

---

# Gender Action Plan

---

## **FP020: Sustainable Energy Facility for the Eastern Caribbean**

Dominica, Grenada, St Kitts and Nevis, St Lucia, St Vincent and the Grenadines | IDB | B.14/07



**GREEN  
CLIMATE  
FUND**

**RG-L1071**  
**Sustainable Energy Facility (SEF) for the Eastern Caribbean**  
**Gender Assessment**

**I- Gender Activities**

Given this context, the project will incorporate activities which will contribute to the achievement of the first strategic gender objective in the [Implementation Guidelines for the Operational Policy on Gender Equality in Development](#) that is economically empowering women by facilitating women's access to economic opportunities and promoting women's entrepreneurship.

More specifically the project will promote gender equality in hiring. The companies will be encouraged to adopt practices such as hiring under equal conditions, review of hiring requirements to detect criteria that potentially exclude women, and the possibility of setting targets related to women participation. Additionally, the project will promote the inclusion of local women in training activities for the construction, operation and maintenance work that does not require specific qualifications. As mentioned previously, non-traditional sectors, such as sustainable energy, can result in greater benefits to women and can help them to have more stable jobs and higher salaries, which in their turn should help to increase both their well-being as well as those of her dependents.

Moreover, as we just mentioned poor women head of households work in the informal sector, when possible the project will support a shift from the informal to the formal sector for women's businesses that could provide services such as cleaning, food services, textile production for uniforms, etc. to the geothermal facility.

Another important activity is to secure the working environment of women employed in the plant there will be exclusive bathroom for women, and appropriate uniforms for females. The companies will promote an environment free from sexual harassment in which this type of attitude and behavior is prevented, and where conflict reporting and resolution are facilitated..

Finally, to ensure that women's voices are heard during consultations processes. Women play an important role in the collection, use and management of energy and ensuring that their needs and concerns are included in the design and implementation of a project is a key to the success and sustainability of any project. In that sense, the project will ensure women's participation in all consultation processes related to geothermal energy projects

**II- Gender Results and Indicators**

<b><i>Impact: Economically empowering women by facilitating women's access to economic opportunities and promoting women's entrepreneurship</i></b>				
<b>Indicator</b>	<b>Unit</b>	<b>Baseline</b>	<b>Target</b>	<b>Source of Verification</b>
<b>Result 1: Women trained in construction, operation and/or maintenance of renewable energy (RE) and energy efficient (EE) infrastructure and projects</b>				
% of women trained, out of the total trainees, in construction, management and/or maintenance of SE infrastructure/projects.	%	0	30	Source: Reports from the CDB based on information from governments and private project sponsors. Measured as an average of individual GE sub-projects at the end of the program.
<b>Result 2: Women participate in consultation processes related to geothermal energy (GE)</b>				

% of women who participate in consultations	%	0	35	Source: Reports from the CDB based on information from governments and private project sponsors (Measured as an average of individual GE sub-projects at the end of the program).
---	---	---	----	---