

Gender Action Plan

FP036: Pacific Islands Renewable Energy Investment Programme

Cook Islands, Marshall Islands, Micronesia, Nauru, Papua New Guinea, Samoa, Tonga | ADB | B.15/07



**GREEN
CLIMATE
FUND**

The gender action plan for this specific project is also published by ADB, which can be accessed in the following link:

<https://www.adb.org/projects/46453-002/main#project-documents>

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Primary Responsibility
Output 1. Battery storage put into operation by Te Aponga Uira¹		
<p>Construction of battery storage at 2 locations on Raratonga</p>	<ul style="list-style-type: none"> • During design and implementation, community consultation and participation activities will include at least 50% women involvement, and consultations will be scheduled at a time when women can easily attend • Encourage employment of women in support activities (administration, clerical, clearing of vegetation, tree lopping) during design and construction phase (at least 30%) and provide institutional support such as separate sanitary facilities for women. Contractors appointed for construction will be informed of the required facilities before bidding. • Women's wages will be paid directly to them. • Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns. • Contractors will provide separate rest rooms for women and child-care facilities, if required. • Contractors will be required to pay equal wages to men and women for work of equal value. • Contractors will be required to provide safety gears and protective equipment where applicable to keep both men and women workers safe on the job. • Contractors will be required to implement adequate working time arrangements for both men and women workers. • Contractors will ensure protection benefits (e.g. medicare or hospital assistance) in case of employment injury for both men and women workers. 	<p>PIU</p> <p>PIU and Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p>
Output 2. Capacity building program undertaken for implementing agency		
<p>Capacity development activities through the project implementation consultants for Cook Islands.</p>	<ul style="list-style-type: none"> • Provide gender awareness training to PIU/project staff. • Enhance capacity to Te Aponga Uira (TAU) to include gender perspective into its operations through gender awareness training for its management: at least 50% of TAU management staff receives gender awareness training by 2018. • Implement technical training program for TAU staff, including on-the-job training during construction and operation as well as course work accreditation (including target 20% women participation) by December 2020. • Provide orientation/training of Civil work contractors' staff and workers on HIV/AIDS/STD concerns and prevention interventions. • Disaggregate project performance indicators by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP. • Report the progress of GAP activities in regular quarterly progress reports. • Include a Social Specialist who will assess, consult, train and help manage the implementation of GAP. • Include at least one woman member in the grievance redress mechanism. 	<p>Social Specialist</p>

	<ul style="list-style-type: none">• Conduct procurement and financial management training for PIU staff (minimum 20% women) and Te Aponga Uira management by September 2018	
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Implementation Arrangements:

The Project's GAP will be implemented by the PIU which will hire a social development/gender specialist in the Project team. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The PIU will include reporting on progress of GAP activities in quarterly progress reports to ADB and the Government.

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PIU = Project Implementation Unit

1. Te Aponga Uira is the national state owned power utility