

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Primary Responsibility
Output 1. Fiu River Hydropower plant put into operation by SIEA		
(a) construction of a 750 kW hydropower plant	<ul style="list-style-type: none"> • During design and implementation, community consultation and participation activities will include at least 50% women involvement, and consultations will be scheduled at a time when women can easily attend • Encourage employment of women in support activities (administration, clerical) during design and construction phase (preferably at least 30%) and provide institutional support such as sanitary facilities provided separately for women. Contractors appointed for construction will be informed of the required facilities before bidding. • Women's wages will be paid directly to them. • Provide income earning opportunities (such as food vending, hawking of goods required by workers) during construction. • Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns. • Contractors will be required to pay equal wages to men and women for work of equal value. 	PMU PMU and Contractor Contractor Contractor PMU Contractor
Output 2. Upgraded distribution grid		
(a) extension of the grid to an estimated additional 250 households,	<ul style="list-style-type: none"> • Female headed households will be prioritized for connection in areas targeted for connection to the grid. • Women and men from additional 250 households benefit from the household grid connection. • Women's health will benefit from reduced indoor burning of kerosene. • During design and implementation community consultations will target 50% female participation. 	PMU PMU PMU PMU
Output 3. Capacity building undertaken for implementing agency and project beneficiaries		
(a) Capacity development activities through the design and supervision consultants for SIEA. (b) Capacity building for project beneficiaries to productively and safely utilize electricity	<ul style="list-style-type: none"> • Provide gender awareness training to PMU/project staff. • Enhance capacity by SIEA to include gender perspective into its operations through gender awareness training for SIEA management: at least 50% of SIEA management staff receives gender awareness training by 2016. • Undertake training workshops in newly connected households (at least 50% female participation) on electricity safety, operation of prepayment meters, energy efficiency, and household utility budgeting. • Undertake training on skills development in service coverage communities (with at least 50% female participation) on use of electricity for increase income generation, e.g. agribusiness value-adding, handicraft production. 	International Social Specialist PMU PMU

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Output 4. The Project Management Unit (PMU) renders efficient project management services		
Project management services for efficient and effective project implementation.	<ul style="list-style-type: none"> • Provide orientation/training of Civil work contractors' staff and workers on HIV/AIDS/STD concerns and interventions. • Establish project performance indicators disaggregated by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP. • Report the progress of GAP activities in regular quarterly progress reports. • Inclusion of an International and National Specialists who will assess, consult, train and help manage the implementation of GAP. • Include at least one woman member in the grievance redress mechanism committee. 	<p>PMU</p> <p>PMU</p> <p>SIEA</p> <p>PMU</p>
<p>Implementation Arrangements: The Project's GAP will be implemented by the Project's Management Unit (PMU) which will hire a social development/gender specialist in the Project team. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The PMU will include reporting on progress of GAP activities in quarterly progress reports on overall project activities to the ADB and the Government.</p>		

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PMU = Project Management Unit, SIEA = Solomon Islands Electricity Authority.