
Gender Action Plan

FP017: Climate action and solar energy development programme in the Tarapacá Region in Chile

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Proposed Action Plan – Gender Mainstreaming

Objective	Action	Indicator	Responsible Institution
Gender balanced employment	Place emphasis on hiring local workers; Hiring women in various construction related jobs, office and/or other services, or female engineers Liaise with the local labour bureau and construction companies to help inform women of the availability of jobs (direct and indirect) during construction Encourage contractors to employ local labour including women	Number of positions offered, and number of women and men employed through jobs created from the project	Project and EPCM
Provide training to improve employability of local workers	Job training for both men and women to improve their overall employability	Number and quality of training provided to employees	Project and EPCM
Ensure community outreach program, information campaign, and development of communication and dissemination strategy includes women	Consult both men and women on type of information needs during project construction and operation Provide access and include female-headed households in conversations and ensure that they have equal participation in project discussions Ensure that information material is gender sensitive	Number of women and men who participated in town hall meetings, focus group meeting, etc. Number of women's group involved in community outreach programs	Project working with local communities
Enable procurement of good and services from women owned businesses.	Liaise with municipality to obtain registry of women-owned businesses; Identify women owned business who can provide goods and services to the project Actively recruit woman owned business to participate in the project Encourage contractors to utilize these businesses to the extent possible.	Efforts invested in the process to identify, and number of women owned businesses identified Number of offers to and uptake by women owned businesses providing goods and services to the Project	Project and EPCM contractor
Ensure effective communication and interactions with local communities including women	Establish a local office in or near the community of Pica. Ensure Project representation is available to local residents including women Ensure opportunities for women's issues and opinions to be heard as part of the community outreach program	Extent of local presence and availability of Project representative Active participation by women	Project