skills and expertise as a result of inadequate training and high rates of emigration; (iii) scarcity of land for agriculture and development; (iv) rural–urban drift and growth of squatter settlements; (v) gender inequality; and (vi) lack of governance, rule of law, and human rights.</p> <p><b>5. Design features.</b> The project will prioritize rehabilitation, replacement, and construction of infrastructure based on agreed criteria of need and rural population served. It will help reduce poverty by building safer, efficient, and resilient land and maritime transport infrastructure, and by strengthening project management capacity in transport agencies. In Fiji, road safety (particularly pedestrian safety) is an issue, as the majority of rural people walk to reach their farms or local services, often carrying heavy loads and children. Local “carriers” (covered trucks) are commonly used but are also prone to accidents. Improvements to the design of bridge approaches (to reduce speed and improve vision), guardrails, and dedicated walkways for pedestrians will assist community road safety. Where construction of bridges and jetties disrupts fishing activities or washing pools, designs will include construction of stairs to enable easy access to waterways, and other mitigating measures</p>	<p>The Urban Street Lighting Project sites have been selected based on those sites without street Lights.</p>
<b>ii. Participation and Empowering the Poor</b>	
<p>Meaningful consultation throughout the project cycle will strengthen participation of the poor and vulnerable in project implementation. Affected people will be consulted through village meetings, social surveys, and informant interviews at: (i) planning phase of subprojects; (ii) during detailed feasibility studies and design; (iii) before and during construction; and (iv) during operation, maintenance, and monitoring. Preparation of sample subprojects included visits to households and villages nearby selected bridge sites at Narata and Matawale in the Sigatoka Valley. Community consultation meetings were held in four villages, and key informant interviews were conducted with village leaders; staff from health, education, and agricultural extension</p>	<p>Not applicable</p>

Project Requirements	Sub-Project Details
<p>services; provincial council leaders; district officials; farmers; and public transport drivers. Extensive consultations were also held with officials from national ministries, and provincial and local governments.</p> <ol style="list-style-type: none"> <li>1. At each subproject site, a focal point for more detailed information sharing, and community development activities will be established, usually through an existing village committee.</li> <li>2. Poverty and socioeconomic assessments at subproject sites will identify local civil society organizations and ensure that they are included in consultation activities.</li> <li>3. Nongovernment organizations, churches, leaders, and youth groups will provide channels for communication with the affected community to ensure that they understand the subproject, delivery process, schedule, potential impacts, and opportunities.</li> <li>4. Will a project level participation plan be prepared to strengthen participation of civil society as interest holders for affected persons particularly the poor and vulnerable? Yes. A consultation and participation plan will be prepared at project inception.</li> </ol>	
<p><b>iii. Gender and Development</b></p>	
<p><b>Key issues.</b> In the labor force, the incidence of poverty is higher among women (40%) than men (32%). This figure rises to 75% if unpaid household workers are included. Rural women with little education have the highest incidence of poverty. Fiji is ranked 120 out of 136 countries for women's economic participation by the Global Gender Gap Index, reflecting women's low rates in formal employment, although they play significant roles on smallholder farms and in marketing of fresh produce. Women are concentrated in informal employment, unpaid domestic work, and in low-paying and less secure occupations that have been hit hard by declines in tourism and the garment industry but where they constitute the majority of workers. Women have full legal ownership rights in access to land and property, but limited knowledge of these rights, and in practice they are often not recorded as co-owners of family assets or allowed to decide on the use of communal land. In village organizations, men dominate. Women are also poorly represented in provincial and local governments and institutions. According to the 2010 Committee on the Elimination of Discrimination against Women report, gender-based violence against women is widespread in Fiji, and cultural attitudes make it difficult for women to gain justice in cases of rape or sexual assault. As the majority market vendors, and users of health services, women are disproportionately disadvantaged by the poor transport networks.</p> <p><b>Key actions.</b> A gender action plan (GAP) has been prepared to ensure that women are consulted, and bridge designs will factor in women's needs for safe road travel by including pedestrian access with guardrails and footpaths. Whenever possible, on rural river sites where women wash, the designs will include stairs to the water and concrete laundry tubs. The GAP will also encourage women's participation in labor and maintenance, provide equal pay for equal work to men and women, and ensure income restoration measures to assist those who have lost assets or access to land. There will be representation of women and men in any community consultations, on decision-making committees, and in awareness training to mitigate the potential spread of sexually transmitted infections and HIV during construction.</p>	<p>The Urban Street Lighting Project complies with the requirements of the GAP.</p>

Project Requirements	Sub-Project Details
<b>iv. Addressing Social Safeguard Issues</b>	
<p><b>A) Involuntary Resettlement</b></p> <p><b>1. Key impacts.</b> No physical displacement of people will occur. Overall, less than 200 people are likely to be economically displaced where limited land acquisition is needed for construction of infrastructure. It is not anticipated that anyone will lose more than 10% of productive assets.</p> <p><b>2. Strategy to address the impacts.</b> Mitigation measures include compensation to displaced persons for lost land, structures, crops, and trees at replacement value; income restoration; employment opportunities; and additional allowances for vulnerable households. A grievance redress mechanism will be established to (i) record and prioritize complaints; (ii) settle grievances in consultation with complainants; (iii) inform aggrieved parties about solutions; and (iv) refer unresolved cases to higher authorities.</p> <p><b>3. Plan or Other Actions.</b> Resettlement Plan. Resettlement Framework.</p> <p><b>B) Indigenous Peoples</b></p> <p>Key impacts: Indigenous Fijians (iTaukei) make up 57% of the national population, and form a majority of the rural population. They are not subject to discrimination or exclusion on the basis of ethnicity and therefore do not meet ADB's criteria for vulnerable groups needing special protections.</p>	Not Applicable
<b>v. Addressing Other Social Risks</b>	
<p><b>A) Risks in the Labour Market.</b></p> <p>Labour market impact: The unemployment rate is 6% for men and 13% for women. The project will finance construction activities which may provide local employment opportunities. All employment will comply with national labor laws and regulations.</p>	The Urban Street Lighting project is to be let by national competitive bidding. The tender process encourages the employment of local people.
<p><b>B) Affordability</b></p> <p>The project is likely to lower the cost of transport. No affordability impacts anticipated.</p> <p><b>C) Communicable Disease and Other Social Risks</b></p> <p>The risks associated with HIV/AIDS and other sexually transmitted infections will be mitigated by employing as many local people on construction sites as possible, and by providing awareness and prevention programs.</p>	<p>The Urban street lighting project is expected to lower maintenance costs for public and private transport</p> <p>Not Applicable</p>
<b>vi. Monitoring and Evaluation</b>	
<p><b>1. Targets and indicators:</b> (i) Increase in household income in selected subproject areas (baseline to be determined during subproject selection) and (ii) increase in utilization of health-care services in selected subproject areas (target and baseline to be established during subproject selection).</p> <p><b>2. Required human resources:</b> The project will employ a national social impact manager in the Fiji Road Authority; and a gender and social development specialist and a social safeguards specialist in the supervision consulting team.</p> <p><b>3. Information in project administration manual:</b> Sex-disaggregated data will be collected in baseline surveys, and for all project and GAP activities, to manage social impacts, poverty reduction goals, and gender actions.</p> <p><b>4. Monitoring tools:</b> Monitoring and evaluation surveys at inception and for baselines; midterm, completion, and project evaluation reports.</p>	Not Applicable

Appendix B

Gender Action Plan

Outputs and Activities	Proposed Gender Mainstreaming Targets	Primary Responsibility
<b>Output 1: Rehabilitated and climate resilient land and marine transport infrastructure</b>		
<p>Rehabilitate or reconstruct 30 bridges with gender-sensitive designs that improve all weather pedestrian access to waterways</p> <p>Rehabilitate 30km of main, municipal, and rural roads</p> <p>Rehabilitate or reconstruct 4 rural jetties</p>	<ul style="list-style-type: none"> <li>• Ensure selection of bridge, road and jetty subprojects include prioritizing women’s access to social services, such as education, health facilities and market access</li> <li>• Ensure standardized designs for reconstructed bridges include measures to remove physical barriers to, and constraints on, access by women and children.</li> <li>• Ensure bridge design incorporates measures to enhance road safety, including pedestrian access with guard- rails and footpaths on bridge approaches and abutments and steps down to water level.</li> <li>• Concrete stairways to be provided on selected bridges at each abutment where appropriate, to provide access from the road level to the waterway below. A single handrail will be provided for each staircase.</li> <li>• At river sites used for washing, concrete washing tubs will be incorporated at water level near base of bridges, where it is safe and appropriate to install.</li> <li>• Ensure participation of women (at least 50%) in community consultations and meetings and conduct these in vernacular languages; if necessary, organize separate meetings for men and women.</li> <li>• Ensure females are represented on GRC</li> <li>• If land is acquired for subprojects, ensure that affected females are compensated at the same rate of payment as affected males, and provided with adequate arrangements to restore / maintain livelihoods. (Replacement land, financing for small business opportunities, skills training for income generation projects, cash transfers etc)</li> <li>• Where possible, include provisions in bidding documents to encourage</li> </ul>	<p>FRA, MOF</p> <p>FRA and international GSDS FRA and international GSDS</p> <p>FRA, construction supervision team, contractor</p> <p>FRA, construction supervision team, contractor FRA and international GSDS</p> <p>FRA, international GSDS, international and national SSS</p> <p>FRA, international GSDS, engineers</p> <p>FRA, contractors</p> <p>FRA, construction supervision team, contractors</p>



Outputs and Activities	Proposed Gender Mainstreaming Targets	Primary Responsibility
	<p>women's involvement in labour-based work during construction, including at least 20% women.</p> <ul style="list-style-type: none"> <li>• Ensure equal pay for equal work between male and female workers, and payment for women is directly to them.</li> <li>• Provide HIV/AIDS, STIs, gender, and road safety awareness training for all construction workers and neighboring community members.</li> </ul>	
<b>Output 2: Efficient project management support and institutional strengthening</b>		
None	<ul style="list-style-type: none"> <li>• Include a GSDS in the design and supervision team to manage the implementation of socio-economic surveys, gender analysis, gender action plans, community consultations, and awareness training.</li> <li>• Provide gender awareness training to FRA staff, ministries, and provincial/district offices.</li> <li>• Develop a project performance system that includes indicators measuring the implementation and progress of the gender action plan.</li> <li>• Ensure the inclusion of sex-disaggregated data in the baseline studies and progress, monitoring and evaluation reports.</li> <li>• Ensure regular progress reports include the progress of GAP implementation and sex-disaggregated statistics for relevant performance indicators.</li> </ul>	<p>FRA</p> <p>FRA and international GSDS</p> <p>FRA and international GSDS</p> <p>FRA and international GSDS</p> <p>FRA and international GSDS</p>
<b>Implementation Arrangements</b>		
<p>The GAP will be implemented by the FRA who will employ a Social Impact Manager, overseeing execution and compliance of all social and gender dimensions of the project, and social safeguards. The DSC will include one full-time national Safeguards Specialist (NSS) for the duration of project implementation under the supervision of an international Gender and Social Development Specialist (GSDS) and an international Social Safeguards Specialist (SSS) 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>		

KEY: ADB = Asian Development Bank; DSC = Design and Supervision Consultant; FRA = Fiji Roads Authority; GAP = Gender Action Plan; GSDS = Gender and Social Development Specialist; GRC = Grievance Redress Committee; MOF = Ministry of Finance; NSS = National Safeguards Specialist; SSS = Social Safeguards/resettlement Specialist (in DSC team).