

GENDER ACTION FRAMEWORK¹

Tasks	Indicators	Responsibilities
PLANNING and/or DESIGN PHASE		
<p>Carry out gender and social analysis to inform the finalization of the DPRs for the facility-financed subprojects with information and data on current patterns of women's involvement in the energy sector, including construction, and operation and maintenance of subproject-financed infrastructure.</p> <p>Include a dedicated social development expert, with gender-related expertise, local knowledge, and experience (3–6 person months based on the complexity of the facility-financed subproject).</p>	<p>Consultation with community structures and/or groups, project-affected beneficiaries (% targets for women's participation to be developed)</p>	IDCOL
CONSTRUCTION PHASE		
<p>Provide separate facilities required for women at the construction site such as separate toilets, and childcare facilities in case of mother of under 5-year children during construction and operation of infrastructure project.</p> <p>Provide equal wage rates for work of equal value for women and men laborers.</p> <p>Identify gender-responsive risk mitigation measures including addressing health and social impacts associated with large-scale infrastructure development (including sexually-transmitted infections, human trafficking). If adequate mitigation initiatives (supported by the Government, NGOs, and/or CBOs) are not in place, identify and budget mitigation initiatives accordingly.</p> <p>Include women in all awareness, training, and capacity development activities.</p>	<p>Women employment opportunity (% targets to be developed)</p> <p>Record of wages paid shows no gender disparities for work of equal value</p> <p>Budget allocated for gender-related activities</p> <p>Gender-integrated mitigation measures implemented</p>	IDCOL
OPERATION PHASE		
<p>Establish specific targets for women's employment during operation of infrastructure—based on the gender and social analyses conducted, baseline data collected, and in line with the Government's legislation and regulations, promising practices and—if feasible—adoption of gender elements.</p> <p>Implement gender-responsive monitoring and evaluation system whereby: (i) data are disaggregated by sex; (ii) indicators are established at the onset of implementation, monitored against baseline conditions and reported on a regular basis, focusing on improvements to quality of life parameters.</p>	<p>Consultations carried out (% targets for women's participation to be developed)</p>	IDCOL

¹ This gender action framework (AF) aims at promoting the incorporation of social and/or gender-related approaches and considerations in the design of facility-financed projects. It will guide the preparation of project-specific gender action plans—as needed—should their need arise during the preparation of the detailed project report. The framework builds on the Government's broader commitment to gender, including in the energy sector and promising practices developed by ADB in its support to the energy sector. The gender framework is not a substitute for any other safeguards' frameworks (i.e. resettlement, environment, and/or indigenous people's frameworks) which—by their nature—aim at specifically targeting affected people within the project area.

Tasks	Indicators	Responsibilities
CAPACITY DEVELOPMENT PHASE		
<p>Contribute to establish long-term capacity to monitor the social and gender-related elements of subprojects, in line with internationally-established good practices.</p> <p>Develop a training module and gender sensitization training targeting the specific needs and constraints faced by the executing and/or implementing agencies, project monitoring units and/or project implementation units, corporation, and other relevant agencies on gender-related policies, strategies and practices.</p>	<p>Training carried out for the staff (% targets for women's participation to be developed)</p> <p>Training package includes gender session, and facilitated by social development experts</p>	IDCOL

CBO = community-based organization, DPR = detailed project report, IDCOL= Infrastructure Development Company Limited, NGO = nongovernmental organization.

Source: Ministry of Finance-Finance Division.