
Gender Action Plan

FP083: Indonesia Geothermal Resource Risk Mitigation Project

Indonesia | World Bank | B.21/15

10 January 2019



**GREEN
CLIMATE
FUND**

The Gender Action Plan

| Seq | Activities | Indicators, baselines, and targets | Timeline | Responsibilities | Budget Source |
|--|--|------------------------------------|----------|------------------|---------------|
| <p>Gender impacts</p> <p>The main intended gender impacts of the project include:</p> <ul style="list-style-type: none"> • Increased female employment as a result of new job creation under the Project • Enhanced women’s voice and agency through economic empowerment | | | | | |
| <p>Gender outcomes</p> <p>Below are specific changes in knowledge and skills of female workers in participating the geothermal sector, access to energy by both genders, as well as mitigated risks and adverse impacts for project-affected people.</p> <ul style="list-style-type: none"> • Access to reliable electricity from geothermal energy which both women and men will benefit from • Improved rate and quality of employment for women and men in the geothermal sector • Improved geothermal knowledge and skills for women • improved corporate human resource standards for female participation in decision-making, hiring of female engineers and workers • Gender related safeguards requirements complied | | | | | |
| <p>Gender outputs</p> <ul style="list-style-type: none"> • Gender balance of developers' workforce • Recommendation of gender-sensitive actions in the Project Operations Manual for perusal by the developers and supervision by PT SMI • Compliance with social inclusion and safeguards requirements | | | | | |
| I | Output 1: Gender balance of developers' workforce | | | | |

| | | | | | |
|------------|--|--|--|--------------------------------------|--------------------------|
| 1.1. | Establishment of a Geothermal Competency Center with support and coordination with the educational institutions, which will: <ul style="list-style-type: none"> i) improve the opportunities for female engineers and project managers in the geothermal sector; and ii) hire female leaders in the Center | <p>Non-zero number of female engineers and project managers hired for sub-projects (baseline: 0)</p> <p>i) Non-zero number of female leaders hired by Geothermal Competency Center (baseline: 0)</p> | Continuous throughout project implementation | PT SMI, Geothermal Competency Center | TA component budget |
| II | Output 2: Recommendation of gender-considered actions in the Project Operations Manual | | | | |
| 2.1. | Operation Manual articulates gender-considered actions | <p>Completed Operation Manual with:</p> <p>i) At least one recommendation of gender-considered action (baseline: 0)</p> <p>ii) Recommendation of community level gender assessment (baseline: 0)</p> | Before project approval by World Bank Board | PT SMI, World Bank | Project preparation cost |
| III | Output 3: Compliance with social inclusion and safeguards | | | | |
| 3.1. | Preparing a Resettlement Action Framework (RPF) and an Ethnic Minority Planning Framework (EMPF) | RPF and EMPF completed and approved (baseline: 0) | Before project approval | PT SMI | Project preparation cost |

| | | | | | |
|------|--|---|--|--------|--------------------------|
| 3.2. | Consultations with local people, including women and members of ethnic minority groups or other vulnerable/marginalized groups, wherever relevant, on any impacts of the project on local communities; | <p>At least 20 percent of the participants in a consultation being women (baseline: 0%)</p> <p>Opinions from both gender groups during the consultations filed and reflected in the community level gender assessments and at least one of the major concerns/opinions from female group addressed in the development activities (baseline: 0).</p> <p>At least a member of ethnic minority groups or other vulnerable/marginalized groups, wherever relevant, attending a consultation (baseline: 0)</p> | Every stage of the project (<i>preparation, implementation and evaluation</i>) | PT SMI | Project preparation cost |
| 3.3. | Indicators on important gender resettlement impacts and gender impacts on ethnic minority groups are included in internal and external monitoring | At least one indicator on gender resettlement impacts included in a Resettlement Action Plan (RAP); and one indicator on gender impacts on ethnic minority groups in an Ethnic Minority Development Plan (EMDP) (baseline: 0) | During preparation of RAP, MTR, end-project evaluation | PT SMI | Project preparation cost |

REFERENCES

ESMAP. Gender and Geothermal Guidance Note (draft)

Green Climate Fund. Guidelines on Gender Analysis Tool and Gender and Social Inclusion Action Plan: Template.

Köhlin, Gunnar; Sills, Erin O.; Pattanayak, Subhrendu K; and Wilfong, Christopher, 2011. Energy, Gender and Development: What are the Linkages? Where is the Evidence?, Social Development Working Papers, No. 125.

Ogola, Pacifica F. Achieng. 2010. Geothermal Energy, Climate Change and Gender in Kenya. Proceedings World Geothermal Congress 2010, Bali, Indonesia, 25-29 April 2010.

World Bank, 2016. Women entrepreneurs in Indonesia: a pathway to increasing shared prosperity”

World Bank, 2010. Economic Empowerment of Women in East Asia Pacific.

World Bank. Country Policy and Institutional Assessment.

World Bank Group. Indonesia – Country Gender Action Plan FY17-20.