

GENDER ACTION PLAN

| Components and Outputs | Performance Targets and Activities | Responsibility | Status update (September 2021) / next steps |
|---|---|---------------------|--|
| Output 1. Brenwe Hydropower Plant put into operation by the government | | | |
| 1. 400kW hydropower generated by 2023 (2017 baseline: 0). | 1.1 At least 40% women's participation in community consultation and participation activities and gender study. (OP 2.3.1) | VPMU | Refer to the Appendix for the implementation progress update. BHP design consultations, and the initial site visit consultations, have not achieved 40% female participation. The QPR for the period ending 30 June 2021 recorded participation at 20.6% . Recognizing the hesitance of women to talk openly in mixed groups, the VPMU has undertaken to establish women-only consultation groups. VPMU to: (i) assign resources to promote female participation in consultations; (ii) document and analyze female needs and views as they pertain to the project design and the optimal allocation and use of the project resources or assets. |
| | 1.2 Consultations with women scheduled at times when they can participate. (OP 2.3.1) | VPMU | QPRs to document the scheduling strategy adopted to increase female participation. |
| | 1.3 Contractor to employ women in roles such as safety monitors, general laborers, administration and technical roles (target 30% women employed). (OP 2.1.2) | VPMU and Contractor | QPRs to identify achievement against target and provide detail on the effort made to encourage female employment. |
| | 1.4 Separate toilets for women and men with individual cubicles, sufficient lighting, and clean water supply provided Contractors appointed for construction will be informed of the required facilities before bidding. (OP 2.1.3) | Contractor | 1 facility provided at the Brenwe construction site. |
| | 1.5 Contractor to pay women's wages directly to them. ¹ (OP 2.1.3) | VPMU | Confirmed. Contractor pays salary directly into bank accounts – no cash payments are made. Regarding verification of items 1.5 and 1.7 - Contractor reporting to the VPMU identifies the names of employees, the roles that they perform, the cumulative time they have worked on the project, and the cumulative payment provided for their services up to end of the reporting period. The Supervising Engineer will engage labor on site in discussion to verify or validate the Contractor reporting, and provide explicit comment on the satisfaction of GAP requirements in Quarterly Progress Reports. |

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| Output 3. Capacity building undertaken for implementing agency and project beneficiaries | | | |
| 3a. 10 training workshops conducted for newly connected households including electricity safety, household utility budgeting and business skills training to enhance women's economic empowerment (40% women participation) by October 2022. | 3.a.1 10 training workshops conducted for newly connected households including electricity safety, household utility budgeting and business skills training to enhance women's economic empowerment ^a (40% women participation) by October 2022. (OP 2.1.1 and 2.1.3) 3.a.2 10 small business grants for women with the best projects proposed at training workshops for newly connected households. (OP 2.1.3) | International Social Specialist and VPMU | DOE participation is essential so that training can be replicated on other sector projects. \$25,000 budget from the additional financing package is assigned to Project Management cost category for the delivery of this training. A \$50,000 grant is included in the Additional Financing application to fund this initiative. The gender specialist within the VPMU will administer the program. |
| 3b. Training activities conducted for PMU staff and government management, including gender sensitivity awareness, HIV/AIDS-STDs, and anti-SEAH trainings. | 3.b 90% of VPMU staff to attend two separate annual training sessions on: (i) gender awareness, HIV/AIDS-STDs, and anti-SEAH; and (ii) gender dimension of energy. (OP 2.1.5) | VPMU with support from gender consultant | The VPMU gender specialist will deliver this training program during review missions. QPRs will document progress. |
| Implementation Arrangements: The project's GAP will be implemented by VPMU who will hire a social development and 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. | | | VPMU have commenced the recruitment process for a national and international gender specialist in VPMU to implement the GAP and report on GAP implementation progress. |

¹ Means of verification: Contractors to coordinate with bank/s for the submission of monthly report on bank confirmation of transfer to specific accounts of women. Contractors will attach these reports to the monthly payroll reports and include these in the quarterly and semi-annual project progress report to ADB.

² Means of verification: Contractors to include in the periodic (quarterly and semi-annual) project progress reports to ADB the monthly payroll report (covering the months of the project progress report) that includes the following information: (i) complete list of names of all employees, (ii) job level, (iii) types of work, (iv) wages or salary for the month, (v) actual salary or wages transferred to the specific bank accounts, and (vi) verified date of transfer to individual bank account/s.

ADB = Asian Development Bank; AIDS = acquired immunodeficiency syndrome; BHP = Brenwe Hydropower Plant; CAC = Community Advisory Committee; COVID-19 = coronavirus disease; CSO = civil services organizations; DMF = design and monitoring framework; DOE = Department of Energy; GAP = gender action plan; km = kilometer; NGO = nongovernmental organization; OP = operational priority; PMU = project management unit; QPR = quarterly progress report; SEAH = sexual harassment, abuse and harassment; STD = sexually transmitted disease; VPMU = Vanuatu Project Management Unit.

^a Trainings can focus on use of electricity for income generation such as setting up agribusinesses and handicraft enterprises.

Source: Asian Development Bank.

GENDER ACTION PLAN IMPLEMENTATION UPDATE

A. Operational Priority References within the GAP

1. The Gender Action Plan (GAP) update has been informed by the Strategy 2030 Operational Plan for Priority 2 Accelerating Progress in Gender Equality, 2019–2024 of September 2019 available at: [DMF link to Strategy 2030 Operational Priorities](#).
2. In updating the design and monitoring framework indicators attention was afforded to aligning the performance targets with the Operational Plan performance measurements extracted below.

| Operational Priority 2: Gender Equality and Women's Empowerment | |
|--|--|
| 2.1 Skilled jobs for women generated (number) | 2.1.1 Women enrolled in TVET and other job training (number) |
| | 2.1.2 Women opening new accounts (number) |
| | 2.1.3 Women-owned or -led SME loan accounts opened or women-owned or -led SME end borrowers reached (number) |
| | 2.1.4 Women and girls benefiting from new or improved infrastructure (number) |
| 2.2 Women and girls completing secondary and tertiary education, and/or other training (number) | 2.2.1 Women and girls enrolled in STEM or nontraditional TVET (number) |
| | 2.2.2 Health services for women and girls established or improved (number) |
| | 2.2.3 Solutions to prevent or address gender-based violence implemented (number) |
| 2.3 Women represented in decision-making structures and processes (number) | 2.3.1 Women with strengthened leadership capacities (number) |
| | 2.3.2 Measures on gender equality supported in implementation (number) |
| 2.4 Women and girls with increased time savings (number) | 2.4.1 Time-saving or gender-responsive infrastructure assets and/or services established or improved (number) |
| | 2.4.2 Child and elderly care services established or improved (number) |
| 2.5 Women and girls with increased resilience to climate change, disasters, and other external shocks (number) | 2.5.1 Community-based initiatives to build resilience of women and girls to external shocks implemented (number) |
| | 2.5.2 Climate- and disaster-resilient infrastructure assets and/or services for women and girls established or improved (number) |
| | 2.5.3 Savings and insurance schemes for women implemented or established (number) |
| | 2.5.4 Dedicated crisis-responding social assistance schemes for women and girls implemented or established (number) |

B. Gender Action Plan Progress (September 2021)

3. The Vanuatu Project Management Unit (VPMU) will complete recruitment of a national gender specialist in September 2021. The recruitment of the international specialist is pending. The intended gender focused consultations and disaggregated data collection have commenced. A detailed time bound action plans will be developed when both gender specialists have been recruited and have developed an agreed GAP rollout program in their inception reports.
4. **Output 1:** Construction on the Brenwe Hydropower Plant (BHP) is well advanced and consultations are underway on the transmission and distribution network designs through Community Advisory Committee (CAC) meetings.
5. **Output 2:** 40% female participation target in the design and implementation consultations has not been achieved – consultations to end June 2021 have involved 20.6% female participants. Several actions are being taken to increase the involvement of local women, including in actual construction roles. Women's participation is documented in the Contractor's reporting to the VPMU, and in the quarterly progress reporting to the Asian Development Bank (ADB).

6. The contractor has appropriate policies in place to ensure equal opportunity, equal pay for equal work, direct payment to the employee's bank account, health & safety requirements, and a workers' code of conduct. The contractor's health, safety, and environment site-based representative is a woman.

7. Orientation and provision of information on sexual health etc. takes place through the contractor's induction process. The VPMU and the design and supervision consultant (DSC) are assisting the contractor in this – investigations into suitably experienced nongovernmental organizations and civil service organizations continue as these organizations have strong cultural context experience. The sexual health awareness training provided to the CAC members on 18 August 2021 was delivered by the HIV/AIDS unit under the Public Health Department officers stationed at Lakatoro. The VPMU included the Vanuatu Women's Centre in training on domestic violence along with the Family Protection Unit in the Police department. Further community consultations will be held in the fourth quarter of 2021 with plans and findings documented in the quarterly progress reports.

8. **Output 3:** The planned capacity building for safe use of electricity is yet to begin. Implementation plans will be established and implemented when the national and international gender consultants are recruited.

C. Community Consultation Progress

9. **Community Advisory Committees** have been established through the Malampa Provincial Government (MPG) office. An operational guideline informs CAC practices. The CAC promotes ownership and participation among affected communities by including community representatives in regular, formal interactions with the Contractor, MPG, DSC, VPMU, the Department of Energy, and other relevant departments. Two CACs are in place – one for the Northwest Malekula and one for the Central Area (including Lakatoro). The proposed membership of each are:

- Chairperson – MPG Project Officer
- Secretary – Area Administrator
- Community Members –
 - a. Representatives of affected land owners
 - b. Chief of area
 - c. Church leader of area
 - d. School principal of area
 - e. Woman leader of area
 - f. Youth leader of area
 - g. Health leader of area
 - h. Business leader of the area
- Project Members – Contractor's Safeguards Officer or Community Liaison Officer

10. The CAC operational guideline are presented in English and Bislama and copies made available at the contractors' camp and community centers information boards further to consultation briefings.

11. The BHP Contractor has mobilized 5 expatriate staff from New Zealand, and is complemented with a national workforce of more than 30 people employed from the local community. At September 2021, 6 females are engaged on works at the BHP site. The employment opportunities for the local community include: (a) powerhouse – 1 supervisor, 2

formwork hands (semi-skilled), 4 general laborers, 1 machine operator (skilled), and 1 concrete batcher (semi-skilled); (b) intake and surge chamber – 1 supervisor, 2 formwork hands (semi-skilled), 4 general laborers, and 1 machine operator (skilled); (c) penstock and headrace pipe – 1 supervisor, 2 pipelayer (semi skilled), 4 general laborers, 2 machine operator (skilled), and 1 safety observer; and (d) camp and compound – 2 rebar benders, 1 safety observer, and 1 cook or cleaner. The VPMU, with MPG, established arrangements to enable local people to gain employment, including a Bislama information package and assistance with resume preparation. The implementation started in August 2020 with a programme of community workshops. Specialist expatriate workforce will be required in 2022 for commissioning specific activities.

12. **Women’s participation rates in community consultations.** Consultations are typically dominated by men as women usually observe discussions from outside the meeting room (Kustom respect). The VPMU and MPG office are holding separate gender-focused consultations with women only – to promote discussion on their needs and expectations and to promote awareness of the project’s social and development objectives. At those consultations the CACs have introduced the employment support program to boost women’s involvement and participation. CAC members include a woman leader to provide a platform for women.

13. **Grievance Redress Mechanism.** The VPMU’s plan is to respond to and resolve all notified matters within a period of 7 days. The CAC will sit on a monthly basis and consider the more contentious issues for which resolution may take longer. ADB recently developed an online training course on Grievance Redress Mechanisms. Anyone can register and complete the course. It would be worthwhile for the project team and community liaison members to undertake the course. It is free and takes about 15–20 minutes, the details are at: <https://elearn.adb.org/enrol/index.php?id=327>.

14. **HIV / AIDS / COVID-19 training plans.** The DSC continue to work with the Contractor to define training plans. The VPMU and ADB encourage use of experienced nongovernmental organizations and civil service organizations who are experienced with the cultural context, and have experience is delivering similar training programs in Vanuatu. ADB request that all training plans and associated dates are captured in the project quarterly progress report.