

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Primary Responsibility
Output 1. Extension distribution grid		
(a) extension of the grid to an estimated additional 1,050 households	<ul style="list-style-type: none"> At least 100 female-headed households will be prioritized for connection in areas targeted for connection to the grid. During design and implementation, all community consultations will include at least 40% female participation. 	VPMU VPMU
Output 2. Brenwe River Hydropower plant put into operation		
(a) construction of a 400 kW hydropower plant	<ul style="list-style-type: none"> Include at least 40% women during the design and implementation, community consultation and participation activities and schedule the consultations at a time when women can attend. Encourage employment of women in support activities (administration, clerical) during design and construction phase (preferably at least 30%) and provide institutional support, such as sanitary facilities provided separately for women. Contractors appointed for construction will be informed of the required facilities before bidding. Women's wages will be paid directly to them. Provide income earning opportunities for women (such as food vending, hawking of goods required by workers) during construction. Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns. Contractors will be required to pay equal wages to men and women for work of equal value. 	PMU PMU and Contractor Contractor Contractor PMU Contractor
Output 3. Capacity building undertaken for implementing agency and project beneficiaries		
Capacity building for project beneficiaries to productively and safely utilize electricity	<ul style="list-style-type: none"> Undertake 10 training workshops in newly connected households (with at least 40% female participation) on electricity safety, operation of prepayment meters, energy efficiency, and household utility budgeting. Undertake training on skills development in service coverage communities (with at least 40% female participation) on use of electricity for increase income generation, e.g. agribusiness value-adding, handicraft production. 	International Social Specialist /VPMU VPMU
<p>Implementation Arrangements: The project's GAP will be implemented by VPMU which will hire a social development/gender specialist in the project team. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of sex-disaggregated indicators for project performance and monitoring. The VPMU will include reporting on progress of GAP activities in quarterly progress reports on overall project activities to the ADB and the government, using the GAP implementation checklist and GAP progress matrix.</p>		

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, VPMU = Vanuatu Project Management Unit.