

---

# Gender Action Plan

---

## **FP044: Tina River Hydropower Development Project**

Solomon Islands | World Bank | B.16/02



**GREEN  
CLIMATE  
FUND**

## Action Plan and Results Framework<sup>2</sup>

Objectives	GAP Measures	Outputs	Outcomes	Baseline	Indicator	Timeframe <sup>3</sup>
1. Reducing the burden of work on women and improving their livelihood opportunities  TRHDP	1.1 Where food gardens are lost as a result of the project, provide compensation in the way of a cash grant once a new garden has been replanted outside of the acquired land. Cash grants to be given to whomever is the primary person who works the land, regardless of gender  (Action also specified in LARLP.)	Eligible male and female householders receive cash compensation.  (The Project has already determined eligible householders based on the work of the livelihoods consultant who carried out a thorough survey of crop and garden inventory as well as an ownership register and notation of the primary person working the land. There findings were verified at community level via consultation meetings with women and men.)	Women are empowered to invest in continued food security and land based livelihoods	Number of displaced gardens	% of displaced gardens re-established with cash grant awarded to eligible householder (and % of those who are women)	Prior to and post construction of the access road
JSDF	1.2 Provide clean water access in project communities in	Clean water is provided at more accessible sites for project affected	Community goodwill and trust of the project	Number of households in the project area with reliable,	Number of households in the project area with reliable, consistent	Prior to and post construction of clean water access

<sup>2</sup> The source of funds for each activity are identified in the far left column: e.g. World Bank, JSDF or TRHDP

<sup>3</sup> Specific dates to be added once contract is signed with a developer, or when otherwise agreed with relevant stakeholders.

	advance of the Tina Hydro project commencing and afterward  (Action included as part of JSDF benefit sharing activities)	communities, reducing reliance on river water ahead of the project starting and afterward, as well as reducing the distance for women to travel to access water	increases ahead of implementation as a result of tangible benefits	consistent access to safe, clean water  % of households with clean water access within 100 meters	access to safe, clean water  % of households with clean water access within 100 meters	
JSDF	1.3 Provide access to grid-connected or other appropriate electricity generation technologies in advance of the Tina Hydro project commencing and afterward  (Action included as part of JSDF benefit sharing activities)	Affordable grid-connected electricity is provided to households within project affected sites	Quality of life improves for households	% of households in the project area that have access to electricity  % of female-headed households with access.	% of households in the project area that have access to electricity  % of female-headed households with access.	Prior to and post electrification program
TRHDP	1.4 Construct access road for the project, which will reduce the time taken to access tertiary health care in Honiara.	Reduction of time required for people in the project area to access tertiary healthcare	Healthcare is more readily accessible	Average transit time (minutes) from villages in the project area to Honiara	Average transit time (minutes) from project area villages to Honiara	Prior to and post road construction

<p>JSDF</p>	<p>1.5 Allocate funding from the JSDF to improve water and sanitation facilities at the local clinic.  (WASH activities included under JSDF project activities)</p>	<p>Women and men in project villages have access to primary healthcare with adequate water and sanitation facilities</p>	<p>Healthcare facilities are more hygienic and able to treat more patients</p>	<p>Number of patients seen by local clinic (% of female)</p>	<p>Number of patients seen by local clinic (% of which female)</p>	<p>Prior to and post construction of sanitation facilities at the clinic</p>
<p>2 Ensuring gender equality in opportunities for gaining financial literacy  JSDF</p>	<p>2.1 Offer financial management and budgeting training to i) tribal cooperative members ii) workers employed by the project, as well their spouses, and to women householders in the project area.  Provide support to potential business ventures, including those set up by women, via a dedicated business support advisor for core land tribes</p>	<p>Women and men gain new skills in budgeting and financial management</p>	<p>Financial management skills improve for women and men</p>	<p>Number of participants who are able to successfully carry out the range of skills taught by the program (% of which females) (assessed by training providers)</p>	<p>Number of participants who are able to successfully carry out the range of skills taught by the program (% of which females) (assessed by training providers)</p>	<p>Prior to and post FM training  Prior to FM training and following project construction</p>

TRHDP	(Specified in JSDF benefit sharing activities and ESMP) 2.2 Establish a bank account for every woman, man and child belonging to a coop, into which royalties and monies will be received  (Specified in LALRP)	Bank accounts established and functioning for all eligible beneficiaries	Women and men have the tools and skills to save and manage their own finances	% of eligible men, women and children who possess an individual bank account having been provided with financial literacy, management and equitable financial decision-making training/ guidance	% of eligible men, women and children who possess an individual bank account having been provided with financial literacy, management and equitable financial decision-making training/ guidance	Prior to and post FM training and account setup
3 Promoting the voice, participation	3.1 Instigate a parallel women's consultation	Women have a regular, safe space to participate in the	Women experience increased sense	% of people who feel that their priorities are reflected in the spending	% of people who feel that their priorities are reflected in the spending	Throughout the project life cycle
				% of women and men who feel that they have the opportunity and skills to make spending decisions	% of women and men who feel that they have the opportunity and skills to make spending decisions	Prior to and post FM training and account setup

<p><b>and empowerment of women, and reducing opportunities for elite capture of funds</b></p> <p>TRHDP</p>	<p>program to visit communities at least once a month, headed up by a dedicated gender officer. Use this as a space for women to gain confidence in articulating their views, with the goal of having them speak up more often in community wide meetings</p>	<p>project and a dedicated forum for their voices to be heard and captured on record</p> <p>Women's participation in the project increases</p>	<p>of agency and confidence that the project is taking their concerns seriously</p>	<p>are reflected in the spending decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree - sex disaggregated)</p>	<p>decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree - sex disaggregated)</p>	
<p>TRHDP</p>	<p>Specify in ESMP</p> <p>3.2 Ensure all community members, including and especially women, have access to information and training sessions on hydro dam safety, construction issues and road and water safety awareness</p>	<p>All community members, including women, are equipped with accurate information on the main risks and changes that may result in their lives with project implementation</p>	<p>Community-wide trust in the project increases</p> <p>Road safety features including sidewalks through settlements, crossings and speed limits are in place</p>	<p>Number of road safety features on the Tina access road</p> <p>% of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts</p>	<p>Number of road safety features on the Tina access road</p> <p>% of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts</p> <p>(score of 7 or higher on a 10 point scale, with 0</p>	<p>Prior to trainings and after trainings / following construction of the access road</p>

TRHDP	3.3 Conduct gender sensitization trainings for men and women in affected communities to encourage men to create space and opportunity for women to participate	Trainings are conducted and attended by community men and women, including male leadership	Women are able to participate as equal partners at the household level and in decision making in the community Men's acceptance of gender equality in the household and the community increases	N/A  % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	Number of male and female participants in training events  % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	During training  Prior to training and following training	completely disagree and 10 completely agree)
-------	--	--	--	---	---	---	--

TRHDP	3.4 Include both women and men in delivering community education on the provision of electricity, including safety, productive uses of electricity in the home, and managing the household energy budgeting	Women and men in the project area understand how to use electricity safely and productively in the home	Electricity is used safely and productively in the home	N/A  N/A	% of training attendees who are female  % of trainers who are female	Prior to construction
TRHDP	3.5 Ensure there is female representation at leadership level in all key community level institutions including the Tribal Cooperatives Governing Committees <sup>4</sup> ; the Community Liaison Committees	Women participate equally alongside men in project decision making structures	Male tolerance of and support for women in leadership roles increases  Women experience increased confidence and sense of agency as decision makers in their communities	N/A  N/A  N/A	% of female leadership in Tribal Cooperative Governing Committees  % of female leadership in CLCs  % of female members in each project Working Group	Prior to construction

<sup>4</sup> Provisionally, it is envisaged that the Governing Committee will be a body composed of 7 men and women, elected by the membership of each of the Tribal Cooperatives at their Annual General Meetings.



TRHDP	(CLCs); and the Working Groups set up on Water, Conservation and Education	3.6 Form all-women matrilineal membership committees for the tribal cooperative groups, with membership rights ascertained and inherited through traditional matrilineal principles	All female coop membership committees established and running successfully	<p>Spending of project benefit share funds reflects the priorities of men and women</p> <p>Coop structure empowers women to re-assert their traditional matrilineal leadership role in communities and within the Landowner Company</p> <p>Incidences of elite capture are avoided</p>	N/A	No. of coops established with all female membership committee	Prior to construction
<p><b>4 Increase Organizational Capacity for Gender Mainstreaming</b></p> <p>TRHDP</p>	4.1 Appoint and train a gender focal point in the Project Office, responsible for liaising on gender issues between Project Office management, field staff, project monitoring unit,	Gender focal point established and functioning	<p>Regular reporting and analysis on gender issues</p> <p>Dedicated channel of communication for gender issues between project and Tina</p>	<p>N/A</p> <p>N/A</p>	<p>% of the project's social indicators that use sex-disaggregated data<sup>5</sup></p> <p>% of project reports to the Bank that include gender analysis</p>	<p>Prior to construction</p> <p>Over the project lifetime</p>	

<sup>5</sup> These indicators will be finalized with the drafting of the project PAD, which has not yet been written.

World Bank	Tina sub-committee and other external stakeholders	4.2 Provide basic gender awareness and analysis training to the dedicated gender officer (field-based) as well as those who will run the Project Monitoring Unit, in addition to training for the Project Developer (which should include familiarization with the GAP and their role in supporting its implementation)	Key project office staff and developer are trained in gender awareness and analysis	sub-committee, as well as other external stakeholders	N/A	<p>% of the project's social indicators that use sex-disaggregated data</p> <p>% of project reports that include systematic gender analysis</p> <p>Number of project staff and stakeholders trained on gender analysis and monitoring/evaluation (sex disaggregated)</p>	As soon as gender officer is recruited
TRHDP	4.3 Include responsibility for monitoring the GAP in the mandate of the Project sub-Committee	Tina sub-committee appointed and trained in GAP, reporting to MMERE as overall project supervisor	Active, engaged sub-committee ensures gender remains a priority throughout	<p>Regular, high quality reporting on gender integrated into project monitoring systems</p> <p>Developer understands and supports GAP</p> <p>Project representatives in the community are equipped to support gender mainstreaming efforts</p>	<p>No. of meetings of GAP steering committee taking place when planned</p> <p>Evidence of Project Sub-committee including</p>	Annually or bi-annually (TBD by MMERE)	

World Bank	4.4 Conduct a household income and expenditure	convened by the Ministry of Mines, Energy and Rural Electrification (MMERE). This committee will also include representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology (MECDM); Ministry of Women, Youths, Children and Family Affairs (MWYCFA); World Bank; Solomon Islands Electricity Authority (SIEA); Guadalcanal Provincial Administration; and Korea Water (project developer)	Income of women and men in households tracked in project	Income of male and female household members in the	Average income before the project (sex disaggregated)	Average income once the project is operational (sex disaggregated)	Pre-construction and post commencement of project operations
			Income of women and men in households tracked in project	Income of male and female household members in the	Average income before the project (sex disaggregated)	Average income once the project is operational (sex disaggregated)	Pre-construction and post commencement of project operations
						GAP implementation on agenda of meetings and actions taken to respond to any issues identified	
				project implementation Strong government support for GAP			

TRHDP	survey in the project area (Include in LALRP and ESIA)	monitoring and reporting	project area is monitored and supported with appropriate interventions	(other indicators dependent on M&E matrix for social impacts)	Over the life of the project
	4.5 Amend the template used by the project field staff for recording consultations, to include 2 additional columns: i) number of women present and ii) concerns / questions raised by women	The level of female participation as a proportion of overall participants remains consistent or increases over time	Data is analyzed to provide a means of measuring efforts to improve women's participation in the project	% and No. of women attending mixed sex consultations  % and No. of women attending women-only consultations  No. of grievances raised, % of which resolved (sex disaggregated)	
				N/A  N/A	

## TERMS OF REFERENCE

### Gender Action Plan (GAP) Steering Committee Tina River Hydropower Project – Solomon Islands

#### Summary

The Solomon Islands Government has enacted a number of important policy commitments to gender equality. In the energy sector, gender mainstreaming is a key priority for the Ministry of Mines, Energy and Rural Electrification (MMERE). A Gender Action Plan (GAP) has therefore been prepared in support of the Tina River Hydropower Project and the accompanying World Bank Japanese Social Development Foundation Benefit Sharing Program. The GAP aims to help ensure that women will have equitable access to project benefits and equitable voice in project-related activities. As part of ensuring accountability for this plan as well as full national ownership of its implementation, a GAP Steering Committee will be established by the MMERE.

#### Background / Context

The Tina River Hydropower Project is being implemented against a backdrop of existing gender inequalities and social exclusion. The challenges include poor representation of women at all levels of decision-making; higher reliance by women on land-based livelihoods (particularly the cultivation and sale of market produce); landowners' prior negative experience of the social disruption associated with the Gold Ridge Mine; the lower education and literacy rates of women; and the prevalence of certain ingrained cultural attitudes – particularly amongst some of the male elites in the project area - that normalize the subordination of women and create resistance towards gender equality efforts.

In addition, experience of hydropower projects in other parts of the world, and of large scale infrastructure projects (such as mining) in the Pacific Islands, suggest that the initial disadvantages and inequalities faced by women are often multiplied by the unintended adverse impacts of these investments, that expose women to disproportionate risk. For example, loss of productive land or changes in the availability of water can negatively impact the ability of women – as the main agricultural producers - to provide food security for their families. Similarly, if women are excluded from decision making around project benefit flows into communities, they are less likely to realize meaningful gains or opportunities.

Given these risks and the baseline of gender inequality in its footprint area, the Tina River Project has an opportunity to include design and monitoring measures that

will, at a minimum, not exacerbate existing challenges faced by women, while at the same time aiming to promote their participation and wellbeing. The GAP summarizes these measures.

### Convening of the Committee

The Steering Committee will be formed and headed by a senior representative from the MMERE, with the support of the Project Office. Initial members will be invited to sit on the committee prior to project implementation beginning, with the possibility to later expand membership as new stakeholders become active on the ground (for example, the project developer).

Membership of the committee will be at the discretion of the MMERE, but is envisaged to include mid-senior level representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology; the Ministry of Women, Youths, Children and Family Affairs; Solomon Power; the World Bank; and the Project Developer as well as any other key donor / partner to the project. Efforts will be made to ensure gender diversity within the committee's membership. The Gender Focal Point from the Project Office will also sit on the Steering Committee.

The World Bank will support training for the membership of the Committee. It is suggested that the committee be convened semi-annually, coinciding with the existing reporting schedule for the project, to review progress in implementing the GAP.

### Scope of Work

The functions of the Steering Committee will include:

- Ensuring that all new members receive training and orientation (provided by the World Bank)
- Semi-annual review of GAP implementation reports, provided by the Project Monitoring Unit and supported by an external consultant
- Recommendations for corrective action to improve outcomes for women provided to the Project Office, if required, based on review of implementation reports
- Coordination with the Gender Focal Point in the Project Office on any additional issues
- High level coordination with project partners to ensure their buy-in and to raise additional resources or support as required for GAP implementation
- Dissemination and publicity on the results and insights gained from the Gender Action Plan implementation
- With the assistance of an external consultant hired by the World Bank, produce an annual status report summarizing the key insights and lessons from GAP implementation