## GENDER ACTION PLAN

<table>
<thead>
<tr>
<th>Components and Outputs</th>
<th>Performance Targets and Activities</th>
<th>Primary Responsibility</th>
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| **Output 1. Battery storage put into operation by Te Aponga Uira** | • 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.  
  • 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.  
  • Women's wages will be paid directly to them.  
  • Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns.  
  • Contractors will provide separate rest rooms for women and childcare facilities, if required.  
  • Contractors will be required to pay equal wages to men and women for work of equal value.  
  • Contractors will be required to provide safety gears and protective equipment where applicable to keep both men and women workers safe on the job.  
  • Contractors will be required to implement adequate working time arrangements for both men and women workers.  
  • Contractors will ensure protection benefits (e.g., medicare or hospital assistance) in case of employment injury for both men and women workers. | PMU  
  PMU and Contractor  
  Contractor  
  Contractor  
  Contractor  
  Contractor  
  Contractor  
  Contractor  |
| **Construction of battery storage at 2 locations on Raratonga** |  
  • Provide gender awareness training to PMU/project staff.  
  • 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.  
  • 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.  
  • Provide orientation/training of civil work contractors’ staff and workers on HIV/AIDS/STD concerns and prevention interventions.  
  • Disaggregate project performance indicators by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP.  
  • Report the progress of GAP activities in regular quarterly progress reports.  
  • Include a Social Specialist who will assess, consult, train and help manage the implementation of GAP.  
  • Include at least one woman member in the grievance redress mechanism.  
  • Conduct procurement and financial management training for PIU staff (minimum 20% women) and TAU management by September | Social Specialist  
  Social Specialist  
  Social Specialist  
  Social Specialist  
  PIU  
  PIU  
  PIU  
  ADB through its existing |
### Implementation Arrangements:
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.

<table>
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<tr>
<th>2018</th>
<th>Technical Assistance</th>
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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.
2. 