

GENDER ACTION PLAN

PROJECT OUTPUTS	GENDER TARGETS AND ACTIVITIES	TIMELINE	BUDGET ¹	RESPONSIBILITY	MEANS OF VERIFYING THE ACHIEVEMENT OF TARGETS	POTENTIAL RISK AND BARRIERS IN THE DELIVERY OF TARGETS	RISK MITIGATING MEASURES
Output 1. Battery Energy Storage System in Tongatapu	<ul style="list-style-type: none"> During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations in all the sites (baseline: 0) 	Q2 2018 – Q2 2020	USD 4,000 (estimated)	Implementing Agency (TPL) and through SGS during implementation	Sex disaggregated data of attendees in semi-annual GAP progress reports	Community stakeholders such as village chiefs may not see gender as a priority and discourage women only consultations	In addition to SGS, female members to the project team will assist in community consultation, information and training activities and ensure separate women meetings
	<ul style="list-style-type: none"> Requirement for contractors to hire at least 20% women in both technical and non-technical work **(baseline: 0) 	Q3 2018 - Q2 2020	Contractor's budget	Principal contractor	Sex disaggregated pay sheets	Contractor considers it is hard to source women	Advertisements should encourage women to apply and head hunt if necessary through community leaders/chiefs and women's NGOs
	<ul style="list-style-type: none"> Provide toilet and sanitation facilities for men and women, separately if necessary* Ensure women-friendly design by providing reliable water supply, proper lock and lighting (baseline: 0) 	Q3 2018 -Q2 2020	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets		This requirement will be included in the contract.
	<ul style="list-style-type: none"> Ensure equal pay for equal work between male and female workers 	Q3 2018-Q2 2020	Contractor's budget	Principal contractor	Sex disaggregated pay sheets		No issue is foreseen but any

							discrepancies will be reported
	<ul style="list-style-type: none"> Contractor will be required to provide safety gear and protective to keep both men and women workers safe on the job 	Q3 2018 -Q2 2020	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment		No issue is foreseen but any discrepancies will be reported
Output 2: Grid-connected renewable energy generation on 'Eua and Vava'u islands	<ul style="list-style-type: none"> During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations (baseline: 0) 	Q3 2018 – Q2 2020	USD 4,000 (estimated)	Implementing Agency (TPL) and through SGS during implementation	Sex disaggregated data of attendees in semi-annual progress reports	Community stakeholders such as village chiefs may not see gender as a priority and discourage women only consultations.	In addition to SGS, female member to the project team will assist in community consultation, information and training activities and ensure separate women meetings
	<ul style="list-style-type: none"> Requirement for the contractor to hire 20% women in both technical and non-technical work *(baseline: 0) 	Q3 2018 – Q2 2020	Contractor's budget	Principal contractor	Sex disaggregated paysheets	Contractor considers it is hard to source women	Advertisements should encourage women to apply and head hunt if necessary through community chiefs/leaders and women's NGOs
	<ul style="list-style-type: none"> Provide toilet and sanitation facilities for men and women, separately if necessary.* Ensure women-friendly design by providing reliable water supply, proper lock and lighting (baseline: 0) 	Q3 2018 – Q2 2020	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets		This requirement will be included in the contract.
	<ul style="list-style-type: none"> Contractor will be required to provide safety gear and protective equipment to keep both men and women workers safe on the job Contractors appointed 	Q3 2018 – Q2 2020	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment		No issue is foreseen but any discrepancies will be reported

	for construction will be informed of the required facilities before bidding						
	<ul style="list-style-type: none"> Ensure equal pay for equal work between male and female workers 	Q4 2018 – Q2 2020	Contractor's budget	Principal contractor	Sex disaggregated paysheets		No issue is foreseen but any discrepancies will be reported
Output 3: Renewable - based hybrid system and mini-grids on outer islands.	<ul style="list-style-type: none"> During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations in all the sites (baseline: 0) 	Q2 2017 – Q1 2021 -	USD 8,000 (estimated)	Implementing Agencies (TPL and MEIDECC) and through SGS during implementation	Sex disaggregated data of attendees in reports	Community stakeholders such as village chiefs may not see gender as a priority and discourage women only consultations	In addition to SGS, female members to the project team will assist in community consultation, information and training activities and ensure separate women meetings
	<ul style="list-style-type: none"> Requirement for the contractor to hire 20% women in both technical and non-technical work** 	Q1 2019 – Q1 2021	Contractor's budget	Principal contractor	Sex disaggregated paysheets	Contractor considers it is hard to source women	Advertisements should encourage women to apply and head hunt if necessary through chiefs/leaders and women's NGOs
	<ul style="list-style-type: none"> Provide support to women such as toilet and sanitation facilities and separately if required.* Ensure women-friendly design by providing reliable water supply, proper lock and lighting 	Q1 2019 – Q1 2021	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets		This requirement will be included in the contract.
	<ul style="list-style-type: none"> Ensure equal pay for equal work between male and female workers 	Q1 2019 – Q1 2021	Contractor's budget	Principal contractor	Sex disaggregated paysheets		No issue is foreseen but any discrepancies will be reported

	<ul style="list-style-type: none"> Contractor will be required to provide safety gear and protective equipment to keep both men and women workers safe on the job 	Q1 2019 – Q1 2021	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment		No issue is foreseen but any discrepancies will be reported
	<ul style="list-style-type: none"> Prioritize the electricity connection of at least 10% women headed households and businesses 	By Q1 2021	Contractor's budget	Principal contractor with supervision from TPL	Records of newly connected households with verification on women-headed households/businesses		No issue is foreseen unless no women-headed households/businesses are present in the project area.
Output 4: Capacity Building and Project Management Support	<ul style="list-style-type: none"> All staff in MEIDECC, TPL and contractors will receive awareness session on sexual harassment. The contractors will submit to TPL a policy against sexual harassment to be implemented during the entire project duration 	Q2-Q4 2018	MEIDECC and TPL operating budget	All the tasks to be implemented by the Implementing Agency through the SGS	Report from sexual harassment awareness training. Sexual harassment policy	Lack of full participation from staff	This will be a mandated requirement by MEIDECC, TPL and contractor management
	<ul style="list-style-type: none"> Enhance community electric societies' management capacities through facilitation of inclusion of at least 30% women in Electric Management Committees (baseline: 0) 	Q4 2018 – Q4 2021	MEIDECC budget	Principal contractor	Electric management committee reports	Contractor reports difficulty sourcing qualified women	Require liaison with community chief/leaders and women's NGOs to source qualified women
	<ul style="list-style-type: none"> Provide yearly business skills training on income opportunities from increased electricity supply with 50% women participation in each of the project site** (baseline:0) 	Q4 2018 – Q4 2021	USD 6,000 (estimated)	Principal contractor /TPL	Sex disaggregated data of trainees in reports	Contractor reports difficulty sourcing interested women	Require liaison with community chief/leaders and women's NGOs to source interested women
	<ul style="list-style-type: none"> A minimum of 30% women in key decision-making committees for the project 	Q4 2018	No budget required.	Implementing Agency - TPL	Key reports listing committee members	Lack of community enthusiasm or interest to include women	Women membership will be made as a requirement in forming project committees

<ul style="list-style-type: none"> Include training on intrahousehold decision-making and sharing household labor, financial access and control with indicators to be built into the monitoring and evaluation framework to track women's and men's perceptions and behavior on economic and personal empowerment measures before, and after business skills trainings 	Q4 2018 – Q4 2021	USD 5,000 (estimated)	SGS to lead the perception study and engage an expert to assist	Perception study report pre-project, during project and on project completion Training reports	Lack of cooperation from the communities	Liaison with community chiefs/leaders and women's NGOs to undertake the study
<ul style="list-style-type: none"> Conduct at least 2 consumers' training on power budget management with a minimum of 50% female participation for each of the project community** (baseline: 0) 	Q4 2018 – Q4 2021	USD 5,000 (estimated)	Implementing Agency (TPL and MEIDECC) and through SGS and qualified trainer to be engaged	Training reports with sex disaggregated data	Difficulty sourcing interested women	Liaison with community chief/leaders and women's NGOs to source interested women
<ul style="list-style-type: none"> Conduct annual workshop with a minimum of 30% female participation on demand side management for community electric societies' customers (Ha'apai and Niuafu'ou)** 	Q4 2018 – Q4 2021	Contractor's budget	Principal contractor	Workshop participant reports with sex disaggregated data	Contractor reports difficulty sourcing interested women	Liaison with community chief/leaders and women's NGOs to source interested women
<ul style="list-style-type: none"> Conduct at least 2 trainings per year on project planning and asset management maintenance for MEIDECC, TPL staff and the community electric societies (Ha'apai and Niuafu'ou) with a minimum of 30% female participants. 	2018 -2021	USD 8,000 (estimated)	Resource Persons from TPL or qualified training to be engaged by TPL	Training reports with sex disaggregated data	Contractor reports difficulty sourcing interested women	Women participation from MEIDECC, TPL and community electric societies to be mandated. TPL will explore partnering with training institutions to provide trainings to women to maintain the project assets

							during project operational phase.
	<ul style="list-style-type: none"> Conduct workshop in the beginning of the project with a minimum of 30% female participants from MEIDECC and TPL staff on procurement, anticorruption and safeguards 	Q3 2018	MEIDECC and TEPL operating budget	ADB working closely with MEIDECC and TPL	Workshop participant reports with sex disaggregated data	None or lacking interested women participation	Women participation from MEIDECC and TPL to be mandated
	<ul style="list-style-type: none"> Train the Implementing Agency in collecting sex disaggregated data and include in the progress, monitoring and evaluation reports 	Q3 2018		SGS or expert to be engaged by MEIDECC	Training report and all progress, monitoring and evaluation reports	Lack of application of trainings in the report submission	Mandated requirement of reporting, if not included, reports need to be resubmitted with required information
<p>Note: (*) Based on the experience from existing project, not all sites may require separate toilets for men and women due to very limited number of women staff (1-2 part-time staff). (**) Priorities will be given to women headed households.</p> <p>A Social Development and Gender Specialist (SGS) will be engaged to assist the implementing agency in implementing and monitoring GAP implementation and providing capacity building activities. In addition to the Specialist, there will be at least one female member to the project team in charge of community consultation, information and training activities. A project brief will be held among traditional women and men leaders on the project including gender targets and their rationale. A dedicated semi-annual GAP progress and monitoring report will be submitted with gap performance indicators disaggregated by gender. Project performance reporting and annual reports will also collect and include gender disaggregated data.</p>							

ⁱ The estimated budget to implement the activities of the GAP will be made available by the Government and the Contractor as part of their legal commitment to the project. Other activities will be funded by existing MEIDECC or TPL operational budget.