

## GENDER ACTION PLAN

### A. Gender Context

1. While India is making progress towards development goals, gender disparities are persisting across all sectors, including decline in women's labor force participation and increasing trend of crimes against women.<sup>1</sup>

2. The health and economic crisis triggered by the coronavirus disease (COVID-19) pandemic is further widening these gender-based disparities. Compounded economic impacts are felt by women and girls who are generally earning less, saving less, and holding insecure jobs or living close to poverty. The health of women generally is adversely impacted through the reallocation of resources and priorities, including away from sexual and reproductive health services. Unpaid care work has increased, with children out-of-school, heightened care needs of older persons and overwhelmed health services. With restricted movement and social isolation measures, gender-based violence is increasing exponentially.<sup>2</sup> Women are 88.9% of qualified nurses and midwives in India which means that they are on the front lines of the COVID-19 crisis and most at risk particularly if they are not provided with adequate personal protective equipment.<sup>3</sup>

3. ReNew Power Private Limited (RPPL), which has 9% female employment, has initiated programs in its company to increase its ability to retain and promote women. A key initiative includes negotiated discounts with day care providers near its office for its staff to reduce the cost of childcare and tailoring elements of its quarterly professional development training to specifically meet the needs of women. In addition, RPPL has implemented a prevention of sexual harassment policy and staff are trained on the policy during their onboarding.

4. RPPL is also strengthening its corporate social responsibility (CSR) program. In the financial year 2018-2019 it formalized its CSR program with the establishment of the ReNew Foundation which has activities that currently span 148 villages, covering 40 project sites in 9 states in the areas of energy-access solutions for schools, digital literacy and women's empowerment focused on entrepreneurship models for sustainable livelihood. The foundation piloted their ReNew Women India Initiative (ReWIN) program at one of the company's project sites in which six promising women entrepreneurs with attractive business ideas were selected and rewarded with seed funding. These women were identified from a pool of 200 women, who all underwent a year-long intensive coaching and mentoring programme.

### B. Proposed Gender Action Plan for RPPL

5. The investment is proposed to be categorized as Effective Gender Mainstreaming (EGM) wherein gender design features and targets will be incorporated in RPPL's operations and investments.

---

<sup>1</sup> UN Women. 2019. *Progress on the Sustainable Development Goals: The Gender Snapshot 2019*. New York.

<sup>2</sup> United Nations. 2020. *Policy Brief: The Impact of COVID-19 on Women*. New York.

<sup>3</sup> KD Rao, R. Shahrawat, A. Bhatnagar. 2016. [Table 3 of Composition and Distribution of the Health Workforce in India: Estimates Based on Data from the National Sample Survey](#). *WHO South-East Asia J Public Health*. Volume 5. pp. 133-40.

6. The proposed gender targets for RPPL are presented in the gender action plan below.

### Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources or Reporting Mechanisms	Risks
<p><b>Outputs</b></p> <p>2. Continuity of salary payments to female and male employees ensured</p> <p>3. Gender equality of COVID-19 staff arrangements enhanced</p> <p>4. Women's entrepreneurship opportunities enhanced</p> <p>5. Gender equality of CSR program enhanced</p>	<p>By March 2022</p> <p>2a. At least 864 employees, of which 77 are women continue to be employed (March 2020 baseline: 864 employees, of which 77 are women)</p> <p>2b. Flexible working arrangements with full pay during the COVID-19 crisis continued, and support for remote working by addressing employee needs on information technology and communications provided to at least 50% of total office workers until 31 March 2021 (FY2020 baseline: flexible work arrangements in place)</p> <p>3. Once a month until 31 March 2021, RPPL communicates to employees updates on the COVID-19 situation and government or civil society services available for staff, including on domestic violence and mental health (FY2020 baseline: not applicable)</p> <p>4. At least 8 women's self-help groups supported to start facemask production enterprises with training, mentoring, in-kind donations and marketing support by December 2021 (FY2020 baseline: 0)</p> <p>5a. At least 10,000 women and their families living near at least 15 project sites receive dry ration food packets by 31 March 2021 (FY2020 baseline: 0)</p>	<p>2-5. RPPL's annual development effectiveness monitoring report</p>	<p>Force majeure or prolonged national emergencies declared by Government of India restrict economic recovery beyond expectations.</p>

Results Chain	Performance Indicators with Targets and Baselines	Data Sources or Reporting Mechanisms	Risks
	5b. At least INR 2.5 million worth of personal protective equipment or other medical equipment is donated to local hospitals or clinics by 31 March 2021 (FY2020 baseline: 0)		

COVID-19 = coronavirus disease, CSR = corporate social responsibility, FY = fiscal year, RPPL = ReNew Power Private Limited.

Note: The numbering of the outputs has been aligned with the Design and Monitoring Framework.

Source: Asian Development Bank.