



Solomon Islands Infrastructure Program

# Gender Equality, Disability and Social Inclusion Strategy

Revised December 2025



SOLOMON ISLANDS  
**INFRASTRUCTURE  
PROGRAM**

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## Contact Information

Contractor Representative: Ann Rowley  
Email: ann.rowley@dt-global.com  
Address: Level 4, 501 Swanston Street, Melbourne, Australia, 3000  
Telephone: Phone +61 3 8415 7777 Direct +61 3 9937 0703

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## Acronyms

|       |                                                      |
|-------|------------------------------------------------------|
| BDTSC | Bethesda Disability Training and Support Centre      |
| CCDR  | Climate Change and Disaster Resilience               |
| CSO   | Civil Society Organisation                           |
| DFAT  | Department for Foreign Affairs and Trade (Australia) |
| DSE   | Development Services Exchange                        |
| ESMF  | Environmental and Social Management Framework        |
| GEDSI | Gender Equality, Disability and Social Inclusion     |
| LC    | Local Content                                        |
| MELP  | Monitoring and Evaluation and Learning Plan          |
| NDS   | National Development Strategy                        |
| NGO   | Non-Government Organization                          |
| PICs  | Pacific Islands countries                            |
| NDFSI | National Disability Forum Solomon Islands            |
| SCSI  | Save the Children Solomon Islands                    |
| SEAH  | Sexual exploitation, abuse and harassment            |
| SIG   | Solomon Islands Government                           |
| SIIP  | Solomon Islands Infrastructure Program               |
| TVET  | Technical and Vocational Education and Training      |
| WVSI  | World Vision Solomon Islands                         |

## Definition of Terms

These definitions are intended to clarify terminology related to this Gender Equality, Disability and Social Inclusion (GEDSI) Strategy.<sup>1</sup> The definitions are sourced from United Nations agencies and are consistent with those used by the Solomon Islands Ministry of Women, Youth, Children and Family Affairs.

**Gender** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys and non-binary person; as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed, and valued in a woman or a man in each context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

**Gender Equality** is the concept that all human beings (women, men, and non-binary persons) are of equal value and are free to develop their personal abilities and make choices in all sectors (political, social, legal, economic) without the limitations set by stereotypes, rigid gender roles, and prejudices. Gender equality means that the different behaviours, aspirations, and needs of women, men and every person are considered, valued, and favoured equally. Gender equality does not mean that every person must share the same life experiences and outcomes but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female. Equality between men and women is both a human right and a precondition for—and indicator of— sustainable people-centred development and decent work.

**Gender Mainstreaming** is a gender perspective to the process of assessing the implication for women and men (and all persons) of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The goal is to achieve gender equality.

**Disability** is the interaction between the individual with an impairment (physical, sensory, and psychological) with the environment whether it be physical, attitudinal, or institutional. The physical refers to public places or offices. The attitudinal is the perceptions of society toward an individual with the impairment, and institutional refers to laws and policies.

**Social Inclusion** describes the process of making considerations for certain groups that are systematically disadvantaged because they are discriminated against based on factors such as (but not limited to) disability, gender, ethnicity, race, religion, sexual orientation, caste, descent, age, human immunodeficiency virus status, economic status, migrant status or where they live. Discrimination occurs in public institutions, such as the legal systems or education and health services, as well as social institutions like the household and private companies. Social inclusion involves making conscious efforts to provide for the marginalised and 'disadvantaged' members of the society by ensuring their access to assets and social justice.

**Universal Design** focuses on the key accessibility dimensions such as physical, social, communication and information. This definition is based on the Article 2 of the United Nations Convention on the Rights of Persons with Disabilities. In its application, it is important to consider the cultural, economic, environmental, gender and social contexts.

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<sup>1</sup> The definitions are drawn from United Nations documents including Office of the Special Advisor on Gender Issues and Advancement of Women, 2001, 'Gender Mainstreaming: Strategy for Promoting Gender Equality Document'.

## Executive Summary

Most Solomon Islanders currently lack access to essential services and infrastructure, with marked inequality between formal and informal settlements and urban and rural areas. Women and persons with disabilities face significant levels of inequality in Solomon Islands, including low participation in the paid labour force, limited political representation and a high incidence of domestic and gender-based violence, sexual exploitation, abuse and harassment.

The GEDSI Strategy responds to the situation of women and People with Disabilities in the Solomon Islands with the aim of promoting equality and social inclusion. The GEDSI situational analysis is based on studies conducted by SIIP between June and October 2021, as well as updated information learned since the GEDSI Strategy was operationalised in October 2021 when the GEDSI Coordinator commenced. GEDSI-related inequalities and the social norms that reinforce them have produced challenges and issues that need to be addressed for the achievement of equitable outcomes, in infrastructure in Solomon Islands. Unless appropriate explicit and deliberate GEDSI designs are integrated into infrastructure projects, women and people with a disability are at risk of missing out on the direct economic benefits, both practical and strategic, of infrastructure expansion in the Solomon Islands. The GEDSI Strategy responds to the findings of the situational analysis and outlines how SIIP will apply a twin-track approach to integrate GEDSI at all levels of its engagement beyond its internal organisational level, as well as mitigate project-related harms that may potentially be created by SIIP projects, the latter of which is generally dealt with through the safeguards framework. Pursuant to the latter SIIP is setting up a grievance redress mechanism to receive complaints and provide solutions. The strategy is aligned to SIIP's five principles and to the *SIIP Mainstreaming Our Guiding Principles in Operations*.

The GEDSI Strategy adopts a twin-track approach as well as mitigation measures to reduce project-related harm; that is, using mainstreaming as well as designing targeted interventions to address gaps and exclusions where necessary. Addressed within each track is the recognition that harms, such as Sexual exploitation, abuse and harassment (SEAH), trafficking, child labour and slavery as well as other social harms, may also be inadvertently created which need to be mitigated through explicit project design. The strategic actions that will be undertaken are based on the findings of the GEDSI situational analysis. The strategy is underpinned by the five guiding principles<sup>2</sup> of the program and will interlink with different stakeholders of the Solomon Islands Government (SIG), the private sector, civil society groups and other development partners. GEDSI mainstreaming of all activities will be pursued with tailored approaches under five pillars. The five pillars of the GEDSI strategy are:

1. SIIP Program (internal, organisational)
2. Policy support
3. Capability and partnerships
4. Financing
5. Infrastructure delivery (project life cycle).

The first pillar is the SIIP internal, organisational mainstreaming which is foundational and central to the remaining four pillars. The other four pillars mirror the SIIP intermediate outcome areas. The GEDSI Strategy supports mainstreaming and targeted interventions, as well as mitigation measures, under each of the pillars representing the outcome areas. The strategy responds to the GEDSI issues identified from the situational analysis through the actions planned under the five pillars of the strategy. Each of the key issues identified is treated under one or more pillars. The GEDSI strategy is interlinked with the Environmental and Social Management Framework (ESMF) and has synergies with Climate Change and Disaster Resilience (CCDR) and safeguards, capacity development, and local content, which will be included in gender mainstreaming tools.

SIIP's GEDSI Strategy objectives and expected results are drawn from the findings of the situational analysis and foundational documents. They are therefore linked to the program intermediate outcomes and reflected in the Monitoring, Evaluation and Learning Plan (MELP). The GEDSI objectives and results are aligned to the key questions and performance indicators on GEDSI set out in the SIIP MELP which will be used to measure progress. The strategy sets out the implementation arrangements, including governance, key tasks, and responsibilities, along the five pillars.

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<sup>2</sup> The five principles are alignment; inclusivity; strengthening climate change and disaster resilience; local content; and safety and quality

The Strategy document is presented in four sections. Section one gives a brief introduction to SIIP; a brief analysis of GEDSI issues and data in Solomon Islands; and an overview of policies or draft policies on gender, women and people with disabilities published by the SIG. Section 2 outlines the GEDSI issues in infrastructure in Solomon Islands based on the findings from SIIP's situational analysis and the implications for the strategy. Section 3 sets out the GEDSI strategy alignment with SIIP principles; the approach and pillars of the Strategy; objectives and reflection in the MELP; and how identified GEDSI issues will be addressed. The fourth section describes what has been achieved over the last year of the GEDSI Strategy implementation and the final section discusses the implementation arrangements and the indicative activities for Year 2 (2023). The SIIP Program logic has been included in annex 1 for ease of reference.

# 1 Introduction

The purpose of this document is to describe the strategy to mainstream Gender Equality, Disability, and Social Inclusion (GEDSI) into the Solomon Islands Infrastructure Program (SIIP). The GEDSI Strategy is part of the SIIP statement of requirement. The document is aligned to SIIP's five principles and to SIIP's 'Mainstreaming Our Guiding Principles in Operations'. The GEDSI Strategy details how SIIP will mainstream GEDSI at all levels of its engagement beyond its internal organisational level. The GEDSI Strategy has been designed to respond to the findings of the situational analysis conducted by SIIP between June and October 2021, and learning achieved during Year 1 of the implementation.

## 1.1 Solomon Infrastructure Program

SIIP's goal is to improve the quality and accessibility of economic infrastructure to contribute to broad based, inclusive and sustainable economic growth in Solomon Islands. SIIP will focus on economic infrastructure, including transport (land, sea, and air), information and communication technology, electricity, water and sanitation, and infrastructure that supports rural development, to drive growth and help diversify the economy.

Five guiding principles form the foundation of the program and drive decision-making. These are:

1. **Alignment:** With Solomon Islands' and Australian development objectives, with support provided in a way that does not displace other sources of public or private infrastructure investment.
2. **Inclusivity:** All activities will integrate considerations of gender, disability, and geographical spread (rural/provincial).
3. **Strengthening climate change and disaster resilience:** Through integrated approaches to infrastructure planning, design, and delivery, including through-life-cycle cost assessments.
4. **Local content:** Supporting infrastructure delivery that optimises returns for the local economy, strengthens local industry, improves industry practices, and enhances workforce capacity and participation.
5. **Safety and quality:** Strengthening policies and practices, and providing tangible examples of quality construction, building standards, safe-use of infrastructure, environmental and social safeguards, and whole-of-life maintenance.

Based on the program design document, at the conclusion of SIIP, it is expected that:

- SIG and industry have enhanced capacity to plan, manage, finance, construct and maintain critical economic infrastructure; and
- that the program will have left a legacy of high profile, resilient and accessible infrastructure assets in a range of sectors across the country that support inclusive economic growth.

To achieve this end of program outcomes, SIIP will work with SIG, local industry representatives, civil society, and donor partners to achieve four intermediate outcomes focussed on:

**Policies:** Supporting the implementation of appropriate and effective infrastructure policies, plans, regulations, and safeguards that include the integration of CCDR, environmental management and GEDSI.

**Capability:** Enhancing knowledge, partnerships, systems and the capacity of government, local industry, and community stakeholders to build quality, life cycle informed, and inclusive infrastructure.

**Financing:** Ensuring Solomon Islands has access to increased financial resources for inclusive economic infrastructure development, including from the private sector, multilateral development banks and in particular, the Australian Infrastructure Financing Facility for the Pacific.

**Construction:** Delivering high priority and high quality, inclusive, 'demonstration effect' infrastructure on time and on budget.

## 1.2 Summary of gender inequality and social exclusion issues in Solomon Islands

Most Solomon Islanders currently lack access to essential services and infrastructure, with marked inequality between formal and informal settlements and urban and rural areas. Conflicts over land tenure, tensions between traditional and formal political systems, high youth unemployment and gender inequality add further challenges to improving access. For those living in rural areas particularly there are numerous challenges, including safety issues and risks for women when they travel to access healthcare or markets. Women and persons with disability face significant levels of inequality in Solomon Islands, including low participation in the paid labour force, limited political representation and a high incidence of domestic and gender-based violence. People living with a disability have very limited access to basic services. Only a very small number of buildings and public infrastructure in Solomon Islands are designed and built with a consideration of universal design principles.

**Gender issues:** There is a considerable gap between formal legal gender equality enshrined in the Solomon Islands Constitution and *de facto*, on the ground reality. While sex discrimination is legally prohibited, women face significant discrimination and inequality in the labour market, political access, justice system, land rights, financial access, business sector, public administration, personal security, and in the social and cultural spheres. Six Pacific Islands countries (PICs) were ranked very poorly on the 2012 Women's Economic Opportunity Index by the Economist Intelligence Unit<sup>3</sup> the last time the PICs were ranked. Most of the six PICs were in the bottom 25 per cent of the index with Solomon Islands and Papua New Guinea, 124th and 125th respectively. Solomon Islands is ranked 125 out of 152 countries in the World Bank's 2020 Women, Business and the Law Report.<sup>4</sup> Women's access to jobs and income is very limited, visible in the gender disparities in labour force participation rates and wages, occupational segregation by gender, and differences in the types of work that women and men perform (vertical and horizontal gender segregation of jobs).

In terms of broad employment, there is apparent equality of employment between men and women. According to the 2019 census, the last census with publicly available data, 52.2 per cent of women and 58.6 per cent of men aged 12 and older were in the labor force, including those who produce goods for own consumption (subsistence work).<sup>5</sup> However most PICs include unpaid subsistence work in labour force statistics, artificially inflating participation rates, especially for women. For example, in Solomon Islands in 2019, 55.6 per cent of women included in the official labor force were in unpaid work and only 34.5 per cent worked for wages, salary or profit (Solomon Islands Census 2019, population aged 12 years and over). A more realistic picture of women's employment is presented by Ministry of Women, Youth, Children and Family Affairs which stated in the 2015-2019 Report that, 'Solomon Islands faces ongoing challenges in this area. The DHS 2015 reported that over half of women were unemployed in the year preceding the survey. Only 37 per cent of women were currently employed, and of these women, almost half were not paid'.<sup>6</sup> The same report states that the over-representation of women in the unpaid workforce has repercussions for women's financial security and economic opportunities more broadly.<sup>7</sup> Significant barriers for women in this area include the demands of unpaid care work, lack of access to credit and small loans and lack of financial literacy.

Of those employed, women were only half as likely as men to be in paid work (34.5 per cent of women and 65.5 per cent of men). Even in urban areas where paid work is much more common, women were significantly less likely than men to be in paid work (37.3 per cent of women and 62.7 per cent of men). In rural areas, only 31.9 per cent of women and 68.1 per cent of men were engaged in paid work. Women hold only 32 per cent of urban/19 per cent rural of private sector wage jobs and 44 per cent of urban/ 42 per cent of rural public sector wage jobs. There is a high degree of vulnerable employment for all workers but markedly for women and People with Disabilities. When subsistence work, self-employment, and unpaid

3 Economist Intelligence Unit, *Women's Economic Opportunity Index 2012*.

[https://www.eiu.com/public/topical\\_report.aspx?campaignid=weoindex2012](https://www.eiu.com/public/topical_report.aspx?campaignid=weoindex2012)

4 World Bank, *Women, Business and the Law 2020*, <https://openknowledge.worldbank.org/handle/10986/32639>

5 2019 Population and Housing Census National Report (Volume 1)

6 Solomon Islands Government Women's Development Division, Ministry of Women Youth Children and Family Affairs, Beijing +25 National Review Report, *The 2014 – 2019 national review report on Solomon Islands implementation of the Beijing Declaration and Platform for Action*.

[https://www.asiapacificgender.org/sites/default/files/documents/Solomon\\_Islands\\_\(English\).pdf](https://www.asiapacificgender.org/sites/default/files/documents/Solomon_Islands_(English).pdf) p.4

7 Ibid. p.4.

family work are categorized as vulnerable employment, 55.6 per cent of women and 44 per cent of men are in vulnerable employment. Vulnerable employment is significantly less in urban areas, but women are still more likely to be in vulnerable employment (66 per cent of urban women versus 34 per cent of urban men).<sup>8</sup> There is a lack of sex and disability disaggregated data for development and infrastructure planning, but infrastructure employment is almost completely dominated by males with 10.1 per cent males compared to 0.4 per cent female in the construction industry.

**People with Disabilities:** The 2019 Solomon Islands National Population and Housing Census revealed that 11 per cent of the population are People with Disabilities and there was higher prevalence of disability for females in rural areas and within the elderly population. Presentation of disability data reveals 10.6 per cent of the population have reported difficulty in seeing, 8.4 percent difficulty in remembering, 7.8 percent in walking, 5.6 per cent in hearing, 4.7 per cent in self-care and 3.7 per cent in communicating. A United Nations Development Programme study in 2009 stated that only 18 per cent of disabled girls attend school in Solomon Islands, compared to 37 per cent of non-disabled girls. The Ministry of Education has reported that less than 2 per cent of children with disabilities were in school, currently there are no recent figures on the enrolment of children with disabilities. The 1978 Constitution does not prohibit discrimination based on disability.

Women and people with a disability are at risk of missing out on the direct economic benefits of infrastructure expansion in the Solomon Islands, given that the infrastructure sector is dominated by men and the sector lacks mechanisms for such groups to engage and shape design and construction. There is limited capacity within SIG to operationalise GEDSI principles in infrastructure, despite the presence of nominal Gender Focal Points in each ministry and the mandate provided by the Solomon Islands National Gender Equality and Women's Development Policy. Key civil society groups such as the National Council of Women and (NDFS) are typically not consulted, and do not play a role in infrastructure planning, as there is no formal requirement for their inclusion. They also do not have sufficient capacity and resources to contribute to these processes in a meaningful manner. Focus Group Discussions with civil society organisations conducted as part of situational analysis identified an essential need of consulting beneficiaries and end user groups in infrastructure planning, scoping, design construction and maintenance.

### 1.3 GEDSI in Solomon Islands policies

The Solomon Island Constitution legally protects women from sex-discrimination, but not people with disabilities from discrimination on the grounds of their disability. SIG has adopted various policies to address gender inequalities and disability inclusion. These include the National Policy on Eliminating Violence Against Women 2016-2020, the National Disability Inclusive Development Policy 2023-2031, the Family Protection Act 2014 which criminalises domestic violence, and the National Gender Equality and Women's Development Policy 2016-2020. The revised National Strategy on the Economic Empowerment of Women and Girls 2020-2023 focuses on women's economic empowerment as key to growth for Solomon Islands. Gender equality is a strategic objective in the National Development Strategy (NDS) 2016-2035 and is complemented with a range of indicators in the monitoring and evaluation framework of the NDS to ensure the gender equality goals in the NDS are met. The Solomon Islands is also a signatory to key regional and global human rights declarations and gender equality instruments, such as the Pacific Leaders Declaration on Gender Equality, the Convention on the Rights of Persons with Disabilities, and the Convention on the Elimination of All forms of Discrimination against Women. The 1978 Constitution does not prohibit discrimination based on disability (Equal Rights Trust, 2016).

The Solomon Islands National Infrastructure Investment Plan (NIIP) outlines Solomon Islands' priorities and plans for major economic infrastructure over the next five to 10 years. The plan focuses on strategic investments that are critical to the future of Solomon Islands. Although the Solomon Islands National Infrastructure Investment Plan was noted to have been prepared through a consultative process involving a wide range of stakeholders—including government agencies, state owned enterprises, development partners, civil society, and the private sector key bodies such as the MWCYFA, the National Council of Women and NDFS were not consulted. The plan makes a reference to 'equity,' but it is only in relation to

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<sup>8</sup> Ibid.p. xv

geographic locations of infrastructure. There are no references to the GEDSI aspects and implications of the infrastructure plan.

## 2 GEDSI in Infrastructure Development in Solomon Islands

### 2.1 Main findings from the situational analysis

The main findings of the situational analysis are that the GEDSI-related inequalities and the norms that uphold them have produced challenges and issues that need to be addressed for the achievement of equitable outcomes, especially around infrastructure in Solomon Islands. Some of those issues include:

- paucity of women and People with Disabilities in leadership and decision-making positions in Solomon Islands generally - and particularly in infrastructure planning and implementation
- under-representation of women in the infrastructure sector
- uneven capacity to implement GEDSI policies within SIG
- lack of sex and disability disaggregated data for development and infrastructure planning
- uneven understanding about disability access and challenges with accessing infrastructure
- lack of cohesion among Civil Society groups working in infrastructure
- poor engagement of communities and civil society groups by infrastructure developers

How the GEDSI Strategy will respond to each of the above issues is outlined in section 3.6 of this document.

### 2.2 Implications for SIIP GEDSI strategy

The situational findings have informed the development of the SIIP GEDSI strategy in several ways:

**Consideration of GEDSI across the infrastructure cycle:** SIIP will address GEDSI considerations across the full infrastructure cycle, e.g., planning, designing, procuring, implementation and maintenance. To that end, SIIP will ensure more meaningful engagement of all stakeholders including women and People with Disabilities across the infrastructure cycle; plan capacity building and training of companies and contractors on GEDSI; proactively manage the impact of construction work in communities; and promote the engagement of women and People with Disabilities in some construction work and maintenance, through skills training in partnership with companies and agencies through GEDSI and LC plans. Most importantly it will explicitly and deliberately integrate GEDSI designs into all planned infrastructure to ensure GEDSI benefits that are direct and indirect, as well as strategic. It will explore ways to facilitate some employment and involvement of women and people with disabilities across most phases including design, planning, construction, and maintenance, and to explore opportunities for companies willing to engage with women to tender for contracts; Local content GEDSI requirements will also focus on creating local jobs for women and People with Disabilities and unemployed youth who are excluded from industry. SIIP will explore the possibility of supporting construction skills training for women, together with Pacific Australian Skills (PAS), Solomon Islands National University TVET and contracting companies willing to employ women for on-the-job training or work placements. SIIP will support participation by People with Disabilities as much as possible.

**Implications for SEAH:** Relatedly, engagement with communities has implications for work around domestic and gender-based violence. SIIP will work with sub-contractors to prevent and address SEAH. On a broader level, SIIP will work to address harmful gender norms, to further mitigate against unintended negative consequences of infrastructure investment for women and girls. Contracting companies will be required to submit tenders committing to addressing harms such as SEAH, child protection / labour and undergo GEDSI training as well as to sign individualised worker Codes of Conduct to mitigate the potential for such harms.

**Institutional GEDSI capacity building and support:** SIIP will identify opportunities to collaborate with other DFAT programs to support on-demand capacity-building on GEDSI for infrastructure-related ministries and companies; and encourage the strengthening of civil society voices in infrastructure. SIIP will work to enhance GEDSI participation, advocacy and the building of ownership, coalition, and buy-in.

**Approach to engagement:** Activities will remain informed by an awareness of differences between, as well as within groups and the differing opportunities for decision-making. For example, it is important to consider the ways in which age, rural/urban location, land ownership patterns, and membership of a particular tribal group/position in that group impact upon women’s ability to make decisions about and to access infrastructure and services and how they will or will not be able to shape the built environment agenda. From this intersectionality perspective, women with disabilities often face multiple levels of exclusion. A recognition of such intersecting exclusions has implications for how consultation, planning, monitoring and advocacy will need to be conducted. Appropriate considerations will be given to ensure effective engagement of representative groups in the program. Further information can also be found in SIIP’s ‘Mainstreaming Our Guiding Principles in Operations Plan’.

**Disability inclusion:** Disability inclusion in Pacific infrastructure investments is less systematically addressed and less advanced than gender equality, so engagement with national organisations such as NDFSI in the design and delivery of infrastructure investments will identify entry points and opportunities. This may include consultations, surveys, studies, and accessibility and safety audits.

**Communication activities and materials:** All SIIP communications and community engagement provide opportunities to model, represent, and support positive social norms for GEDSI in infrastructure. Further information can be found in the SIIP Communications and Public Diplomacy Strategy.

**Monitoring and Evaluation and Learning Plan:** SIIP has designed a full MELP with specific GEDSI targets and indicators and tools to monitor against those on program and project levels.

**Collection of sex and disability disaggregated data:** the literature suggests a paucity of sex-disaggregated data in most sectors. It will be important for SIIP to seek out partnerships as well as set up its own systems to contribute to filling that gap in the area of infrastructure. It is envisaged that SIIP will collect sex and Disability disaggregated data on all its consultations and activities. In line with the SIIP LC Strategy which compliments the GEDSI Strategy, SIIP will disaggregate jobs data to measure the extent that jobs are secured by women, men and People with Disabilities.

## 3 Strategy Goal, Alignment to SIIP Principles and Approach

### 3.1 Goal

The goal of the GEDSI Strategy is:

**Women, People with Disabilities and other marginalised groups participate fully in the development and use of infrastructure, enabling active and productive lives.**

### 3.2 SIIP principles and strategy alignment

The five guiding principles that form the foundation of SIIP and drive decision-making are:

**Alignment:** with Solomon Islands' and Australian development objectives, with support provided in a way that does not displace other sources of public or private infrastructure investment. The GEDSI strategy promotes the implementation of Solomon Islands’ GEDSI-related policies (referenced in section 1.3 above) and Australia’s commitments to gender equality. SIIP is committed to Australia’s GEDSI policies and guidance which include the DFAT Gender and Disability strategies. Gender equality is rated as ‘significant’, an important and deliberate objective for SIIP. Additionally, the DFAT Infrastructure Strategy stipulates that 80 per cent of investments, regardless of objectives, should effectively address gender issues

**Inclusivity:** all activities will integrate considerations of gender, disability, and geographical spread (rural / provincial). Inclusivity is the primary objective of the GEDSI strategy. This will be pursued using the twin track of gender mainstreaming and targeted interventions to reach excluded groups, as well as mitigate project-related harms that may potentially be created by SIIP projects. For SIIP, inclusivity demands focus on both

processes and outcomes of interventions. For example, the two- path focus regarding infrastructure delivery means that women and People with Disabilities are included on a rights basis in decision-making, participation and employment related to projects; and that all infrastructure meet their needs of accessibility and safety, in line with the Universal Design principles.

**Strengthening CDDR:** Through integrated approaches to infrastructure planning, design, and delivery, including through life-cycle cost assessments. The GEDSI Strategy will advocate for the inclusion of local communities, women, and persons with disability in decision-making around CDDR.

**Local content:** Supporting infrastructure delivery that optimises returns for the local economy, strengthens local industry in supporting contractors to deliver commitments identified in their LC plans, improves industry practices, and enhances workforce capacity and participation. Based on the local content principle, the GEDSI strategy will support the equitable participation and leadership opportunities for women and persons with disability in Solomon Islands.

**Safety and quality:** Strengthening policies and practices, and providing tangible examples of quality construction, building standards, safe-use of infrastructure, environmental and social safeguards, and whole-of-life maintenance. The GEDSI Strategy will support policy strengthening to ensure considerations of accessibility, safety, and protection of women and People with Disabilities.

Aligned to the above SIIP principles are the two best practice development approaches that SIIP will apply to GEDSI decision-making:

- Nothing about us without us. People with disabilities and women can speak for themselves and should be represented in both consultation and decision-making groups within the context of SIIP.
- Going beyond compliance and 'do no harm' to fostering empowerment. This will require addressing norms, attitudes and the lack of information that otherwise limits the empowerment of women and people with disabilities.

The GEDSI strategy has synergies with CDDR and safeguards, capacity development, and local content, which will be included in gender mainstreaming tools

### 3.3 Approach of the GEDSI Strategy

The GEDSI Strategy adopts a twin-track approach; that is, using mainstreaming as well as designing targeted interventions to address gaps and exclusions where necessary. Embedded within each track is a commitment to mitigate social harms caused by SIIP's subprojects, and to provide an accessible grievance redress mechanism to receive and solve complaints. The strategic actions that will be undertaken are based on the findings of the GEDSI situational analysis and experience gained during the first year of implementation. The strategy is underpinned by the five guiding principles of the program and will interlink with different stakeholders of Solomon Islands Government, the private sector, civil society groups and other development partners. GEDSI mainstreaming of all activities will be pursued with tailored approaches under five pillars. The first pillar is the SIIP internal, organisational mainstreaming which is foundational and central to the remaining four pillars. The other four pillars mirror the SIIP intermediate outcome areas (See Program Logic in Annex One). The GEDSI Strategy supports mainstreaming and targeted interventions under each of the pillars representing the outcome areas.

### 3.4 Pillars of the GEDSI Strategy

The five pillars of the GEDSI strategy are:

1. SIIP Program (internal, organisational)
2. Policy Support
3. Capability and Partnerships
4. Financing
5. Infrastructure Delivery (project life cycle)

#### 3.4.1 SIIP Program (internal, organisational)

This pillar of the GEDSI strategy will support the implementation, monitoring and evaluation of the internal, organisational mainstreaming strategy. GEDSI mainstreaming in SIIP operations is detailed in SIIP's 'Mainstreaming Our Guiding Principles in Operations'. This internal strategy sets out how GEDSI mainstreaming will occur through the embedding of the five SIIP principles into the policies and procedures that operationalise the SIIP programming cycle. These include policy and direction, planning and design, human resources, risk and procurement and monitoring, reporting and evaluation.

The internal strategy provides the foundation for this GEDSI Strategy by setting out the path of mainstreaming its core content of equity, empowerment, and inclusion in the various elements of the program along CCDR, safeguards and LC. Program and operations areas of particular focus include:

- Policy direction and culture
- Human resources – recruitment and diversity
- Staff capacity building and performance management
- Procurement
- Monitoring and evaluation
- Communications

The internal SIIP program activities will assist in building SIG's evidence base and the business case for taking a GEDSI-sensitive approach. GEDSI analysis will be undertaken prior to commencement for SIIP activities. Work on the other pillars of the strategy will be driven through foundational work initiated at the SIIP Program level. For example, the Activity Concept Notes (ACNs) will lay the foundation for GEDSI mainstreaming by including appropriate requirements and cross-referencing for LC, CCDR and Safeguards. Other activities outside activities will focus on capacity building and training, workshops, and awareness on GEDSI and other cross-cutting issues for key stakeholders on a national and provincial level and also for representative of civil society organisations and communities (See more on par.3.).

#### 3.4.2 Policy support

This pillar will support the implementation of appropriate and effective infrastructure policies, plans, regulations, and safeguards that include the integration of CCDR, environmental management and GEDSI.

GEDSI mainstreaming activities under Policy Support pillar will provide the opportunity for SIIP to demonstrate the value of GEDSI inclusion in policies and influence SIG by highlighting what SIIP is doing to improve the potential for jobs for women in infrastructure and in delivering inclusive infrastructure. To further support that, SIIP Hub includes GEDSI /cross-cutting reporting as a standard agenda item for each of its meetings.

Through collaboration with DFAT, SIIP will establish contact with the Permanent Secretaries of Infrastructure related ministries (such as Ministry of Infrastructure Development) to identify any support needs and further entry points for the policies pillar. The objective will be to promote the inclusion rights of women and persons with disability in decision-making and participation in employment and benefits of infrastructural developments.

#### 3.4.3 Capability and partnerships

This pillar supports enhancing knowledge, partnerships, systems and the capacity of government, local industry, and community stakeholders to build quality, life cycle informed, and inclusive infrastructure.

It will involve SIIP identifying and, where possible, working with relevant civil society organisations to strengthen advocacy for GEDSI in infrastructure. This may include targeted support to bolster the capacity of representative bodies to engage meaningfully and represent their interests as they relate to infrastructure and SIIP. SIIP has initiated contact with Development Services Exchange (DSE) with the intention of supporting DSE and DSE members to enhance awareness on GEDSI in infrastructure and strengthen involvement of Civil Society Organisations (CSOs) in promoting a unified voice in infrastructure.

This pillar intersects with the capacity development and local content components in SIIP as it will support in identifying the needs and aspirations of women and People with Disabilities; creating awareness about opportunities for upskilling and employment; and linking them through Civil Society Network platforms. A list of possible civil society partners that SIIP may explore working with is attached in Annex 2.

#### 3.4.4 Financing

GEDSI work around the financing pillar involves designing innovative ways to enhance Solomon Islands access to increased financial resources for inclusive economic infrastructure development, including from the private sector, multilateral development banks and in particular, the Australian Infrastructure Financing Facility for the Pacific.

Where possible, the financing pillar of the GEDSI Strategy will use resourcing as a tool to nudge partners towards more investment in inclusive infrastructure development. SIIP will seek to set up commitments on GEDSI integration and compliance as minimum standards for partnerships and financing.

#### 3.4.5 Infrastructure delivery

This pillar supports GEDSI mainstreaming for delivering high priority and high quality, inclusive, ‘demonstration effect’ infrastructure on time and on budget. In supporting work on construction and infrastructure projects, SIIP will seek to integrate GEDSI across the full infrastructure cycle, i.e., planning, designing, procuring, implementation and maintenance. During the course of delivery, SIIP will plan capacity building and training of companies and contractors on GEDSI, with the first company compliance training on social safeguards and GEDSI conducted in late 2022. Projects under SIIP will proactively manage the impact of construction work in communities; and implement strategies to enhance the engagement of women and People with Disabilities in some construction work. This will involve exploring ways to facilitate greater employment of women and people with disabilities across all phases including design, planning, construction, and maintenance, and to provide opportunities for women owned businesses to tender for contracts. SIIP will support participation by people with disabilities as much as possible.

### 3.5 Mainstreaming GEDSI in different activity phases

GEDSI mainstreaming is interlinked with the ESMF in different phases of an activity. The ESMF describes different tools and processes to be followed and complied with in a screening phase of projects (Tier 2) and compliance with DT Global operational processes (Tier 1). The GEDSI Strategy goes beyond that and will add involvement of users of infrastructure in the different project phases (Operational GEDSI is not included here, e.g., recruitment approaches and processes, GEDSI tasks in job descriptions and workplans, etc.).

This includes identification of end users, who might differ depending on the kind of infrastructure activity/facility. Consultation of identified groups and consideration of recommendation by affected groups is most important for the sustainability of infrastructure. Recommendations and different needs of end users (women, People with Disabilities, youth, elderly, the illiterate) will shape the design of all planned activities. Not all phases will apply to an activity with which SIIP is involved. The following follows Tier 2 B of the ESMF, which focuses on projects.

|                   |                                                                                                                                                                                                                                                                                                                    |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pre-concept phase | <ul style="list-style-type: none"> <li>• SIIP analyses an activity/proposal coming from SIG/DFAT following activity selection criteria designed in the SIIP Investment Framework. Considering GEDSI and social benefits is one criterion.</li> </ul>                                                               |
| Concept phase     | <ul style="list-style-type: none"> <li>• Identify what kind of activity is required e.g., feasibility study only or infrastructure project, built infrastructure or part of infrastructure development</li> <li>• Identify cross cutting issues, CCDD, GEDSI and local content in Activity Concept Note</li> </ul> |

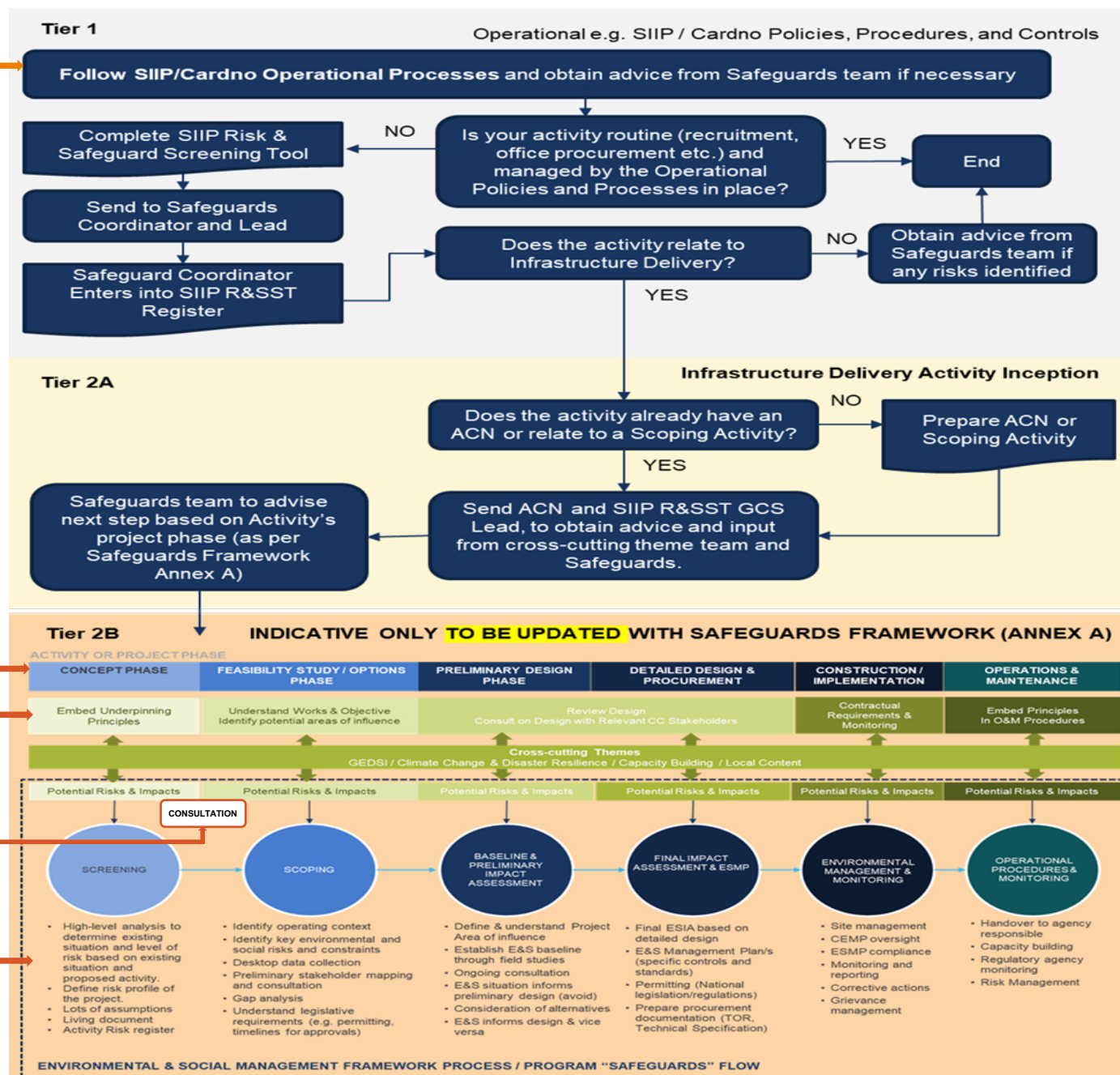
|                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                      | <ul style="list-style-type: none"> <li>• Identify end users of infrastructure (women and men, People with Disabilities, youths, elderly) and clarify who is most affected</li> <li>• Identify GEDSI gaps in project documentation such as feasibility study reports conducted by other programs provided to SIIP.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Feasibility phase                                                                                                                    | <ul style="list-style-type: none"> <li>• Consult identified groups in communities or organisations and hear their perspectives (feasibility phase)</li> <li>• Results of identification of different perspectives, needs of vulnerable groups influence design of infrastructure (including needs of other marginalised groups e.g., illiterate people – use sign boards instead of written signs) Integrate GEDSI designs into subprojects including mitigation measure to reduce harm within at least 80 per cent of projects as required by DFAT</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Preliminary design, end design and procurement                                                                                       | <ul style="list-style-type: none"> <li>• Affected communities/groups and other stakeholders are consulted for any further recommendations regarding the design</li> <li>• Procurement: The approach to market includes GEDSI requirements as identified as appropriate for delivery (refer below).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Integrate GEDSI compliance into all tender, procurement document, agreements and contracts, terms of reference in request for tender | <ul style="list-style-type: none"> <li>• GEDSI may involve a requirement for tenderers/companies to provide a statement on gender equality, disability, and social inclusion, e.g., a short statement or even a company policy.</li> <li>• Companies will provide a strategy how to involve women in employment, skilled or unskilled labour for that infrastructure, safety of female workers, separate facilities in the field etc.</li> <li>• Companies will include a community engagement plan in their proposals, which describes ways of understanding the impact of their work on different community groups; it will include awareness of workmen/women on HIV/AIDS, gender issues, teenage pregnancies, SEAH, respectful attitude towards most vulnerable, etc. the awareness can be outsourced.</li> <li>• Contracting Companies will all commit to GEDSI awareness raising/training, will have a company commitment to mitigating harm prominently displayed in worksites, and each employee will be required to sign an individual Code of Conduct after participating in a related awareness seminar.</li> </ul> |
| Screening panel for proposals                                                                                                        | <ul style="list-style-type: none"> <li>• The Hub will seek to have gender balance on the tender assessment panel.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Construction phase                                                                                                                   | <ul style="list-style-type: none"> <li>• Contractors, companies will get induction awareness raising on GEDSI by Climate and Community team members from SIIP Hub.</li> <li>• Monitoring tools will be implemented, e.g., report templates for contractors/companies on GEDSI requirements, designed in collaboration with MEL team.</li> <li>• Employed women in unskilled, semi-skilled work, target, and number and/or on-the-job training for women</li> <li>• Contracting companies will all commit to GEDSI awareness raising/training, will have a company commitment to mitigating harm prominently displayed in worksites, and each employee will be required to sign an individual Code of Conduct after participating in a related awareness seminar</li> </ul>                                                                                                                                                                                                                                                                                                                                                     |

## Maintenance phase

During maintenance support, the Hub will seek women and men and People with Disabilities to be equally represented in maintenance committees

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All documents to be checked if they include GEDSI requirements



Here GEDSI mainstreamed in the activity or project phase

Identification of end users of infrastructure

Identification of end users of infrastructure and involvement in concept phase

Consultation with different users of infrastructure, omen, People with Disabilities, youths, elderly

### 3.6 Strategy objectives, results, and reflection in the MELP

SIIP's GEDSI Strategy objectives and expected results are drawn from the findings of the situational analysis and foundational documents. They are therefore linked to the program intermediate outcomes and reflected in the MELP.

Following the SIIP intermediate outcomes and the strategy pillars, the following GEDSI objectives and results have been set out under each of the strategy pillars:

|                                                   |                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pillar 1: SIIP Program (internal, organisational) | <b>Objective:</b> Integrate GEDSI Strategy principles in all SIIP management and operational activities<br><b>Result:</b> Capacity of SIIP program and team is strengthened to mainstream GEDSI in all plans and activities                                                                                                                     |
| Pillar 2: Policy support                          | <b>Objective:</b> SIIP demonstrates the value of GEDSI policy integration in infrastructure through improved jobs for women in infrastructure and in delivering inclusive infrastructure<br><b>Result:</b> Strengthened SIG policies reflect inclusion of women, People with Disabilities and marginalised groups in infrastructure development |
| Pillar 3 Capability and partnerships              | <b>Objective:</b> Relevant stakeholders are equipped and engaged to ensure inclusive infrastructure<br><b>Result:</b> Strengthened capacities and partnerships promote GEDSI integration, participation and learning for infrastructure development                                                                                             |
| Pillar 4: Financing                               | <b>Objective:</b> Project owners enhance their access to finance by strengthening GEDSI considerations in their projects<br><b>Result:</b> Increased access to financing for gender-sensitive and inclusive infrastructure development                                                                                                          |
| Pillar 5: Infrastructure delivery                 | <b>Objective:</b> All projects supported by SIIP are inclusive and responsive to the needs of women, men, youth, People with Disabilities and marginalised groups<br><b>Result:</b> Strengthened capacity of contractors to ensure women, People with Disabilities and youth benefit equitably from infrastructure investments                  |

The above GEDSI objectives and results are aligned to the key questions and performance indicators on GEDSI set out in the SIIP MELF which will be used to measure progress.

### 3.7 Key GEDSI issues and treatment in the strategy

The strategy responds to the GEDSI issues identified from the situational analysis through the actions planned under the five pillars of the strategy. Each of the key issues identified is treated under one or more pillars:

| Key issues / needs                                                                                                                                                         | Strategy pillars                            | Sample actions planned                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Increase in women and People with Disabilities in leadership and decision-making positions in Solomon Islands - particularly in infrastructure planning and implementation | Policy support<br>Capacity and partnerships | <ul style="list-style-type: none"><li>SIIP will demonstrate the value of GEDSI inclusion in policies by showcasing what SIIP is doing to improve job opportunities for women in infrastructure and in delivering inclusive infrastructure.</li><li>Support capacity building of civil society to engage, raise awareness and advocate for gender equality and enhanced leadership positions for women and People with Disabilities in the infrastructure sectors.</li></ul> |

| Key issues / needs                                                                        | Strategy pillars                                                                    | Sample actions planned                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Under-representation of women and People with Disabilities in the infrastructure sector   | Infrastructure Delivery<br>Capacity and partnerships                                | <ul style="list-style-type: none"> <li>Identity mechanisms to support improved training and employment of women and People with Disabilities in infrastructure</li> <li>Explore opportunities with Solomon Islands Technical Vocational Education and Training (TVET) institutions to create better access for young girls and People with Disabilities who want to pursue training in trade related courses, such as carpentry, plumbing, mechanic and electrical.</li> <li>Work with CSOs through DSE to identify entry points.</li> <li>Capacity building of companies and contractors on GEDSI promotion in construction.</li> <li>Identify national and regional infrastructure projects that have specifically worked to enhance the representation of women such as those coordinated by Australia Pacific Training Coalition for women in trades. The projects can provide workable strategies for challenging and changing restrictive norms.</li> </ul> |
| Lack of capacity to implement GEDSI mainstreaming in infrastructure within SIG            | Policy Support<br>Capacity and partnerships                                         | <ul style="list-style-type: none"> <li>Proactively provide GEDSI capacity building support to Ministry of Infrastructure Development and other SIG ministries to take forward SIG-wide GEDSI mainstreaming.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Lack of sex and disability disaggregated data for development and infrastructure planning | Capacity and partnerships                                                           | <ul style="list-style-type: none"> <li>Identify the data management mandate-holders and gaps that exist in data collection</li> <li>Identify partners who have data collection and management experience and are willing to share data sets for infrastructure.</li> <li>Design data collection tools that encompass GEDSI, safeguards, CCDD and crosscutting issues used in infrastructure assessments and evaluations to provide SIIP with additional data in alignment with SIIP MELP</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Lack of understanding about disability access                                             | Financing<br>Policy Support<br>Capacity and partnerships<br>Infrastructure Delivery | <ul style="list-style-type: none"> <li>Leverage DFAT requirement for the application of the Universal Design Principles.</li> <li>Identify and include appropriate incentives in construction contracts to encourage compliance.</li> <li>Support civil society groups to raise awareness about disability access.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Lack of cohesion among civil society groups working in infrastructure                     | Capacity and partnerships                                                           | <ul style="list-style-type: none"> <li>Support network civil society groups such as to identify entry points for building cohesion for unified voice and pressure by civil society groups.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Poor engagement of communities and civil society groups for infrastructure development    | SIIP Program<br>Infrastructure Delivery<br>Capacity and partnerships                | <ul style="list-style-type: none"> <li>Work towards modelling appropriate engagement with communities and civil society groups and advocating for partners to do likewise.</li> <li>SIIP capacity building and compliance requirements for construction companies will include community engagement.</li> <li>Capacity building for civil society organisations and community members to enhance awareness of how infrastructure development takes place or where they can be involved, for example, contributing to social impact assessments, attending public hearings, or providing consumer feedback.</li> </ul>                                                                                                                                                                                                                                                                                                                                             |

## 4 Achievements of the GEDSI Strategy During Year 2024-2025

The DFAT strategy requires that at least 80 per cent of investments, regardless of their objectives, will effectively address gender issues in their implementation. Overall, in terms of numbers of projects, SIIP is on track to achieve this by the end of the first phase, with ample gender designs being incorporated in the Naha Birthing and Urban Health Clinic and Provincial Markets designs, in addition to both being gender-targeted

interventions. Further, the majority of projects in the pipeline for the second phase of the SIIP project will be amenable to GEDSI designs, with the SIIP infrastructure team having a good understanding of what needs to be done, as result of the training they have received.

Implementation of the GEDSI Strategy is ongoing with some solid progress in the implementation of the GEDSI Strategy plan. Key activities for the year 2024-2025 include the continuous socialisation and ownership of GEDSI integration and accountability for the SIIP Hub and with SIG. Further training and engagement will continue with key SIG agencies in 2026.

The GEDSI Strategy has become part of the induction process for new SIIP staff with refreshers for all staff. Four focused training content was developed for staff particularly for infrastructure staff on practical measures relating to how to design infrastructure to be GEDSI responsive; training content was shared with infrastructure staff for continuous capacity building. There are continuous engagements with the infrastructure team on inclusivity and accessibility of infrastructure designs. The GEDSI team will continuously monitor the application of knowledge and where further support is required.

Significant inputs have been provided for the review of SIIP infrastructure documents to ensure GEDSI perspectives and targets are in place. GEDSI Action Plans (GAP) for SIIP provincial markets and the Naha BUHC are continuously implemented with the Naha BUHC and Buala Market GAP nearing completion of activities. Continuous monitoring is also conducted for all SIIP contractor GAPs to ensure implementation of GEDSI activities.

As part of the contracting and procurement process GEDSI awareness is continuously being implemented for contractors in support of Corporate and Safeguards compliance. Refreshers are conducted on site monitoring visits to construction sites for contractors.

Green Construction Training Program (GCTP) cohort two was successful with 18 women who have completed training with APTC in 2024. Upskilling of Cohorts I and II for GCTP students has commenced in 2025 with 14 women accessing upskilling in Certificates III and IV in construction with SINU TVET. Opportunities for further upskilling is also accessible to the GCTP cohorts throughout the upskilling period through SINU short courses.

The Employment of people with disabilities in the Solomon Islands infrastructure sector research in partnership with NDFSI was finalised in June 2024 with activities commencing with stakeholders such as Bethesda, San Isidro, NDFSI, contractors and SIG. key activities achieved in 2024-2025 includes:

- Sponsorship of 10 students with disabilities from Bethesda and San Isidro taking basic carpentry with toolkits provided upon completion of course
- Support NDFSI staff to study and complete accredited accessibility auditor training with an Australian institute
- Engage NDFSI to provide disability inclusion awareness and training for infrastructure companies including government regulations and CRPD definitions and obligations regarding accessibility and reasonable accommodation (from which companies are supported to upgrade their inclusion practices and workplace accommodations) through the Workforce skills series
- Engage NDFSI, as the National OPD, to provide National Disability Policy awareness and Disability Inclusion awareness with infrastructure relevant government state owned enterprises and Ministries
- Provided a forum for people with disabilities who work in infrastructure to share their experiences and advice with other people with disabilities who have an interest in the sector.

## 5 Implementation Arrangements

This section briefly describes the progress of the implementation of the strategy, sets out the implementation arrangements for the strategy, including governance, key tasks, and responsibilities, along the five pillars.

The SIIP Climate and Community Manager has the overall responsibility for the delivery of the GEDSI strategy, supported by the GEDSI Team. Thematic Leads will be tasked and expected to report on the pillars

and aspects that fall within their purview at agreed reporting periods. Every team member on SIIP will continue to have at least one GEDSI objective in their performance agreement which is related to their role.

The SIIP Communications and Public Diplomacy Strategy will support the implementation of the GEDSI strategy by using community engagements and appropriate messaging to model, represent and support positive social norms for GEDSI in infrastructure. The GEDSI Team will work closely with the Communications Team to harness all communication opportunities and ensure synergies. The GEDSI team will also work closely with the LC team in activities that align with the GEDSI strategy.

Data collection and reporting tools have been detailed in the MELP. SIIP team members will be required to follow the MELP, ensuring that sex and GEDSI data are collected and reported as appropriate for all activities. The GEDSI team will provide specialist support to SIIP team members and partners as may be required for some activities such as GEDSI training and focus group discussions with women in communities.

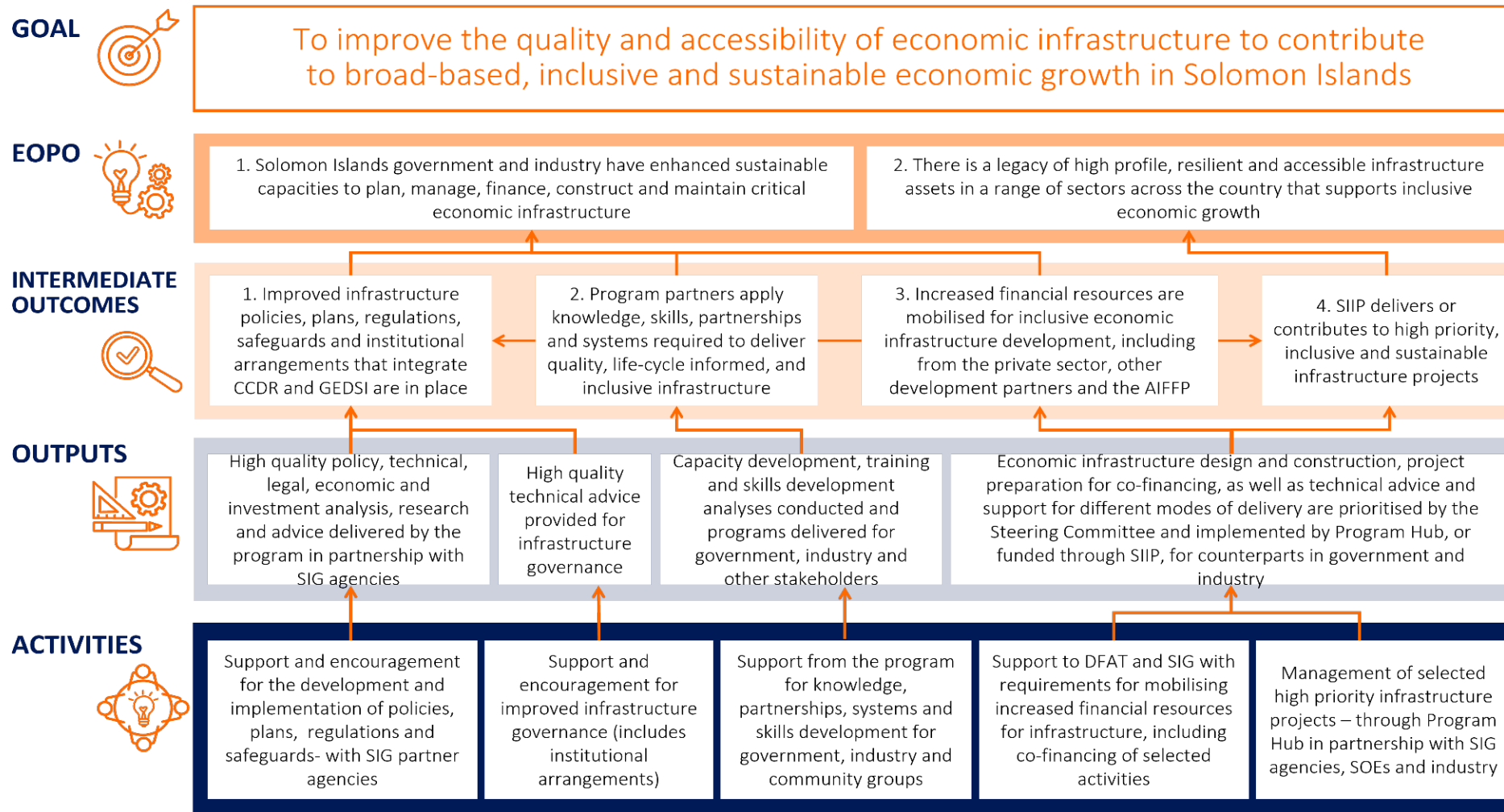
**Table 1**      **Indicative Plan for Year 2**

| Pillars & Objectives                                                                                                                                                                     | Indicative Key Tasks/Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Lead/ Support                                                                                                                                                                                                 | Main Stakeholders                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| SIIP Program<br>GEDSI Strategy principles are integrated in all SIIP management and operational activities                                                                               | <ul style="list-style-type: none"> <li>Continue to conduct refresher workshops as needed and at least twice a year with SIIP Team to clarify roles and build ownership for GEDSI designs</li> <li>New staff performance agreements of every team member must include at least one GEDSI objective related to their role</li> <li>Ensure that GEDSI designs are incorporated into at least 80 per cent of projects</li> <li>Reviews all ACNs to ensure GEDSI designs are incorporated and keep projects on track to meet targets</li> <li>Work with MEL team to develop project specific GEDSI Action Plans with specific targets and indicators</li> </ul>                                                                                                                                         | <ul style="list-style-type: none"> <li>Climate and Community Manager</li> <li>GEDSI Team</li> </ul>                                                                                                           | <ul style="list-style-type: none"> <li>SIIP Team; DFAT, Project Steering Committee</li> </ul>                                                             |
| Policy support<br>SIIP demonstrates the value of GEDSI policy integration in infrastructure through improved jobs for women in infrastructure and in delivering inclusive infrastructure | <ul style="list-style-type: none"> <li>Collaborate with DFAT /Governance program on policy strengthening for SIG Ministries to enhance inclusion of women and People with Disabilities in infrastructure development and promotion of gender equality and rights of persons with disability</li> <li>Work with at least one government agency or state-owned enterprise to conduct a GEDSI human resources audit with a view to improving the job participation of women and People with Disabilities through a targeted institutional program.</li> </ul>                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Climate and Community Manager GEDSI Team</li> </ul>                                                                                                                    | <ul style="list-style-type: none"> <li>SIIP Steering Committee, DFAT, SIG ministries</li> </ul>                                                           |
| Capability and partnerships<br>Relevant stakeholders are equipped and engaged to ensure inclusive, life-cycle informed infrastructure                                                    | <ul style="list-style-type: none"> <li>Continue to work with DSE to develop a network of Civil Society groups monitoring infrastructure.</li> <li>Capacity building for partner civil society groups and community members to enhance awareness of how infrastructure development takes place or where they can be involved, for example, contributing to social impact assessments, attending public hearings, or providing consumer feedback</li> <li>Identify infrastructure companies which include GEDSI considerations in their employment strategy, workforce, and community engagement</li> <li>Capacity building for companies on GEDSI and other cross cutting considerations into project delivery</li> <li>Induction of contractors on GEDSI and other cross-cutting issues</li> </ul> | <ul style="list-style-type: none"> <li>Climate and Community Manager and team Cross-cutting Team</li> <li>DFAT Gender Team</li> <li>Infrastructure Management Team</li> <li>Capacity building team</li> </ul> | <ul style="list-style-type: none"> <li>Relevant CSOs, umbrella organisations, Solomon Islands Chamber of Commerce,</li> <li>Relevant companies</li> </ul> |
| Financing<br>Project owners enhance their access to finance by strengthening GEDSI considerations their projects                                                                         | <ul style="list-style-type: none"> <li>Identify ways to use resourcing as a tool to nudge partners towards more investment in inclusive infrastructure development.</li> <li>Establish commitments on GEDSI integration and compliance as minimum standards for partnerships and financing</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>Climate and Community Manager GEDSI Team</li> <li>Thematic Leads</li> </ul>                                                                                            | <ul style="list-style-type: none"> <li>SIIP Steering Committee, DFAT, Construction companies</li> </ul>                                                   |
| Infrastructure delivery<br>All projects supported by SIIP are inclusive and responsive to the needs of women, men, youth, People with Disabilities and marginalised groups               | <ul style="list-style-type: none"> <li>Collaborate with and support appropriate design leads to develop GEDSI Action Plan for identified projects</li> <li>Engage with infrastructure companies to facilitate greater employment of women and People with Disabilities across all phases of projects including design, planning, construction, and maintenance</li> <li>Provide at least one GEDSI workshop with interested companies with a view to assisting companies develop its own gender/GEDSI policy.</li> </ul>                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>GEDSI Team</li> <li>Infrastructure team</li> </ul>                                                                                                                     | <ul style="list-style-type: none"> <li>Construction companies</li> <li>DFAT</li> </ul>                                                                    |

| Pillars & Objectives | Indicative Key Tasks/Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Lead/ Support | Main Stakeholders |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------------|
|                      | <ul style="list-style-type: none"> <li>▪ Develop with Australia Pacific Training Coalition and other partners a Green Jobs: Construction Skills Training for Solomon Island Women demonstration project.</li> <li>▪ With NDFS facilitate a study on employability of People with Disabilities in the labour market to ascertain where they may be employed, what skills are needed, and the appetite in the public and private sectors to employ People with Disabilities.</li> <li>▪ Provide capacity building and training of companies and contractors on GEDSI</li> </ul> |               |                   |

## Annex 1 SIIP Program Logic

# Program Logic



## Annex 2 List of potential civil society partners

### Bethesda Disability Training and Support Centre

Bethesda Disability Training and Support Centre (BDTSC) is one of the few vocational training centres in the country that offers training and support for people with disability. This is a faith-based vocational based in Honiara at Henderson area.

BDTSC is run by the South Seas Evangelical Church. The vocational school was established in 2010. Currently, they enrolled 12 students (7 female and 5 male) with the age range of 18 -35 years old. Students enrolled at the school are mostly students with physical disability and those with slow intellectual learning apart from dumb, deaf, and blind. The school has 6 teaching staffs, 2 male and 4 females. The curriculum emphasizes on physical disability, and physiotherapy including life skills subjects such as cooking, sewing, carpentry, agriculture, literacy, Christian education, and health.

### Development Services Exchange

Development Services Exchange (DSE) is the national NGO body in the Solomon Islands established in 1984 to coordinate and facilitate developments services for NGOs and their partners. Current membership of DSE stands at 65 Civil Society Organisations. DSE's vision is to have a transparent and accountable natural resources sector in Solomon Islands.

### Oxfam International

Oxfam Australia is part of a global movement of people in partnerships with communities and supporters working together to eliminate poverty through tackling inequality. There are four key areas of work which is gender justice, disaster risk reduction, civil society strengthening and coordination. Key projects Oxfam in Solomon Islands is working on includes promoting good governance and social accountability project, Pacific climate change collaboration, influencing and learning, Let's make our families safe project and Disaster ready-Solomon Islands.

### National Disability Forum Solomon Islands

NDFSI is the national disabled people organization in Solomon Islands. NDFSI's mission is to promote and advocate the rights of persons with disability. It is a non-profit Organisation for people with disabilities in Solomon Islands which was established in the 1990s to advocate and promote disability issues.

### Plan International Solomon Islands

Plan International has been working in Solomon Islands since 2017 funded by Australian Aid under DFAT. Their Priorities include Working with children, engage leaders to address policy reforms, support communities in understanding open defecation, improve access to sanitation, health and hygiene and empowering young people and their communities. Plan international works with the provinces of Guadalcanal, Isabel, Malaita, and West Guadalcanal.

### San-Isidro Care Centre

San Isidro Care Centre is under Catholic Education Authority and focuses on people with hearing and speaking impairments. They educate disabled young people from the ages 14 and over. The aim of the centre is to develop and empower students with special needs to gain the necessary skills to make a living for themselves, families, and community.

### Save the Children Solomon Islands

Save the Children Solomon Islands (SCSI) is a subsidiary of Save the Children Australia. The NGO had been in the country for decades and some their key program areas are in the areas of child protection and welfare, healthcare, and education. These programs focus on health, education and protecting children. SCSI work to reach girls and boys caught up in [humanitarian emergencies](#), and make children more resilient to climate

change and disasters. SCSi programs [give children an education](#), a [healthy start in life](#), [resilience in the face of disasters](#) and the chance to go further than they dreamed possible.

Save the Children works with the government, local partners, and communities of the Solomon Islands to make schools safer for children during disasters, and they help children and families prepare for disasters and recover afterwards. SCSi also engage children directly so they can participate in making their communities more resilient to the current and projected impacts of climate change.

#### Solomon Islands Christian Association

The Solomon Islands Christian Association is a non-governmental Organisation (NGO). The Organisation comprises of five largest Christian churches in Solomon Islands. These churches include Anglican Church of Melanesia, the Roman Catholic Church, the South Seas Evangelical Church, the Seventh-day Adventist Church, and the United Church. The churches have considerable influence in Solomon Islanders' individual and community life and are veritable tools for information dissemination.

#### Solomon Islands Youth Congress

The Solomon Islands Youth Congress is a charitable organisation registered under the Charitable Trust Act and was established in 1980. Solomon Island Youth Congress administer and co-ordinate youth affairs including the Youth Policy and Plan of Action for Youth Empowerment, through youth provincial councils, churches, and youth organisations. The Organisation also represents youth's voices, views, aspirations and interests to stakeholders and the government.

#### World Vision Solomon Islands

World Vision Solomon Islands (WVSI) is one of the largest and most experienced non-government agencies in the Solomon Islands. WVSI had worked in the Solomon Islands for the past 30 years and currently employ nearly 200 staff. WVSI work in five provinces including Guadalcanal, Makira-Ulawa, Malaita, Temotu, Central and the capital Honiara.

WVSI works to promote children's health throughout all their projects. WVSI aim is to improve the overall well-being of children by increasing community knowledge on health issues, nutrition, and pregnancy. WVSI also focuses on providing valuable clean and safe water and encourage improved hygiene. WVSI's education and economic projects aim to improve lifestyles and nutrition for children and their communities.

The Area Programs are provinces or part of a province consisting of between 15-25 selected communities. While working in these areas, WVSI operates across many sectors in accordance with the needs of the communities. These sectors include health, education, water and sanitation and disaster risk reduction and recovery. Projects focusing on these sectors are often run concurrently to maximize the impact of these projects.

WVSI works hard to generate meaningful partnerships with communities, the government and other organizations or groups that can contribute valuably to the development of these communities and to the enhancement of the Solomon Islands.

## Annex 3 References

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### SIIP internal documents

- SIIP Design Document
- SIIP Statement of Requirements
- SIIP Mainstreaming Our Guiding Principles in Operations
- SIIP Monitoring, Evaluation and Learning Plan
- SIIP Communications and Public Diplomacy Strategy
- SIIP Environmental and Social Management Framework
- SIIP Gender, Disability and Social Inclusion Situational Analysis
- SIIP Local Content Strategy