

GENDER ACTION PLAN (GAP)

Activities	Indicators and Targets	Responsibility	Timeframe
Output 2. Distribution system in Kathmandu Valley, Bharatpur and Pokhara and consumers' awareness on energy efficiency and safety improved			
1. Conduct 15 awareness events over 2 years on safe and efficient energy use (2019 baseline = 0)	<ul style="list-style-type: none"> At least 500 electricity users (30% women) at the electricity distribution centers in Kathmandu Valley, Bharatpur and Pokhara reported knowledge on safe and efficient energy use (aligned with DMF Output 2d). 	Consulting firm and Nepal Electricity Authority (NEA)	Year 2-4
Output 3. Distribution network and capacity of women to use electricity for energy-based enterprises in Province 2 improved			
2. Assign a gender equality and social inclusion (GESI) secretariat in the office of the managing director of the NEA with clear terms of reference	<ul style="list-style-type: none"> GESI team in NEA Directorates (Baseline: 9 (2019) established with at least 1 GESI focal person/Directorate. GESI-responsive work mechanisms and systems (i.e., planning, budgeting, implementation, monitoring, evaluation, and reporting) developed and implemented at each directorate level. 	NEA and consulting firm	Year 1-2 and onwards
3. Orient all major Directorates (including regional offices), department and project offices on GESI strategy, guidelines, and manuals	<ul style="list-style-type: none"> At least 100 representatives, 20% women, of all major Directorates (including regional offices), department and project offices reported knowledge of GESI strategy, guidelines, and manuals. 		Year 2-3
4. Pilot test GESI-related provisions in one Distribution and Customer Services (DCS) in Province 2	<ul style="list-style-type: none"> DCS has 50 staff including 10% women and 30% from disadvantaged groups. Special support to women and disadvantaged groups provided;¹ Ergonomic infrastructure for workers with disability provided. 		Year 3-4
5. Conduct an in-depth gender and social analysis in project areas	<ul style="list-style-type: none"> Gender and social barriers to equal access to electricity and to engagement in energy-based enterprises in project areas identified. 		Year 1-2
6. Develop and pilot test (training materials to raise awareness of	<ul style="list-style-type: none"> At least 500 persons (50% men) in Province 2 reported increased awareness of 	NEA and consulting firm	Year 3-4

¹ Special support will be identified based on an assessment of the needs of women and disadvantaged groups in Province. Disadvantaged groups refer to Dalits, Other Backward Class, Janajatis, Muslims, and persons with disabilities.

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gender and social barriers	gender and social barriers and GESI.		
7. Develop communication materials for mass awareness campaigns promoting GESI (i.e., leaflets and campaign video for social media) and conduct 10 mass awareness campaigns, including through social media, per year			
8. Develop training materials on energy-based livelihood and train existing or new energy-based entrepreneurs in Province 2	<ul style="list-style-type: none"> At least 100 new and/or existing women-led energy-based enterprises reported increased knowledge on business development in Province 2 (aligned with DMF Output 3c). 		Year 3-4
9. Conduct 10 technical education and vocational training initiatives on energy-related skills per year	<ul style="list-style-type: none"> At least 200 participants (20% women and 30% disadvantaged groups) reported developed energy-related skills. 		Year 3-4
10. Develop and disseminate information leaflets and visual clips on electricity billing, safe and efficient use of energy at home, health and safety aspects of distributions system in the forms and languages that consumers can understand	<ul style="list-style-type: none"> At least 2,000 people (20% women and 30% disadvantaged groups) reported increased awareness of electricity billing, safe and efficient use of energy at home, and health and safety aspects of distributions system. 		Year 2-3 and onwards
11. Conduct a workshop on the use of electric induction cooking as a way of promoting safe and efficient energy use	<ul style="list-style-type: none"> Representatives of at least 100 households reported increased knowledge of the benefits of electric induction cooking and its effective use. 		Year 3-4

DCS = Distribution and Customer Services, GESI = gender equality and social inclusion, NEA = Nepal Electricity Authority.