

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Responsibility	Timeline	Updates
Output 1. Construction and installation of 1.32 MWp solar capacity in 9 outer islands of Tonga				
<p>This will include:</p> <p>Solar power. The project will construct and install solar power systems with a total capacity of 1.32 MWp on 9 outer islands of Tonga by</p> <p>(i) connecting solar photovoltaic generators to existing electricity distribution networks (0.2MWp on 'Eua and 0.55 MWp on Ha'apai) including a repair, documentation, training and improvement program for Vava'u. Ha'apai will include services lines and meters in households to be funded by the Additional Financing;</p> <p>(ii) connecting solar photovoltaic generators to existing community-owned and community-managed electrical minigrids on four Ha'apai outer islands (100 kWp on 'Uiha, 70 kWp on Nomuka, 70 kWp on Ha'ano, and 150 kWp on Ha'afeva);</p> <p>(iii) connecting 0.183 MWp of solar home system capacity in Niuafou'ou and Niuatoputapu;</p> <p>(iv) At least 65 households are female headed ('Eua, Ha'apai and Vava'u: 50 households and Ha'apai outer islands and Niua: 15 households). (Baseline: 350 households were TPL customers in 2011 and about 50 households not electrified)</p>	<p>During design and implementation, all community consultations will have a target of at least 50% female participation.</p> <p>Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).</p> <p>Requirement for hiring of women (10% target) will be included in the local construction contracts for solar power installations.</p> <p>Provide services lines and meter to at least 20% female-headed households</p> <p>Ensure the existing toilet and sanitation facilities are women-friendly by providing reliable water supply, proper lock and lighting.</p>	<p>Implementing Agency (TPL and MEIDECC)</p> <p>Principal contractor</p> <p>Principal contractor</p> <p>Principal contractor</p> <p>Principal contractor</p>	<p>Phase 1 (on-grid generation) completed in Q1 2017; Phase 2 (mini-grid generation) scheduled commencement in Q4 2017 and completion in Q4 2018.</p> <p>Phase 1 (on-grid generation) completed in Q1 2017; Phase 2 (mini-grid generation) scheduled commencement in Q4 2017 and completion in Q4 2018.</p> <p>Phase 1 completed. Phase 2 from Q4 2017 to Q4 2018.</p> <p>Phase 3 on 'Eua and Vava'u. Phase 4 on Nomuka, Ha'afeva, 'Uiha, Ha'ano and NTT.</p> <p>Phase 1 done and Phase 2 during implementation.</p>	<p>Consultation done for Phase 1 and 2 done in Sep 2014 and again in Mar 2016 with 50% female participation.</p> <p>Phase 1 engaged 3 females (30%) during implementation in 2016. Phase 3 engaged 8 females (50%) in 2016 and will carry this into 2017, 2018 and 2019.</p> <p>Now that the Phase 2 scope will start soon (Q3 or 4 2017), we are in a good position to remind the successful bidder to reach their GAP target. This would be more achievable if the Phase 1 contractor became the successful Phase 2 bidder since they have achieved their GAP target in the past and can easily repeat that., especially since we cannot "force" the Phase 2 contractor to meet a certain GAP target.</p> <p>The Phase 4 contractor will be TPL, who will continue their high GAP achievements from Phase 3 into Phase 4.</p> <p>Phase 3 done on 'Eua in 2016/17 and shall be done on Vava'u between May 2017 to May 2019. Phase 4 shall be done during implementation from May 2019 to Dec 2019.</p> <p>Phase 1 done and we shall implement for Phase 2 (Q4 2017 to Q4 2018).</p>

	<p>Ensure equal pay for equal work between male and female workers.</p> <p>Provide business skills training on income opportunities from increased electricity supply with 50% women participation</p>	<p>Principal contractor</p> <p>Implementing Agency</p>	<p>Phase 1 (Q2 2016 to Q1 2017) Phase 2 (Q4 2017 to Q4 2018) Phase 3 (Q2 2016 to Q2 2019) Phase 4 (Q2 2019 to Q4 2019)</p> <p>Q4 2017</p>	<p>Phase 1 done. Phase 2 will be scrutinized but it will be easier if the Phase 1 contractor is the Phase 2 successful bidder as they can repeat. Phase 3 is TPL and is transparent. Phase 4 will be TPL and they will be transparent.</p> <p>Awareness raising on business opportunities from increased electricity supply done for Phase 1 (done in Q2 2015) with 50% women participation. Phase 2 (done in Q3 2014 and again in Q1 2016) with 50% women participation. Phase 3 (done in Q3 2014 and again in Q1 2016) with 50% women participation. Phase 4 (done in Q3 2014 and again in Q1 2016) with 50% women participation.</p>
Output 2. Operation and Maintenance (O&M) Program				
<p>(i) Finalized program manual for solar electric equipment.</p> <p>(ii) Knowledge of solar electric and hybrid equipment transferred during a period of 5 years after commissioning.</p>	<p>Conduct at least three yearly training on project planning and asset management maintenance (one for each of 3 project regions) for MEIDECC, TPL staff and the community electric societies with a minimum of 50% female participants.</p> <p>Conduct at least three yearly workshops with a minimum of 50% female participants for MEIDECC and TPL staff on procurement, anticorruption and safeguards.</p> <p>Conduct at least 1 consumers' training on power budget management with a minimum of 50% female participation for each nine outer islands prior to project implementation.</p> <p>Conduct at least 9 workshops with a minimum of 50% female participation on demand side management for community</p>	<p>Executing Agency</p> <p>Executing Agency (with support from ADB)</p> <p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Phase 1 and 3 with TPL not required due to their existing capacity. Phase 2 and 4 shall be done in Q1 2019 and Q3 2019.</p> <p>Ongoing until 2017.</p> <p>Roll-out training prior to commissioning.</p> <p>Roll-out workshop prior to commissioning</p>	<p>Trainings for MEIDECC and community from principal contractor. STR to come once a year to make sure that O&M is happening and train new staff if necessary. O&M Training provision built into the contracts of principal contractors and STR contract.</p> <p>Procurement training (July 2016 and August 2016); Safeguards training (August 2016) to target 50% female participation.</p> <p>Initial activity such as awareness building done with 50% women participation: Phase 1 done in Q2 2015; Phase 2 done in Q1 2016. Phase 3 done in Q2 2016. Phase 4 done in Q1 2016.</p> <p>Initial activity such as awareness building done with 50% women participation.</p>

	<p>electric societies' customers.</p> <p>Enhance community electric societies' management capacities through facilitation of inclusion of women in EMCs (50% female).</p> <p>Conduct at least 1 business skills training related to solar power-related business opportunities with 50% women participation in each of nine project sites.</p>	<p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Phase 3. Phase 4.</p> <p>Roll-out training prior to commissioning</p>	<p>Phase 1 done in Q2 2015; Phase 2 done in Q1 2016. Phase 3 done in Q2 2016. Phase 4 done in Q1 2016.</p> <p>Done with 50% women members in the EMCs. Phase 3 done in Q1 2016. Phase 4 done in Q1 2016.</p> <p>Initial awareness building done with 50% women participation. Phase 1 done in Q2 2015. Phase 2 done in Q1 2016. Phase 3 done in Q2 2016. Phase 4 done in Q1 2016.</p>
Output 3. Efficient and Effective Project Management				
<p>Appointed Project Management Consultant (PMC) team, consisting of 1 electrical solar engineer to act as project manager, 1 power electric planning and field engineer to act as deputy project manager, 1 financial/procurement specialist, and 1 social safeguards specialist.</p> <p>Capacity building program conducted over a period of at least five years after commissioning.</p> <p>Content of the program: (i) Project planning and asset management maintenance (one for each group of islands) for ED, TPL staff and the community electric societies with minimum 50% female participants (At least three yearly training); (ii) Procurement, anticorruption, safeguards, and O&M of solar-diesel hybrid energy systems (one for each group of islands, at least three yearly training) with a minimum of 50% female participants for ED and TPL staff; (iii) Asset management concepts, theories and practical project applications (At least one staff for each island trained yearly); (iv) Asset management program for TPL and community electric societies with a minimum of 10% female participants; (v) Efficient management & utilization of solar power services TPL customers (At least one staff for each island trained yearly); (vi)</p>	<p>Include a gender and safeguards specialist in the project team who will manage implementation of gender action plans, organize awareness activities</p> <p>Provide gender awareness training to all PMC/project staff.</p> <p>Establish all project performance indicators disaggregated by gender, collect them regularly, and include them in the baseline, progress, monitoring, and evaluation reports.</p> <p>Develop a project performance system that includes indicators measuring implementation and progress of the gender action plan.</p> <p>Enhance capacity by MEIDECC and TPL management to include gender perspective into its operations through yearly gender awareness training and institutional development assistance e.g. annual/monthly planning and reporting</p>	<p>Implementing Agency</p> <p>Implementing Agency</p> <p>Implementing Agency</p> <p>Implementing Agency</p> <p>Executive Agency and Implementing Agency</p>	<p>Q2 2015</p> <p>Q2 2017</p> <p>Q1 2015 until project completion which is estimated as Dec 2019.</p> <p>Q1 2015 until project completion which is estimated as Dec 2019.</p> <p>Q2 2017</p>	<p>Project Manager undertaking the role with assistance from Gender Focal Points from TPL and MEIDECC. A National Social and Gender Specialist to be engaged by Q2 2017 Satisfactory GAP implementation ongoing with the current set-up.</p> <p>To be done in Q3 2017 after the Gender Specialist starts.</p> <p>This info is reported in every single QPR, Annual Report and the Semi-Annual Safeguards report.</p> <p>Reporting done on quarterly basis. Some DMF indicators are not requiring gender disaggregation.</p> <p>GAP implementation ongoing with project/performance quarterly being monitored</p> <p>Awaiting engagement of gender specialist in Q2 2017.</p>

<p>Consumers' training on power budget management with a minimum of 50% female participants for each nine outer islands and (vii) DSM with a minimum of 50% female participants for TPL and community electric societies' customers.</p>	<p>for all management personnel and interested staff.</p> <p>Include at least one female member to the project team in-charge of community consultation, information and training activities.</p> <p>Conduct project briefing of traditional women and men leaders (9 outer islands) on the project including gender targets and their rationale.</p>	<p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Q2 2015</p> <p>All outer islands completed by Q1 2017.</p>	<p>Gender Focal Points identified from the Implementing Agencies.</p> <p>Briefing done with 50% women participation.</p> <p>Phase 1 done in Q2 2015.</p> <p>Phase 2 done in Q1 2016.</p> <p>Phase 3 done in Q2 2016.</p> <p>Phase 4 done in Q1 2016.</p>
<p>Output 4. Improvement of Energy Efficiency by Upgrading the Existing Distribution Network*</p>				
<p>Upgrading power distribution network entirely on 'Eua and up to 50% on Vava'u</p>	<p>During design and implementation, all community consultations will have a target of at least 50% female participation.</p> <p>Contractors, whenever culturally appropriate will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).</p> <p>Requirement for hiring of women (10% target) will be included in the local construction contracts for network rehabilitation.</p> <p>Ensure the existing toilet and sanitation facilities are women-friendly by providing reliable water supply, proper lock and lighting .</p> <p>Ensure equal pay for equal work between male and female workers.</p>	<p>Implementing Agency</p> <p>Principal Contractor</p> <p>Principal Contractor</p> <p>Principal Contractor</p> <p>Principal Contractor</p>	<p>Q1 2017</p> <p>Phase 3 ('Eua and Vava'u). Q2 2016 to Q2 2019. Phase 4 (Nomuka, Ha'afeva, 'Uiha, Ha'ano and NTT) Q2 2019 to Q4 2019.</p> <p>Phase 3 ('Eua and Vava'u) Q2 2016 to Q2 2019. Phase 4 (Nomuka, Ha'afeva, 'Uiha, Ha'ano and NTT) Q2 2019 to Q4 2019.</p> <p>Phase 3 ('Eua and Vava'u) Q2 2016 to Q2 2019. Phase 4 (Nomuka, Ha'afeva, 'Uiha, Ha'ano and NTT) Q2 2019 to Q4 2019.</p>	<p>Community consultations done with 50% women participation.</p> <p>Phase 1 done in Q2 2015.</p> <p>Phase 2 done in Q1 2016.</p> <p>Phase 3 done in Q2 2016.</p> <p>Phase 4 done in Q1 2016.</p> <p>Phase 3 engaged 8 females (50%) in 2016 and will carry this into 2017, 2018 and 2019.</p> <p>Phase 4 shall engage females in 2018 and will carry this into 2019.</p> <p>Separate restroom were implemented for Phase 3 on 'Eua and will be carried through to Phase 3 on Vava'u.</p> <p>Phase 4 will also be done by TPL so they will carry their practices through to the end of Phase 4.</p> <p>This was achieved for Phase 3 on 'Eua and shall be repeated for Phase 3 on Vava'u.</p>

				Since TPL will be the Phase 4 contractor, they shall continue their transparent practices through to the end of Phase 4.
<p>Implementation Arrangements: The activities proposed under the additional financing will not require changes in the existing GAP for the overall project. The project management consultant (PMC) /Social Development Specialist will continue to implement the GAP with gender focal points from TPL and MEIDECC. Gender mainstreaming as per the proposed activities and targets will be ensured during project implementation. The current reporting on progress of GAP activities will remain in quarterly project progress report for submission to ADB and the government.</p>				

MWp = megawatt peak, kWp = kilowatt peak, ED = Energy Department, EMCs = electricity management committees, GAP = gender action plan, TPL = Tonga Power Limited, MEIDECC= Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications.

* Output 4 was combined with Output 1 in the DMF. It's a separate output under GAP to differentiate gender activities and better monitor its progress.

Source: Asian Development Bank.