

GENDER ACTION PLAN: PROJECT 1

	Outputs	Activities & Targets	Timeline	Responsibility
POLICY AND STRATEGY GUIDANCE				
A	Framework for sustainable and socially inclusive renewable energy parks in Rajasthan			
1	State-level environmental and social sustainability framework for solar projects developed by/ in association with RREC	<ul style="list-style-type: none"> Develop a practical, implementable and measurable environmental and social sustainability framework (including gender and socially-inclusive and CSR targets) to guide the development of future solar projects/parks in Rajasthan (State-wide policy target). Conduct one annual multi-stakeholder' consultation (during each year of TA implementation) at all levels with the equal participation of women (Target: W-50%/M-50%). Develop a minimum of five (5) gender and socially inclusive indicators and targets in the framework focused on promoting women's role, status, participation, safety, health and position. Nominate about 15 to a maximum of 20 CSR Champions within the Government of Rajasthan (Target: W-10/M-10). Conduct one annual training workshop (during each year of TA implementation) for 'CSR champions' across the Government of Rajasthan on the environmental and social sustainability framework, including CSR and gender mainstreaming in renewable energy development projects (Target: minimum 30% participation of women). 	Year 1 Year 1, 2, 3 Year 1 Year 1, 2, 3	RREC NGO/TA Consultant
B	Building a socially inclusive CSR based "Community Development Fund" for solar park operations			
2	Provide assistance to design and develop a Community Development Fund (CDF) for RREC for the Bhadla Solar Park (SPV)	<ul style="list-style-type: none"> In alignment with RREC's CSR strategy, formulate terms and conditions (T&C's) for operating and disbursing funds financed by the CDF. In the strategy, establish that 25% or more of the management committee will comprise women. Community-based CSR activities focused on improving the quality of life of peoples, and in particular contributing to the empowerment of women and girls (Target: 40% of all CDF initiatives focused on women/girls). 	Year 1	RREC NGO/TA Consultant
SOCIALLY INCLUSIVE NEEDS BASED COMMUNITY AND LIVELIHOODS DEVELOPMENT				
C	Needs based livelihood training			
3	Create income generating activities and alternative livelihood options, especially for women	<ul style="list-style-type: none"> Conduct 4 workshops for 50 – 70 women SHG/CBO members on book-keeping, accounting, finance management and negotiations skills. Conduct 4 training workshops for 50 - 70 women on micro enterprises development focused on animal husbandry to ensure improved rearing practices and income. Conduct 4 vocational training programs focused on embroidery work and handicrafts for at least 50 - 70 women and support trained women to establish market linkages to facilitate the sale of finished products. 	Year 1 to Year 3	RREC Local administration NGO/TA consultant

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		<ul style="list-style-type: none"> Create an Enterprise Development Fund to enable trained SHG's or new functional groups establish and pursue new business opportunities. 		
D	Health and soft skills training			
4	Promote improved maternal/child health, safe motherhood practices, sanitation and nutrition related practices	<ul style="list-style-type: none"> Conduct 4 behavior change communications campaigns (including training) for 100 health workers, including women and girls, focused on promoting improved intra- and-inter household behavioural changes focused on maternal/child health, hygiene, sanitation and nutrition and child marriage (target: W-70; M-30). 	Year1 to Year 3	RREC Local administration NGO/TA consultant
ENERGY ACCESS: USE OF NEW AND EFFICIENT COMMUNITY BASED OFF-GRID SOLAR POWERED TECHNOLOGIES				
E	Water supply			
5	Improve access to clean and regular supply of water in selected project sites	<ul style="list-style-type: none"> Regular and safe water supply coverage to a minimum of 200 households across 10 dhanis (or more), including poor, low- income and women headed households, through the construction of solar-powered water pumps and water treatment plans. The type of technology used will depend on the results from initial feasibility studies carried out on the hydrological conditions of a selected number of target areas. 	Year 1 to Year 3	RREC Local administration NGO/TA consultant
F	Lighting			
6	Increase access to electricity supply using renewable energy sources	<ul style="list-style-type: none"> Solar powered lanterns supplied to a minimum of 100 households from 3 'dhanis' (or more), including peoples living below the poverty line and women headed households. Establish/form a fee for service / rental model for solar lanterns through micro-entrepreneurs and SHG's/function groups Provide training on after-sales (O&M) activities to at least 10 women at the dhani/community level. 	Year 1 to Year3	RREC Local administration NGO/TA consultant
TRANCHE 1 PROJECT SPECIFIC GENDER INCLUSIVE MEASURES				
G	Gender inclusive construction management and working conditions			
7	Promote women's role and participation in construction and maintenance and ensure their safety and care	<ul style="list-style-type: none"> Construct separate toilets for men and women at project sites. Introduce and implement occupational health and safety measures separately for working men and women. Support RRVPNL to establish a child care facility to look after children of working mothers at construction sites (Target: 100% working mothers). Sensitization workshops held for contractors on gender responsive targets and core labor standards, including equal pay for work of equal value. Bidding documents contain provisions for core labor standards (Target: 100%). 	Pre/ Construction	RRVPNL Locally fielded NGO

CBOs = Community Based Organizations CDF = Community Development Fund; CSR = Corporate Social Responsibility; 'Dhanis' = small congregations of rural households sharing community resources; W = Women; M = Male; NGO = Non-government organization; RREC = Rajasthan Renewable Energy Corporation; RRVPNL = Rajasthan Rajya Vidyut Prasaran Nigam Ltd; SHGs = Self Help Groups; TA = Technical Assistance.