

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Performance Indicators and Targets	Responsibility	Timeframe
Output 2: Distribution network strengthened and modernized.			
2.1. Conduct awareness programs on electrical safety and energy conservation	<ol style="list-style-type: none"> 1. Awareness raising training on climate and disaster resilient energy infrastructure, benefits of energy efficient electrical appliances, safe use of electricity for household chores (including lighting and cooking), and energy conservation provided to at least 100 community members from 7 villages under the Tripura Tribal Areas Autonomous District Council project area¹ including, with participants reported increased knowledge on electrical safety and energy conservation (2022 baseline: 0 community members). 2. At least 50% participants including 50% women/girls, report increased awareness on climate and disaster resilient infrastructure, benefits of energy efficient electrical appliances, safe use of electricity for household chores including cooking, and energy conservation (2022 baseline: 0 participants, including 0 women and girls). 	TSECL, TPGL and Gender Expert	Years 2–3
Output 4. Institutional capacity of utilities for planning, implementation, financial management, and gender mainstreaming improved.			
4.1 Enhance institutional capacity for GESI mainstreaming in TSECL and TPGL's operations	<ol style="list-style-type: none"> 3. GESI-sensitive workplace policy² prepared and adopted by TSECL and TPGL. 4. At least 70% staff³ of TSECL and TPGL (50% women) report knowledge increased in through training on (i) GESI sensitive workplace policy; (ii) gender gaps in the energy sector; (iii) GESI sensitive work policy (iv) opportunities and strategies for gender mainstreaming; and (v) collection and use of sex-disaggregated data for provision of customer service. 	TSECL, TPGL and Gender Expert	Years 2–3
Output 5. Gender and socially inclusive livelihood activities to increase income generation of selected women self-help groups promoted.			
5.1 Conduct GESI-responsive awareness raising for contractors on engaging female workforce	<ol style="list-style-type: none"> 5. At least 10 staff and workers of each contractor oriented on enhancing women workforce participation, provisions and contractor responsibilities under national labor standards, legislations, and regulations,⁴ registration of female workers, and maintaining sex-disaggregated data about workforce and construction laborers 	TSECL, TPGL and Gender Expert	During project period

¹ Target area includes 6 villages in TSECL renovation and modernization substation falling under the Tripura Tribal Areas Autonomous District Council area and 1 nearby Tripura Tribal Areas Autonomous District Council village in Rokhia.

² The gender sensitive work place policy to include but not limited to (i) adopt a policy of positive discrimination during the hiring process and promotions; (ii) create fair compensation and promotion procedures; (iii) provide flexible and supportive employee benefits; (iv) ensure capacity development and orientation training of existing staff and other personnel; (v) prepare user-friendly guidelines, tools, manuals, and training materials for GESI sensitive planning, programming, and budgeting to support government institutions and other stakeholders.

³ There are almost 3,606 staff in the 2 organizations. (Source: GESI self-assessment of TPGL and TSECL, 2022)

⁴ For instance, Contract Labor Regulation and Abolition Act 1970, and the Regulation of Employment and Condition of Services Act 1996, and the Prevention, Prohibition and Redressal of Sexual Harassment Act 2013.

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	and targeting at least 5% women as unskilled project workers (2022 baseline: 0 staff or workers trained). 6. National gender-responsive labor standards incorporated in contract documents.		
5.2 Promote micro entrepreneurship opportunities for women SHGs	7. Training needs assessment ⁵ for 15 women SHGs conducted certified training offered to and at least 150 women (2022 baseline: 0 women trained). 8. At least 30% participants trained report knowledge increased in technical and business development skills to develop and operate energy based micro enterprises.	Gender Expert, TSECL, TPGL, in collaboration with TRLM	Years 2–3
5.3 Provide support to equipment and appliances support to women SHGs to enhance livelihood opportunities	9. Needs assessment conducted and equipment provided to at least 15 women SHGs to enhance livelihood opportunities in farm the sector (2022 baseline: 0 women SHGs provided equipment).	Gender Expert, TSECL, TPGL in collaboration with TRLM	Years 2–3
GESI Action Plan Monitoring Activities			
1. Train PMU, PIUs, and other stakeholders in GESI-AP implementation, monitoring, and reporting	10. Orientation provided to PIUs and PMU and Tripura Rural Livelihood Mission on GESI-AP provisions and ADB's requirement on GESI-AP implementation, monitoring, and reporting. (2022 baseline: 0 orientations provided).	TSECL, TPGL and Gender Expert	Year 1
2. Monitor and report on project GESI-AP implementation	11. GESI focal point nominated in PMU, TSECL and TPGL to oversee the GESI-AP implementation, monitoring, and reporting 12. GESI indicators included in the project performance management system and regularly updated with gender disaggregated data. 13. Combined GESI-AP completion report prepared highlighting promising practices and lessons learned to be submitted upon project completion.	TSECL and TPGL	During project period until project completion report issued

ADB = Asian Development Bank, GESI = gender equality and social inclusion, GESI-AP = gender equality and social inclusion action plan, PIU = project implementation unit, PMU = project management unit, SHG = self-help group, TPCL = Tripura Power Company Limited, TPGL = Tripura Power Generation Limited, TRLM = Tripura Rural Livelihood Mission, TSECL = Tripura State Electricity Corporation Limited.

Sources: Guidelines for Gender Mainstreaming Categories of ADB Projects (2021), gender analysis carried out for the project as part of effective gender mainstreaming category and consultation with relevant project stakeholders.

⁵ Training needs assessment will include but not limited to assessment of present status and identification of training requirements pertaining to (i) institutional aspects such as status of savings, inter- loaning, monthly meetings, group cohesion, bank linkage, election process and record keeping etc; (ii) livelihood aspects related to present and proposed farm commercial activities by group and existing skills amongst members; present use of energy and scope for enhancing productivity through use of energy based appliances (iii) business development aspects including financial linkages, backward and forward linkages, avenues for marketing and promotion.