

## GENDER ACTION PLAN

### A. Gender Context

1. **While India is making progress towards development goals, gender disparities are persisting across sectors.** Despite notable progress such as an increasing share of women in professional and technical roles, India continues to rank low ranks on the overall Global Gender Gap Index, 135<sup>th</sup> out of the 146 countries in 2022, where the overall gender gap (economic, education, health, political participation) has gotten significantly wider.<sup>1</sup> The pillar 3 of the 2023–2027 country partnership strategy of Asian Development Bank (ADB) for India focuses on addressing gender inequality and intersecting dimensions of exclusion and vulnerability. The strategy highlights the significance of promoting these aspects while generating more job opportunities, expanding infrastructure and services in low-income states, and addressing environmental and climate change challenges.<sup>2</sup>

2. **Gender considerations in developing clean cooking solutions.** India has the highest population, over 850 million people, without access to clean cooking in the Asian countries. More than 67% of energy for cooking in India, and up to 78% in rural areas, is supplied by traditional sources like firewood, crop residue, cow dung cake, coal, lignite, and charcoal. Typically, households in rural India are mainly involved in agriculture and would use crop residues as fuel for cooking their food and boiling cereals for livestock. Government-led programs are being implemented to provide alternatives to millions of families, notably supporting liquefied petroleum gas connection for low-income households as well as supply from other sources such as biogas, piped natural gas and improved biomass cookstoves. One of the main barriers for increasing the deployment of clean cooking technologies is the relatively higher cost of these technologies and lack of proper financing schemes. For example, the share of biogas deployment is less than 1% and 88% of households do not use liquefied petroleum gas in India due to the high average costs.<sup>3</sup>

3. **The negative health impacts from household air pollution are well established and the wide use of solid fuel by households contributes to outdoor and indoor air pollution.** As it is estimated that 75% of the world's total unpaid work (in particular, cooking, fuel collection, and fetching water) is done by women, women are more exposed to high health risks. For instance, when using traditional cookstoves, they are more than twice as likely to suffer from pulmonary-related diseases as women who use cleaner stove technologies and fuels. Other risks with household use of traditional cooking and heating practices typically include violence or exploitation in the course of acquiring fuels, physiological injury from transporting large fuel quantities, and physical accidents from safety hazards.<sup>4</sup>

4. **Likewise, the benefits from clean cooking interventions are also gender-differentiated.** Given that the cooking chore remains a woman's responsibility, the usage of clean cooking solution particularly has many positive impacts on women, notably reduction of non-communicable respiratory disease, watery eyes and short breathiness; and reduction of drudgery time women spend on unpaid domestic work related to collection of firewood and cooking meals

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<sup>1</sup> World Economic Forum. 2022. [Global Gender Gap Report 2022](#). Geneva.

<sup>2</sup> ADB. 2023. [Country Partnership Strategy: India, 2023–2027—Catalyze Robust, Climate-Resilient, and Inclusive Growth](#). Manila.

<sup>3</sup> Z. Kapsalyamova et al. 2021. [Why is Energy Access not Enough for Choosing Clean Cooking Fuels? Sustainable Development Goals and Beyond](#). ADBI Working Paper Series No 1234. Tokyo: ADB Institute.

<sup>4</sup> World Bank Group and ESMAP. 2022. [Opening Opportunities, Closing Gaps: Advancing Gender-Equal Benefits in Clean Cooking Operations](#). Washington DC.

on inefficient traditional cook stoves, leading to increased contribution to household income by working in fields.<sup>5</sup>

## **B. Gender Profile of Greenway Grameen Infra Private Limited**

5. **Women in Greeway's operations.** Greenway employs distribution agents, called Grameen *sahayaks* (local coordinators), to conduct outreach and awareness activities, and manage relationships with the household customers. Greenway trains these agents to conduct demonstrations, share communication material in local languages, and use data collection processes. The proportion of women as distribution agents varies depending on the local context and social norms around women economic empowerment, as well as work conditions such as travel requirements. (Confidential information deleted.) Greenway will encourage more women to take up these jobs under ADB project, while recognizing that effective proportion may reflect differently in the two areas under the project's scope due to respective norms. The greatest gender impact from Greenway's operations is for the end beneficiaries, who are primarily women in the villages as cooking-related chores remain a woman's domestic responsibility. The company also developed a process to engage with rural women and women-led self-help groups, e.g., sourcing packaging material from a self-help group, and implements dedicated women-led cleaner cooking initiatives and improved cook stoves programs as part of their community engagement.

6. (Confidential information deleted.)

7. **Gender sensitivity in Greenway's workplace.** Greenway is committed to promoting a gender sensitive work environment. Anti-discrimination and anti-sexual harassment policies are part of its corporate framework, and as per the national Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, the company has put in place relevant measures covering all offices and facility sites, including internal complaint committees and annual training to its workers on provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

## **C. Gender Action Plan for Greenway Carbon Credits Gender Finance Project (India)**

8. The investment is categorized *Gender Equity Theme* (GEN) wherein gender performance indicators, including an outcome target on greater number of women using clean cooking solutions, will be incorporated in Greenway's operations and investments.

9. The project aims to contribute to reducing health-related risks and drudgery time for women by creating a gender-responsive behavior change. The gender action plan reflects the company's commitment to addressing women's specific needs by providing a cleaner cooking solution, resulting in behavior change in sourcing and using cooking fuels. The company further commits to supporting inclusive local job creation and promoting women's participation in their distribution value chain. The proposed gender targets for Greenway are presented in the project's gender action plan.

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<sup>5</sup> Indus Environmental Services Pvt. Ltd. 2023. *Final Report : Environmental & Social Due Diligence (ESDD) Assessment of "SDG13 Carbon Credits Financing Project"*. New Delhi.

Table 2: Gender Action Plan

Results Chain	Performance Indicators	Data Sources and Reporting Mechanisms
<p><b>Outcome</b></p> <p>Low-carbon cooking solution responding to women's needs introduced to rural households in India</p>	<p><b>By FY2027</b></p> <p>b. At least 80% of ICSs customers, of which 80% are women, sustainably use the ICS as their primary cooking source<sup>a</sup> (FY2022 baseline: 0)</p>	<p>a.–b. SDGVPL's development effectiveness monitoring report</p>
<p><b>Outputs</b></p> <p>1. ICSs distributed increased in a gender inclusive manner</p> <p>2. Gender sensitive knowledge dissemination on the benefits and use of ICSs increased</p> <p>3. Gender inclusive growth of local economy supported</p>	<p><b>By FY2027</b></p> <p>1b. Total number of women as ICSs distribution agents increased to at least 67<sup>b</sup> (FY2022 baseline: 0)</p> <p>2a. At least two customers' case studies on the benefits and use of ICSs disseminated, with a focus on reporting women's experience (FY2022 baseline: 0)</p> <p>2b. At least 90% of total female distribution agents received targeted training on technical aspects of the ICSs, quality control, and maintenance standards (FY2022 baseline: 0)</p> <p>2c. One gender sensitization training module<sup>c</sup> included in the mandatory briefing program for distribution teams (FY2022 baseline: 0)</p> <p>3a. Total number of additional jobs provided during operations increased to a least 250, of which 75 are women (FY2022 baseline: 0, 0)</p> <p>3b. At least 90% of women in professional and middle-management teams participated in a leadership training program (FY2022 baseline: 33%)</p>	<p>1.–3. SDGVPL's development effectiveness monitoring Report</p>

<sup>a</sup> While the vast majority of the ICSs users will be women, the ICS customers can be either men or women. It is expected that customers will be majorly women as decision maker to purchase of a household product of their choice, but cases also happen where a male family member represents the household as the customer. Sustainable uptake of ICS refers to the ongoing and consistent use of ICS, which reflects a positive behavior change and will generate various benefits associated with it. The sustainable uptake of the ICS as the prime cooking source will be measured through data collection survey by Greenway field agents at the end of the reporting period.

<sup>b</sup> Greenway employs distribution agents, called *Grameen sahayaks*, to conduct outreach and awareness activities, and manage relationships with the household customers. The company aims for a 30% proportion of women as distribution agents.

<sup>c</sup> The content of the gender sensitivity training module will complement the prevention of sexual harassment training and will cover further gender topics such as unconscious bias, respectful and acceptable behaviors with female customers.

Source: Asian Development Bank.