

GENDER AND SOCIAL DIMENSIONS

Outputs	Proposed Activities and Targets	Main Responsibility (mandate)
Output 1. Submarine cable connecting Yap and Chuuk, FSM to international internet		
<p>(i) the submarine cable provider implements the project following industry standard and implementation guidelines; and</p> <p>(ii) the submarine cable provider achieves 99% system availability.</p> <p>(The cable landing site and cable station will be located on:</p> <p>(i) Nimar Village in Yap State; and (ii) Iras Village and/or Nantaku Village in Chuuk)</p>	<ul style="list-style-type: none"> • During design and implementation, all community and public consultations will have a target of at least 50% female participation. • During implementation, site work contractors are encouraged to hire women both for technical and administrative tasks (with a target of at least 30% women workers). • Provide necessary institutional support for female workers such as separate sanitation facilities. Contractors appointed for construction will be informed of the required facilities before bidding. • Ensure equal pay for equal work between female and male workers. • Encourage contractors in hiring skilled and semi-skilled labor from local communities whenever possible. • Due to high level of public interest on the project, PMU and Contractors to undertake necessary information activities to inform local communities and public about planned construction activities including the goal and intended outcomes, prior to and during project implementation, as needed (at least 50% women's participation). • Prior to implementation, PMU to undertake a short term information activity to relevant government and civil society representatives including women on available internet content controls e.g. parental controls to be set up by internet service providers. • Include at least 20% women on fiber optic project-related training from women organisations or groups, if possible. • During project implementation and operations, PMU will encourage at least 1 class of secondary students and/or relevant students from Yap and Chuuk States (at least 30% female), to observe laying down of fiber optic cable and its operations, whenever possible, to promote awareness and provide opportunity to develop interest on career in fiber optic technology. • To build local capacity on fiber optic maintenance, PMU will encourage on-the-job training of at least 2 government staff and 2 private sector staff (50% female). 	<ul style="list-style-type: none"> • Implementing Agency • Social & Community Development/ Gender Specialist (TOR) • PMU (Procurement procedures) • Contractors (contract) • PMU with Ministry of Community and Cultural Affairs and Women's Associations
<p>Implementation Arrangements</p> <p>The GAP will be jointly implemented by MicroPal, FSM ICT Project Committee, Special Project Vehicle (SPV) as Implementing Agency, and PMU. The PMU will recruit one international social and community development/gender specialist (intermittent) and one national social development/gender specialist (intermittent). The international specialist will train/advise the national staff in developing gender awareness, information on existing parental control mechanisms from internet providers that parents can use, project information training materials, and monitoring the incorporation of gender perspectives in MicroPal, State and FSM ICT Project Committee, and SPV corporate management and/or project plans. The specialists will be responsible for incorporating the GAP into project planning and programs, including stakeholders awareness workshops and establishment of sex-disaggregated indicators for project performance and monitoring framework. The PMU will include reporting on progress of GAP activities in quarterly progress reports on overall project activities to the ADB and the Government.</p>		