



# GEDSI PERSPECTIVE ON A CONSTRUCTION SITE

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“MAKING GEDSI WORK ON THE GROUND: FROM POLICY TO PRACTICE”

**Samoa Parliament Complex Redevelopment Project  
(SPCRP II)**

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# AUSTRALIA-SAMOA BILATERAL PARTNERSHIP

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- Australia has a longstanding partnership with Samoa.
- Demonstrated support to the Government of Samoa to deliver on its PDS and reach its SDGs.
- 2023 – Australia-Samoa Bilateral Partnership Arrangement signed, strengthening commitment to partnership between the two nations.
- 2023 - DFAT funded project - Construction of the new Samoa Legislative Assembly Office at Mulinuu.

# SAMOA PARLIAMENT COMPLEX RE-DEVELOPMENT PROJECT: PHASE II

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- Phase I – Reconstruction of the Samoa Parliament House (Maota Fono). Completed in 2018. Led by Samoa Govt. Co-funded by Samoa and Australia (SAT\$25 million)
- Phase II – Reconstruction of Legislative Assembly Office, (est. AUD\$13 million). Commenced 2024. Led by DFAT. Funded fully by Australia Govt.
- New Legislative Assembly Office: modern, functional and cost-effective. Support the needs of Samoa's parliamentary processes. GEDSI a key feature of this project.

# POLICY ALIGNMENT WITH INTERNATIONAL AND LOCAL FRAMEWORKS

<b>INTERNATIONAL</b>	<b>UN Sustainable Development Goals, CEDAW, CRPD, C190 (ILO Convention preventing and eliminating violence and harassment in the workplace), C187 (ILO Convention ensuring a safe and healthy work environment)</b>
REGIONAL	Commitments under the Pacific Leaders Gender Equality Declaration and the Pacific Framework for the Rights of Persons with Disabilities
NATIONAL	National Policy on Gender Equality and Rights of Women and Girls (2021 – 2031), National Policy for Persons with Disability (2021 – 2031) National Building Code 2017 (Section D, D1 – Accessibility for PWD) * Gender Strategy for the SPCRP (II)

# NEW LEGISLATIVE ASSEMBLY OFFICE DESIGN

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# GEDSI PRINCIPLES IN RECONSTRUCTION OF LAO (OCLA) BUILDING

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- DFAT projects exceeding AUD\$3 million requires GEDSI outcome and approach.
- GEDSI principles embedded throughout the project phase.
  - Design (conceptual and detailed consideration)
  - Procurement (Tender documentation, evaluation, selection and award)
  - Implementation
  - Monitoring and Evaluation
  - Reporting (targets e.g female participation in workforce, GEDSI compliance).
  - \*\* Mainstreaming GEDSI principles – theory to practice!

# COMMITMENT AND OWNERSHIP IN GEDSI IMPLEMENTATION – A SHARED RESPONSIBILITY

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- Contractor – Reeves International, Australia
  - GEDSI Framework and Action Plan (updated)
  - Reporting on GEDSI targets, such as:
    - reserved roles for women in male dominated fields, including management, (20%) trade (20%) and non-trade (35%);
    - provide training opportunities for women, people with disabilities
  - Integrate GEDSI principles across site management, workforce, procurement and reporting
  - Participate in training and audits to ensure compliance and continuous improvement

# COMMITMENT AND OWNERSHIP IN GEDSI IMPLEMENTATION – A SHARED RESPONSIBILITY

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- Client/Project Owner - DFAT and Project Steering Committee/OCLA
  - Review and approve key design and procurement elements for accessibility and inclusivity
  - Provide oversight, feedback and incentives to enforce GEDSI compliance
  - Collaborate with Contractor on revisions to GEDSI plans
  - Monitor outcomes, institutionalise lessons to ensure a culture of accountability and collaboration

# WHY GEDSI MATTERS IN CONSTRUCTION

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- Promotes equal access to jobs, training, and safe workplaces for women and PWD;
- Creates more productive, safer, diverse and inclusive construction environments;
- Delivers on contractual obligations and development goals;
- Produces direct economic benefits

# WOMEN AND PERSONS WITH DISABILITIES IN CONSTRUCTION

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- Samoa – total employed in construction industry is 3,010. Males – 2,908 (96.6%); females – 102 (3.4%).  
(Source: Draft National Workforce Plan)
- In comparison around the world:
  - USA – 10.8% to 11%
  - Canada – 11% to 13%
  - China – 14%
  - Cambodia – 30%
  - Australia – 12%
  - New Zealand – 14% to 17.8%
- Persons with Disabilities in construction significantly underrepresented in Samoa. This trend is the same globally.



# REEVES FEMALE AND PWD REPRESENTED

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# PROMOTING GEDSI AWARENESS: STARTING FROM THE TOP

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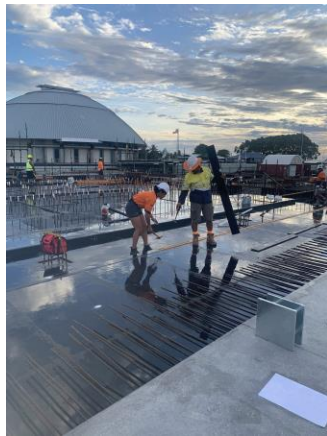
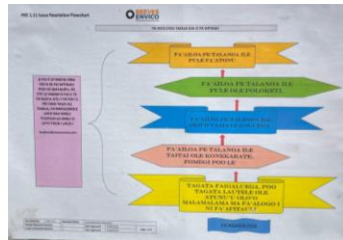




**GEDSI COMPLIANCE IN  
CONSTRUCTION TRAINING**

## MAKING GEDSI WORK ON THE GROUND – FROM POLICY TO PRACTICE

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- Inclusive hiring for women and PWD across roles
- Safe, accessible facilities and inclusive signage
- Zero tolerance for harassment; clear grievance processes
- Equal access to training and leadership opportunities

# GEDSI FEATURES TO CHECK FOR ON CONSTRUCTION SITE

GEDSI Feature	What Missing Looks Like
◆ <b>Separate toilets for women</b>	Only one unisex or male-design toilet available; no locks or sanitary bins
◆ <b>Accessible toilets for PWD</b>	Steps into toilet blocks, narrow doorways, no grab bars or ramps
◆ <b>Inclusive signage</b>	All signs depict only male figures; no symbols indicating access or inclusion
◆ <b>Workforce diversity</b>	All-male team visible on site; no women or PWD in any roles
◆ <b>Safe rest areas</b>	No shaded seating areas; informal breaks taken in unsafe or unsheltered zones
◆ <b>Harassment/GRM info</b>	No visible posters or GRM contact details; workers unaware of grievance procedures
◆ <b>Training participation</b>	No training attendance sheets showing female/PWD involvement
◆ <b>Ramp access to office/container</b>	Site offices only reachable by stairs; no alternate route for PWD

# CHALLENGES AND OPPORTUNITIES

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## Challenges:

- Translating policy commitments to daily practice
- Limited female and PWD representation in Construction roles
- Sustaining GEDSI post-construction (maintenance and budget)
- Data collection and reporting
- Behavioural and cultural barriers

## Opportunities:

- Model of GEDSI best practice in construction in the Pacific
- Capacity building and local skills development
- Institutional strengthening
- Partnership synergy
- Legacy and Replication

# FINAL MESSAGE

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- GEDSI is not about ticking boxes — it's about inclusion in practice
- Everyone has a role in promoting equality and respect
- Inclusive sites are safer, more productive, and fairer for all

AMCA LEGISLATIVE ASSEMBLY OFF



**Reeves**  
International

**Australian Government**

**Contractor**  
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**Project Engineer**  
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**Design Team**

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Structural Engineering Engineering Ltd (Borneo) in conjunction with WGA (Australia)	Quantity Surveying Cooptan Group Pty Ltd
Sustainability Consultant Eco Engineering Pty Ltd	

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# FA'AFETAI LAVA