

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Output/Activities	Indicators and Targets	Responsibility	Time Frame
General Activities:			
1. Set up TA Implementation Unit (TAIU) at Environment and Social Studies Department (ESSD)/Nepal Electricity Authority (NEA)	<ul style="list-style-type: none"> • TAIU's terms of reference (TOR) defined and office set up • TA Coordinator, Finance and Administration and M&E officers recruited • NEA ESSD officer designated with clear TORs 	NEA/ESSD	Q1
2. Contract international and national consultants	<ul style="list-style-type: none"> • TORs of international consulting firm and national partner NGO developed • Consultancy services in place 	TAIU/NEA/ESSD/ADB	Q2
3. Develop GESI responsive Project Performance Monitoring System (PPMS)	<ul style="list-style-type: none"> • Sex, caste and/or ethnicity-disaggregated and BPL and/or HH data collected, compiled, monitored and reported regularly for each TA component across all training and beneficiary related parameters • GESI/AP indicators and disaggregated data on participation and benefits integrated in the loan PPMS • Quarterly reports on GESI/AP produced documenting GESI-related results 	TAIU/Consulting Firm	Q3 and Project Duration
Output 3: Operational and financial performance of NEA distribution centers enhanced.			
4. Train NEA staff in new energy technologies	<ul style="list-style-type: none"> • 100 staff [Target: 30% women] of NEA from 20 distribution centers in Kathmandu and outside Kathmandu and 20 senior NEA staff trained in new energy technologies as described in TA linked document to the RRP (see Supplementary Documents) 	TAIU/NEA Distribution Department/ Consulting Firm	Q3–Q7
Output 4:^a NEA's capacity to operate and manage an advanced distribution system and intelligent network (smart grid) technology with GESI aspects in electricity access and end-user awareness programs developed			
5. Prepare Energy Sector GESI Strategy and Operational Guideline	<ul style="list-style-type: none"> • Energy Sector (i) GESI Strategy; and (ii) GESI Operational Guideline developed, approved by NEA Board and published 	NEA/ESSD/ Consulting Firm	Q2–Q4
6. Assess ESSD's role and structure	<ul style="list-style-type: none"> • Consultative meetings with NEA senior management and staff organized • Dissemination and workshops on the assessment findings with NEA and related agencies • Role of ESSD redefined to support NEA on social safeguards and GESI aspects 	TAIU/NEA/ESSD	

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7. Train NEA/ESSD staff as GESI resource persons	<ul style="list-style-type: none"> 20 staff of NEA/ESSD trained as GESI resource persons and 100 other staff trained in tested approaches and practices to mainstream GESI 	TAIU/Consulting Firm	Q4–Q5
8. Train NEA/ESSD staff on Energy Sector GESI Strategy and Operational Guideline	<ul style="list-style-type: none"> 150 NEA/ESSD officials and staff including NEA's subsidiary agencies^b trained on the use of NEA-approved GESI strategy, guidelines and manual 		
9. Train NACEUN staff and EUC members on GESI aspects of energy projects	<ul style="list-style-type: none"> 25 officials (30% women) of NACEUN on GESI mainstreaming and participatory M&E in energy projects trained 300 members (minimum 40% women participants and 40% from marginalized groups) of at least 15 EUCs of 7 districts on GESI responsive approaches, and energy efficiency given trained 	TAIU/ Consulting Firm	Q3–Q4
10. Revise the Community Rural Electrification (CRE) Operational Guidelines	<ul style="list-style-type: none"> Final CRE Operational Guidelines for EUCs developed with GESI aspects incorporated 	NEA/ Consulting Firm	
11. Train EUC women members	<ul style="list-style-type: none"> Livelihood skills training need assessment for poor women of at least 15 EUCs conducted Training design and curriculum developed Up to three-day business orientation training targeting 500 women held Training of 500 EUC women members from poor and marginalized groups in energy-based livelihoods and related technical skills completed Post-training support for linkage to accessing finance and market for enterprises development received by 500 women At least 60% (300) of total women who received above services have set up businesses, ensured through outcome study Electricity efficiency and safety awareness training done targeting EUC women and men members. 9,000 users will benefit from awareness program with 40% women participation in 75 events 	ESSD/NEA, Consulting Firm	Q4–Q8
12. Conduct mass media campaigns in Kathmandu Valley and	<ul style="list-style-type: none"> Localized awareness campaign (radio/FM jingle, ads in local/district press newspapers, 	TAIU/NEA/ ESSD Consulting Firm	Q4–Q8

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districts	hoardings, and billboards) conducted and distributed <ul style="list-style-type: none"> • Information giving flyer (or materials with key messages) distributed in bill collection centers • Mobile SMS, video clips, public service announcements broadcasted on TV • Awareness campaigns and audio/visual materials on energy efficiency and safety designed with GESI sensitive messages and produced in different local languages 		

AP = affected persons; BPL = below poverty line; CRE = Community Rural Electrification; ESSD = Environment and Social Studies Department; EUCs = Electricity User Cooperatives; GESI = Gender Equality and Social Inclusion; HH = household; M&E = monitoring and evaluation; NACEUN = National Association of Community Electricity Users Nepal; NEA = Nepal Electricity Authority; PPMS = project performance monitoring system; Q = quarter; TAIU = Technical Assistance Implementation Unit; TOR = terms of reference.

^a GESI and/or affected persons activities will be fully financed under the Japanese Fund for Poverty Reduction technical assistance attached to the loan.

^b NEA's subsidiary agencies are those involved in the implementation of large (mostly hydro) projects such as the Tanahu Hydropower Limited, and Upper Tamakoshi Hydropower project including similar others.