

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time Frame
Output 1: Power transmission system capacity increased and automated			
1. Project-related public consultations held in project areas	1. Women represent at least 50% of participants in community-based consultations, with adequate representation from disadvantaged groups.	NEA PMD, PSC	Year 1 onwards
Output 2: Power distribution system modernized and automated			
2. Eight automated distribution substations constructed with women friendly amenities	2. Substations at Madichaur, Keraun, Lapang, Borang, Pantang, Mulpani, Nepalgunj and Dumkibas included women-friendly amenities [separate toilet and water, sanitation and hygiene (WASH) facilities] (2019 baseline: 0).	NEA PMD contractor, PSC	Year 1 onwards
3. Employment generated for local women and men in substations construction	3a. Contractors agreed to (i) provide equal employment opportunities to women and men for unskilled, semi-skilled and skilled jobs; ¹ (ii) support equal pay for work of equal value; and (iii) enforce gender-related aspects of national core labor standards. 3b. OHS, separate toilet and rooms for women workers established in labor camps at construction sites 3c. Unskilled, semi-skilled and skilled labor employment opportunities for women maximized in distribution substations construction (20% women) 3d. Sex-disaggregated data of local workforce in substations construction collected, monitored and reported	NEA PMD, contractor, PSC	Year 1 onwards
4. Construction of a distribution command and control center in Kathmandu	4. Distribution command and control center ² in Kathmandu commissioned with at least 30% women staff (aligned with DMF indicator 2a) (2019 baseline: 0)	NEA	Year 2 onwards
5. Conduct awareness events on safe and efficient energy use for connected households in project areas	5. At least 2,000 electricity consumers (30% women and 30% excluded and vulnerable groups*) in project areas reported increased knowledge on <i>safe and efficient energy use</i> (aligned with DMF indicator 2d) (2019 baseline: 0)	NEA and PSC	Year 2 onwards

¹ Unskilled jobs are those that can be performed without having prior experience or knowledge and the offered remuneration is also relatively lower (e.g., porter, guard, labor and janitor). Semi-skilled jobs are jobs that require some level of prior experience or knowledge and for which individuals require guidance of seniors (e.g., helper, carpenter, mason, plumber, technician and junior supervisor). Skilled jobs are those that require sufficient level of prior experience or knowledge and ability of the individuals to perform the tasks independently without the guidance of a senior staff (e.g., carpenter, mason, driver, floor supervisor, and roller operator).

² Distribution command and control center is a secure facility that provides centralized monitoring, control and command to ensure reliable electricity distribution.

Output 3: Capacity of NEA and electricity users in project areas strengthened			
6. Roll out NEA's GESI Strategy and Operational Guidelines (2020) in selected provincial offices ³	At least 2 key GESI-related HR actions from NEA's GESI Strategy and Operational Guidelines (2020) in selected provincial offices implemented (aligned with DMF indicator 3.c) and include:** 6a. At least 40 NEA women staff from selected provincial offices trained in <i>leadership and management skills</i> (2019 baseline: 0) 6b. At least 40 NEA women staff from selected provincial offices trained in <i>customer service training</i> (2019 baseline: 0)	NEA central and provincial offices, PSC	Year 1 onwards
7. Capacity development of NEA staff on various skills	7a. At least 30 NEA staff (including 30% women) reported increased knowledge on NEA's corporate development (aligned with DMF indicator 3.a) (2019 baseline: 0) 7b. At least 30 NEA staff (including 30% women) reported increased knowledge on automation of grid substations (aligned with DMF indicator 3.b) (2019 baseline: 0)***	NEA and PSC/ consulting team	Year 2-4
8. Appointment and hiring of GESI specialists	8a. Dedicated GESI officer appointed by NEA as GESI Focal Point, with clear TORs to be based at the Safeguard Unit of PMD 8b. GESI consultant hired under the PSC to support GESI-AP implementation and timely reporting of progress with adequate inputs throughout project period	NEA, ADB PMD	Year 1

ADB = Asian Development Bank, DMF = design and monitoring framework, GESI = gender equality and social inclusion, GESI-AP = GESI Action Plan, HR = human relations, NEA = Nepal Electricity Authority, OHS = occupational health and safety, PMD= project management directorate, PSC = project supervision consultant, TOR = terms of reference.

*Excluded groups refer to those who have either passively or actively been denied full access to various rights, opportunities, and resources, and/or are less likely to receive the benefits of social, economic, and political investments; and vulnerable groups refer to those who cannot access various rights, opportunities, and resources because of their situational disadvantage and not because of their identity alone. Data will be disaggregated at reporting on activity results.

**Leadership and management training is targeted to officer level (6-9 levels); and Customer service training is targeted to assistant level staff who are directly involved in customer dealing services such as meter readers.

***Corporate development plan training is provided to senior managers; and Automation of grid substation training is provided to mid-level staff (5-8 levels)

³ NEA's provincial offices referred in the action plan are basically seven provincial offices of Distribution and Consumer Service Directorate (DCSD). NEA has total 8,934 staff of which 12.6% are women. DCSD has total 6,187 staff. Women and men are equal in non-technical positions. Overall, percentage of women in assistant manager level (level 7 and up) is nearly 11% in NEA who can be expected to take leadership role in future.