
Gender Action Plan

SAP013: Scaling Smart, Solar, Energy Access Microgrids in Haiti

Haiti | Nordic Environment Finance Corporation | B.25/02

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**GREEN
CLIMATE
FUND**

III. EARTHSPARK INTERNATIONAL FEMINIST ELECTRIFICATION GENDER ACTION PLAN FOR THE GREEN CLIMATE FUND PROPOSAL FOR MICROGRID DEVELOPMENT IN HAITI

ACTIVITIES	INDICATORS	BASELINE 2019	TARGETS (Mid-term)	TARGETS (Final)	TIMELINE	RESPONSIBLE ORGANISATIONS	BUDGET (USD)
<p>Impact Statement: The Project shall yield increased resilience of vulnerable communities, including women and girls, to the negative impacts of climate change primarily through improved access to affordable, year – round clean energy services for all households, including poor and female – headed households.</p>							
<p>Pro-Gender Outcome 1: Infrastructure Planning</p>							
<p>Establish an Energy Committee in each beneficiary town with gender parity and maintain at least gender parity for Enèji Pwòp leadership. (Project Activities 2.1.1.1-2.1.1.4)</p>	<ul style="list-style-type: none"> Proportion of women and men serving on Energy Committees in each town Proportion of women and men in leadership positions for Enèji Pwòp 	<p>Les Anglais 50%</p> <p>Tiburon 50%</p>	<ul style="list-style-type: none"> 50% women membership across each Energy Committee of the 8 grids connected 	<ul style="list-style-type: none"> 50% women membership across each Energy Committee of the 22 grids connected 	<p><i>Implementation:</i> Pre-development phase. Grids 1-4, Q3 2019; Grids 5-8, Q1 2020; Grids 9-13, Q3 2020; Grids 14-17, Q1 2021; Grids 18-22, Q3 2021.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	Enèji Pwòp	Proportional to grid size
<p>Conduct surveys and consultations in each beneficiary town (data disaggregated by gender) and identify energy priorities for women and key local women's groups and other female interest stakeholders (Project Activities 1.1.1, 1.1.5, 1.1.6,</p>	<ul style="list-style-type: none"> Number of surveys completed 	<ul style="list-style-type: none"> Survey completed for Tiburon + Les Anglais Survey completed for Tiburon + Les Anglais Survey completed for Tiburon + Les Anglais 	<ul style="list-style-type: none"> Survey completed for all 22 grids Survey completed for all 22 grids Survey completed for all 22 grids 	<ul style="list-style-type: none"> Survey completed for all 22 grids Survey completed for all 22 grids Survey completed for all 22 grids 	<p><i>Implementation:</i> Pre-development phase. Grids 1-4, Q3 2019; Grids 5-8, Q1 2020; Grids 9-13, Q3 2020; Grids 14-17, Q1 2021; Grids 18-22, Q3 2021.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	EarthSpark, Enèji Pwòp	Proportional to grid size

1.2.1-1.3.1, 2.1.1.2, 2.2.1.1)							
<p><i>Report and integrate gender disaggregated survey data into the grid design of each beneficiary town. (Project Activities 1.1.1, 1.1.5, 1.1.6, 1.2.1-1.3.1)</i></p>	<ul style="list-style-type: none"> Utilization of gender disaggregated data incorporated in grid design, operations, and strategic planning 	<p>TBD Strategic plan and grid design produced incorporating gender disaggregated data for Les Anglais and Tiburon</p>	<p>Strategic plan and grid design produced incorporating gender disaggregated data for 22 grids</p>	<p>Strategic plan and grid design produced incorporating gender disaggregated data for 22 grids</p>	<p><i>Implementation:</i> Pre-development phase. Grids 1-4, Q2 2020; Grids 5-8, Q4 2020; Grids 9-13, Q2 2021; Grids 14-17, Q4 2021; Grids 18-22, Q2 2022.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	<p>EarthSpark, Enèji Pwòp</p>	<p>Proportional to grid size</p>
<p>Develop gender mainstreaming strategies for microgrid towns based on EarthSpark's 'Feminist Electrification' framework and survey data and elevate gender-lens energy access thought leadership to international and national discourses (Project Activities 2.3.1.1-2.3.1.3)</p>	<ul style="list-style-type: none"> Number of microgrid towns with gender mainstreaming strategies Results of project gender mainstreaming activities are elevated to national and international discourses as measured by EarthSpark reporting and participation in events 	<ul style="list-style-type: none"> Gender mainstreaming strategies produced and implemented for Les Anglais, Tiburon yet to be launched 'Feminist Electrification' results of Les Anglais reported to national and international stakeholders, Tiburon yet to be launched 	<ul style="list-style-type: none"> Gender mainstreaming strategies produced and implemented across 8 grids 'Feminist Electrification' results of 8 grids reported to national and international stakeholders 	<ul style="list-style-type: none"> Gender mainstreaming strategies produced and implemented across 22 grids 'Feminist Electrification' results of 22 grids reported to national and international stakeholders 	<p><i>Implementation:</i> Upon project commencement.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	<p>EarthSpark International, Enèji Pwòp</p>	<p>Proportional to the grid size</p>
Pro-Gender Output 2: Employment & Training							

<p><i>Develop and implement a recruitment strategy that encourages applications from women (Project Activity 1.3.1)</i></p>	<ul style="list-style-type: none"> Number of women employed in technical and non-technical recruitments 	<ul style="list-style-type: none"> 1 woman in Les Anglais 1 woman in Tiburon 	<ul style="list-style-type: none"> >16 (>2/grid) 	<ul style="list-style-type: none"> >44 (>2/grid) 	<p><i>Implementation:</i> Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	EarthSpark	Proportional to grid size
<p>Demonstrate women's leadership within Enèji Pwòp (Project Activity 1.3.1)</p>	<ul style="list-style-type: none"> Proportion of women in management positions within Enèji Pwòp Proportion of Enèji Pwòp employees who are women 	<ul style="list-style-type: none"> Women represent 100% of management positions in EP Women represent 40% of overall employees 	<ul style="list-style-type: none"> >40% >40% 	<ul style="list-style-type: none"> >40% >40% 	<p><i>Implementation:</i> Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	EarthSpark, Enèji Pwòp	Proportional to grid size
<p><i>Develop a recruitment toolkit to encourage women's participation in grid development and require contractors to employ a quota of women staff (Project Activities 1.1.1, 1.1.3-1.1.5)</i></p>	<ul style="list-style-type: none"> Recruitment toolkit deployed to encourage women's participation Percentage of women employed by EPC and partnering contracts 	<ul style="list-style-type: none"> No recruitment kit currently exists although elements have been implemented in Les Anglais and Tiburon EPC agreed to >25% quota for the construction of Tiburon 	<ul style="list-style-type: none"> Recruitment toolkit deployed across 8 grids >25%/ partner for 8 grids 	<ul style="list-style-type: none"> Recruitment toolkit deployed across 22 grids >25%/ partner for 22 grids 	<p><i>Implementation:</i> Begins during EPC RFP in the pre-development phase. Grids 1-4, Q2 2020; Grids 5-8, Q4 2020; Grids 9-13, Q2 2021; Grids 14-17, Q4 2021; Grids 18-22, Q2 2022.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe.</p>	EarthSpark, Enèji Pwòp	Proportional to grid size

<p><i>Develop pathways for showcasing women as capable technicians. (Project Activity 1.3.1)</i></p>	<ul style="list-style-type: none"> Number of demonstration events Number of women applicants for technical roles 	<ul style="list-style-type: none"> Female EP staff has represented EP more than once this year Currently not being tracked 	<ul style="list-style-type: none"> 1 event/yr 25% of applicants for technical roles 	<ul style="list-style-type: none"> 2 events/yr 25% of applicants for technical roles 	<p><i>Implementation:</i> Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	Enèji Pwòp	Proportional to grid size
Pro-Gender Output 3: Support for Local Small and Medium-Sized Enterprises (SMEs)							
<p><i>Develop and implement a business and SME support program in each town, particularly focusing on women-led SME development. (Project Activity 2.2.1.1)</i></p>	<ul style="list-style-type: none"> Number of women led SMEs participating and/or receiving support from SME programs Percentage increase in profit for local women-led SMEs 	<ul style="list-style-type: none"> 1 SME is currently receiving business support 1 SME Not currently being measured Not currently being measured 	<ul style="list-style-type: none"> 8 SMEs 4 SMEs 8% profit increase TBD based on baseline figure 	<ul style="list-style-type: none"> 22 SMEs 11 SMEs 8% profit increase TBD based on baseline and midterm figures 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	Inception, Annual, Midterm, and Final reporting as per Project Timeframe	Proportional to grid size
<p><i>Expand available financing for viable women-led SME's. (Project Activity 2.2.1.3)</i></p>	<ul style="list-style-type: none"> Number of women-led SMEs with access to improved financing Total USD provided in financing Repayment rate 	<ul style="list-style-type: none"> 1 in Les Anglais ~\$3500 Load is ~40% repaid 	<ul style="list-style-type: none"> 4 SMEs TBD based on enterprise baseline At least 90% 	<ul style="list-style-type: none"> 11 SMEs TBD based on enterprise baseline At least 90% 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	Inception, Annual, Midterm, and Final reporting as per Project Timeframe	Proportional to grid size

Pro-Gender Output 4: Domestic Energy Use							
<i>Decrease women's exposure to indoor air pollution caused by kerosene by offering electric lighting. (Project Activity 2.1.2.1)</i>	<ul style="list-style-type: none"> Quantity of avoided kerosene burned (candles, etc.) in households 	<ul style="list-style-type: none"> 411 homes currently connected in Les Anglais with no use for kerosene 	<ul style="list-style-type: none"> 80% homes connected without kerosene use 	<ul style="list-style-type: none"> 80% homes without kerosene use 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	EarthSpark	Proportional to grid size
<i>Increase usable work and leisure hours by offering electric lighting. (Activity 1.2.1 and Activity 2.1.2.2)</i>	<ul style="list-style-type: none"> Average number of hours customers have access to electric lighting (customers disaggregated by gender) 	<ul style="list-style-type: none"> 24 hours in Les Anglais Tiburón grid yet to be connected 	<ul style="list-style-type: none"> 24hours 	<ul style="list-style-type: none"> 24hours 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	EarthSpark	Proportional to grid size
Pro-Gender Output 5: Community Resource Availability							
<i>Connect electric lighting and tools in child birthing rooms where possible. (Activity 2.1.2.1)</i>	<ul style="list-style-type: none"> Proportion of major child birthing facilities connected to electricity adequate for basic lighting and child 	<ul style="list-style-type: none"> A formalised plan does not currently exist 	<ul style="list-style-type: none"> If they exist, all major child birthing health facilities in the footprint of the 8 grids connected to electricity adequate for 	<ul style="list-style-type: none"> If they exist, all major child birthing health facilities in the footprint of the 22 grids connected to electricity 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p>	EarthSpark, Enèji Pwòp	Proportional to grid size

	birthing tools		basic lighting and child birthing tools	adequate for basic lighting and child birthing tools	<i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe		
<i>Power electric streetlights. (Activity 1.1.3 and 1.1.4)</i>	<ul style="list-style-type: none"> Kilometres of streets with functioning streetlighting Average nightly hours/night of streetlighting 	<ul style="list-style-type: none"> >80% of total distribution system footprint in Les Anglais, Tiburon grid not yet live 10 hrs in Les Anglais, Tiburon grid not yet live 	<ul style="list-style-type: none"> 80% of total distribution system footprint 8 hours 	<ul style="list-style-type: none"> 80% of total distribution system footprint 8 hours 	<p><i>Implementation:</i> Commences after grid inauguration. Grids 1-4, Q2 2021; Grids 5-8, Q4 2022; Grids 9-13, Q2 2023; Grids 14-17, Q3 2023; Grids 18-22, Q2 2024.</p> <p><i>Reporting:</i> Inception, Annual, Midterm, and Final reporting as per Project Timeframe</p>	EarthSpark	Proportional to grid size