

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time Frame
Output-1: Power transmission capacity increased; Output 2: Power distribution network improved			
i. Involve women during project design and implementation. Preparation of socioeconomic baseline of subprojects to include sex- and caste/ethnicity disaggregated data and specific data on Female Headed Households (FHHs) for better targeting of communities. Conduct gender-inclusive consultations through focus group discussions (FGDs) among women in the project area	At least 25% of HHs from below poverty line (BPL), disadvantaged groups ¹ , and FHH will be consulted	NEA	Y1 – onwards
ii. Empower the contractors to employ local labor, including women, in project construction activities	<ul style="list-style-type: none"> • Skilled and unskilled labor opportunities for women maximized" [Target: 25%] • Contractors agreements to include: equal pay for work of equal value, gender-related core labor standards, special facilities for women workers and gender-inclusive awareness raising for risk mitigation² 	NEA and construction contractor	Y1 – onwards
Output-2: Power distribution network improved			
i. Electrification of new HHs with focus on disadvantaged groups, below poverty line (BPL) and FHHs in east, central, west, mid-west and far-west Regions	At least 25% of the proposed newly electrified HHs [estimated: 80,000] will be from BPL and FHHs. Approximately, 20,000 new BPL and FHHs will be electrified	NEA and construction contractor	Y1 – onwards
ii. End-user awareness raising for newly electrified HHs	End-user awareness raising activities of newly electrified HHs [estimated: 80,000], with a special focus on women consumers, to include: <ul style="list-style-type: none"> a) Safe and efficient use of electricity [i.e. use of compact fluorescent lamp (CFL)]; b) Energy-related livelihood opportunities; and c) Energy saving in consumer behavior and practices for HH tasks. 	NEA	Y1 – onwards
Output-3: Mini-grid RE systems increased			
i. Below-poverty-line, disadvantaged groups and FHH electrified by mini hydro based mini-grid development	28,000 additional HHs supplied by mini hydro in selected communities by 2020 [Target: at least 33% FHH and disadvantaged groups]	AEPC	Y1 – onwards
ii. Below-poverty-line, disadvantaged groups and FHH electrified by solar power or solar-wind hybrid based mini-grid (SWM) development	2,500 additional HHs supplied by SWM in selected communities by 2020 [Target: at least 33% of FHH and disadvantaged groups]	AEPC	Y1 – onwards
iii. Women trained in the construction, O&M of mini grid systems and as customer service providers	At least 40 % women's participation in all technical training in the construction, O&M and customer service provision ³	AEPC	Y1 – onwards
iv. Enhance women, FHH and disadvantaged groups participation in sub-project development	At least 33% participation of beneficiaries in sub-project consultation and development activities are BPL women with proportionate representation and	AEPC	Y1 – onwards

¹ The definition of disadvantaged groups is based on Government's Three Year Interim Plan (2010-2013) and the GESI analytical framework, which uses four indicators: poverty, geography, caste/ethnicity and gender.

² Risks associated with large infrastructure projects could include sexually transmitted infections (STIs) and human trafficking, with women especially vulnerable to such risks.

³ Customer service provision responsibilities will include billing and fee collection, information dissemination and minor maintenance such as changing light bulbs in households, keeping an audit of minor repairs that need to be referred to skilled electricians.

Activities	Indicators and Targets	Responsibility	Time Frame
	participation of disadvantaged groups		
v. Mobilize community based organizations for social and environmental community development activities ⁴	<ul style="list-style-type: none"> At least 50% women and proportionate representation of disadvantaged groups Support the implementation of the AEPC <i>Social Mobilization Guidelines on Women's Empowerment</i>⁵ 	AEPC	Y1 – onwards
Output-4: Capacity development support to NEA and AEPC			
i. Trainings in GESI-based community participation and management of energy systems by 2018. ii. Promote productive energy use activities focused on: (a) Reducing women's time burden spent on household tasks, and (b) women-led micro-enterprise development.	(a) Five trainings in GESI-based community participation and management conducted. (b) Technology promotion's activities conducted. These activities will raise awareness for the productive, safe and sustainable use of energy ⁶ , Conduct 'training of trainers' programs to develop 'technology promoters' to implement activities Target: At least one technology promoter in each sub-project site - 50% are women] (c) Baseline and end-line surveys on women's time-use conducted. Surveys will determine time spent for water and fuel collection and other housework, as well as time spent for income-generating activities and leisure [time-saving targets to be set based on the results of the baseline surveys] (d) Women's micro-enterprises developed. This will be carried out through: (i) Conducting a needs assessment and mapping of existing enterprises to identify appropriate livelihood opportunities for women's energy-based micro-enterprise development in each sub-project site (incl. upgrading of existing enterprises) ⁷ ; (ii) Developing a skills training program ⁸ and establishing business incubator programs to promote innovative micro-enterprise development, e.g., ICT service centers/kiosks; and (iii) Providing additional fund support for enterprise-development based on AEPC subsidy policy and delivery mechanism ⁹ Target: At least one woman per BPL household, proportionate number of BPL socially excluded households and all BPL/WHHs. At least 30% increase in women-led micro-enterprises].	AEPC Baseline data gathered within a year of project commencement and end-line data gathered at project's end, with comparison/analysis reported in the Project Completion Report	Y1 – onwards
Implementation arrangements: <ul style="list-style-type: none"> A full-time Gender and Social Inclusion (GESI) consultant will be engaged and located at the AEPC premises to support the implementation of all GESI Action Plan-related activities. 			

⁴ Environment management activities for micro and mini hydro sites, e.g., community forestry and tree plantation. Social activities in MMH and SWM sites, e.g., environment health and sanitation, trail road construction.

⁵ The AEPC has recently adopted social mobilization guidelines for women's empowerment, which should be used as a reference for community mobilization activities.

⁶ Such as improved cook stoves, water mills, ICT technologies, solar heaters/hot-water systems/dryers, food/agro-processing equipment, and others.

⁷ Such as agricultural production and processing, food processing, craft making, horticultural production and processing.

⁸ Such as operating electrical appliances, simple book-keeping and finance management, access to MFI services and others.

⁹ Available at: http://www.aepc.gov.np/?option=resource&page=rescenter&mid=3&sub_id=18&ssid=2&cat=RE%20Subsidy%20Policy.