

Gender Action Planⁱ

Activities	Indicators and Targets	Responsibility	Time Frame
Output 1: Enhanced capacity of PMU and Fenaka to implement RE mini grid			
(i) Gender inclusive public consultations conducted during project design and implementation	<ul style="list-style-type: none"> • Include the Island Women's Development Committees (IWDC)ⁱⁱ [approximately 162] and its members in the public consultation processes • Ensure women's participation either through women-only consultations and/or mixed groups [Target: at least 33% women participation], with IWDC support to mobilize women. 	PMU and utilities	Year 1 onwards
(ii) Employment generated, with a focus on local labor and women's employment during project construction	<ol style="list-style-type: none"> a. IWDC members consulted and included in all awareness raising activities. b. Contractors' agreements to include: equal pay for work of equal value, gender-inclusive core labor standards, special facilities for women workers and gender-inclusive awareness raising for risk mitigation. 	PMU and utilities	Year 1 onwards
(iii) Technical and skills training and/or retraining for women for employment in island-level 'last mile' duties and customer services ⁱⁱⁱ	<ol style="list-style-type: none"> a. Women trained/retrained and employed in technical maintenance and power plant duty^{iv} [Target: in at least 2 of the 5 pilot islands in phase 1, woman are trained and employed as technicians]^v. b. Women trained/retrained and employed as customer service officers for mini grid systems [Target: at least 25% women in phases 1,2, 3 and 4]. 		
(iv) Corporate Social Responsibility/ community outreach program for household demand-side-management, to raise awareness on energy efficiency among women household consumers in the 162 project islands.	<ol style="list-style-type: none"> a. Fenaka's Corporate Social Responsibility/community outreach program rolled out with a focus on^{vi}: <ul style="list-style-type: none"> • Household demand side management to promote energy efficiency <ul style="list-style-type: none"> ▪ use of energy saving/LED^{vii} light bulbs ▪ changing consumer behavior patterns in energy consumption/saving; and • Benefits of renewable energy^{viii} and opportunities for productive energy use. • IWDC trainers will conduct user-education sessions in the 162 project islands b. LED bulbs distributed to cover the households in the five pilot islands and targets set for islands in preceding phases. c. At least 4 (and up to 12) Training of Trainers (ToT) sessions^{ix}, with participation to include: Fenaka staff head office (2-3)/regional (2-3)/power station (2-3) and IWDC members(1-2 per project island) [Target: at least 50% women's participation]. d. IWDC island-based training will be conducted house-to-house or as one training session, depending on number of households. 	Fenaka PMU, Social/gender specialist DSM specialist	
(v) CSR/community outreach program targeting students in Grades 11, 12 implemented, with a focus on female students	<ol style="list-style-type: none"> a. Promote awareness on: renewable energy benefits; energy efficiency/saving behavior patterns b. Promote female students to take up technical/engineering vocations/studies c. Promote female students to take up internship programs with Fenaka in island project sites. d. [Target: Schools providing Higher Secondary School (Grade 11, 12) education in project islands]^x 		
(vi) Enabling environment created for productive energy use based on women's microenterprise development. ^{xi}	<ol style="list-style-type: none"> a. Reduced off-peak and/or shoulder rate tariffs provided for women-led micro and small enterprises (MSME).^{xii} b. Opportunities identified and explored for innovative microenterprise development projects in the 5 pilot islands 	Fenaka PMU, Social/gender specialist	

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(vii) Roadmap for outer island transition to renewable energy developed.	a. Reflect in the roadmap: the gender equality interventions in the GOM's Strategic Action Plan ^{xiii} , and; <i>Fenaka's</i> CSR program	<i>Fenaka</i> PMU	Year 1 onwards
(viii) <i>Fenaka</i> Corporation staff trained to implement the Roadmap	a. <i>Fenaka</i> staff (up to 60) [Target: at least 25% women] trained to implement the roadmap for renewable energy mini-grid systems and scale up proven solutions.		
(ix) <i>Fenaka</i> , PMU staff trained in gender-inclusive community outreach	a. At least 2 training sessions per project phase.	<i>Fenaka</i> , PMU, Social/gender specialist	Year 1 onwards
Implementation Arrangements:			
A gender mainstreamed project PPMS system, to include key gender targets/indicators, designed and implemented. Social development/gender and development specialist services will be recruited for approximately [60] person-months across phases 1, 2, 3 and 4. A gender focal point from the Fenaka Projects Division will be located in the PMU to coordinate the implementation of the Gender Action Plan across the 4 phases.			

ⁱ The Gender Action Plan has been developed to cover the 4 phases of project implementation, over 5 years, from 31 May 2014 to 31 March 2019. Phase-specific Gender Action Plans (GAPs) will be developed, based on the Plan, by the PMU (see section on Implementation Arrangement below).

ⁱⁱ The 2010 *Act on Decentralization of the Administrative Divisions of the Maldives* mandates the establishment of an Island Women's Development Committee (IWDC) under each Island Council (IC). IWDC perform advisory functions to Island Councils (ICs) on women's development concerns.

ⁱⁱⁱ These targets are for island-level, 'last-mile' operations.

^{iv} Fenaka could not provide a current recruitment plan. Fenaka's national staff consist of one female engineer and no female technician. In the Fenaka administrative regions 13% of employees are women. In the five pilot island sites percentage of women employed varies widely: Kurendhoo (14%), Goidhoo (40%), Buruni (33%), Villingili (3%) and Addu City (10%). In the head-office in Male 42% of employees are women. In the Fenaka regions: Technical Maintenance Power Plant duty, 1% are women (no technicians); and in Billing Sales Collection and Credit, 25% are women. (HR data)

^v HR baseline data of existing vacancies for the five pilot islands estimate 4 vacancies in Technical Maintenance Power Plant (TMPP) duty section (Kurendhoo, Goidhoo, and Villingili) and 8 vacancies in Billing Sales Collection and Credit control (BSCC) sections (Kurendhoo, Goidhoo, Villingili and Addu City). Baseline vacancy data will be collected for the remaining islands in each phase.

^{vi} Fenaka is developing a Corporate Social Responsibility/community outreach program targeting women HH consumers and students.

^{vii} The Ministry of Environment and Energy (MEE) is currently distributing LED light bulbs free of charge, to consumers, as a part of its energy savings program. This output will help raise awareness about the MEE, LED distribution program and assist in the distribution of LED light bulbs.

^{viii} Benefits highlighted will include savings in HH expenditure, livelihood opportunities, environmental sustainability and technical and skills training and employment opportunities for women.

^{ix} The trainings will be based on each of the 4 project phases and/or the respective Fenaka administrative regions covering the project sites in each phase. It will be determined by whichever is cost effective in any particular phase.

^x According to the most recent Ministry of Education data (2009) a total of 38 schools provide Higher Secondary (Grades 11 and 12) education nationwide: 4 in Male and 34 in the Atolls.

^{xi} Excess power will be available from the RE-hybrid plants, opening up opportunities for productive energy use. This output will also explore linkages with MSME programs, under the Ministry of Economic Development.

^{xii} These will be for non-residential based enterprises.

^{xiii} The GOM Strategic Action Plan includes a commitment to "review gender-sensitive impact on women and men in addressing energy related matters", Republic of Maldives, 2009, The *Strategic Action Plan: National Plan for Development 2009–2013*: p. 429. The Strategic Action Plan 2009-2013 Policy 2 has a commitment to "... Empower women to facilitate their equal access to available opportunities with equal outcomes/results" or the most updated version available during project implementation will be reflected in the Roadmap.