

GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Responsibility	Timeline	Updates
Output 1. Construction and installation of 1.32 MWp solar capacity in 9 outer islands of Tonga				
<p>This will include: Solar power. The project will construct and install solar power systems with a total capacity of 1.32 MWp on 9 outer islands of Tonga by (i) connecting solar photovoltaic generators to existing electricity distribution networks (0.2MWp on 'Eua and 0.55 MWp on Ha'apai) including a repair, documentation, training and improvement program for Vava'u; (ii) connecting solar photovoltaic generators to existing community-owned and community-managed electrical minigrids on four Ha'apai outer islands (100 kWp on 'Uiha, 70 kWp on Nomuka, 70 kWp on Ha'ano, and 150 kWp on Ha'afeva); (iii) connecting 0.183 MWp of solar home system capacity in Niuafou'ou and Niuatoputapu; (iv) At least 65 households are female headed ('Eua, Ha'apai and Vava'u: 50 households and Ha'apai outer islands and Niuas: 15 households). (Baseline: 350 households were TPL customers in 2011 and about 50 households not electrified) and (v) Hired women with a 30% target within local construction contracts for solar power installations.</p>	<p>During design and implementation, all community consultations will have a target of at least 50% female participation.</p> <p>Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).</p> <p>Requirement for hiring of women (30% target) will be included in the local construction contracts for solar power installations.</p> <p>Provide necessary institutional support for female labor-based workers such as separate sanitation facilities. Contractors appointed for construction will be informed of the required facilities before bidding.</p> <p>Ensure equal pay for equal work between male and female workers.</p>	<p>Implementing Agency (TPL and MEIDECC)</p> <p>Principal contractor (CBS)</p> <p>Principal contractor</p> <p>Principal contractor</p> <p>Principal contractor</p>	<p>Phase 1 (on-grid rehabilitation) - Q2 2015; Phase 2 (mini-grid/off-grid) - Q1 2016</p> <p>Phase 1 ongoing and Phase 2 - Q4 2017</p> <p>Phase 1 ongoing and Phase 2 - Q4 2017</p> <p>Phase 1 done and Phase 2 during implementation.</p> <p>During construction</p>	<p>Consultation done for Phase 1 and 2 with 50% female participation.</p> <p>Phase 1 engaged 3 males and 3 females achieving more than the target.</p> <p>Target not yet met. Predominantly men given the nature of work involved. Female staff hired for office work and will be given priority for jobs they would apply and qualify. Phase 1 engaged 6 males onsite and 1 female in the office.</p> <p>Separate restroom not possible due to very few number of women workers but women-friendly condition ensured such as reliable water supply and proper lock and lighting.</p> <p>Being complied (ongoing)</p>

	Incorporate income generation development (fisheries) into project design (availability of freezing facilities for fish catch to allow for start- up commercial activities), including at least 50% participation by women as business managers.	Implementing Agency	Q4 2017	Awareness raising on business opportunities from increased electricity supply done for Phase 1 (Q2 2015); and Phase 3 (Q1 2016) with 50% women participation.
Output 2. Operation and Maintenance (O&M) Program				
(i) Finalized program manual for solar electric equipment. (ii) Knowledge of solar electric and hybrid equipment transferred during a period of 5 years after commissioning.	Conduct at least three yearly training on project planning and asset management maintenance (one for each of 3 project regions) for MEIDECC, TPL staff and the community electric societies with a minimum of 50% female participants.	Executing Agency	Phase 2 – Q2 2019. Phase 1 and 3 with TPL not required due to their existing capacity.	Trainings for MEIDECC and community from principal contractor. STR to come once a year to make sure that O&M is happening and train new staff if necessary. O&M Training provision built into the contracts of principal contractors and STR contract.
	Conduct at least three yearly workshops with a minimum of 50% female participants for MEIDECC and TPL staff on procurement, anticorruption and safeguards.	Executing Agency (with support from ADB)	Ongoing	Procurement training (July 2016 and August 2016); Safeguards training (August 2016) to target 50% female participation.
	Conduct at least 1 consumers' training on power budget management with a minimum of 50% female participation for each nine outer islands prior to project implementation.	Implementing Agency	Roll-out training prior to commissioning.	Initial activity such as awareness building done with 50% women participation: Phase 1 - Q2 2015; Phase 2 - Q1 2016 and Phase 3 - Q1 2016.

	<p>Conduct at least 9 workshops with a minimum of 50% female participation on demand side management for community electric societies' customers.</p> <p>Enhance community electric societies' management capacities through facilitation of inclusion of women in EMCs (50% female).</p> <p>Conduct at least 1 training on each of nine project sites on business incubation and management including identification of solar power-related business opportunities (minimum 50% female).</p>	<p>Implementing Agency</p> <p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Roll-out workshop prior to commissioning</p> <p>Q1 2016</p> <p>Roll-out training prior to commissioning</p>	<p>Initial activity such as awareness building done with 50% women participation Phase 1 - Q2 2015; Phase 2 - Q1 2016; and Phase 3 - Q1 2016.</p> <p>Done with 50% women members in the EMCs</p> <p>Initial awareness building done with 50% women participation Phase 1 - Q2 2015; Phase 2 - Q1 2016; and Phase 3 - Q1 2016</p>
Output 3. Efficient and Effective Project Management				
<p>Appointed Project Management Consultant (PMC) team, consisting of 1 electrical solar engineer to act as project manager, 1 power electric planning and field engineer to act as deputy project manager, 1 financial/procurement specialist, and 1 social safeguards specialist.</p> <p>Capacity building program conducted over a period of at least five years after commissioning.</p> <p>Content of the program: (i) Project planning and asset management maintenance (one for each group of islands) for ED, TPL staff and the community electric societies with minimum 50% female participants (At least three yearly training); (ii) Procurement, anticorruption, safeguards, and O&M of solar-diesel hybrid energy systems (one for each group of islands, at least three yearly training) with a minimum of 50% female participants for ED and TPL staff; (iii) Asset management concepts, theories and practical project applications (At least one staff for each island trained yearly); (iv) Asset management program for TPL and community electric societies with a minimum of 10% female participants; (v)</p>	<p>Include a gender and safeguards specialist in the project team who will manage implementation of gender action plans, organize awareness activities and maintenance training for unemployed youth in project community (at least 50% members are women).</p> <p>Provide gender awareness training to all PMC/project staff.</p> <p>Establish all project performance indicators disaggregated by gender, collect them regularly, and include them in the baseline, progress, monitoring, and evaluation reports.</p> <p>Develop a project performance system that includes indicators measuring implementation and progress of the gender action plan.</p>	<p>Implementing Agency</p> <p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Q2 2015</p> <p>Q2 2017</p> <p>Q1 2015 until project completion</p> <p>Q1 2016 until project completion</p>	<p>Project Manager undertaking the role with assistance from Gender Focal Points from TPL and MEIDECC Satisfactory GAP implementation ongoing with the current set-up.</p> <p>Waiting for the completion of the consultation in Vava'u.</p> <p>Reporting done on quarterly basis. Some DMF indicators are not requiring gender disaggregation.</p> <p>GAP implementation ongoing with project/performance</p>

<p>Efficient management & utilization of solar power services TPL customers (At least one staff for each island trained yearly); (vi) Consumers' training on power budget management with a minimum of 50% female participants for each nine outer islands and (vii) DSM with a minimum of 50% female participants for TPL and community electric societies' customers.</p>	<p>Enhance capacity by MEIDECC and TPL management to include gender perspective into its operations through gender awareness training and institutional development assistance e.g. annual/monthly planning and reporting for all management personnel and interested staff.</p> <p>Include at least one female member to the project team in-charge of community consultation, information and training activities.</p> <p>Conduct project briefing of traditional women and men leaders (9 outer islands) on the project including gender targets and their rationale.</p>	<p>Executive Agency and Implementing Agency</p> <p>Implementing Agency</p> <p>Implementing Agency</p>	<p>Q2 2017</p> <p>Q2 2015</p> <p>All outer islands completed by Q1 2017.</p>	<p>quarterly being monitored</p> <p>Awaiting Vava'u component under Phase 3 to commence.</p> <p>Gender Focal Points identified from the Implementing Agencies</p> <p>All islands except Vava'u are done with the project briefing including gender targets.</p>
<p>Output 4. Improvement of Energy Efficiency by Upgrading the Existing Distribution Network</p>				
<p>Upgrading power distribution network entirely on 'Eua and up to 50% on Vava'u</p>	<p>During design and implementation, all community consultations will have a target of at least 50% female participation.</p> <p>Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).</p> <p>Requirement for hiring of women (30% target) will be included in the local construction contracts for network rehabilitation.</p> <p>Provide necessary institutional support for female labor-based workers such as separate sanitation facilities. Contractors appointed for construction will be informed of the required facilities before bidding.</p>	<p>Implementing Agency</p> <p>Principal Contractor</p> <p>Principal Contractor</p> <p>Principal Contractor</p>	<p>Q1 2017</p> <p>Duration of works</p> <p>Duration of works</p> <p>Ongoing</p>	<p>Done for 'Eua with but not yet for 'Vava'u</p> <p>7 females and 8 males engaged</p> <p>2 males as surveyors and 0 female. Predominantly men were employed given the nature of work. Office work will give priority to women.</p> <p>Separate restroom is not possible since most comprised of line works and very few number of women workers. But women-friendly condition ensured such as reliable water supply and</p>

	Ensure equal pay for equal work between male and female workers.	Principal Contractor	During construction	proper lock and lighting. Being complied (ongoing)
<p>Implementation Arrangements: The activities proposed under the additional financing will not require changes in the existing GAP for the overall project. The project management consultant (PMC) /Social Specialist will continue to implement the GAP with gender focal points from TPL and MEIDECC. Gender mainstreaming as per the proposed activities and targets will be ensured during project implementation. The current reporting on progress of GAP activities will remain in quarterly project progress report for submission to ADB and the government.</p>				

MWp = megawatt peak, kWp = kilowatt peak, ED = Energy Department, EMCs = electricity management committees, GAP = gender action plan, TPL = Tonga Power Limited, MEIDECC= Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications.

Source: Asian Development Bank.