

**GENDER ACTION PLAN**

Components and Outputs	Performance Targets and Activities	Primary Responsibility
<b>Output 1. Battery storage put into operation by Te Aponga Uira<sup>1</sup>.</b>		
Construction of battery storage at 2 locations on Raratonga	<ul style="list-style-type: none"> <li>• During design and implementation, community consultation and participation activities will include at least 50% women involvement, and consultations will be scheduled at a time when women can easily attend.</li> <li>• Encourage employment of women in support activities (administration, clerical, clearing of vegetation, tree lopping) during design and construction phase (at least 30%) and provide institutional support such as separate sanitary facilities for women. Contractors appointed for construction will be informed of the required facilities before bidding.</li> <li>• Women's wages will be paid directly to them.</li> <li>• Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns.</li> <li>• Contractors will provide separate rest rooms for women and child-care facilities, if required.</li> <li>• Contractors will be required to pay equal wages to men and women for work of equal value.</li> <li>• Contractors will be required to provide safety gears and protective equipment where applicable to keep both men and women workers safe on the job.</li> <li>• Contractors will be required to implement adequate working time arrangements for both men and women workers.</li> <li>• Contractors will ensure protection benefits (e.g., medicare or hospital assistance) in case of employment injury for both men and women workers.</li> </ul>	<p>PMU</p> <p>PMU and Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p>
<b>Output 2. Capacity building program undertaken for the implementing agency</b>		
Capacity development activities through the project implementation consultants for Cook Islands.	<ul style="list-style-type: none"> <li>• Provide gender awareness training to PMU/project staff.</li> <li>• Enhance capacity to TAU to include gender perspective into its operations through gender awareness training for its management: at least 50% of TAU management staff receives gender awareness training by 2018.</li> <li>• Implement technical training program for TAU staff, including on-the-job training during construction and operation as well as course work accreditation (including target 20% women participation) by December 2020.</li> <li>• Provide orientation/training of civil work contractors' staff and workers on HIV/AIDS/STD concerns and prevention interventions.</li> <li>• Disaggregate project performance indicators by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP.</li> <li>• Report the progress of GAP activities in regular quarterly progress reports.</li> <li>• Include a Social Specialist who will assess, consult, train and help manage the implementation of GAP.</li> <li>• Include at least one woman member in the grievance redress mechanism.</li> <li>• Conduct procurement and financial management training for PIU staff (minimum 20% women) and TAU management by September</li> </ul>	<p>Social Specialist</p> <p>Social Specialist</p> <p>Social Specialist</p> <p>Social Specialist</p> <p>Social Specialist</p> <p>PIU</p> <p>PIU</p> <p>PIU</p> <p>ADB through its existing</p>

	2018	Technical Assistance
<b>Implementation Arrangements:</b> The Project's GAP will be implemented by the PIU with the assistance from a social development/gender specialist. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The PIU will include reporting on progress of GAP activities in quarterly progress reports to ADB and the Government.		

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PMU = Project Management Unit, TAU = Te Aponga Uira.

1. Te Aponga Uira is the national state-owned power utility
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