

GENDER ACTION PLAN

Activity	Indicators/Targets	Responsibility	Timeframe
Output 1: Power Subsector Governance Structure Sthrengthened			
1.1 Include targets for women in management positions in the corporate strategies of generation, transmission, and distribution companies	<p>1.1.1 Gender diagnostic study report prepared, including: (i) assessment of gender-responsiveness of human resource policies and programs (ii) proportion of male/female employees; (iii) data on jobs occupied by male/female employees; and (iv) assessment of training needs of male/female employees (baseline: N/A)</p> <p>1.1.2 At least 10% of female management position figures included in corporate strategies of the generation, transmission, and distribution companies by 2022 (2019 baseline: N/A)^a</p> <p>1.1.3 Corporate targets of female employees set by generation, transmission and distribution companies by 2022 (2020 baseline: N/A) (DMF)</p>	CTRTA, PIC, PMU, Barqi Tojik, Transco, EDN	2021
1.2 Conduct gender training including on sexual harassment among staff and management of the generation, transmission and distribution companies	<p>1.2.1 Training modules on gender mainstreaming and sexual harassment developed (baseline: N/A)</p> <p>1.2.2 Trainings conducted for all staff and members of management of the generation, transmission, and distribution companies (baseline: 0)</p> <p>1.2.3 At least 70% of staff and management report knowledge and understanding of basic concepts on gender mainstreaming, prevention of and addressing sexual harassment (baseline: 0)</p> <p>1.2.4 Annual report on the number and types of trainings conducted for women and men included in the report to the company's Board.</p>	CTRTA, PIC, PMU, Barqi Tojik, Transco, EDN	2021–2024
1.3 Develop sex-disaggregated database on staff complement	1.3.1 Sex-disaggregated database of employees including training profiles developed for unbundled companies and updated annually (2020 baseline: 0)	CTRTA, PIC, PMU, Barqi Tojik, Transco, EDN	2021–2024
Output 3: Sustainable corporate management introduced in the new distribution company			
3.1 Create Gender working group in EDN by 2021. ^b	<p>3.1.1 Gender working group created in EDN by 2021 (2018 baseline: N/A) (DMF)</p> <p>3.1.2 Gender mainstreaming training modules developed for Gender Focal Point/Working Group (baseline: N/A)</p> <p>3.1.3 All members of the working group participated in at least 1 training per year and reported knowledge on gender mainstreaming principles (2020 baseline: 0)</p> <p>3.1.4 Quarterly meeting records of the Gender Working Group including actions taken are submitted to the Board, and made available within EDN (baseline: N/A)</p>	EDN (with its management contractor)	2021–2025
Output 4. Sector's reform and operational capacity strengthened			
4.1 Conduct Stocktaking of STEM-related university and TVET course offerings	<p>4.1.1 Assessment of the relevance and adequacy of STEM-related courses of the university and TVET system to the power sector skills requirements conducted.</p> <p>4.1.2 Proportion of male and female students enrolled in STEM courses in universities and TVET institutions identified and documented.</p>	CTRTA, Barqi Tojik, Transco, EDN, MoEWR	2021–2024

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	4.1.3 Technical training programs tailored for work and skills requirements of power sector utilities/companies developed.		
4.2 Provide educational and training opportunities for women's employment in the energy sector	4.2.1 Potential graduating female students or female graduates of engineering and other STEM-related courses interested in on-the-job training in power companies identified and documented. 4.2.2 At least 50 female graduates or graduating students in science- and engineering-related courses trained for technical work in the generation, transmission, and distribution companies by 2023 ^c (2020 baseline: NA) (DMF)	C-TRTA, Barqi Tojik, EDN, Transco	2021–2024
Output 5: Retail billing and collection system modernized			
5.1 Install smart meters in 7 cities	5.1.1 AMI installed in 7 cities, including 340,000 households, by 2026 (2019 baseline: one city) (DMF)	EDN	2021–2024
5.2 Conduct awareness campaign on the use of new meters and efficient energy use in the 7 cities with focus on women's participation	5.2.1 Awareness campaign on the use of new meters and efficient energy use, conducted in the 7 cities, with women comprising at least 50% of the participants by 2025 (2018 baseline: N/A) ^d (DMF) 5.2.2 Women's initiative groups established in at least 4 cities during the implementation of the awareness-raising campaign (baseline: N/A) 5.2.3 All leaders of women's initiative groups trained as trainers on the use of AMI and on consumer rights and reported knowledge on these topics. (baseline: 0) 5.2.4 80% of beneficiaries, including at least 150 women, in post-information campaign surveys reported increased knowledge on energy saving household appliances and electricity efficiency using installed meters. (baseline:0)	EDN, PIC, PMU	2021–2024
5.3 Develop a monitoring mechanism to evaluate customers' knowledge on advanced metering system	5.3.1 Questionnaires on the knowledge of awareness campaign information for pre- and post- campaign developed (baseline: N/A) 5.3.2 Baseline survey conducted for 5% of households in at least 50% of the target cities (baseline: N/A) 5.3.3 Database of the baseline survey respondents, including household profiles developed (baseline: N/A) 5.3.4 End-line survey among the same respondents of the baseline survey conducted. (baseline: N/A)	PIC, PMU, EDN	2021–2024
5.4. Promote employment of women in advanced metering operations and customer service operations centers	5.4.1. Manual on the rudiments of advanced metering operations developed and distributed to applicants. ^e 5.4.2. At least 30% of new hires for advanced metering operations and customer services are women. 5.4.3 Training programs developed on customer service and advanced metering operations (baseline: N/A) 5.4.4. All female staff in customer service operations demonstrated knowledge and skills in responding to customer queries and complaints. ^f (baseline: N/A)	PIC, PMU, EDN	2021–2024

AMI = advanced metering infrastructure; C-TRTA = cluster transaction technical assistance; EDN = Joint Stock Company Electric Distribution Network (Shabakahoi Taqsimoti Barqi); GAP = gender action plan; PIC = Project implementation consultant; PMU = Project Management Unit; IG = initiative group; STEM = science, technology, engineering and math; TVET = technical and vocational education and training.

^a Based on Barqi Tojik's data in 2019, the number of female management staff in Barqi Tojiks is 3.3%.

- ^b EDN's Gender Working Group will be led by a member of the senior management and composed of men and women representatives from different job levels and departments. The working group will provide inputs to the corporate management for: (i) the integration of gender in strategic objectives and annual operational plans (ii) the development of gender policies and guidelines for human resource operations (e.g. anti-sexual harassment policy, grievance mechanisms), (iii) integration of gender perspective in the human resources plans to (a) facilitating internship and employment of women STEM graduates, (b) supporting training and professional development of women staff for technical and management positions; (iv) planning and coordinating regular capacity development of staff and management on gender and development and application in the energy sector; (v) mainstreaming gender in the operations of the company, to include among others: (a) community awareness raising activities on efficient energy use especially through metering investment, and (b) regular review of energy tariffs and impacts on poor households.
- ^c Training for 50 female graduates are under an internship program of the program's attached technical assistance.
- ^d Other trainings will include advanced metering technologies or smart meters for efficient use of appliances, energy saving, and consumer rights.
- ^e The basic manual is to give opportunities to women applicants to familiarize themselves with the work. Women applicants for advanced metering operations positions will be encouraged to study the manual prior to undergoing examination and other screening procedures.
- ^f Number of staff: Dushanbe – 115 female, 773 male including 67 managers; Penjikent – 36 female, 355 male including 34 managers; Isfara 19 female, 154 male including 15 managers; Buston – 16 female, 96 male including 19 managers, Central office OJSHC BT: 142 female, 186 male. The number of operators/ controllers in 2019: Dushanbe – 13 female, 416 male; Penjekent – 27 female, 90 male; Isfara – 46 female, 25 male; Buston – 5 female, 5 male. Totally: 91 female, 536 male.