

GENDER ACTION PLAN

A. Gender Context

1. **Thailand.** Thailand has reached gender parity in primary school enrolment and women outnumber men in secondary and tertiary education. The labor market is open, and women participate actively in the agriculture and non-agriculture sectors. However, despite this progress, women's labor market participation in 2020, at 59%, is considerably below both that of men (at 75%), and the peak of female labor participation of 68% in 1997.¹ In addition, women are underrepresented in management and other decision-making positions and over-represented in low-paid, low-skilled occupations leaving them in a more disadvantaged economic position than men.²

2. **Energy sector.** Women represented 29% of employees in the utilities sector and 26% of management positions in Thailand in 2019.³ Thailand female share of tertiary graduates from science, technology, engineering and mathematics (STEM) programs was 30% in 2016.⁴ These broader trends are reflected in the renewable energy sector in Thailand which has a small proportion of women in management and technical roles and a high concentration of women in administration, finance and human resource positions. There are, however, notable exceptions with several renewable energy private sector firms in Thailand led by women.⁵

3. **Casino Guichard-Perrachon.** Casino Guichard-Perrachon (Casino Group) is the parent company of Green Yellow SAS, the sponsor, who indirectly owns GreenYellow Solar 1 (Thailand) Co., Ltd., the borrower. The Casino Group has made significant commitments to gender including signing up to the UN Women's Empowerment Principles in France and Latin America, and developing and committing to a corporate "Manifesto for Diversity" detailing its intention to be a leading and exemplary player in the progress towards equality and diversity. The Casino Group is currently looking to evaluate gender pay gaps in both its holding company and subsidiaries using France's corporate-focused Gender Equality Index.⁶

4. **GreenYellow Solar 1 (Thailand).** All project development, construction, operations and management will be performed by employees of Green Yellow (Thailand) Co., Ltd. (GYT), an affiliate company of the borrower. **CONFIDENTIAL INFORMATION DELETED.**

5. **Gender-related Policies.** Sexual harassment, especially in the world of work, remains the most reported form of sexual violence across the globe. There is both a human and economic cost to sexual harassment and violence in the workplace. For victims, the consequences of sexual violence are not only the physical but also added financial burdens from job losses and facing cultural stigma from their peers. Furthermore, there are significant economic impacts for companies that do not tackle workplace harassment and violence including absenteeism, reduced productivity and additional replacement and retirement costs.⁷ GYT currently has no anti-sexual harassment policy or other gender-related policies currently in place.

¹ International Labour Organization. 2021. [ILOSTAT database](#) (accessed 26 January 2021).

² Asian Development Bank. 2013. Country Partnership Strategy: Thailand, 2013–2016. Manila.

³ International Labour Organization. 2020. [ILOSTAT database](#) (accessed 26 January 2021).

⁴ World Bank. 2016. Knoema. <https://knoema.com/atlas/sources> (accessed 26 January 2021).

⁵ USAID Clean Power Asia. 2017. *Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities*. Bangkok.

⁶ French Labour Code. 2018. For the Freedom to Choose One's Professional Future, Article D. 1142-4. Paris.

⁷ International Labour Organization. 2020. [Thailand builds momentum towards a world of work free from violence and harassment](#). Bangkok. [Accessed 23 February, 2021].

B. Gender Action Plan

6. The investment is categorized as effective gender mainstreaming (EGM). The gender measures are presented in the gender action plan.

Table 2: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and/or Reporting Mechanisms
Outcome Viability and sustainability of grid-parity private sector rooftop solar operation demonstrated	By 2023 1. Women comprise at least 18% of the total technical staff of GYT ^a (October 2020 baseline: 16% of total technical staff)	1. Company's annual development effectiveness monitoring report
Outputs 2. Local employment with enhanced gender equality generated 3. Gender equality of the work environment strengthened 4. Awareness of sexual harassment increased	2a. At least 2 women undertake technical internships at GYT by 2022 ^b (October 2020 baseline: 0) 3a. GYT implements an anti-sexual harassment policy by 2022 ^c (2020 baseline: no policy) 3b. GYT is evaluated using a gender equality index by 2022 ^d (2020 baseline: n/a) 4a. GYT trains at least 90% of its staff on its anti-sexual harassment policy by 2022 (October 2020 baseline: n/a)	2-4. Company's annual development effectiveness monitoring report

GYT = Green Yellow (Thailand) Co., Ltd., n/a = not applicable.

^a Technical staff may include but not limited to superintendents, monitoring officers, and maintenance technicians

^b If the number of total interns is greater than 4 then women will comprise at least 50% of all interns.

^c In 2018 to help address gender inequalities in the workforce, France introduced a Gender Equality Index for use by companies with more than 50 employees. This index is measured using four equality metrics:

- The gender pay gap for comparable jobs and age groups;
- The percentage of women employees given a pay rise on returning from maternity leave;
- Proportion of pay rises awarded to women in comparison to men; and
- The number of women and men in the top 10 pay grades.

^d The policy will indicate zero tolerance for sexual harassment and include a complaints procedure.

Source: Asian Development Bank.